



Scrubs Camp

HOW TO GUIDE

For Camp Facilitators in Washington State



CONTRIBUTORS AND ACKNOWLEDGEMENTS

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Scrubs Camp Support Services

Tracking the impact of Scrubs Camps across Washington State is a critical aspect of the AHEC scope of work. This how-to guide is provided free of charge to hosting college campuses, high schools, and community organizations in exchange for data sharing. In addition to this guide, AHECs may assist with consultation services depending on your region. Please contact your regional AHEC center for more information.

Eastern Washington AHEC 509.359.6200

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What is Scrubs Camp?

The model for Scrubs Camp described here is a one-day, hands-on health career exploration workshop for high school students. Students who attend Scrubs Camp learn about a wide variety of health careers through activities and discussions with healthcare professionals. For example, workshops in Washington State have showcased the professions of Nursing, Medical Assisting, Physical Therapy, Simulation Technician, Dental Hygiene, Emergency Medical Technician, and more! Professionals from industry or higher education share how they entered their health professions, demonstrate some of the daily functions of their roles, and lead students through activities and discussion that reflect their daily practice. Suturing, staple removal, drawing blood, taking blood pressure, wound care, listening to heartbeats, triage--these are some of the many experiences students at Scrubs Camp have taken part in!

In addition to the experiential sessions that students participate in, we suggest including a discussion or presentation regarding how students would access the career pathways covered in the Scrubs Camp. Professional advisors are a great resource for facilitating this portion of the day. Consider partnering with industry and community members to bring guest presenters. Students enjoy participating with one another in hands-on topical learning, hearing about the plan they could make to enter a health profession, and sharing a healthy lunch with a featured presentation while they eat! Read on to learn more about how to implement your own Scrubs Camp!

Student feedback:

“I learned about different careers I didn’t know about.”
Scrubs Camp “showed me different paths of what I can do and the expectations of what that job does.”
“Extremely fun and eye opening. I enjoyed it a lot.”

DISCLAIMER – *The following materials are examples created by the authors of this manual; they do not necessarily reflect the official policy or position of any other agency, organization, employer, or company. Please consult with appropriate experts to ensure your forms/letters/waivers and other documents meet policies, procedures, and legal requirements in your region.*

CONTENTS

BACKGROUND.....	5
EVENT PLANNING.....	7
Memorandum of Understanding.....	9
Event Planning Checklist.....	10
Land Acknowledgement.....	11
STUDENT RECRUITMENT & REGISTRATION.....	12
MARKETING SCRUBS CAMP.....	13
PRESENTERS.....	14
FINANCING SCRUBS CAMP.....	17
PLANNING AN AGENDA.....	19
Forms.....	24
Student Confirmation Letter.....	24
Donation Request Letter.....	25
Donation Thank You Letter.....	26
Memorandum of Understanding.....	27
Parent Interest Letter.....	28
Photo Release.....	29
Presenter Bio.....	30
Presenter FAQs.....	31
Press Release.....	32
Pre/Post Surveys.....	33
Registration/Waivers.....	34
Save the Date postcards.....	40
Healthcare Career Resources.....	42
Healthcare Career Salaries.....	42
Facilitator Script for Healthcare Career Presentation.....	44
Healthcare Career Websites.....	49
Educational & Training Resources.....	50
Works Cited.....	51

BACKGROUND

What is an Area Health Education Center?

The federal Area Health Education Center (AHEC) program was developed by Congress in 1971 to recruit, train, and retain a health professions workforce committed to medically underserved populations. The Washington, Wyoming, Alaska, Montana, and Idaho (WWAMI) AHEC program office of the University of Washington School of Medicine has collaborated closely since the mid-1980s with the AHEC centers in eastern and western Washington, Wyoming, and Idaho and its affiliated program offices in Alaska and Montana.

National AHEC Organization

The National AHEC Organization (NAO) represents a network of more than 300 AHEC program offices and centers that serve over 85% of United States counties. The NAO mission is to help its members achieve the AHEC mission through advocacy, education, and research. The AHEC mission is to enhance access to quality healthcare, particularly primary and preventive care, by improving the supply and distribution of healthcare professionals via strategic partnerships with academic programs, communities, and professional organizations.

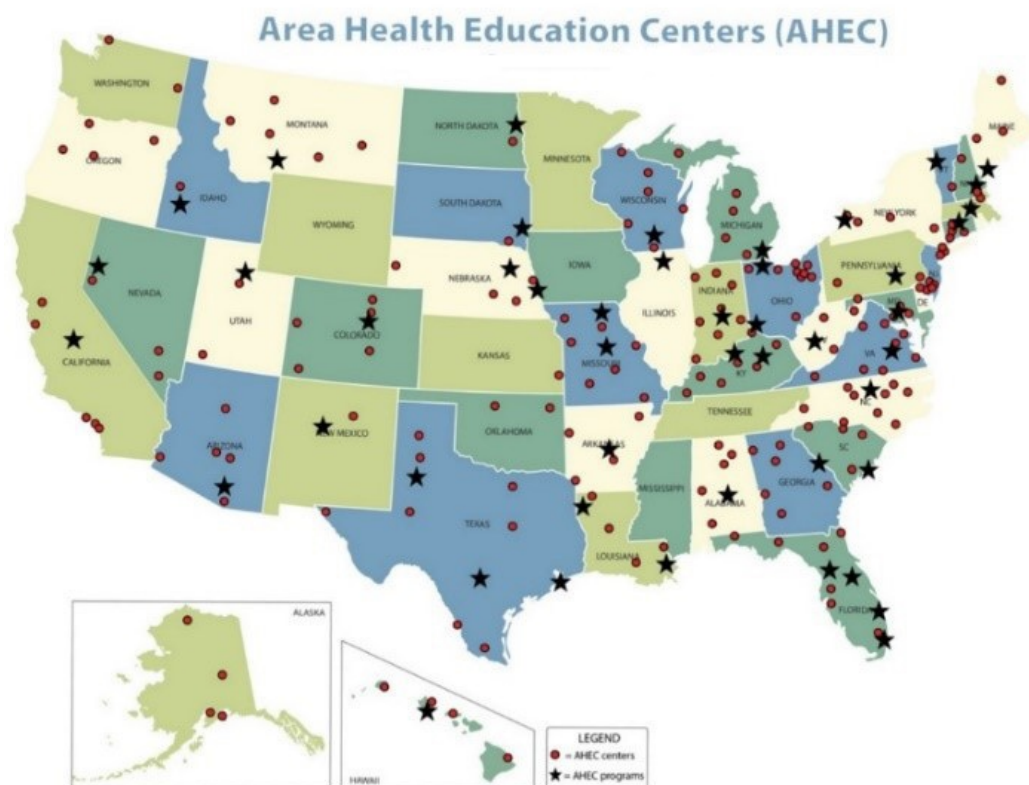
Washington State AHEC Organizations

Mission

The Area Health Education Centers in both Eastern and Western Washington work with the national AHEC movement to support healthcare delivery systems and access to care through activities that strengthen the healthcare workforce in rural and urban-underserved communities.

Vision

The Area Health Education Centers in Washington State are innovative centers, providing leadership engaged with diverse rural and urban-underserved communities to ensure access to quality healthcare and health workforce education.

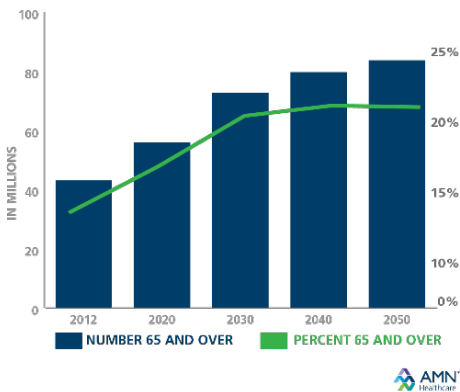


History of Scrubs Camp and AHECs

Scrubs Camps was first implemented in 2007 in South Dakota through the joint efforts of the Department of Health, Office of Rural Health, the Department of Education, Office of Curriculum, and Career and Technical Education. In 2013, the Yankton Rural AHEC joined forces with these agencies, coordinating the operations of the Scrubs Camp Program in South Dakota.

