HCA Healthcare’s high standards and expectations for patient care have led us to invest in educational programs designed to develop colleagues, nurses and physicians into current and future industry leaders.

Investments in Professional Development

- HCA Healthcare colleagues who return to school to pursue new or advanced degrees can receive up to $5,250 in tuition reimbursement per year for eligible higher education courses and expenses, along with access to financial advisors and education counselors.
- Nursing education is critical to our success and we are proud to have Galen College of Nursing, Research College of Nursing and Mercy School of Nursing as educational facilities within the HCA Healthcare family. We also provide nurses access to our list of pre-screened accredited universities that we trust to deliver convenient, quality education.
- HCA Healthcare offers monthly student loan assistance to help colleagues repay education loans, and provides financial wellness coaching to help select the best repayment or refinancing plans.
- We support colleagues who want to obtain specialty clinical certifications by paying upfront testing costs, providing test preparation materials and reimbursing costs after successful completion of a certification exam. Colleagues also receive bonuses for achieving nationally recognized certifications beyond their current position.
- Our Centers for Clinical Advancement offer training on best practices and share expertise from across the enterprise to help nurses feel confident and competent in various patient care situations. These centers enable experts to engage in real-time sessions that simulate high-risk situations using mannequins to assess patients and develop treatment plans. Simulated situations range from cardio pulmonary emergencies to NICU patient care.

Nursing Schools

HCA Healthcare recently became a majority owner of the Galen College of Nursing, and is proud for it to join Research College of Nursing and Mercy School of Nursing as educational facilities within the HCA Healthcare family. Our collaborations with these schools allow us to provide more access to education for nurses just entering the field, as well as ongoing development for experienced nurses. Through our nursing schools, we deliver on our commitment to improved nurse engagement, quality patient experiences and consistent and efficient care.

“Education has opened a new world of knowledge for me—things I didn’t learn in nursing school, things you can implement in your everyday work. I’ve been able to use this in my career to maximize patient care. I’m thankful for the tuition reimbursement program.”

Ivette Littlejohn, RN
BSN Student
Doctors Hospital of Sarasota
Graduate Medical Education

HCA Healthcare invests heavily in graduate medical education (GME) programs to ensure our physicians, residents and fellows are prepared for their careers and trained on the latest medical approaches.

• HCA Healthcare is the largest sponsor of GME in the United States, with events and initiatives including monthly national grand rounds series where our experts present on relevant clinical and non-clinical subjects.
• We have made significant investments in simulation curriculum and resources such as Fundamentals of Laparoscopic Surgery and Point of Care Ultrasound, as well as collaborative mass casualty event team training and an industry-leading robotic surgery curriculum.

The largest GME sponsor in the United States:

250+ residency programs
850+ graduates
3,900+ residents and fellows
53 locations

Educating Future Leaders

HCA Healthcare provides scholarship assistance that helps the next generation achieve their educational goals:

• Approximately 800 students received higher education scholarships totaling $2.9 million for the 2019-2020 academic year through the HCA Healthcare Scholars Program, which awards assistance to children of HCA Healthcare colleagues.
  ◦ 14% are first-generation college students
  ◦ 94% are seeking bachelor’s degrees
  ◦ 31% are the children of nurses
• In 2019, we created the HCA Healthcare Scholars at Fisk University program to provide scholarships and internship opportunities for high-achieving students at Fisk University, one of the nation’s historically black colleges. We have committed $1 million to the program over the next four years.
• HCA Houston Healthcare donated $3.5 million in 2019 to the University of Houston College of Nursing to fund training, research and a robust nursing faculty and administration.