



INROADS

Kaiser Permanente



Cultivating the Leader in You

On June 13th, 2016, 26 college students gathered in the Kaiser Permanente Pasadena Walnut Center conference room to begin their first, second, third and even fourth summer as Kaiser Permanente LAUNCH (Learn About Unlimited New Careers in Health Care) INROADS interns. This year, 28 interns would be spread across the Southern California region with one goal in common, to work towards cultivating themselves as leaders and future stakeholders in the world of healthcare and business.

With Carolyn Dallas, (Business Coordinator for the Diversity & Inclusion department) and MayLynn Melendez, (Sr. Manager for the Southern California regional INROADS office) both there to support the interns, each student was assured a successful summer with Kaiser Permanente.



Kaiser Permanente Interns
National Day of Service

KP INROADS: A Digital View



Click above for a closer look at this year's interns, staff, and

INROADS Intern FAQs:

Q: Who are INROADS Interns?

A: The best and brightest college undergraduates selected by INROADS corporate partners.

Q: What is the education requirement to become an intern?

A: INROADS Interns range from college freshman to seniors.

Q: What is the application criteria?

A: Full-time undergraduate, one open summer before graduation, a 3.0 cumulative GPA.

Q: What are some of the fields that the interns are exposed to?

A: Business, accounting, finance, engineering, public affairs, supply chain, computer and information sciences, sales, marketing, community benefit, and healthcare.



What Does it Mean to Be a Leader?

This year's theme, "Cultivating the Leader in You" has influenced many interns to take the time to identify what makes a true leader. Interns are given the opportunity to listen, learn, and ask questions, but they also develop the confidence to be a leader in their departments. Each summer, INROADS interns continue to sharpen their leadership and skills.

"It's good to make the distinction between a leader and a commander. A commander makes decisions on behalf of a group, while a leader inspires others to work as a team towards a common goal. I think what makes a good leader is the ability to inspire a group of people to put their own interests aside and act towards the overall well-being of the group."

Maximiliano Hernandez-Zapata
Multi-Media —Eagle-Rock
Hamilton College

"Over the years my idea of being a leader has evolved. In the past I've seen leaders as listeners, observers and facilitators, yet I've realized, some of the greatest marks of a leader are being able to delegate roles, trust the team and multitask to the fullest. The managers and executives at KP have definitely influenced my shift in thought on what it means to be a leader."

Symone Williams
Media Relations —Pasadena Walnut Center
Howard University

First Day Jitters

For many interns, this would be their first year working in a large organization like Kaiser Permanente. Even though INROADS instills in each student confidence and poise for success, those first day jitters are inevitable!

"Walking into my first day at KP Regional, I was excited, curious, and nervous. Funny enough, everything I seemed to touch would stop working. My computer, telephone, and laptop lock all had technical

difficulties. I was scared I started my internship on the wrong note but thankfully I've had a great experience so far."

Hafsa Khalid
Decision Support —Pasadena Walnut Center
University of California, Berkeley

"The staff is a big family. They support each other in every way possible. When I began on the first day I was quite nervous and scared, but I walked in and they all hugged me and kept telling me how excited they were to have an intern working for them for the summer."

Alexis C McDowell
Primary Care —Anaheim Kraemer Building
University of California, Merced



75% of our intern's report their weekly bedtime from:
10:00 PM to 1:00 AM
What is yours?

INROADS Expansion

For the past 30 years, Kaiser Permanente and INROADS have partnered together to offer young professionals the opportunity to gain experience and knowledge in their respective fields. Today, the program has grown tremendously through the expansion of interns to new KP locations across the Pacific Region.

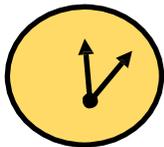
"Whenever someone assigns me a project and I do it better and quicker than they expected, they are so shocked. I am glad I am the first intern they have had here because they didn't have positive or negative biases of me before coming in; I have been able to mold their expectation through my work ethic. The work environment is so great that some days it doesn't even feel like work."

Lilia Calleros
Behavior Health —Panorama City/Reseda
University of California, Berkeley

“Working in Bakersfield, California has a lot of perks. First off, my commute to work is at most fifteen minutes long. Second, rent is cheaper compared to other Southern California locations. Third, the feeling of walking into an air conditioned building after being outside in one-hundred+ degree weather is like no other.”

Angel Lara

*Administration —Bakersfield
University of California, Berkeley*



**Interns commute
between 15-60+
minutes a day**

A Word from the Supervisors

INROADS interns have had the opportunity to engage and work alongside a variety of KP employees throughout the SCAL region. From professional development workshops led by ‘AIMS’ at Kaiser Permanente Walnut Center to personal encounters with colleagues, every opportunity to learn something new has been of great value to both, the interns and employees of Kaiser Permanente. “Our team was extremely impressed with the professionalism, communication skills and thirst for knowledge that you [the interns] all displayed. The questions asked by the interns really reflected the determination you have and the investment you’re willing to make in achieving your career goals.”

Rica P. Lilly (AIMs Workshop)
Recruitment Consultant Regional Offices –SCAL

“She [Lilia Calleros] has completed projects that have been languishing for over three years; it did not take a lot of time, but it did take someone with the time and the drive to get them done. Many of our staff have complimented her, and commented on how great it has been to have her in the Clinic.”

Elizabeth Hamilton, LCSW, MPH
*(Supervisor of Lilia Calleros)
Department Administrator, Behavioral Health
Psychiatry and Addiction Medicine — Panorama City*

INROADS Alumni Profile

With a growing network of 28,000 seasoned professionals, departmental Vice Presidents and CEOs spread across the nation, INROADS alumni continuously stand as a representation of the organization’s ability to support the professional development of underserved young adults from diverse cultural backgrounds.



