

A funded, licensed new-grad pipeline.

HiSpi funds accelerated nursing, CRNA and PA students in classes of 20 to 30, backed by people in their own field. Before graduation, we introduce each class to partner hospitals. You meet them early, hire who fits, and pay only when you hire.

Meet them early Funded, verified students, months before they reach the open market.	Pay only on hire No tuition paid up front. Backers carry the funding risk, not your budget.	A reason to choose you A partner hire lowers the graduate's repayment ceiling from 14% to 11% APR.
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How partnering works

Step 1 We fund a class Verified for enrollment, progress and identity, then funded together.	Step 2 You meet the class Info sessions and early interviews before graduation.	Step 3 You hire who fits No minimums. Graduates are never locked in, so every hire is a real choice.	Step 4 Fee on hire, or a seat A placement fee per hire, or sponsor seats in a class instead.
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Compared with what you use today

	HiSpi partner (draft)	Recruiting agency	Sign-on bonus	Own tuition sponsorship
Cost per hire	About 12% of first-year salary, modeled	15–25% of salary	\$10k–\$30k RN; \$30k–\$150k CRNA	\$50k–\$115k per CRNA
When you pay	Only when you hire	On hire	Up front	Before they graduate
If they don't work out	No tuition at risk	Guarantee period only	Clawbacks are hard	The hospital absorbs it
Lock-in for the grad	None	None	Usually 1–3 years	2–3 year service commitment

Fee levels and sponsorship terms are not set. We are shaping them with Bay Area and California hospitals during this research phase.

The first classes

Bay Area Nursing, Fall 2027: accelerated BSN and entry-level MSN students, starting at Samuel Merritt in Oakland.

- CRNA and PA classes follow, where specialty hiring is hardest.
- Career-changers, working within 12–24 months.

What we'd like to learn from you

- How you hire new-grad RNs, CRNAs and PAs today, and what each hire costs.
- Which roles and sites are hardest to fill.
- Whether a fee on hire or sponsored seats would fit your budget, and at what level.

Talk with John, the founder

A 30-minute research conversation. No commitment, nothing to sign.

calendly.com/john-hispimarkets/30min