

Kaiser Permanente Summer Youth Employment Program (SYEP)

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Program Highlights

The Kaiser Permanente LAUNCH (Learn About Unlimited New Careers in Health Care) High School Summer Youth Employment Program (SYEP), a Community Benefit program, has offered opportunities for underserved high school students since 1968.

It is a paid internship program that combines working at one of our KP facilities with weekly Education Days, providing a valuable, multifaceted experience in a health care-related career field.

Applicants must be between the ages of 16 and 20 and either currently enrolled in high school or recent high school graduates. Our program gives priority to Junior or Senior high school students, but this should not discourage others from applying.

Every effort will be made to match the participant with a supervisor and department in their field of interest. Through a combination of working at our California facilities and weekly classroom sessions, participants gain valuable insight on how to prepare for an exciting career in health care and gain valuable work experience. Many graduates of SYEP have chosen health care-related fields after graduation, some right here at Kaiser Permanente.

Education Days

Education Days are weekly half-day classroom sessions to build career preparation skills, provide context to the learnings accumulated from the day-to-day work experience and teach participants the importance of a high school diploma as a basis for lifelong learning and increased

earning power. Through extensive workshops, exercises, and team-oriented projects, participants will hone their teamwork abilities and public speaking skills.

Education Days are a critical component to the KP L.A.U.N.C.H. High School Summer Youth Employment Program that might qualify students to receive ROP credits for program participation.

To ensure completing the various components of the program to qualify for ROP credits, a certified Regional Occupational Programs (ROP) teacher must be present on Education Days. Participants can earn up to 10 Cooperative Vocational Education (CVE) units which may be added to the total units required for high school graduation.

In our program, participants will learn to access, analyze, format, and present information in an effective and professional manner. College interns from the Kaiser Permanente LAUNCH INROADS Program will join on some of the sessions, providing mentorship and discussing how higher education can help their careers and answer student questions about college and career planning.

The six (6) components of each Education Day are as follows:

1. Interactive Exercise / Team Building / Knowledge Reinforcement
2. Skill Demonstration and Project Research
3. Mini Workshop
4. Individual Contributor Presentations "Getting from There to Here"
5. Youth Toastmaster Program
6. American Health Careers Planner

Skill Development:

1. Accessing Information
2. Analyzing Information
3. Formatting Information
4. Presenting Information

[Education Day Sample Schedule](#) [doc]

Participant Application Documents:

- Application form
- **Valid U.S. work permit**, covering the entire length of the program. For information about acceptable employment eligibility documentation, please see <https://www.uscis.gov/i-9>
- For applicants under 18, a parent or guardian consent is required for all health screenings
- Parental or legal guardian consent form to participate in this program
- Written Intern Eligibility Statement/Personal essay to share an example of a personal obstacle and how it was overcome
- Resume
- Two letters of reference
- Additional paperwork with logistical and family information

Requirements due before the start of the program:

- **Health screening**, including a TB test, drug test, and urine analysis test. For applicants **under 18**, a parent or guardian consent is required for all health screenings and must be submitted along with the completed application before the screening can take place.
- **Background check** (for applicants 18 and above). Applicants under 18, do not need a background check.

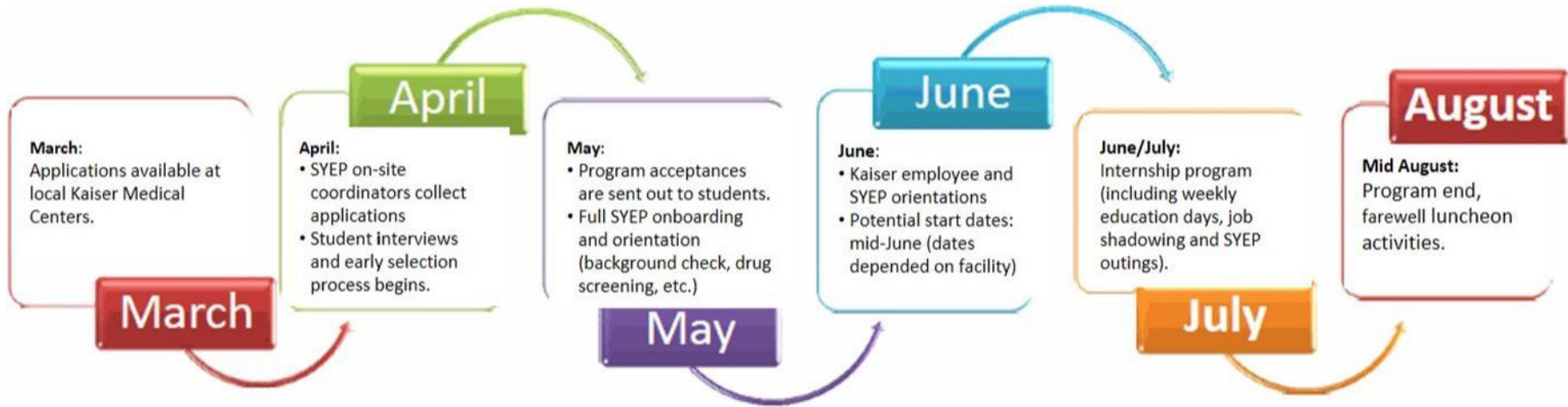
Health screenings and background checks are arranged by the Kaiser Permanente facility students will be working at and must be completed prior to the internship start date in order to begin work.

