



Regional Allied Health & Science Initiative (RAHSI) Industry Partners & Internship “Best Practices”

Note: A confidential Pre- and Post-Internship Survey is required of all RAHSI student interns, which is usually administered by the industry partners. An independent community research firm tabulates and maintains the results. The surveys and reports are available to view at www.RAHSI.org/tools.htm.

- **Health-Careers Exploration Summer Institute (HESI) – Serving the Grossmont Union High School District Health Career Pathways (exclusively)**
 - **Description:** An approved, annual district course (for school credit as a science elective) since 2005 that provides advanced classroom experience in 2 healthcare settings (Kaiser Zion and Sharp Grossmont Hospitals). One day is reserved for Grossmont College’s nursing simulation lab exposure. A district teacher (paid per summer school guidelines) leads the course and most internal coordination within the hospitals. Lecture days and graded assignments are incorporated. A real-world application, interview, parent information session, health screening, and orientation process is required. Workforce preparedness trainings will be included in the orientation and lecture days. Prerequisites include prior completion of RAHSI Medical Biology and a preferred second Health Pathway course, 2.5 minimum GPA, good citizenship grades, and a positive Health Pathway teacher recommendation (form provided by RAHSI). An age requirement has evolved toward 10th-12th graders only. Program gives students an opportunity to gain multiple-career and facility exposure while participating in various hospital and medical procedure rotations. Uniform scrubs are provided with clear program branding. Final “what I learned/case study” presentations made by all participants to parents, hospital staff, executives, and board members on last day of internship. Program capacity is 12 students, with an additional 2 (paid) spaces available for outstanding HESI “graduates” from past years to serve as program mentors and co-leaders.
 - **Compensation:** 10 summer school credits, graded Pass/Fail so it does not affect their GPA. Lunch coupons provided daily for hospital cafeterias. Stipend or wages being explored but not yet secured.
 - **Duration:** 4 weeks from mid-June to mid-July, 8 hours daily (varies 7:00 a.m.-4:00 p.m.), Monday through Friday (excluding July 4 when applicable).
 - **Advisor Team:** The program is coordinated by GUHSD science teacher Heather Peterson and participating hospital department managers. Kaiser’s Education Services staff is also involved during Kaiser’s portion.

- **Kaiser Permanente’s year-long “program name to be determined” – Serving RAHSI Pathway students (exclusively) from Grossmont Union High School District & Patrick Henry High School (with the possibility of expansion to additional RAHSI sites in Metro area)**
 - **Description:** Designed to be a “Level II” internship experience. Program piloted in fall 2009 accommodating 12 students at Kaiser Zion and Vandever facilities. Expansion to 20 students anticipated in program’s future years. This paid work experience program gives students an opportunity to gain multiple-career and facility exposure while participating in one department (no rotations). Prerequisites will include prior completion of RAHSI Medical Biology and a preferred second Health Pathway course, 2.5 minimum GPA, good citizenship grades, highly preferred prior completion of a RAHSI or similar summer internship program/course, and a positive Health Pathway teacher recommendation (form provided by RAHSI). Open to 11th and 12th graders only. The job/course enrollment will be in semester intervals, with re-application required at the start of spring semester.
 - **Compensation:** \$8 per hour (minimum wage).
 - **Duration:** 18 weeks during fall and 18 weeks during spring, 2 days per week (Mon/Wed or Tues/Thurs), 3 hours each shift. Re-application is required at the semester change.
 - **Advisor Team:** The program will be coordinated by a part-time, RAHSI-funded Internship & Tours Coordinator based at the hospital (Elena Wiggins, also coordinator for Kaiser’s Inroads & Summer Youth Employment Programs), Kaiser Education Services staff Marilyn Mitchell, RAHSI Industry Connections Coordinator Sonia Lira, and GUHSD science teacher Heather Peterson.

