

Status **Pending** PolicyStat ID **14303233**



Origination 6/6/2023
Reviewed N/A
Effective Upon Approval
Last Revised 9/5/2023
Expiration 3 years after approval

Owner Cynthia Short:
Director of
Volunteer
Services
Policy Area Volunteer
Services
Applicability MRMC

WBL (Work-Based Learning Program)

PURPOSE:

Work-based learning (WBL) is a proactive approach to bridging the gap between high school and high-demand, high-skill careers, providing students with the needed skills that are difficult to learn solely through classroom-based instruction. WBL activities begin by helping students develop a broad understanding and awareness of possible careers that are available to them, offers the opportunity for networking with potential employers, increases student motivation/self-confidence and allows the organization to build a pool of skilled workers.

POLICY:

Reinforcement of the connection of the basic sciences to medical diagnosis and treatment occurs through job shadowing. Students observe the workday of a professional, interact with patients, family members and staff, and attend meetings or other appointments. Job shadows are designed to help students explore a field of interest while developing research skills and building occupational knowledge through a facilitated, active learning process.

WBL demonstrates that students can pursue challenging career opportunities in their own communities. Many students may feel that highly technical equipment and corresponding technicians are only available in large, urban areas. By participating in the WBL program, students can observe the true availability of various types of medical equipment and treatment and the need for appropriately trained professionals in their own community.

WBL PROGRAM DETAILS

The program is based on a two semester/academic year for high school seniors, with students reporting

to their assigned department to job shadow each Tuesday or Thursday, for two-hours. Students will be assigned to a specific department for the fall semester, then rotate to a new department in the spring semester. *Note: All assignments will be made randomly; no student will be granted the opportunity to 'choose' their department.*

All students are required to attend Orientation in August prior to participating in the program. Students must attend 2 of the 3 scheduled educational sessions or other departmental programs scheduled during the academic year. These will include Q&A sessions with Maury Regional Staff.

Students will be required to present a summary of their experience, along with their Capstone project at a celebration ceremony when the program ends in April/May.

Students participating in the WBL program must abide by the following criteria:

- Student must be a current senior.
- Complete the application and present the completed application at Orientation.
- Attend Orientation prior to the start of the program.
- Students must notify their assigned department and Volunteer Services when they will be absent from WBL. Students with 3 unexcused absences will be dismissed from the program, as outlined in the WBL Handbook they receive at Orientation.
- All participants must sign a confidentiality agreement.

SPECIFIC PROGRAM ACTIVITIES

The program provides the opportunity to job shadow in various departments throughout the hospital for 2 hours each Tuesday or Thursday. Educational methods include lecture, opportunity to observe professionals in action, and one-on-one interaction with experts.

Approval Signatures

Step Description	Approver	Date
	Jeff Pierce: Director	Pending
	Cynthia Short: Director of Volunteer Services	9/5/2023