

***Now offering Recruitment and Referral Incentives
at the Delaware Veterans Home!***

**Start your career at the Veterans Home as an APN, RN, LPN, or CNA and qualify
for recruitment incentives starting at \$1,500.**

Referral bonuses of \$1,000 are available to referring Veterans Home employees.

The Delaware Department of State (DOS) seeks to increase the number of applicants for clinical nursing positions at the Veterans Home by offering a recruitment incentive to eligible APN, RN, LPN, and CNA candidates in accordance with the DOS/Veterans Home Recruitment and Referral Incentive Program.

The program provides recruitment incentives as follows:

- Recruitment incentives are based on the position classification as follows:
 - **\$6,000 for APNs**
 - **\$3,500 for RNs**
 - **\$2,000 for LPNs**
 - **\$1,500 for CNAs.**

Recruitment incentives will be paid in quarterly installments over the first year of hire and will begin after the first quarter of employment. New employees accepting this recruitment bonus must commit to two consecutive years of employment with the Veterans Home.

- Referral bonuses of \$1,000 are available to current Veterans Home employees who refer new hires in the following classifications APN, RN, LPN, and CNA. Referral bonuses of \$1,000 will be paid in quarterly installments over the first year of hire of the referred applicant.

NOTE: This program is administered by the Department of State/Veterans Home. The program will run through June 30, 2019. This program may be terminated by the State at any time.