



K-12 Work-Based Learning Guide For Health Employers

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What is the K-12 Employer Guide to Work-Based Learning?



CALIFORNIA
HOSPITAL
ASSOCIATION

*Providing Leadership in
Health Policy and Advocacy*



- Developed in partnership with the California Department of Education (CDE) and the California Hospital Association (CHA).
- Developed in response to requests from industry for information, tools, and tips for partnering with local K-12 educational institutions.

Purpose and Defined Use



- Its purpose is to provide a resource for all health employers (not just hospitals) seeking work-based learning partnerships with local K-12 institutions.
- The guide presents a spectrum of model employer/K-12 partnerships that serve as real life examples of successful programs.
- You will also find turn-key forms and documents that can be used when developing a program, as well as links to additional information.



What You Will Find in the Guide

- Profiles of existing model programs
- Suggested roles and responsibilities for students, employers, and educational institutions
- Descriptions of various classifications of students in a work-based learning environment
- Tips on partnership development and communication
- Sample documents
- Links to other resources

Menu of Work-Based Learning Options (not inclusive)

Work Place Learning Options Matrix

Purpose: This matrix is designed to assist health employers in identifying which work-based learning option might be the best fit for them based on the various components.

Requirement Model	Long-term/ Short-term	Career Exposure	Paid	Hospital- Funded	Other Funding	Health Provider Space Requirement	Health Provider Coordinating Staff
Student Visits	Short-term	Yes	No	Minimal, if any	Yes	No	No
Volunteer Opportunities	Both	Optimally, yes but not always	No	Minimal	No	Minimal	Yes
After School Programs	Both	Optimally, yes	No	No	Varies	No	No
Health Occupations Students of America	Long-term	Yes	No	No	State/Federal	Minimal	Yes
California Partnership Academies	Long-term	Yes	No	No	State/Federal	Minimal	No
Health Science Capacity Building Project	Long-term	Yes	No	No	State/Federal	Minimal	No
FACES for the Future	Long-term	Yes	No	Minimal	Philanthropy	Yes	Yes
Health and Science Pathway Initiative	Long-term	Yes	No	No	State	Minimal	No
Regional Occupational Centers and Programs	Long-term	Yes	No	No	State/Federal	Minimal	No
Internships	Both	Yes	Optional	Yes	Various	Yes	Yes
Employment	Both	Yes	Yes	Yes	Various	Yes	Yes



Other Items of Importance

- Recognize that there are multiple entry points for students when it comes to experiential learning in a hospital.
- Every hospital has their own policies on students in their facility.
- Very costly for hospitals to take on students.
- There is immense competition for access to experiential learning experiences.
- Guide is offered for informational purposes, does not constitute legal advice

Discussion and Questions

