

ProTech- Health Care

PURPOSE: To provide students with hands-on learning opportunities while creating a pipeline for the future workforce in health care. ProTech is a multi-year paid internship program for students in a high school career pathway. ProTech makes the phrase “preparing the workforce for the future” real. ProTech students spend their junior and senior years of high school developing the skills that will enable them to compete and be successful in school, work, and life.

Through ProTech, students work in a paid internship 15 hours/week during the school year and full time during the summer. Below is a summary of ProTech activities:

PROGRAM MODEL:

SOPHOMORE YEAR

- **Job Shadow Day**
- **In-class presentations by hospital staff**

JUNIOR YEAR

- **Worksite rotations (Oct- Jan)**
- **Paid internship (Jan-Aug)**

SENIOR YEAR

- **Paid internship (Sept-Aug)**

POST SECONDARY

- **Part-time employment for students who attend college locally**

Junior Year Worksite Rotations: October – January

- Students are invited to conduct an extended “field investigation” (unpaid rotations) at the partnering hospital for up to 6 weeks to gain an in-depth understanding of the different careers within healthcare.
- Based on teacher recommendations, attendance and grade requirements, 10 students are selected for rotations.
- Rotations take place once a week from 2-4 pm for 6 weeks. During this time the students visit up to 12 different departments.

Junior and Senior Year Paid Internship: January – August (of the following year)

- Students who completed the rotation schedule are eligible to apply for a 19-month paid Pro Tech position.
- After meeting attendance and grade requirements as well as teacher recommendations, students interview with department supervisors for final appointment.
- Students are evaluated quarterly by the PIC career specialist and supervisor using the Work Based Learning Plan.

RESULTS

Studies have shown that ProTech students stay in school, graduate, and attend college more than their counterparts. In many cases, these students stay with their sponsoring employer, filling key professional, technical and managerial positions. In the 2002-2003 school year, there were 44 students enrolled in ProTech at three of Boston's major hospitals. Of the 28 who graduated, 14 enrolled in post secondary health care majors – 10 Nursing, 2 Radiology, 2 Pre-med.

Massachusetts General Hospital

Twenty-four students from East Boston High School enrolled in ProTech. Of the 12 graduates, six of them enrolled in post secondary health care majors – 4 Nursing, 2 Radiology.

New England Medical Center

Twelve students from Brighton High School enrolled in ProTech. All of the six graduates enrolled in post secondary health care majors – 4 Nursing, 2 Pre-med.

Boston Medical Center

Eight students from Brighton High School enrolled in ProTech. Of the four graduates, two of them enrolled in post secondary health care majors – 2 Nursing.

BUDGET

Sample School Year 2004-2005 Budget for Student Wages (Sept 2004-Aug 2005)

5 Juniors enrolled in (Jan-Aug) = \$26,625

5 Seniors enrolled in (Sept-Aug) = \$35,625

Total cost SY 2004-2005 for 10 students = \$62,250

Budget detail per student

Junior Year

(Jan-June '04) 26 weeks @ 15hrs x \$7.50/hr = \$2,925/student

(July-Aug '04) 8 weeks @ 40 hrs x \$7.50/hr = \$2,400/student

Senior Year

(Sept '04-June '05) 42 weeks @ 15hrs x \$7.50/hr = \$4,725/student

(July-Aug '05) 8 weeks @ 40 hrs x \$7.50/hr = \$2,400/student

Total two year commitment: \$12,450 per student

**Budgets include two week holiday in Dec/Jan.*

10th Grade - Introduction to ProTech

Students are introduced to the ProTech model and opportunities available through the partnering employer.

- Students are clustered in core academic (English, math, etc.) and career classes (Health I, II, etc)
- Students participate in Job Shadow Day
- Students are exposed to ProTech through in-class presentations by partnering hospital staff.
- Students apply for ProTech rotations (unpaid exploratory activities at partnering hospital).

11th Grade - Career exploration and work experience

ProTech students spend their junior and senior years of high school developing the skills that will enable them to compete and be successful in school, work, and life.

- Students participate in rotations at the employer site in the fall (unpaid exploratory activities at partnering hospital)
- Students begin a 19-month paid internship in the spring of the 11th grade year (15 hours per week through the school year and 40 per week in the summer)

12th Grade - Degree and employment

- Enriched academics and curriculum which integrate school and work
- Continuation of 19-month paid internship through the summer following 12th grade year.
- College application and financial aid application assistance

Post Secondary - Fill key professional and technical positions

- Students who have completed the 19-month internship interview with employer for full or part time employment.
- Students meet with a representative from HR and the PIC Career Specialist throughout the 19-month internship to explore potential careers at the hospital.