

The Good Samaritan Society's Administrator-in-Training Program FAQ

We are pleased that you are interested in a career as a Long-Term Care Administrator and have an interest in working in a skilled nursing community.

When can I apply?

Visit the Good Samaritan Society's careers page at www.good-sam.com/careers for information about when applications will be accepted and when the next Administrator-in-Training cohort will begin.

*Helpful Hint: Please have an un-official copy of your college transcript ready to attach with your application.

Can I apply if I still have college courses to finish and a practicum to complete?

College courses must be completed prior to beginning the Administrator-in-Training (AIT) program. You may still apply for the AIT program if you will have completed the required coursework prior to when the AIT program starts. Information about internship qualifications and coursework requirements is available on the Society's website at www.good-sam.com/careers on the Administrator-in-Training menu option on the left. You may complete a practicum simultaneously with completing the AIT program. The practicum must be for college credit.

Can I apply if my degree is not in Health Service Administration?

Yes, if your transcript shows the coursework outlined on the Society's Careers webpage linked above.

Do I still need to complete a college practicum if I have a master's degree?

In most states, a master's degree does not replace a practicum on the five domains of practice required by the National Association of Boards of Examiners for Long-Term Care Administrators (NAB). The five NAB domains of practice include: organizational management, human resources, finance, environment and resident care. Please check and see if your master's program offers an independent study or other opportunity that you can enroll for to complete a Long-Term Care Administrator Practicum.

Do I still qualify for the AIT program if I don't have a college practicum as part of my degree?

We are looking for individuals who have the ability to be licensed in a majority of states we are located in. Our first preference is for applicants who have completed a college practicum. Without a practicum, you may be limited in where you can be licensed by completion of the AIT program. Applicants for the AIT program may enroll in their college program's practicum for credit and complete it simultaneously with our program. Or, applicants may enroll as an independent student in a Health Administration Services Practicum of their choice. The University of Minnesota, Crookston, offers an independent study as an option.

Do I still need to complete the AIT program if I already have taken my NAB and have a state license?

Yes, all Society administrators are required to complete the AIT program in some form. While you won't be studying for the NAB, you may, however, be studying and completing another state examination based on where your placement is. You will also be learning about our organization's practices and core competencies for leadership.

Where will my AIT internship be located?

The AIT internship site is selected from among our approved internship locations throughout the country. The intern is both a student and an employee of the Society, engaged as an “apprentice” with a preceptor who is registered within the state, has completed the Society’s preceptor training and has worked for a minimum of three years at that location. AITs are most likely located at our Midwestern locations of Kansas, Nebraska, Iowa, Minnesota, South Dakota or North Dakota.

Will the location of my AIT internship be at the same location where I will be hired?

No, you will move to a location that has an opening upon completion of the AIT program. Our AIT experiences are held at our locations, so if you currently do not live near or in one of our communities, you will need to move for the AIT experience and for permanent placement.

What coursework is included in the AIT program?

You will be attending three one-week sessions at the Good Samaritan Society – National Campus in Sioux Falls, South Dakota for additional training. You will be expected to study for NAB licensure on your personal time.

What is the length of the AIT program?

The AIT internship lasts between six to nine months.

When is the AIT program available?

We start the AIT program twice a year, typically in January and June.

What is the application process?

We accept applications for a limited time period twice a year, once in the spring and once in the fall. If you’d like to be contacted the next time the application is available, please email 0010_Talent_Acquisition@good-sam.com.

There are a variety of steps that get completed before final selection including but not limited to: video interviews, profile assessments, background checks and references.

Upon acceptance into the AIT program, there is a contractual agreement that upon completion of the AIT program AITs are expected to be able to relocate to any open position within the company and remain employed for two years.

Can I work part-time at another job when I am in the AIT program?

No, this is not possible, as your hours during the week will vary as will the preceptor’s. There will be issues that occur after regular business hours and on weekends, which you will need to be able to attend. This is considered a full-time position.