- **Medic Program – Serving the Grossmont Union High School District Health Career Pathways (exclusively)**
 - **Description:** An approved, one semester course (for school credit as a science elective) since 2007 that provides advanced classroom experience in emergency medicine settings. In the Field: Students are partnered with a mentor(s) who is a local EMT or fire fighter. They gain 40 hours of indirect job experience by observing emergency calls and situations, the inner workings of the Emergency Medical System, and career options in the field of emergency medicine. Mentors are typically from local fire departments (sometimes volunteer), EMT units, or paramedic units. In the Classroom: Students receive an introduction to basic EMT skills, Emergency Medical Services (EMS) safety, how to take baseline vital signs, how to collect SAMPLE data, medical and trauma patient assessment, legal & ethical issues, and EMS techniques and equipment. Students meet weekly after school for a total of 36 classroom hours. Prerequisites include prior completion of RAHSI Medical Biology and a preferred second Health Pathway course, 2.5 minimum GPA, good citizenship grades, and a positive Health Pathway teacher recommendation (form provided by RAHSI). An age requirement has evolved toward 10th-12th graders only.
 - **Compensation:** 5 science elective credits.
 - **Duration:** One semester at a total of 36 classroom hours (Mondays 3:00-5:00 p.m.) and 40 internship hours arranged on students’ own time.
 - **Advisor Team:** This program is coordinated by GUHSD science teacher Heather Peterson. Currently participating fire departments/paramedic units include Santee Fire Department, Ocotillo Wells Volunteer Fire Department, and the MCAS Miramar Fire Department.

- **Rady Children’s Hospital’s “FACES for the Future” Program – Serving RAHSI Pathway students from Hoover High School (exclusively)**
 - **Description:** A one-year, unpaid plus two-year, paid program designed to prepare underrepresented youth that mirror San Diego’s ethnically diverse communities to pursue careers in all areas of the health professions and biomedical research. This program is also intended to enhance student opportunities at the secondary and post-secondary educational levels. [Prior to on-site rotations/internship, “Year 1” students (first piloted in 2009) complete prerequisite coursework at the high school campus that establishes a foundation for basic skills pertinent to all levels of health care workers: Ethics and confidentiality, hospital safety, standard precautions, communication skills, employability skills, CPR/First Aid, splinting, etc.] “Year 2” students (to be piloted in 2010) will rotate through various hospital departments and learn about specific career objectives, education and training requirements, relevant terminology and abbreviations, roles and responsibilities of health care providers, clinical vignettes, and problem-solving exercises. “Year 3” students (to be piloted in 2011) will complete supervised, practical training hours with specific task-oriented objectives and occupational competencies plus in-depth research into educational and training requirements; students will also review scenarios and case studies to answer complex questions related to patient care, health provider responsibilities, medical terminology, human physiology, diseases, and psychosocial and other issues. Anticipated future program capacity is 90 students. Prerequisites will include prior completion of RAHSI Medical Biology and/or Medical Chemistry, ROP Health Essentials 1/2 and 3/4, 2.0 minimum GPA, good citizenship grades and attendance, and a positive teacher recommendation. Open to 10th, 11th, and 12th graders only.
 - **Compensation:** \$8 per hour (minimum wage).
 - **Duration for Phase I Clinical Rotations (Year 2):** 6 weeks during fall and 6 weeks during spring, 2 days per week (Mon/Wed), 2 hours each shift.
 - **Duration for Phase II Internship Rotations (Year 3):** To be determined.
 - **Advisor Team:** The program will be coordinated by a part-time, RAHSI-funded Clinical Coordinator based at the hospital (Kim Brooks), the Director of Trauma Services (Sue Cox) at Rady Children’s Hospital, and Maria Cristina Malo, FACES for the Future Program Manager.

- **San Diego Border Area Health Education Center (AHEC) – Serving Sweetwater Union High School District (primarily)**
 - **Description:** AHEC aims to increase access to healthcare training; education for the medically underserved; and expansion of training capacity in the areas of resident community rotations, student internships, health workshops and forums, and youth mentoring and camps primarily through Scripps Mercy Hospital Chula Vista. Programming is varied and not exclusive to RAHSI Health Career Pathway students. Website available at <http://meded.ucsd.edu/ahec/index.html>. AHEC’s internship program, Camp Scripps, was designed to inspire South Bay and Central Region youth to consider health careers. It is primarily reserved for a maximum of 15 Sweetwater Union High School District students in each session. Camp Scripps occasionally accommodates middle and elementary school participants when funding allows. The camps provide role models and “hands-on” interactions with local health care professionals at hospitals and clinics. While Camp Scripps is not exclusively reserved for RAHSI students, there is much overlap between various school health career

education programs so many participants are also involved with RAHSI. Some RAHSI funding is provided to AHEC to ensure additional RAHSI student access/eligibility that otherwise would not exist. There is no specific grade requirement and acceptance is subject to an informal ROP/Science teacher team review and approval process.