In 2017 Eastern Washington AHEC introduced Scrubs Camp to the Spokane and Yakima regions of Washington state, and in 2018 the Area Health Education Center for Western Washington introduced Scrubs Camp to Bellingham, Washington. Both AHECs have subsequently expanded the program.

AGING US POPULATION
Source: US Census Bureau



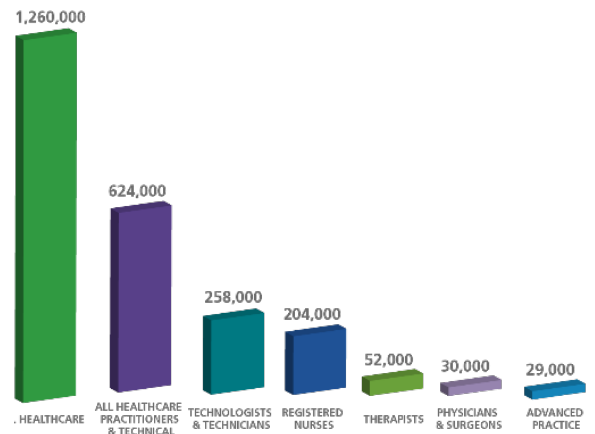
Why Hold a Scrubs Camp?

One of the most pressing issues facing the healthcare industry today is the critical need for healthcare providers. The Bureau of Labor Statistics (2018) estimates employment in the healthcare industry will grow by 14% between 2018 and the year 2028, faster than the average for all occupations. In the coming years, about 1.9 million (Bureau of Labor Statistics, 2019) new healthcare workers will be needed to fulfill the demands of an aging population (Oslund, 2016) Scrubs Camps were designed to encourage students in rural and underserved areas to consider pursuing a career in healthcare as a direct response to the projected workforce gaps in our country.

Projected Job Openings

The US Bureau of Labor Statistics publishes data regarding projected future job openings. These job openings include new jobs, along with retirements, resignations, and other kinds of job separations. Projections for 2016 – 2026 estimate 1.26 million total healthcare jobs will be opening per year! This includes 204,000 RN jobs opening each year. In total, the demand for healthcare services will continue to be high for the decade. (Future for Healthcare Jobs: Seven Charts Show Intensifying Demand for Services and Workforce, n.d.)

AVERAGE ANNUAL JOB OPENINGS 2016-2026
Source: Bureau of Labor Statistics



Why Create a Guide?

AHECs in Washington State collaborated to create a guide that would enable college campuses across Washington state to replicate the Scrubs Camp model in their own communities. This allows for a broader expansion of Scrubs Camps across the state. Because students, facilities, and healthcare programs vary by region, Scrubs Camps are designed to be flexible. We encourage you to use the following information as an outline for setting up a camp that works for your community.



EVENT PLANNING

Choose a Location

Traditionally Scrubs Camp is held on a College Campus within a Health Professions building with simulation labs.* This practice ensures the necessary equipment and supplies are on hand while also exposing students to the healthcare profession academic setting, and the faculty/staff who teach there. Make contact with the Department Chair(s) or Academic Dean(s) to discuss hosting a Scrubs Camp in the facility. Once approved, engage the health professions faculty and staff in the planning process. Partnering with the experts in the building is the best way to hold a successful Scrubs Camp up!

Consider the following when planning your camp venue:

- Space – Is the venue large enough? Does it offer multiple and unique spaces such as simulation labs?
- Public transportation – Is the location accessible by bus/bike/walking?
- Time – Can the site accommodate proposed camp dates?
- Parking – Is there adequate space for school buses to park and/or free parking for vehicles?
- Audio/Visual needs – Is audio visual equipment and IT support available for presenters?
- Accessibility – Does the site allow for special needs of students and presenters?
- Internet Capability – Are internet and/or Wi-Fi available for camp sessions as needed?
- Food - Can food be served in some portion of the event space?

*Scrubs Camps have been held in other venues including event halls and on high school campuses. Hosting a camp in alternative venues requires flexibility, ingenuity, and possibly transporting equipment but it can be done successfully.

Choose a Date and Time



Once you have secured the host site, choose a date when the simulation labs are available. Scrubs Camps can be held during the school year as a field trip, on a Saturday when school is closed, or during the summer. To decide on a date confer with campus staff, healthcare professions faculty, and high school leadership to find a date that works for everyone. Consider these factors when setting a date:

- High School and College Event/Academic Calendars
- Holidays and Breaks
- Weather if your event is held outside
- Building/lab availability
- Faculty/staff/presenter availability

Facilities

Additional supplies to request for your event:

- Extra garbage and recycling containers
- Sound equipment if needed
- Tables for food and materials
- Wi-Fi/Internet codes for speakers/guests
- Extension cords
- Outdoor tent or canopy
- Sandwich boards

Personnel

When college faculty or staff are utilized as presenters at Scrubs Camp they are paid an hourly wage plus set-up time. In the past some instructors have offered to volunteer their time, but this is the exception. Industry partners generally do presentations for free. When possible ask presenters to come in uniform. Staffing the event with as many volunteers as are available will help reduce the cost.

Volunteers

Having a team of volunteers on the day of the camp is recommended. At minimum three volunteers/mentors will be needed to lead the student teams through the presentations along with two additional volunteers to help with sign-in, set-up, and clean-up to make the day run more smoothly.

Catering

Scrubs Camp typically provides students with snacks and lunch. Purchasing directly from local businesses is good for your community. Another option is to procure catering through your on-campus food service. Lastly, asking for donations of pizza or sandwiches is an option as well.

Registration

Once you have created the registration/waiver forms, distribute them to the students who have expressed interested or may be interested in the program, either through school or through tabling you have done. Students must have signed waivers to attend the camp.

Optional Fun Ideas

- Hold your camp in a medical clinic so students are exposed to a clinical environment
- Make T-shirts for attendees
- Order actual scrubs for students to wear during the camp
- Provide students with hair coverings, gloves, and gowns for lab sessions
- Create Certificates of Completion for each student
- Host a multiple-day camp that includes dissections, CPR training, and tours of the hospital or clinic
- Organize an exhibitor fair at your camp

Goodie Bags

Small paper bags with handles can be purchased in bulk at party stores. Print out stickers with your custom Scrubs Camp logo and affix them to the front of the bags. Add colorful tissue and you have professional looking gift bags for a small price. Items to put inside can include:

- College swag
- Healthy snacks
- Band-Aid's
- Hand sanitizer
- Stress balls
- Healthcare career information

Acknowledgements for Staff

Remember to thank everyone that helped make Scrubs Camp a success, whether through gift cards, a thank-you note, promotion in marketing materials, or other manner. When sending thank-you notes to donors, include a summary of the event and a photograph of their logo being displayed. Another idea is to create a thank-you flyer with multiple pictures of the event including student activities and signage that shows the donor was recognized at the event.



Memorandum Of Understanding (MOU) Create a document that serves as a contract between all parties coordinating the Scrubs Camp; this allows for transparency in roles, expectations, and financial and legal obligations. See Appendix for an MOU template.

