

Kaiser Permanente L.A.U.N.C.H.* INROADS Program

**Our combined mission is vital
to the future of health care**

Kaiser Permanente Partnership

Group: "To provide affordable, high-quality health care services and to improve the health of our members and the communities we serve."

INROADS: "To develop and place talented underrepresented youth of color in business and industry and prepare them for corporate and community leadership."



Diverse opportunities for underrepresented college students of color

We offer a variety of internships in both health care and business, each designed to provide our interns with the practical background, support network, and knowledge they will need to succeed in their chosen field. Through the Kaiser Permanente L.A.U.N.C.H.* INROADS program, we help students transition from the classroom to the boardroom, hospital, or medical facility.

“HealthTrac” Internships

Among internships currently offered for health care students are “tracs” for Registered Nurses and Clinical Lab Scientists. Pre-Nursing, Nursing, and Clinical Lab students can gain hands-on experience in the day-to-day duties required in their future careers. Interns interface with Kaiser Permanente Nurses and Clinical Lab Scientists to obtain “on-the-job” perspectives. Our goal is to expand our “HealthTrac” to include a variety of additional health care careers.

“BusinessTrac” Internships

Internships are available in departments that focus on the business side of health care, including Accounting, Administrative Services, Human Resources, Information Technology, Sales and Marketing, and others. Interns will participate in the development and implementation of projects in these areas, interacting with their peers, staff members, and several levels of management.

For more information

Take the first step forward by visiting www.INROADS.org and <http://xnet.kp.org/hr/ca/youth/inroads/index.htm> to find out how you can “L.A.U.N.C.H.*” your career toward success while you are in college.

Our Future IS IN YOUR HANDS.



**Seize the Opportunity to “L.A.U.N.C.H.*”
Your Career on the Right “Trac”**



KAISER PERMANENTE®



INROADS®

Kaiser Permanente
L.A.U.N.C.H.* INROADS Program
Internship programs for underrepresented
college students of color

***Learn About Unlimited New Careers in Health Care**



Developing your talent for leadership

Kaiser Permanente is dedicated to helping underrepresented college students of color develop into a powerful, multicultural workforce that delivers quality, cost-effective, and culturally responsive care to the diverse communities we serve. Since 1987, we have worked with students through the Kaiser Permanente L.A.U.N.C.H.* INROADS program to provide practical experience in the health care field and to offer many of our INROADS interns exciting career opportunities following graduation.

We are making a solid investment in developing health care leaders capable of guiding Kaiser Permanente into the future. Our program offers valuable hands-on experience, peer discussion, networking opportunities, and a chance to develop your skills in a supportive environment. Our Kaiser Permanente L.A.U.N.C.H.* INROADS program enhances the diversity of our workforce so that it will continue to mirror our membership. In a very real way, our future is in your hands, and we want to empower you to lead and succeed.

Program features

If you are interested in a fulfilling health care career, explore all that the Kaiser Permanente L.A.U.N.C.H.* INROADS program offers:

- **Paid summer experience via a nine week internship** at a Kaiser Permanente facility.
- Opportunity to **return to the program each summer** to enhance your knowledge through hands-on experience, with increasing levels of responsibility in your area of concentration including project management and leadership.



■ **Peer group meetings** where interns meet each other and participate in an open discussion forum with executive leaders as well as attend mini-workshops focused on Kaiser Permanente enculturation, Kaiser Permanente's Labor Management Partnership (LMP), leadership development, cultural awareness and a variety of other topics. These meetings enable you to form a support network within our organization, meet senior leaders and gain exposure to a variety of internal departments.

- **"Day in the life of..."** enables you to observe a typical day of activity for Kaiser Permanente managers who have career paths similar to yours. Upon approval of the request, you will shadow selected health care professionals. This component of the program provides you with a practical "real time" experience in your career path of choice.
- **Buddy system** assists first year interns with their transition into Kaiser Permanente's culture, business practices, and philosophy of caring. Second year interns are assigned to first year interns to help their "buddy" get acclimated to the Kaiser Permanente environment. Buddy pairs meet at least twice a month and questions, concerns, and outcomes of these discussions are examined at peer group meetings.
- **Scholarships** reward interns for their academic performance and achievements in the workplace. You will have an opportunity to earn up to a \$1,000 scholarship at the conclusion of each summer internship.
- **Post-graduate opportunity to apply for positions with Kaiser Permanente.** Your knowledge and experience will be significant assets after graduation. Our goal is to identify, train, and retain qualified interns who will make a commitment to a career of excellence at Kaiser Permanente.

How to apply

There are a variety of internships available in both business and health care “tracs”. You can begin building your future by taking two simple steps:

Step 1:[†] Apply for the INROADS program by visiting www.INROADS.org and clicking on the INTERNS section for instructions and an application.

Step 2: After you have been accepted into the INROADS program, identify Kaiser Permanente as the organization where you would like to be an intern.

For more information about the Kaiser Permanente L.A.U.N.C.H.* INROADS Program, visit <http://xnet.kp.org/hr/ca/youth/inroads/index.htm>

[†]The INROADS program must accept you before you can request an internship at Kaiser Permanente. We work closely with INROADS to make exciting intern opportunities available to talented candidates.

Simply the best

Kaiser Permanente’s L.A.U.N.C.H.* INROADS program has been recognized by INROADS National Accounts conference as “Best of Class” in the following areas:

- outstanding growth
- retention
- conversion of graduating seniors to employees
- vision for the INROADS program

Our interns are an important part of our commitment to excellence, diversity, to our community, and to the future. If you are seeking experience that prepares you for a career filled with challenges and rewards, we invite you to consider an internship with Kaiser Permanente.

