

Work-Based Learning Program

Tell me and I'll forget. Show me and I may remember.
Involve me and I'll understand. ~ Chinese Proverb



MAURY REGIONAL
HEALTH

Today's Discussion

01

Why Work-Based Learning (WBL)?

02

Pilot Program

What we did *Right/Wrong*

03

2023-2024 WBL Program

We got the 'Rights' *RIGHT!*

04

Student Hires &

Special Programs Implemented

05

Questions?

Why Work-Based Learning?

- ❖ High school students could not commit to the two-week Maury Academy for Students in Health (MASH) summer program coordinated through Volunteer Services.
- ❖ Students are SMART – they need the opportunity to build on classroom based instruction.
- ❖ WBL experiences can be especially useful for low-income students, creating a more diverse group.
 - WBL programs can help cultivate diversity in the talent pipeline by providing the structure, support and training that people of many different backgrounds need to succeed.
- ❖ WBL helps employers gain access to job candidates.
 - WBL provides the opportunity to work with schools to design programs to ensure that the curriculum and on-the-job activities cover the skills that workers need to succeed at MRH.

Why Work-Based Learning? (Continued)

Specific Benefit to Students:

- ❖ Gain exposure to the world of work.
- ❖ Get firsthand involvement in specific occupations.
- ❖ Gain experience that reinforces academic instruction. By applying the lessons they learn in the classroom to real-world situations the students are more likely to retain the material.
- ❖ Networking opportunities available to them while they are here.
- ❖ Opportunity for ALL students to be productive members of society and grow their communities.

Specific Benefits to Maury Regional Health:

- ❖ The ability to grow our own talent.
 - ❖ The opportunity to train and observe potential employees before committing to hiring them.
 - ❖ Develop 'ladder' approach allowing students to move from WBL to 'employee' – INVESTMENT

Campaign – *Building our community one student at a time.*

Pilot Program (January 2023)

- ❖ Met with CTE Workforce Development/Career Coach at the Board of Education/HOSA/Science teachers in the public school system to discuss program.
- ❖ Met with hospital department directors we felt would support the program and act as a 'mentor' to the students.
- ❖ Now What?
 - ❖ Policy
 - ❖ How Many Students?
 - ❖ Application
 - ❖ Start/End Dates
 - ❖ Daily Process on Arrival?
 - ❖ Meet & Greet
 - ❖ Presentation @ End of Program?
 - ❖ Collecting Data

Got it *RIGHT*...

- Transitioning to WBL
- Surveying Students/Staff
- Capstone Project

- Application Process
- Orientation Process
- Arrival/Check-in Process

Got it *WRONG*...

Hit a Roadblock...

- Student Arrival Times
- Department Selections
- Professionalism – Need Education





2023-2024 WBL Program

We're getting it RIGHT!

Improved Processes for Application and Arrival	Created 'Required' Guidelines for Students
Orientation	Capstone Guidelines
Incorporated Special Programs	Created WBL Student Handbook
Re-evaluated Department Assignments	

Student Hires

Student Hires

Student hires tour in each department for a two-week period.

The students are able to assist with non-skilled tasks such as baths and call lights.



Once their two-week period has come to an end they select which department they feel most comfortable.

Students have the option to train as a nurse tech or unit secretary in their chosen department. The belief is they will train best where they are most comfortable.

When their training is complete they will go to the Float Pool and be pulled where they are needed.

We currently have three WBL students that have been hired and completing their tour.



Special Programs Implemented

Special Programs Implemented

Building Your Resume

Step-by-Step instructions on building a resume that stands out to potential employers.

Dress for Success

What's appropriate? What's inappropriate?

So You Have an Interview... how do you prepare?

Research the company.

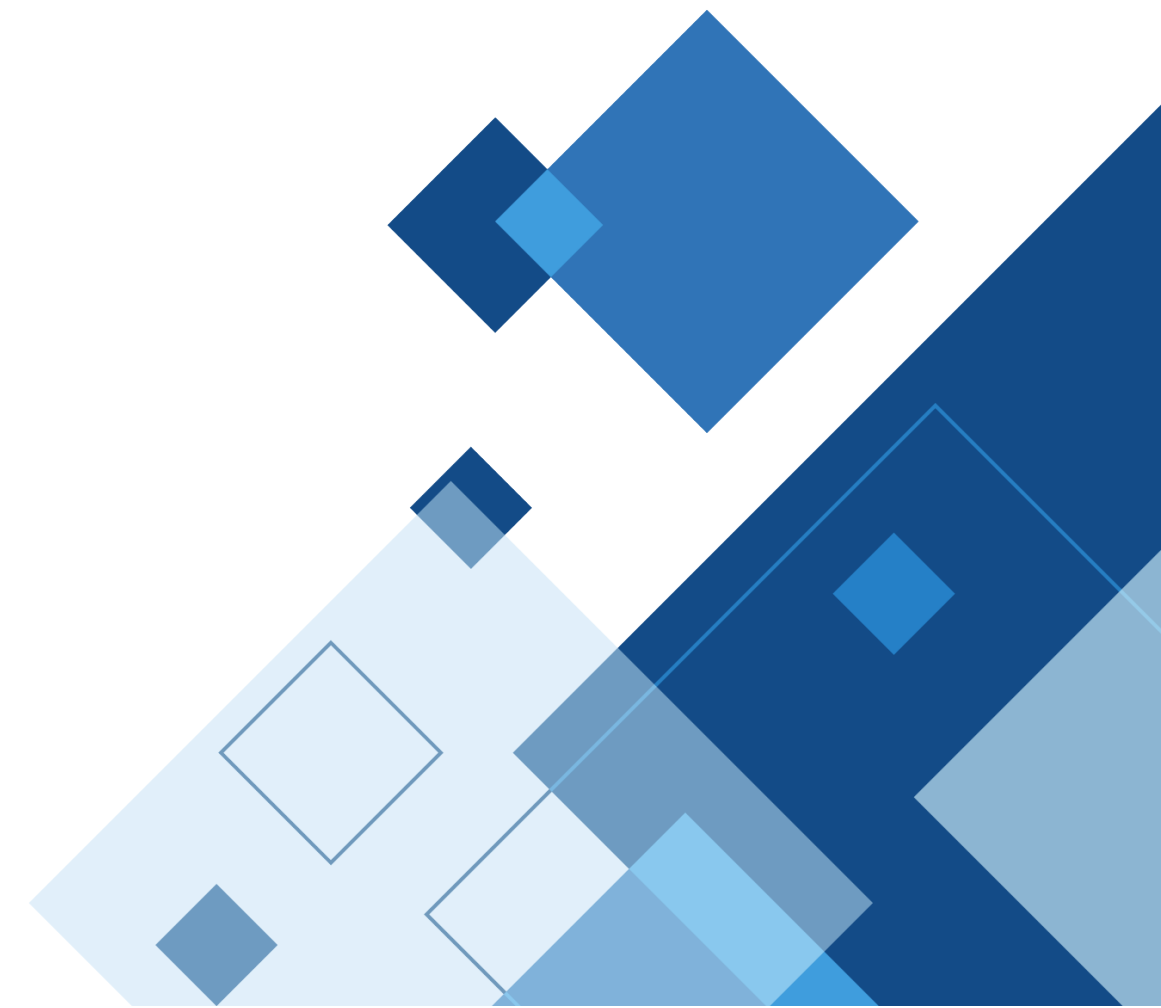
Prepare a list of questions to ask.

The initial meeting and first impression.

Follow up.

Mock Interviews

Practice makes perfect!



Questions?

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