Event Planning Checklist

- Determine date & time of event
- Add date to campus & high school calendar
- Issue electronic SAVE the DATE
- Determine location of event
- Reserve room/s with appropriate authority
- Confirm Audio/Visual needs in room/s
- Reserve a space to serve food
- Plan for parking
- Determine high school student population
- Make contact with school
- Establish community champion at school
- Market to students in career technical education classes
- Share Save the Date information in online bulletins and newsletters
- Request event be placed on school announcements
- Create Save the Date flyers, posters
- Distribute flyers to students/parents
- Put registration forms & photo release online
- Create spreadsheet to track RSVPs, signed waivers, photo releases
- Track physical accommodations & dietary needs
- Arrange transportation as needed
- Determine presenters & invite
- Determine stipend/wage
- Prepare contracts, timesheets, W-9's
- Request presenter bios
- Plan hands-on activities with presenter
- Order supplies for hands-on activities
- Recruit an advisor to present on health career pathways
- Get college swag from local campus
- Decide on a "Big Draw" and invite them to participate
- Create event schedule
- Prepare press release & send out
- Design and print event program
- Print or purchase colored name tags
- Divide students into teams
- Recruit volunteer team leaders
- Plan refreshments
- Order catering for lunch
- Pay for catering
- Shop for breakfast and snack supplies
- Submit invoices and receipts to Business Office
- Track expenditures
- Mail donation request letters
- Plan logistics for event
- Tables, chairs, other furniture
- Tablecloths, serve ware, drink dispenser, catering supplies
- Podiums, screens, microphones
- Wi-Fi, guest log in information, IT support
- Request extra trash, recycle containers
- Create clear labels for recycling
- Plan parking & prepare maps for students
- Create directional signage and sandwich boards for event day
- Fill gift bags with swag & healthy snacks
- Purchase small gifts & cards for volunteers
- Submit paperwork for payroll for staff
- Mail thank you letters for donations received

Land Acknowledgement

Introducing Scrubs Camp with a land acknowledgement of local indigenous tribes is an appropriate and respectful way to begin your camp. It is important to check with a local tribal authority to make sure you know the tribal names in your area and how to correctly pronounce them. The Association of College & Research Libraries documents 29 federally recognized tribes throughout Washington:

Chehalis, Colville, Cowlitz, Hoh, Jamestown S'Klallam, Kalispel, Lower Elwha Klallam, Lummi, Makah, Muckleshoot, Nisqually, Nooksack, Port Gamble S'Klallam, Puyallup, Quileute, Quinault, Samish, Sauk-Suiattle, Shoalwater Bay, Skokomish, Snoqualmie, Spokane, Squaxin Island, Stillaguamish, Suquamish, Swinomish, Tulalip, Upper Skagit, and Yakama. ACRL would also like to recognize Duwamish, Wanapum, and Chinook--these tribes are not recognized by the U.S. federal government but have had a long legacy that continues to present-day in Washington. (Land Acknowledgement Indigenous Tribes of Seattle and Washington, n.d.)

The map below can assist you in identifying the tribe/s in your region.



Sample Land Acknowledgement

Thank you for joining us. I would like to start our day with an Acknowledgement of our Coast Salish Neighbors. We acknowledge that this land is the traditional territory of the Lummi and Nooksack Peoples. Their presence is imbued in these mountains, valleys, waterways, and shorelines. May we nurture our relationship with our Coast Salish neighbors, and share responsibilities to their homelands where we all reside today.

More information can be found at Tribes of Washington State <https://conference.acrl.org/registration/land-acknowledgement-resources/>

STUDENT RECRUITMENT & REGISTRATION

Consider the following points when determining which high school/s to recruit from, and how many you will serve:

- Consider any grant requirements you may need to fulfill as you consider which students to invite. AHECs recruit at high schools with a significant proportion of students who are first generation, low income, from diverse populations, and reside in rural and/or medically underserved areas.
- Consider how many students you can accommodate. Aim for a group size that will allow all students maximum participation in hands-on activities. A good size for a camp is between 30-50 students. However, Scrubs Camps are flexible and have included student groups up to 100.
- Recruiting students in your local school district is the easiest way to plan your student population; but recruiting students from rural and tribal communities, while more difficult, provides more equitable distribution of opportunities and resources.
- Partner with another grant-funded organization that already serves students in the high schools in order to recruit an entire student group to your camp. This is a great way to combine resources.
- Limit your recruitment to high school age as younger students introduce different challenges.

Reporting

The student registration/waiver form was created to capture the grant deliverables required for Area Health Education Centers. If your organization requires different deliverables you can change the registration form to collect the information you need. This allows you to utilize registration forms as a means of providing data for post-camp reporting as well as for registering students and collecting attendance. Furthermore, legal requirements vary per county and organization. Consult with your organizational leadership and/or Attorney General to confirm that your registration waiver is legally sufficient for your camp.

Student Registration/Waiver forms are available in the Appendix

MARKETING SCRUBS CAMP

Getting the word out about the camps and getting students excited is accomplished through effective marketing. Consider these strategies:

- Make direct contact with schools: contact appropriate personnel at the high school including principals, teachers, and career and technical education staff to get permission to and help to recruit students.
- Approach a broad range of schools including: schools with allied health programs, homeschool associations, alternative schools, and tribal education departments.
- Market to school counselors to reach students who are interested in healthcare careers, as well as students who may benefit from exposure to new career tracks.
- Work with school administration: the front office staff in schools can assist you with school announcements, student newsletters, and provide permission to post flyers and posters in school.
- Send out a press release: notifying local newspapers and radio stations is a good way to get free advertising for your camp and often gets the attention of parents.
- Use social media: if your organization currently has Facebook, Instagram, or Twitter accounts, you may wish to utilize them for sharing camp details.
- Connect with parents through school newsletters, open house tabling, and personal letters.

Marketing Materials

Partnering with your campus marketing team is the best way to get quality print materials for Scrubs Camp.

- Create a Scrubs Camp logo that is specific to your campus or region for branding your camp.
- Request logos from any sponsors and donors.
- Once your logos are assembled, create flyers, save-the-date cards, posters, a program, and other materials.
- Send packets of your print materials to the appropriate contact person(s) in the school(s).
- Work with school contacts to post your print materials in the school newsletters, and/or on bulletin boards.

Original Sample Scrubs Camp logos:




Press Release

Work with your marketing department to determine if your organization has a press release template, and a process, for notifying local media outlets about your event. A sample press release is available in the appendix.


MONTESANO SCRUBS CAMP
HEALTH CAREER EXPLORATION FOR HIGH SCHOOL STUDENTS

DATE: June 1, 2019
TIME: Time: 8:30 am – 1:30 pm
LOCATION: City Hall, 112 N. Main Street ,
Montesano, WA
BREAKFAST AND LUNCH PROVIDED!



Montesano Internal Medicine is sponsoring a **SCRUBS CAMP** for high school students in Grays Harbor County. Scrubs Camp is a one-day workshop designed to introduce high school students to a variety of healthcare careers, through hands-on activities with professionals. The Montesano Scrubs Camp will introduce students to the fields of Nursing, Medical Practice, Physical Therapy, Dentistry, EMT and Medical Assisting. In addition, an advisor from Grays Harbor College will present on academic pathways into healthcare careers.

REGISTER: <https://form.jotform.com/AHECWW/montesano-scrubs-camp>
CONTACT: For more information contact Deborah Elliott, Delliott@whatcom.edu, or call 360.383.3171.
SPONSOR: This Scrubs Camp is funded through the generosity of Montesano Internal Medicine and facilitated by the Area Health Education Center for Western Washington.



PRESENTERS

It's never too early to start reaching out to potential presenters to ask if they would be willing to share their skills and knowledge at your camp. While College faculty and staff are an obvious choice, you may also recruit industry partners within your community and/or college-age students enrolled in healthcare professions programs at the college. Because Scrubs Camp is modeled around the healthcare programs offered at the college host site, you will want to choose presenters who highlight those fields.

Faculty/staff on college campuses are experienced and familiar with the simulation labs. They give students an academic perspective on healthcare professions. It is necessary pay faculty & staff hourly wages for time served. Industry partners can be recruited as presenters. They give students the work force perspective and usually will facilitate workshops for free. It is a best practice to give these presenters a small gift such as a coffee card. College students who are enrolled in a healthcare profession program at the college serve as a good model for younger students. They can be used to assist with the hands-on activities within the presentations. These students generally volunteer their time or receive class credit for their efforts. Again, provide a small gift, or stipend to volunteers.

