Healthcare and Technology Youth Apprenticeship Program

The Office of Human Resources–Multicultural Affairs and Inclusion has collaborated since September 2007 with the Rochester City School District to offer the Healthcare and Technology Youth Apprenticeship Program (HTYAP). This two-year apprenticeship program provides work experiences for underrepresented junior and senior high school students interested in medicine, healthcare, and associated technological professions.

Student apprentices rotate through several departments at the Medical Center during their first year and a half in the program. The goal is for each student to be placed in a position in one department at the beginning of the second semester of his or her senior year. Students receive stipends provided by the Office of Human Resources–Multicultural Affairs and Inclusion for the entire two-year program.

To be eligible to participate in the program, students must achieve at least a 3.0 GPA. During the school year, students work between 12 - 20 hours per week. During the summer, they participate in volunteer community engagement activities to gain awareness of the needs of the community and to increase their understanding of the importance of giving back to the community.

Parent involvement is a key component of the success of the apprenticeship program. Evening workshops—well attended by both students and parents—are offered on college selection, financial aid, and professional development.

Through this program, the University of Rochester is developing a skilled workforce for the future while fulfilling our responsibility to support high school students in the greater Rochester community.

Program Highlights include:
- 25 graduates (first class graduated from high school in June 2009)
- 22 graduates are in college/university
  - January 2011, 7 seniors applied for and were accepted for early admission to University of Rochester
  - The schools that students are attending include but are not limited to: Howard University, University of Pittsford, Johns Hopkins, University of Buffalo, Daemen College, St. John Fisher College, Rochester Institute of Technology, University of Miami (via Coast Guard)
  - 5 students received full scholarships
  - 6 students received 50% scholarships
  - 1 student has graduated college and is in medical school
- Four (4) students currently work TAR in Pharmacy; 1 student works full-time (while attending St. John Fisher College Pharmacy School.
- During their senior high school year (for the last two years), Dr. Laurel Carney has hired two students into Biomedical Engineering
- The graduating class of June 2012 were required to develop a senior project: which is a component of their completing their apprenticeship with the University Medical Center and the Office of Human Resources-Multicultural Affairs and Inclusion (MCAI). The two year
apprenticeship experience had captivated the students so much that they wanted to create a video highlighting what they have learned and how the Program has positively impacted their personal and professional life. The 5 minute video incorporates some of the tenets of Sean Covey’s *Seven Principles of Highly Successful Teenagers*. All of the components of the video were created by the HTYAP students including the writing, direction and music-scoring in collaboration with Beverly Burrell-Moore, an external consultant to the Program.