“Being a first generation college student, I was never around individuals who had degrees or [individuals who even had] thoughts [on] how much they could achieve in life. Being in INROADS gave me the opportunity to be around individuals who were like me. I soon began to realize there was a whole world full of possibilities.”

Mike Davis
USCAumnus/INROADS Alumnus



“INROADS Learning Summits provided me the necessary soft skills training which gave me confidence and competence to present my goals and tasks in a disciplined and orderly manner. When I had to present my end of internship summary (three summers), I could speak intelligently to executives and show how I contributed directly to the protection of information and data security assets at the company. Second, working with highly qualified and polished information and data security professionals in my group allowed me to learn complex abstract concepts fast, and how to translate those ideas into corporate data strategy, program and project plans, and implementations to add value to the organization.”

Zefren Edior
California State Polytechnic University -Pomona/INROADS Alumnus



INROADS National Day of Service

Over 1,200 nationwide INROADS interns, alumni and corporate sponsors partnered nationally with the Boys and Girls Club for our 2016 National Day of Service on Friday, July 29. Interns were divided into seven teams and led the kids in interactive activities including a college and career panel, STEM room wall design, karaoke, music, games, and more!



Senior Spotlight

INROADS develops and prepares interns ranging from college freshman to seniors for networking and career opportunities with like-minded peers, corporate executives, and alumni. Interns learn lifelong skills in their respective departments and are likely to be presented with a fulltime career after graduation. As the undergraduate clock continues to tick, INROADS ensures your success after your internship.

“INROADS has provided us the opportunity to gain valuable experience and knowledge, in the office and at training seminars, that I believe hold incredible value in corporate environments that we would not have been able to obtain on our own and

we are incredibly appreciative for that. All the INROADS coordinators and KP supervisors have worked incredibly hard for our benefit throughout this program and they deserve a huge thank you from all of us [interns].”

Jesus Nunez

*Administration and HR –Bakersfield
San Jose State University*

Kaiser Permanente INROADS Leadership



“This year’s INROADS theme, Cultivating the Leader in You, runs deep among the Kaiser INROADS Interns as they complete complex department projects, mentor the summer youth, attend professional development training, and collaborate among each other to make sure that all interns succeed. Along with my INROADS Interns, we thank Kaiser Permanente for their continued support of the INROADS Mission - to develop and place talented youth in business and industry and prepare them for corporate and community leadership.”

MayLynn Melendez

INROADS Senior Manager



Carolyn Dallas, Business Coordinator for the Diversity & Inclusion department, has been connecting students with employment opportunities at Kaiser Permanente for over 15 years. Her work with the high school SYEP (Summer Youth Employment Program) and the INROADS LAUNCH program has proven to be the beginning focal point of many students’ careers as healthcare/business professionals. Part of her dedication comes from her belief that these engagement programs “are shaping the INROADS Interns to become a part of the healthcare workforce, be it at KP or elsewhere,” she states, “It is a benefit to all.”

Carolyn Dallas

Business Coordinator for Diversity & Inclusion

Creating Memories

Crystal Franciss
Manuel Maximiliano
Angel Yaritza
Hafsa Wendy Imani
Jesse Olivia Nia
Karina Alejandra Jay
Mihir Andrew
Symone Stephen Lilia
Esmeralda Pristine Leroy
Alexis Nicole
Jesus Marlisha
Marlisha
Manuel Crystal
Symone Maximiliano
Nicole Karina Jesus
Yaritza Lilia
Pristine Olivia Wendy Leroy
Mihir Alejandra Jay Angel
Hafsa Nia Andrew Jesse
Stephen
Alexis Imani
Esmeralda
Franciss



As I approach my third year, at Howard University, as a Strategic Legal Communications major, with a concentration in Advertising, I am fortunate enough to say, at the ripe age of 20 years old, I have been able to work in my field of interest, accomplish a few of my goals and set dreams that seem less and less like ethereal thoughts.

This summer, working in the Media Relations department, I've taken witness to how Kaiser Permanente, as an organization, values its work, its relationships, its surrounding community and its own employees. In coordinating the 2016 INROADS Newsletter, I have been able to, not only uncover some incredible things about this year's interns by collecting statements and stories—but, I have also been able to digitally showcase this program's diversity, its mission, and ultimately, its success. Alas, with little background in video editing and shooting, I'd personally like to thank my iPhone 5, which is on its last legs, allowed me to capture the greatness that is INROADS and Kaiser Permanente!

Symone Williams

Media Relations — Pasadena Walnut Center
Howard University



I have created so many amazing memories as an INROADS intern and I cherish the nostalgia now conveyed through our newsletter. Speaking on behalf of all of the INROADS interns at Kaiser Permanente, we have been granted the opportunity of a lifetime, trusted enough to work alongside healthcare professionals, and given a safety net of support, mentorship, and resources to guide us along the way. However, we brought our experiences, stories, innocence, and confidence that demands recognition and applause! I wanted to be a part of creating and designing this newsletter because I longed to share our appreciation and our accomplishments with our peers, friends, advisors, and future employers.

I am a rising Junior at the University of California, Riverside, studying Public Policy with an emphasis on Social, Cultural and Family/Healthcare policy. My internship with Public Affairs/Community Benefit has cultivated my interpersonal, technical, and leadership skills that are vital for an outstanding career. I dream to be a catalyst of change in healthcare, and in preparation, I look forward to the rest of my journey as an INROADS intern at Kaiser Permanente!

Marlisha Jean Burris

Public Affairs/Community Benefit — Los Angeles Medical Center
University of California, Riverside