Creating a camp that combines all three elements of faculty/staff, industry partners, and college-aged students is ideal. One way to do this is to utilize faculty/staff for the workshops, college students as volunteers for the hands-on activities, and invite industry partners to present during the lunch hour.



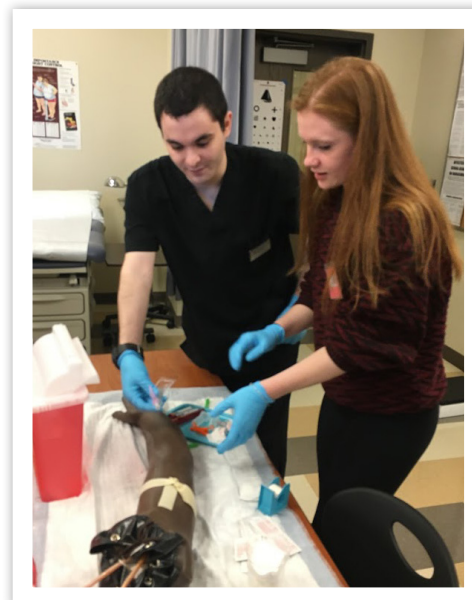
Potential Presenters

- Acupuncturist
- Allied Health Careers
- Associate Dean of Clinical Education
- Athletic Trainer
- Blood Bank worker
- Cardiovascular Technologist
- Certified Surgical Technologist
- Community Emergency Response Team member
- Chiropractor
- Clinical Professor of Medicine
- Certified Medical Assistant
- College of Nursing Dean
- Dental Assistant
- Dental Hygiene Students
- Dietician
- Dispensing Optician
- Emergency Medical Technician
- Faculty in Sciences: Biology, Chemistry, etc.
- General Practice Physician
- Genetic Counselor
- Histotechnologist
- Human Service Worker
- Massage Therapist
- Midwife
- Nuclear Medicine Technologist
- Nurse
- Nursing Students
- Occupational Therapist
- Occupational Therapy Assistant
- Pathology Assistant
- Pediatric Endocrinologist
- Pediatric Inpatient Counselor
- Pediatric Nurse
- Pharmacist
- Pharmacy Technician
- Phlebotomist
- Physical Therapist
- Physical Therapist Assistant
- Physician/Medical Doctor
- Physician Assistant
- Psychiatric Mental Health Technician
- Public Health Program Specialist
- Radiology Technologist
- Respiratory Therapist
- Sonographer
- Vascular Ultrasound Technician
- Veterinarian
- Veterinary Tech Instructor

Hands-On Activities

It is a good idea to keep in close contact with your presenters as they plan their presentation. Keep the focus on hands-on activities with minimal lecture. Most faculty are professionals who can design a presentation on their career field without any direction. If your speakers are struggling in identifying hands-on activities share this list of ideas.

- Automated External Defibrillator Usage
- Apply a cast or splint
- Apply and remove sterile gloves
- Athletic Trainer exercises
- Back boards, cervical collars, stabilizers
- Blood typing activity
- Breath sounds activity
- Brush teeth with a dental disclosing tablet
- Calculate medicinal doses
- Cauterize meat with high tech equipment
- Check blood sugar
- Compound medicine: make a lip balm
- Cardiopulmonary Resuscitation (CPR)
- Cut up X-ray and reassemble
- Deciphering illegible prescriptions
- Dissect a cucumber
- Draw blood from manikin arm
- Dress fake wounds
- Eat with your non-dominant hand
- Emphysema/COPD simulation with straws
- Examine teeth, dental fillings
- Fill prescriptions with small candies
- Fill liquid prescriptions using maple syrup
- Gerontology exercises
- Glucometer activity
- Healthy eating: make a smoothie
- Identify problem on an x-ray
- Inject needle into an orange
- Intubation on a manikin
- Kidney stones and assessing urine output
- Laparoscopic Surgery with a watermelon
- Learn massage techniques
- Make an occupied bed
- Mix up IV bags using dyed water
- Mock disaster drill or triage activity
- Otoscope
- Paraffin, Hot Rice, Cold Rice treatments
- Partial Neurologic Exam of Cranial Nerves
- Personal Protective Equipment use
- Pulse oximeter - pulse rate and SaO₂ level
- Put on socks and shoes with one hand
- Range of Motion activity
- Read x-rays
- Remove a “mole” from a banana skin
- Sample pureed foods
- Spirometry activity
- “Split pills” using Smarties
- Start an IV
- Stethoscope usage
- Simulate stroke patient using wear weights to:
 - Get in bed and cover up
 - Make buttered toast
 - Try to pick up objects out of container
- Suture chicken breasts or pig’s feet
- Take vital signs
- TB testing on hot dogs
- TENS Unit activity on students
- Therapy balls/bands
- Ultrasound machine to contract muscles
- Use a walker, cane, crutches, wheel chair
- View X-rays with foreign objects in them & try to decipher what the object is
- Wash hands with Glo-Germ lotion
- Wear different pairs of glasses then:
 - Try reading
 - Try catching a ball
 - Try writing
- Wrapping ankles



Dream up a “Big Draw”

Hosting a presentation, demonstration, or a dynamic keynote speaker can ensure there is an element of excitement to the camp that is attractive to high school students. Below are ideas for a “Big Draw”:

- Animals as Natural Therapy (ANT), or other therapy animal organizations, can bring trained animals to the camp and talk about how their program uses animals in the field of Behavioral Health.
- Certified Emergency Response Teams (CERT) comprised of trained volunteers can conduct mock emergency response situations for students.
- Request a local emergency helicopter to land at your site and give a brief presentation.
- Fire Departments enjoy showcasing their emergency skills such as CPR and rescue demonstrations.



Advising Presentation

After your students have learned about the many options in healthcare careers, the next item is learning how they can pursue those fields. An advising session for students is therefore a key element of Scrubs Camp. Invite an advisor from the local college campus(es) to go over academic preparation and college pathways for healthcare careers in your area. Creating a dynamic, interactive session is key to maintaining student’s attention. Here are some ideas on how to make that happen:

- Ask advisors to start with an icebreaker such as trivia or other games
- Offer a raffle where students win campus swag such as a campus T-shirt
- Serve cookies & cold water during the advising session to restore energy after the day’s events

If advisors are not available, the camp facilitator can put together an advising session. Materials for conducting a health career presentation are provided in the next session, along with other healthcare career resources.

Community Partners

Joining with community organizations who share the vision of educating high school students about healthcare careers can relieve the work load and the financial implications of hosting a Scrubs Camp. Below are partners we have found to be a good match with Scrubs Camp:

- Allied Health and Career Technical Programs in High Schools
- Certified Emergency Response Teams (CERT)
- College Success Foundation
- Division of Vocational Rehabilitation (DVR)
- Healthcare Professions Programs on College Campuses
- Local Hospital or Clinics
- STEM organizations
- Upward Bound

FINANCING SCRUBS CAMP

You can anticipate the following expenses when hosting a Scrubs Camp:

- Staff/faculty salaries or presenter stipends
- Breakfast, lunch, snacks, drinks
- Printing costs, paper, certificates, name tags
- Supplies such as latex gloves, bandages, and syringes for the hands-on activities
- *Optional:* gift bags and T-shirts

The number of students, presenters, and volunteers will determine your salary and food costs. Use the sample budgets below to estimate how you might budget for your own camp. Once you have an idea, brainstorm about resources within your community that may help defray the financial cost of hosting a Scrubs Camp.

