



AGENDA 21 INTERNSHIP PROGRAM

INFORMATION FOR HOSPITALS



WHAT IS AGENDA 21 INTERNSHIP PROGRAM

For 30 years, the Tennessee Hospital Association's (THA) Agenda 21 Internship Program has connected graduate students from minority and underrepresented groups in healthcare administration with hospital executives for summer internships across the state. This initiative provides valuable professional experience and fosters diversity within healthcare leadership.

The 12-week Agenda 21 Internship Program offers a structured learning environment in which interns collaborate closely with hospital administrators and staff. Through hands-on involvement, participants gain practical insight into hospital management, while enhancing their skills and knowledge. This exposure is designed to prepare them for future leadership roles within the healthcare sector.

During the internship, students undertake a major project that directly benefits the host organization. They also engage in shadowing, conduct staff interviews, and participate in various organizational activities. These experiences help interns develop essential communication and leadership skills, bridging the gap between academic theories and real-world application.

AGENDA 21 INTERNSHIP PROGRAM CONSIST OF THREE MAIN COMPONENTS:

Administrator Shadowing

Attend meetings, discuss decision-making processes and gain exposure to the day-to-day life of an administrator.

Senior Staff Interviews

Meet with executives and leaders to learn about the various roles in healthcare, training and skills necessary for these roles and how they all work together within the organization.

Student Projects

Complete short- and long-term projects and work that bring value to the organization, as well as the student. This allows interns to deliver great work to their hospitals and gain real-world experience, which directly relates to their studies and/or thesis work.



WHY SHOULD HOSPITALS BE PART OF AGENDA 21?

The opportunity to shape the future of healthcare by training the next generation of leaders is at the core of the Agenda 21 Internship Program. Because of the program's focus on minority and underrepresented students, it also serves as a way to continue and enhance diversity efforts within the hospital.

Agenda 21 Internship Program interns also consistently provide value to their hospitals. Students are advised to begin the internship with an open mind and to demonstrate initiative and interest in areas that staff may not have the time or manpower to complete.



WHAT DOES THE HOSPITAL COMMITMENT INVOLVE?

A HOSPITAL'S AGREEMENT TO HOST AN AGENDA 21 INTERN CARRIES A FEW COMMITMENTS:

Financial

The cost for hosting an intern is \$12,500. This includes student pay for 12 weeks and operating costs for the program.

Staff

Each intern is assigned to a preceptor who is a member of the organization's senior management team. Preceptors are vital to Agenda 21 Internship Program success. Preceptors are expected to:

- Introduce interns to key hospital staff.
- Provide access to different management styles within the organization.
- Provide opportunities to attend management meetings at all levels.
- Enable interaction with a variety of managers within the organization.
- Help interns meet with external parties and stakeholders when possible. Assign and supervise the intern's summer project(s).

Education

Welcoming an intern to the hospital's management team means the preceptor and other staff will work to make the 12-week program a valuable learning experience for the student.



HOW ARE INTERNS SELECTED?

THA staff performs an initial review of student applications based on academic excellence, a written statement regarding their interest and commitment to a career in healthcare, and academic and professional references. The goal is to identify a pool of qualified, ambitious students with a high potential for success. Qualified candidates then are interviewed by THA staff.

Candidates who successfully advance past the THA interview phase then complete a criminal background check. Satisfactory results from this check enable the candidates to be recommended to a hospital for placement.

Candidates are referred based on qualifications and preferences of the hospital. One or more students are referred to the hospital for interviewing and selection.

THA will make every effort to provide quality candidates who match the needs of each participating organization. When necessary, geographic location and a candidate's ability to relocate or travel will be a factor in these recommendations.

FOR MORE INFORMATION

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COMMITMENT DEADLINE

December 13, 2024

INTERNSHIP DATES

May 12 through August 1, 2025