

Norton Healthcare High School Academy Program



The Norton Healthcare High School Academy Program is designed for high school students who have an interest in pursuing a health care career. Participants will receive hands-on experience during their senior year of high school while working 12 hours a week as interns alongside an experienced Norton Healthcare employee. Positions are paid, but not eligible for benefits. The program runs through the fall and spring semesters of the academic school year. Job offers are dependent on successful completion of pre-employment requirements. Once hired, interns must complete Norton Healthcare onboarding requirements.

Program timeline

- March: Application opens
- March/April: Interviews
- May: Offers extended
- July: New employee onboarding
- August: Begin working

Who is eligible to participate?

- Applications must be submitted during the spring semester of a student's junior year of high school.
- Interns must be seniors in high school during the program.
- Interns must be age 17 or older, and must turn 18 by July 1, 2026.
- Parent or legal guardian permission is required for all minors.

Where will interns work?

Interns can work in a variety of health care settings, based on their position:

- **Patient care associate intern:** Medical/surgical and progressive care units at one of our adult-service hospitals

- **Inpatient lab processor intern:** CPA Lab or the inpatient lab at one of our adult-service hospitals
- **Receptionist intern:** Norton Medical Group locations, including primary care offices and Norton Immediate Care Centers
- **Clinical support assistant intern:** Norton Medical Group locations, including primary care offices and Norton Immediate Care Centers
- **Respiratory therapy intern:** Various adult-service hospitals throughout our system
- **Diagnostic imaging associate intern:** Various adult-service hospitals throughout our system
- **Pharmacy technician intern:** Hospital pharmacy locations

What does the program offer in addition to on-the-job experience?

Norton Healthcare High School Academy Program interns will have access to symposiums, career coaching resources, job shadowing opportunities and career exploration.

Other important information

- Norton Healthcare High School Academy Program interns will report to Norton Healthcare's workforce development department.
- Workforce development team members and Norton Healthcare leadership will communicate with interns on a regular basis.
- Interns must adhere to safety precautions when working at a Norton Healthcare facility.



For questions about the program, email **WorkforceDevelopment@nortonhealthcare.org** or scan the **QR code**.