Sample Scrubs Camp Budget – 29 students with supplies and higher presenter wages, higher food budget for staff and volunteers.			
Presenter	Rate per hour	# hours	Total cost
Anna B.	30.98	6	210.00
Thomas K.	24.50	6	147.00
Kelly C.	33.17	6	224.88
Chad L.	26.00	6	156.00
Traci P.	30.98	6	210.00
		Total wages	\$758.88
Supplies	Cost per item	# items	
Gloves S, M, L	10.55	3 boxes	31.65
Alcohol prep pads	2.60	1 box	2.60
Tennis balls		10 canisters	39.87
Reflex Skin Stapler		1 case	73.31
		Total supplies	\$147.43
Printing			
Flyers			26.46
Registration packets			21.85
Stickers			10.45
Camp program			27.60
		Total printing	\$86.36
Food			
Sub sandwiches			539.92
Breakfast supplies			268.41
Ice			18.00
Snack, cookies, supplies, drinks			160.74
		Total food	\$987.07
		Grand Total	\$2214.26

Sample Scrubs Camp Budget – 33 students, supplies donated, lower presenter wages, lower food costs.			
Presenter	Rate per hour	# hours	Total cost
Chris J.	\$26	6	\$156.00
Maddie C.	\$26	6	\$156.00
Robby T.	\$26	6	\$156.00
Katy S.	\$12	4	\$48.00
		Total	\$516.00
		Total wages	\$758.88
Printing			
Registration packets			26.46
Flyers			9.45
Program			\$27.60
Additional copies			\$15.00
		Total	\$78.51
Food			
Coffee			68.95
Sub sandwiches			294.05
Ice & Muffins			\$29.19
Bagels			84.42
Snacks, fruit, drinks, plates, napkins, cheese			179.36
		Total	655.97
		Grand Total	\$1,250.48

Non-profit service organizations

Service organization like the Lions Club and Kiwanis may be interested in donating to your Scrubs Camp. Application procedures are listed on their websites. Donations can be used towards T-shirts for all students, lunch for all participants, and other miscellaneous items.

Perkins Grant

The Perkins Non-Traditional Gender Employment and Training grant funds can be used to cover marketing and promotion, part-time and full-time employee salaries, faculty for outreach, planning, logistics, as well as lab assistants, for a Scrubs Camp. Community Colleges may apply for this grant annually. There is a strong likelihood that your college campus already receives Perkins funding; a simple call to the Perkins fund manager on campus can confirm whether you can access funding. Perkins funds can be used only once but are a good source of start-up funds.

Grant deliverables

If you are utilizing state or federal grant funds for your camp you will need to be sure you meet the grant deliverables. Grants usually require demographic information on registration materials, the use of surveys, and post-event reporting. Scrubs Camp was created to meet the following deliverables:

- Career exploration for high school students
- Disadvantaged youth (Title 1 schools)
- Males in non-traditional roles
- Rural, tribal, and/or medically underserved areas

Donations from local businesses

Contact businesses in your community for specific donations to be used as door prizes, gift bags for students, gift cards for volunteers and presenters, and snacks.

- Requests of gift cards are easier for many organizations to provide than gifts of cash.
- Requesting a discounted rate for lunch items from local vendors is another way to reduce costs
- Place donor logos on all your marketing materials. Be sure to take pictures that include the event and the logos to include in your thank you letters after the event.



Sponsors

Research local grants from banks, credit unions, non-profit organizations, and other local businesses that invest in the community through sponsorship. You may find grants to cover all the costs of a Scrubs Camp!

Thank you!

Remember to thank those who donate to or sponsor your camp. Sending a flyer with colorful pictures is a good way to visually share the impact of Scrubs Camp with your donor. Pictures should include marketing signs that clearly show organizational logos. An example of a thank you flyer is seen on the right, and templates for donation and thank you letters can be found in the appendix.

Dear WECU staff,
 Thank you for your sponsorship of our second "Scrubs Camp" at Whatcom Community College on July 22, 2019. We hosted 28 first generation, high school students, 20 Medical Assisting college students, along with faculty, staff, and volunteers. Students gained a solid perspective on healthcare careers in Medical Assisting, Physical Therapy Assisting, Nursing, Simulation Technology, and Massage Therapy. The Certified Emergency Response Team conducted a demonstration along with an ambulance/crew from the Bellingham Fire Department. Everyone enjoyed a healthy breakfast from the Food Coop, and lunch by Subway, along with gift bags packed with healthcare swag. Thank you!
 Deborah Elliott, Health Professions Coordinator
 Area Health Education Center for Western Washington - Whatcom Community College



Time	Activity	Room	Activity	Room	Activity	Room
8:30	Check-in & Breakfast	Room 210	Medical Assisting	Room 110	Physical Therapy Assisting	Room 110
9:20-10:00	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
10:00-10:30	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
10:30-11:00	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
11:00-11:30	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
11:30-12:00	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
12:00-12:30	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
12:30-1:00	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
1:00-1:30	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
1:30-2:00	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
2:00-2:30	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110
2:30-3:00	Medical Assisting	Room 210	Physical Therapy Assisting	Room 110	Nursing	Room 110

Viewing dilation of pupils on a Simulation Mankin

Fire department crew takes away a CERT Team member with a simulated injury.

Practicing Phlebotomy in Medical Assisting

Plenty of food for everyone!

Learning how to use a stethoscope in the Nursing workshop

Breathing exercises in Massage Therapy

Obstacle course to practice balance and agility

Donation or Sponsor thank you flyer example

PLANNING AN AGENDA

Camp Agenda

Once you have chosen presenters, demonstrations, hands-on activities, and meals, you are ready to create your agenda for the day. The typical Scrubs Camp Agenda includes the following components:

- Free breakfast and lunch
- Healthcare career workshops
- Hands-on participation in simulation labs
- Demonstration or keynote presentation by a community organization
- Academic advising session on healthcare career pathways
- Distribution of gift bags/college campus swag (optional)

Design a program

Use the sample program on the following page to plan a layout for your camp. The number of healthcare careers you will be showcasing will determine the number of workshops students who can attend. Each workshop can be taught 3-5 times allowing students to rotate through the workshops in small groups. Each group or team has a college-aged leader to assist them through the day. Lunch hour demonstrations and the advising session are attended by all students at the same time. Include the following in your plan:

- Decide how many workshops you will have (based on how many presenters you have)
- Break student groups up into teams, with color coded name tags
- Recruit a college age volunteer/mentor to lead each team
- Student groups and leader will rotate through each presentation
- Presentations last between 30-45 minutes per session
- Schedule in 5-10 minutes for passing between presentations and bathroom breaks
- Plan on 30 minutes for check-in and breakfast
- Plan on 30 minutes for lunch, or 1 hour if you have a demonstration
- Create a space for an advising component to the camp

The program serves as a guide for students and team leaders to know what the next workshop is, what time it starts, and where it is located. Color code your program to match the student team colors: this helps everyone to move in the correct direction. Use the back of the program to showcase the presenters based on the bios you collected. Include promotional information about the host site and sponsors, along with appropriate logos.

Creative scheduling options

- Double up presenters to allow for more career paths to be explored in one workshop, for example:
 - A Simulation Technician could add a technology element to a nursing session
 - Physical Therapists and Occupational Therapists are natural partners to host a workshop together
- Plan an activity that occurs while students are eating lunch
 - Hold a healthcare presentation or triage demonstration
 - Ask an Emergency Response team to conduct a demonstration
 - Plan a mini-health fair with local providers, non-profits, and/or industry partners
- Offer a raffle prize giveaway to engage students between workshops
- Arrange for a keynote speaker or a college student panel to speak to students

Student Teams

Assign students to teams randomly. Use colored name tags for each team and coordinate them with the program. Colorful name tags can be purchased online and in office supply stores. You will need as many different colors as you have workshops. Use college-age volunteers from healthcare programs as team leaders to keep students on track and to conduct team-building activities throughout the day. These steps help keep the day on schedule while also giving students the opportunity to bond as a team.



