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CREATING PATHWAYS TO PROFESSIONS

Virginia Chamber of Commerce Work-Based Learning Spotlight

Company Name:

Kaiser Permanente

Please provide a brief overview about your company:

Kaiser Permanente exists to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve. Founded in 1945, Kaiser Permanente is recognized as one of America's leading health care providers and nonprofit health plans. We currently serve members in 8 states and the District of Columbia.

Please provide a brief summary about your company's internship/apprenticeship/returnship program(s):

Kaiser Permanente provides 6-10-week internships that prepare high school and college students with professional training and education to help them navigate a career in health care. With robust training opportunities and competitive pay, our interns are guaranteed to feel personally rewarded and professionally fulfilled. The goal of our programs include:

- Introducing underrepresented and low-income high school and college students to careers in health professions
- Supporting students' professional and educational development through exposure to trainings, scholarships, and practical work experiences
- Connecting students with community partners addressing the social determinants of health
- Leveraging existing Kaiser Permanente employment practices to recruit, hire and retain students upon completion of internship programs

What is something that is interesting or innovative about your internship/apprenticeship/returnship program that you would want colleges/high school students to know about?

Our programs offer the flexibility of remote/hybrid work and opportunities to gain practical work skills and experiences by focusing on projects that matter. Interns participate in professional development workshops that allow them to learn from inspiring health care professionals and leaders, while building a valuable workshop.

What kinds of work assignments are interns/apprentices responsible for at your company?

Interns work with inspiring health care professionals and leaders that give them the support they need to explore the many medical and non-medical careers that are available in health care. As part of our team, interns help us shape the future while gaining practical experience.

If another company wanted to start an internship/apprenticeship/returnship program, what words of advice would you share with them?

Focus on intentional, equitable access to high quality careers in a way that meets the cultural and economic needs of high-need students and prioritizes the development of critical work skills.

Contact person (for those who want to reach out to you to talk about your program):

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