



Virginia Chamber of Commerce Work-Based Learning Spotlight

Company Name:

UVA Health

Please provide a brief overview about your company:

UVA Health is an academic health system that strives to provide excellence, innovation, and exceptional quality in the care of patients, the training of health professionals, and the creation and sharing of knowledge within a culture that promotes equity, diversity, and inclusivity. UVA Health is an expansive network comprised of the UVA Medical Center, UVA School of Nursing, UVA School of Medicine, University of Virginia Physicians Group, Claude Moore Health Sciences Library, UVA Community Health and UVA Community Health Medical Group as well as several other strategic partnerships and alliances.

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

Join a culture that encourages growth, teamwork, diversity, pride, efficiency, and exceptional patient care. Whether you are starting your very first job or want to start a new career in healthcare, the **Earn While You Learn** training programs could be the place for you.

Minimum requirements are a high school diploma or GED; no experience is required. Our programs provide structured coursework and on-the-job-training plus full-time benefits while training. If you are seeking a career that is rewarding, makes a difference, and is part of UVA Health, join one of the nation's premier academic health systems.

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?

Many people do not realize that these positions and training programs only require a high school diploma or GED to begin working right away. The program enrollment is free, on-the-job training, and we only require a one-year commitment following the completion of training for these positions:

- Emergency Medical Technician (EMT)
- Pharmacy Technician
- Certified Nurse Assistant (CNA)

- Phlebotomy Trainee
- Certified Medical Assistant (CMA)
- Sterile Processing Technician

Our benefits package is equal to about 30% of your salary. Benefits include health care insurance, paid vacation, retirement contribution plan, and more.

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

Emergency Medical Technician:

The EMT course is included in student work hours. Half of their week will be spent in the EMT course or completing related assignments. The other half of the week will be in rotations through a variety of departments including the emergency department, medical transport network, intensive care units, radiology, and psychiatry. The goal is to broaden their educational experience and provide insight areas they may work upon completion.

Pharmacy Technician

Pharmacy Technicians work in our Specialty, Inpatient and Outpatient Pharmacies. Course details include: on-line education, simulations, on-the-job training, medication error prevention and safety, pharmacology, institutional and community pharmacy practice, federal and state law, and more.

Certified Nurse Assistant

The CNA course is included in student's work hours. Half of the week will be working in the course or completing related assignments. The other half of the week will be working on the patient care units with another CNA for on the job experience. The goal is to broaden your educational experience and provide insight areas you may work upon completion. Classes will be taught in person, on-line, and include clinical days in a local long-term facility. Clinical days include caring for patients in a long-term facility along with fellow trainees and instructors. This class will include 2-3 evenings per week from 5-9PM and several Saturdays from 7AM – 3:30PM.

Phlebotomy Trainee

A phlebotomist draws blood from patients. The first two weeks are primarily classroom instruction learning important foundational information. Portions of the class are virtual. Drawing blood will be taught in a controlled practice in the classroom. Students will be rotated through outpatient clinics to gain experience.

Certified Medical Assistant (CMA)

The CMA role is one of the newer roles in health care. The role works in the ambulatory setting or diagnostic areas such as radiology. Students will rotate through ambulatory clinic sites to observe and gain experience. Lectures are both in-person and virtual in a group settings. During the 9-week training program student's work alongside the nurses, doctors, and clinic support staff.

They assist with medical care ranging from getting a patient's history and taking vital signs to a number of tasks such as getting EKGs, assisting with exams, administering medications, and other more. This role may also assist with administrative tasks in the medical office setting. They perform a wide range of duties under the supervision of a health care provider.

Sterile Processing Technician

Sterile Processing Technicians are detail-oriented and careful workers. This job requires compliance with processes and standards, documentation of efforts, and quality control. Additionally, this highly specialized role involves the use and maintenance of sterile processing equipment, sterile packaging of instruments and inventory control.

Course time will include PVCC and UVA education. Many hours will be spent documenting their clinical experience at UVA. Topics you will focus on include infection control, sterilization, packaging of sterile instruments, record keeping and compliance, quality control practices, inventory management, and specific knowledge related to medical instruments. This course will contain 550 contact hours. About 150 hours are classroom based and the remainder is documented clinical experience.

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

While classroom learning is valuable, the on-the-job experience is invaluable. Applying classroom knowledge to the students' day-to-day training increases retention of the information. All jobs have nuances that cannot be completely encompassed in classroom settings, making hands on training a plus. Being able to apply skills while learning and benefitting from the knowledge and techniques of experienced staff provides a real advantage to the student.

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

Human Resource Solution Center:

ASKHR@VIRGINIA.EDU

434.243.3344