Naming the presentations

Ask presenters to come up with a title of their presentation to get students excited about what they will be learning. Use the back of the program to share the Bio of each presenter.

Scrubs Camp – Program Example – Side 1

9:00	Check-in & Breakfast				
Student Teams	Yellow Team	Blue Team	Red Team	Green Team	Purple Team
9:20-9:55	Nursing, The Best Career Ever! Room 204	The Challenge of Obstacles: How Physical Therapy Can Help You Navigate Life Room 116	Medical Assistants: A Doctor's Right Arm Room 106	Not a Luxury: The Science Behind Massage Therapy as a Healthcare System Room 107	Serious Gaming: Choosing a Career in Medical Simulation Room 219
10:00-10:35	Serious Gaming: Choosing a Career in Medical Simulation Room 219	Nursing, The Best Career Ever! Room 204	The Challenge of Obstacles: How Physical Therapy Can Help You Navigate Life Room 116	Medical Assists: The Doctor's Right Arm Room 106	Not a Luxury: The Science Behind Massage Therapy as a Healthcare System Room 107
10:40-11:15	Not a Luxury: The Science Behind Massage Therapy as a Healthcare System Room 107	Serious Gaming: Choosing a Career in Medical Simulation Room 219	Nursing, The Best Career Ever! Room 204	The Challenge of Obstacles: How Physical Therapy Can Help You Navigate Life Room 116	Medical Assists: The Doctor's Right Arm Room 106
11:20-11:55	Medical Assists: The Doctor's Right Arm Room 106	Not a Luxury: The Science Behind Massage Therapy as a Healthcare System Room 107	Serious Gaming: Choosing a Career in Medical Simulation Room 219	Nursing, The Best Career Ever! Room 204	The Challenge of Obstacles: How Physical Therapy Can Help You Navigate Life Room 116
12:00-12:35	The Challenge of Obstacles: How Physical Therapy Can Help You Navigate Life Room 116	Medical Assists: The Doctor's Right Arm Room 106	Not a Luxury: The Science Behind Massage Therapy as a Healthcare System Room 107	Serious Gaming: Choosing a Career in Medical Simulation Room 219	Nursing, The Best Career Ever! Room 204
12:40-1:40	Lunch & Certified Emergency Response Team Demonstration				
1:45-2:15	Let's Talk: Academic Advising Session				
2:20	Gift bag distribution, load bus				

Scrubs Camp – Program Example – Side 2

OCCUPATION	PRESENTER
ACADEMIC ADVISING	[Advisor Name], Transitional Academic Advisor, received their Master’s degree in Adult and Higher Education at [School or College Name]. Name currently works as an Advisor at [School or College Name].
EMERGENCY RESPONSE	Community Emergency Response Team (CERT Team) The CERT Team program trains volunteers in disaster preparedness and trains them in basic disaster response skills, such as fire safety, light search and rescue, team organization, and disaster medical operations.
MASSAGE THERAPIST	[Massage Therapist Name, BA, LMT] – [School or College Name] Massage Therapist Program Adjunct Faculty. [Name] received their BA in Psychology at [School or College Name], her Certificate in Holistic Midwifery at [Organization], and their Certificate in Massage Therapy at [School or College Name]. She is a practicing Massage Therapist & Business owner, and is full-time adjunct faculty for the MT Program at [School or College Name].
MEDICAL ASSISTANT	[Medical Assistant Name], Medical Assisting Program Coordinator, [School or College Name]. [Name] is a Certified Medical Assistant (AAMA) and is a Medical Assistant Instructor at [School or College Name]. S/he received his/her MA - AS degree at [School or College Name] and a Bachelor’s Degree in Healthcare Administration at [School or College Name]. [Name] has experience as an Emergency Medical Technician and a Registered Respiratory Therapist.
NURSE	[Nurse Name, PhD, RN], Nursing Program Director, [School or College Name]. [Name] has spent the last 37 years as a nurse working in multiple locations and clinical sites. She received her BScN at the [School or College Name]; MSN at [School or College Name]; and a PhD from [School or College Name].
PHYSICAL THERAPIST ASSISTANT	[Physical Therapist Assistant Name], Physical Therapist Assistant Program Adjunct Faculty. [Name] has been working as a Physical Therapist Assistant for 10 years at [Hospital] in Acute Care and Outpatient Physical Therapy. S/he has been a clinical instructor for 8 years and adjunct PTA program instructor the past 3 years. S/he received her/his Associate of Science - Physical Therapist Assistant degree at [School or College Name].
PHYSICAL THERAPIST ASSISTANT	[Physical Therapist Assistant Name], Physical Therapist Assistant Program Adjunct Faculty. [Name] has been a Physical Therapist Assistant for 12 years. S/he received her Associate of Science – Physical Therapist Assistant degree at [School or College Name] and has subsequently taught as Adjunct Faculty at [School or College Name] for the last 4 years.
SIMULATION TECHNICIAN	[Simulation Technician Name], Nursing Program Simulation Technician, [School or College Name]. [Name] received her BS in Physics/Mathematics from the [School or College Name]; AAS-T in Accounting from [School or College Name]; & a Medical Simulation Operations Specialist (MSOS) Certificate from [School or College Name]. [Name] has been running simulation for [School or College Name] Nursing Program for 3 years.

Scrubs Camp Models

Each organization has a unique perspective on Scrubs Camp; here are models from around the country to explore for additional ideas.

- South Dakota Department of Health, Office of Rural Health, [Scrubs Camp website](#)
- R-COOL-Heath [Scrubs Camp Website](#) in North Dakota
- Eastern Washington Scrubs Camp Website - [Area Health Education Center at Eastern Washington University](#)
- Southeast Alaska AHEC [Scrubs Programs for K-12](#)
- HealthForce – Minnesota [Week-long Scrubs Camp](#)
- Phoenix College of Medicine [Summer Scrubs Program](#)
- Roper St. Francis Healthcare, Bon Secours St. Francis Hospital [S.C.R.U.B.S.](#)
- Aultman College, Canton Ohio [Camp Scrubs](#)
- [Summer Scrubs and Saturday Scrubs](#) at College of Medicine in Phoenix, AZ

Surveys

Develop pre/post-surveys in order to document the impact on student knowledge around health career pathways; use this data to show the success of exploratory career workshops when marketing to sponsors. You may decide to create a number for each student to track pre- and post- survey results while maintaining anonymity. Survey templates are located in the Appendix.

APPENDIX

FORMS

Student Confirmation Letter

Hello! This letter confirms that you are registered to attend the [Location] - Scrubs Camp on [Date] from [start time] to [end time]. Please plan to arrive by [time] to get checked in and enjoy breakfast before we start.

Schedule for the Day:

Time	Activity
	Registration, Breakfast, Break into teams
	Land Acknowledgement, Welcome
	Healthcare session #1
	Healthcare session #2
	Healthcare session #3
	Lunch & Demonstration
	Advising, Dessert
	Students depart

Workshops include: [List planned presentations] Healthcare sessions are subject to change, but start and end times will remain the same.

Directions: Scrubs Camp will take place inside [building name], at [camp location] located at [address]. Once at the venue follow the Scrubs Camp signs to the registration location. [If possible provide a map of the campus]

- Traveling West/North:
Write out complete directions obtained on google maps
- Traveling East/South:
Write out complete directions obtained on google maps

Transportation: For those students taking the bus from [high school name], please meet [staff name] at [time] in front of [school building location]. The bus will leave promptly at [time] am and will have you back at the school by [time] pm. Students driving may park for free at [parking lot]. If you plan to travel by public transportation please take: [bus #]

Food: We will be providing nutritious snacks, water, and lunch for participants. If you have special dietary issues (gluten allergy, dairy allergy, etc.) please notify [camp facilitator] by [date] at [email] or [phone], so that we can accommodate your needs.