Kaiser Permanente Youth Workforce Program enforces a “No Dependents” policy, making them ineligible to apply to the program. “Dependents” is defined as the child/dependent of a guardian/parent that is employed by Kaiser Permanente and the guardian/parent is providing direct financial support to the child. This policy is mandated by the National Community Benefit Regulations.

KAISER PERMANENTE IS A PROUD EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER AND A DRUG-FREE WORKPLACE.
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SYEP Program Timeline

**This is a general timeline. Specific dates and times may vary and are determined by SYEP coordinators in each service area.*



- Participants must make every attempt to work the agreed upon schedule
- Our program is Monday through Friday, including mandatory, paid weekly 4-hour Education Days
- Participants must be prompt, dependable, and willing to adhere to professional work setting guidelines
- No cellular phones, pagers, headphones, iPods, hand-held games, or other electronic devices are allowed while working or on Education Days
- Kaiser Permanente is a non-smoking environment. Smoking is not allowed anywhere on campus

Mission, Vision, and Values

Kaiser Permanente Mission

Kaiser Permanente exists to provide high-quality, affordable health care services and to improve the health of our members and the communities we serve.

Vision

Build a unique pipeline of talent by positively impacting the lives of underserved students and developing a diverse workforce of future health care leaders

- **Goals**

Introducing underrepresented and low-income students, at the high school and undergraduate levels, to careers in health care through paid summer work experience and encouraging them to consider careers in health professions.

- Providing structured opportunities where underrepresented and low-income students can develop professional and community leadership skills.
- Empowering youth to become competent, knowledgeable, and aware of what is needed to be employable in the health care field

Frequently Asked Questions (FAQs)

Where in California are the internships offered?

Throughout Southern and Northern California, at over 36 KP sites.

Where can I find the application?

Students must be between the ages of 16 and 20 to participate in the program. Priority is granted to juniors and seniors in high school, but students from alternative years will also be considered. Applicants must either be currently enrolled in or recent graduates of high school. Dependents of Kaiser Permanente the months of March and April.

What does the application entail?

Students must submit an application to be considered for the program, including the following documents:

- Written Intern Eligibility Statement
- Resume
- Personal essay to share an example of a personal obstacle and how it was overcome.
- Parental or legal guardian consent form
- Two letters of reference

- Additional paperwork with logistical and family information.

How to determine student eligibility?

Students must be between the ages of 16 and 20 to participate in the program. Priority is granted to juniors and seniors in high school, but students from alternative years will also be considered. Applicants must either be currently enrolled in or recent graduates of high school. Dependents of Kaiser Permanente employees are not eligible. Please view the “What You Need to Apply” section above to learn more terms of eligibility.

What is the duration of the Summer Youth Employment Program?

The program duration is a total of 8 weeks from mid-late June to mid-late August. Dates vary slightly at different internship sites.

Are the positions full time or part time?

Each service area offers both part time and fulltime summer internships.

Are the interns paid?

Summer Youth interns will be compensated for every hour they work. The hourly salary is minimum wage.

How are the departments chosen for accepted interns?

Students are assigned to a department based on their expressed interests. After reviewing student’s profiles and interviewing solid applicants, On-Site Coordinators will select the best match for every intern. Although coordinators seek to place intern in their desired departments, due to business limitations they are not always awarded their first choice.

Which departments at Kaiser Permanente do Summer Youth interns work in?

Internships are offered in a wide variety of health care and health care support opportunities in both clinical and business settings. Internships opportunities differ every summer and vary according to facility.

Do participants need a work permit?

All students enrolled in high school must obtain a work permit before beginning the program.

Is a background check required?

Students 18 years of age and older who are accepted to the program must submit to a background check. Students of all ages must submit to a drug test. Positive drug test results impact applicant ineligibility for the program and their job offer will be rescinded.

What if I have any additional questions?

For more information please contact your SYEP liaisons at the top of this page.