- **Compensation:** None currently.
- **Duration:** 3 weeks, 2 days per week, 2 hours each visit.
- **Advisor Team:** The internship and mentoring programs are coordinated by grant-funded AHEC Director Kendra Brandstein, a Scripps employee. Contact is made directly between Kendra and RAHSI Health Pathway site coordinators and other school teachers (RAHSI provides an updated list of SUHSD partners each school year). Reporting is biannual.
- **Scripps' High School Exploration Program (HSEP) – Serving RAHSI Pathway students (exclusively) countywide at Mercy Chula Vista, Mercy Hillcrest, Green, and Encinitas**
 - **Description:** Program piloted in summer 2008 accommodating 12 students in 2 facilities. Expanded to 28 students across 4 facilities in 2009. Anticipated to include various Scripps clinics and 10 additional students throughout the county in summer 2010. Paid work experience that allows students to gain multiple-career exposure by participating in various hospital and medical procedure rotations. Some indirect patient care activities may occur (see *RAHSI Internship Toolkit* for examples). One rotation includes HR, Marketing/Communications, and a luncheon meeting with Scripps' CEO. A real-world application, interview, parent information session, health screening, and new hire orientation process is required. Workforce preparedness training will be included in the 2 orientations. Prerequisites include prior completion of a RAHSI Health Pathway course (will specify Medical Biology and preferably Medical Chemistry in 2010), 2.5 minimum GPA, good citizenship grades, and a positive Health Pathway teacher recommendation (form provided by RAHSI). An age requirement has evolved toward 10th-12th graders only, with incoming seniors and the newly graduated being preferred. Uniform scrubs and polo shirts are provided with clear program branding. Final "what I learned/case study" presentations made by all participants to parents, hospital staff, executives, and board members on last day of internship. Program capacity is 7 per site, with a case-by-case opportunity for outstanding past participants to seek a "Phase II" paid work experience (summer or school-year-pending).
 - **Compensation:** \$8 per hour (minimum wage). Scripps Health's "Center for Learning and Innovation" covers all wages and worker's compensation/liability insurance.
 - **Duration:** With the exception of Chula Vista site (4 weeks), 8 weeks from late June to mid-August, 6 hours daily (8:00-2:30), Monday through Friday (excluding July 4, which is PTO). Will be decreased to 6 weeks maximum in 2010.
 - **Advisor Team:** The program is currently coordinated by Scripps' Manager of Academic Programs Joelle Cook, Joelle's administrative assistant Melinda Williams, and RAHSI Industry Connections Coordinator Sonia Lira. RAHSI is planning to fund a part-time Student Services Coordinator based at Scripps that will coordinate this and similar RAHSI programs on behalf of Joelle and her Center for Learning and Innovation.

- **UCSD Hospital - Hillcrest’s year-long “program name to be determined” – Serving RAHSI Pathway students (exclusively)**
 - **Description:** Program piloted in summer 2009 accommodating six students. Program expanded through the fall semester accommodating three new students. This currently unpaid program gives students an opportunity to gain multiple-career exposure while participating in various hospital and medical procedure rotations. Prerequisites will include prior completion of a RAHSI Health Pathway course (will specify Medical Biology and preferably Medical Chemistry in future years), 2.5 minimum GPA, good citizenship grades, and a positive Health Pathway teacher recommendation (form provided by RAHSI). Open to 10th-12th graders only.
 - **Compensation:** None currently.
 - **Duration:** 2-4 weeks during summer, 6 hours daily (8-2:30), Monday-Friday (excluding July 4 when applicable). 5 weeks during fall and 5 weeks during spring (pending), 2 days per week (Mon/Wed or Tues/Thurs), 3 hours each shift. Re-application is required at the semester change.
 - **Advisor Team:** The program will be coordinated by a part-time, RAHSI-funded Internship & Tours Coordinator, based out of the hospital’s Volunteer Services Department, and RAHSI Industry Connections Coordinator Sonia Lira.