Day-of-event Questions: Please call [camp facilitator], [title or role], at [phone] with any last minute questions on the day of the event.

Travel safely!

[Scrubs Camp Logo]

[Venue Logo]

[Organization Name]
[Street Address]
[City, ST ZIP Code]
[Date]

[Recipient Name]
[Street Address]
[City, ST ZIP Code]

Dear **[Recipient Name]**

I am writing on behalf of **[School or College Name]**, to request a donation of a **[dollar amount or gift cards]** to buy **[specific requests]** for our Scrubs Camp scheduled for **[enter date]**. Scrubs Camp is a free, one-day opportunity designed to introduce rural and diverse populations of high school students to healthcare professions. I have attached an informational flyer on our event.

Our program does not have provisions for food/drink, so we rely on community donations to serve our students snacks and a healthy lunch. We expect to serve **[number]** students and appreciate any donation you can make towards this event.

Should you make a donation, your organization will be recognized in the Scrubs Camp marketing materials. We will also provide a donation receipt letter with the **[School or College Name]** tax exempt ID number for your records.

If you have any questions or need further information, please contact me at **[Phone Number]** or at **[Email Address]**. On behalf of the students, the faculty, and volunteers who work on this project, we thank you for your consideration!

Sincerely,

[Your Name]
[Title]
[Contact Information]

Attachments:
[Event flyer]
[Organization brochure]

[Organization Name]

[Street Address]

[City, ST ZIP Code]

[Date]

[Recipient Name]

[Street Address]

[City, ST ZIP Code]

Dear **[Recipient Name]**

Thank you for your generous donation towards our Scrubs Camp held at [event location]. This hands-on opportunity provided high school students with information on healthcare careers. Your donation made it possible for us to purchase [description of product] for [number] of students, mentors, volunteers, and staff members to enjoy with their lunch. As a non-profit, [Insert your descriptor] we are truly thankful for your support!

Sincerely,

[Your Name]

[Title]

[Contact Information]

Attachments:

[Event flyer]

[Insert colorful photos from event showing the donor logo being used on marketing materials]

Memorandum of Understanding

BETWEEN **[Name of Your Facility]** AND **[Partnering Organization's Name]**

1. **PURPOSE:** The purpose of this Memorandum of Agreement (MOA) is to formalize an agreement between the **[Name of Your Facility]** and the **[Partnering Organization's Name]** to form a partnership to hold a Scrubs Camp. The areas of responsibility and relationships presented herein provide the concept under which the program will be executed.

2. **MUTUAL INTEREST OF THE PARTIES:** This Scrubs Camp is of mutual interest to the parties because it is educationally beneficial for the students attending the camp to learn about different health professions and duties associated with each profession. {OPTIONAL SECTION}

3. **RESPONSIBILITIES OF THE PARTIES:** The following paragraphs identify responsibilities of the organizations involved:

a. **[Name of Your Facility]** shall provide **[Partnering Organization's Name]** with goods and/or services in accordance with the purpose, terms, and conditions of this MOA and implementing arrangements, as appropriate. Specifically, **[Name of Your Facility]** will provide the following services and/or goods. List:

b. The **[Partnering Organization's Name]** Responsibilities.

(1)

4. **DISPUTE RESOLUTION:** In the event of a dispute between the parties, **[Partnering Organization's Name]** and **[Name of Your Facility]** agree to use their best efforts to resolve that dispute in an informal fashion through consultation and communication, or other forms of non-binding alternative dispute resolution mutually acceptable to the parties.

5. **EFFECTIVE DATE:** This agreement becomes effective upon the date of the last approving signature and will remain in effect until **[Ending Date of Grant]**.

6. **ACCEPTANCE OF AGREEMENT:**

[Your Facility Representative Name]
[Your Facility Representative Title]
[Your Facility Mailing Address, City, State, Zip]

DATE

[Partnering Organization Representative Name]
[Partnering Organization Representative Title]
[Partner Organization Mailing Address, City, State, Zip]

DATE

(Center for Rural Health, University of North Dakota School of Medicine and Health Sciences, n.d.)

Scrubs Camp

[Venue name and Date]

Dear Parents:

The current and projected shortage of healthcare professionals in Washington State and across the nation is creating a critical demand for more healthcare workers. Some of the most exciting careers, for both men and women, are in healthcare fields with thousands of additional healthcare professionals needed in the coming years.

Exposing high school students to the wide variety of healthcare professions and encouraging them to explore health careers is fundamental to meeting our health workforce needs. In order to offer local students this opportunity, [School or College Name] applied for and received [funding source] funding to hold a “Scrubs Camp” for students attending [high school name].

Scrubs Camp is a one-day workshop for high school students designed to increase awareness, interest, and understanding of health careers available in Washington through instruction and interactive activities. Students hear presentations from healthcare professionals and/or educators, and participate in hands-on activities, while also learning about the education and skills required to become a health professional.

We will be hosting a Scrubs Camp in your area!

[Date]

[Time]

[Location of camp] for students in [Name of high school, or region]

[Insert additional instructions (i.e. registering, applying, release, etc.) as needed]

For more information contact, [Site Coordinator] at [Phone Number] or [Email Address]

We look forward to having your child participate in this exciting opportunity. You never know who the next doctor, nurse, pharmacist, radiology technologist, or health information technology expert will be!

Sincerely,

[Camp facilitator, Staff or Faculty]

[Scrubs Camp Logo]

[College Logo]

[High School Logo]

[Partner Logos]

Insert logos of participating organizations

Scrubs Camp Photo Release

[Location] [Date]

I hereby give permission to [organization] as the legal entity hosting the [facilitating organization] to utilize photographs, video, and audio taken of my child during the [Scrubs Camp]. I understand that these digital images and recordings may be used for recruitment materials [organization] or [facilitating organization] may develop. I further will allow this material to become part of copyrighted work, in the name of the [organization] for [facilitating organization] or its designee for educational purposes.

I hereby release and discharge [organization] and by association [facilitating organization], from any and all claims and demands arising out of, or in connection with, the use of the photographs and video footage, including and without limitation, any and all claims for libel or invasion of privacy.

Student Name

Parent/Guardian's Name

Student Signature

Parent/Guardian's Signature

- Check here if you do **not** give permission for your child's photograph to be taken
- Check here if you do **not** give permission for video recording of your child to be taken
- Check here if you do **not** give permission for audio recording of your child to be taken

Presenter Bio

Scrubs Camp – [Venue name and Date]

Presenter Name:
Employer:
Email:
Phone:
Address:
Place of training/degrees:
Please describe your expertise in your field:

PRESENTATION

Session topic:
Suggested Session Title:
Hands-on Activities Planned:
Supplies Needed for Activity:
Please write a brief statement to introduce your presentation:

REQUESTS

A/V Equipment:
Additional Needs:

Presenter FAQ's

What is Scrubs Camp?

Scrubs Camps are one-day, hands-on health career exploration opportunities for high school students. Students will learn about the wide variety of health careers that are available to them through lecture, hands-on activities and discussion. During Scrubs Camp, students will hear from a variety of healthcare professionals who will discuss what they do in their jobs and how they got into their professions. Students will also have a chance to experience many hands-on activities throughout the day. Scrubs Camp is aimed at high school students who have an interest in entering the healthcare field.

What will the day be like?

Each camp varies slightly, however, the general format remains the same. Over the course of the day, students will hear from a variety of healthcare speakers, perform hands-on healthcare career-related activities, learn about educational opportunities in their state, and will have lunch on site.

What do we need from you as a speaker?

Plan to devote one-fourth of your total session time to discussing your career specifically. The remaining time should be devoted to a hands-on activity that is pertinent to your occupation. Ask your camp facilitator for ideas and examples of hands-on activities.

What should I talk about?

- What is your job/formal job title/where do you work?
- What made you choose your career?
- Where did you go to school/train and how much schooling was required?
- What do you do/what is a typical day like for you?
- What do you like best about your job?
- What classes should students take in high school and in postsecondary programs?
- What type of volunteer experience(s) did you engage in?
- What type of part-time job(s) did you have?
- What is your work environment: alone/group, office/open area, sitting/on feet, etc.?

Tips for Presenters

- Keep it hands-on! Keep students involved in activities that allow them to simulate real procedures. Keep verbal presentations short and emphasize the hands-on activities for learning.
- Ask them questions. Students love to share their experiences and knowledge.
- Avoid idle time. If several students have to wait to have a turn at an activity, those waiting can become disinterested. Look at ways you can subdivide your group into smaller groups doing different activities at the same time. This may mean using more staff, or asking for volunteers; let the program coordinator know what you need.
- Have a plan B for the squeamish. It doesn't happen often but there are some students who may balk in response to a simulation.

FOR IMMEDIATE RELEASE – [Insert date of release]

[INSERT HEADLINE HERE]

[Insert sub-head here, if needed]

[Insert city], Wash. – High school students can explore healthcare career options during “Scrubs Camp,” a free one-day workshop on **[Insert camp date]** at **[Insert camp location]**. Through hands-on activities with professionals, participants will learn about careers in **[list careers being represented at camp]**.

The camp is designed for 9th-12th graders to encourage students to consider pursuing a career in healthcare. One of the most pressing issues facing the local and national healthcare industry today is the critical need for healthcare providers. In the coming years, thousands of additional healthcare workers will be needed in Washington State. The **[Insert City/College]** Scrubs Camp has been funded through the generosity of **[donor/grant]** and will be facilitated by **[Organization name]** **[Organization description (optional)]**.

Lunch is provided and parents are welcome to attend. The camp will run **[Start time] to [End time]**. Pre-registration for the camp is required. To register, please visit: **[website if applicable]** or pick up registration forms at **[Location]**.

About **[Hosting college or sponsoring organization]**

About **[Other partners]**:

Contact: **[Name]** **[Title]** **[Organization]** **[Contact information]**

Scrubs Camp [Date] - Pre-Survey

Your name: _____

Camp Location: _____

1. How much do you know about health career choices?

Not at all	A little	Some	A lot
------------	----------	------	-------

2. How likely are you to go into a healthcare career?

Very unlikely	Unlikely	Undecided	Likely	Very likely
---------------	----------	-----------	--------	-------------

3. How much do you know about college options for healthcare careers?

Not at all	A little	Some	A lot
------------	----------	------	-------

4. Do you have an interest in a health profession career?

Not at all	A little	Some	A lot
------------	----------	------	-------

If yes, what career(s) are you interested in?

--

Scrubs Camp [Date] - Post-Survey

Your name: _____

Camp Location: _____

1. How much do you know about health career choices after attending camp?

Not at all	A little	Some	A lot
------------	----------	------	-------

2. How likely are you to go into a healthcare career after attending camp?

Very unlikely	Unlikely	Undecided	Likely	Very likely
---------------	----------	-----------	--------	-------------

3. How much do you know about college options for healthcare careers after attending camp?

Not at all	A little	Some	A lot
------------	----------	------	-------

4. Do you have an interest in a health profession career?

Not at all	A little	Some	A lot
------------	----------	------	-------

If yes, what career(s) are you interested in?

--

How did Scrubs Camp contribute to your interest in health careers?

Not at all	A little	Some	A lot
------------	----------	------	-------

Registration/Waiver Example #1

Scrubs Camp - [Venue name and date]

Student Name:		Date of Birth:	
County:	Grade:	Gender:	
Address:			
Phone:	Email address:		
Ethnicity – Circle one (optional):	African American/Black	Asian	Caucasian/White
	Hispanic/Latino	Native American/Alaska Native	
	Native Hawaiian/Pacific Islander	Other	
Language(s) spoken at home:			
Did either of your parents graduate with a 4-year degree?			
Do you qualify for free or reduced lunch?			
Parents/Guardians or other family members are welcome but not required to attend the Scrubs Camp.			
Will a parent be attending?			
YES	NO		
Will a parent be attending lunch? YES NO Number of parents attending lunch:			

Code of Conduct

The Scrubs Camp is designed to be an educational function, and all plans are made with that objective. Scrubs Camp Management wants every attendee to have an enjoyable experience with every attention paid to education, safety and comfort. All attendees will be expected to conduct themselves in a manner best representing their local School District and/or Tribal Community. In order that everyone may receive the maximum benefits from participation, the “Code of Conduct” must be followed at all times.

Note that attendance is not mandatory. By voluntarily participating, you agree to follow the official Scrubs Camp Rules and Regulations or forfeit your personal rights to participate. Each local School District and Tribal Community is proud of its students and knows that by signing this “Code of Conduct” you are simply reaffirming your dedication to be the best possible representative of your school.

- I will, at all times, respect all public and private property, including the facility [College Name] where I attend the Scrubs Camp.
- I will, at all times, respect all individuals (other students and adults) while in attendance at the Scrubs Camp. I will not use profanity of any kind while in attendance at the Scrubs Camp.
- I will not use alcoholic beverages, tobacco products, or illicit drugs of any kind while in attendance at the Scrubs Camp. I will not use drugs unless I have been ordered to take certain prescription medications by a licensed physician. If I am required to take medication, I will, at all times, have the orders of the physician on my person.
- I will not bring any dangerous objects, firearms, or weapons to Scrubs Camp.
- I will not leave the Scrubs Camp without the express permission of my advisor, Scrubs Camp Site Coordinator, or Scrubs Camp Project Coordinator. Should I receive permission, I will leave a written notice of where I will be with my advisor, Scrubs Camp Site Coordinator, or Scrubs Camp Project Coordinator.
- My conduct shall be exemplary at all times while at the Scrubs Camp on [College Name]
- I will keep my advisor, the Scrubs Camp Site Coordinator, or the Scrubs Camp Project Coordinator informed of my whereabouts at all times.
- I will wear my Scrubs Camp identification badge at all times while at the Scrubs Camp.
- I will attend, and be on time, for all Scrubs Camp sessions and activities.

Your signature below authorizes **[College Name]** to collect all information contained in this registration application. This information will be maintained and referenced periodically to evaluate the effectiveness of the Scrub Camps. Students participating in the Scrub Camps may be contacted in the future for evaluation purposes. Registration information may also be used for recruitment/admissions activities of **[College Name]**.

Photo Release Statement

By signing below, Student and Parent/Guardian grant **[College Name]** and the Scrubs Camp Coordinators permission to take pictures/video of us and grant them an irrevocable right and license to use such pictures/videos for publicity, news, or advertising in any form. The facilitators of the Scrubs Camps are released from any and all claims of payment for performance rights, residuals or damages for libel, slander, invasion of privacy, or any claim based on the use of said material.

I agree that if, for any reason, I am in violation of any of the rules of the Scrubs Camp, I may be sent home at my own expense. I understand that notification of the violation and the action taken will be sent to my local School District or Tribal Community, and to my parents or guardians. I understand that through my negative actions, Scrubs Camp attendees from my local School District could be sent home as well.

It is within the spirit of being a proud and meaningful attendee of the Scrubs Camp that I agree to these rules of conduct by signing my name on this registration form. By signing this registration form, my parent and/or guardian, as well as a school district representative, affirm that I am worthy to attend a Scrubs Camp.

Due to the nature of this camp, students may be exposed to latex, finger stick blood sampling, and other elements of a basic physical exam. For finger stick blood sampling, students will prick their own finger – in a supervised lab setting and use their blood sample for typing and/or other examination procedures. By signing below, the student’s parent/guardian acknowledges and accepts these possible risks. I understand that I must complete the Consent, Assumption of Risk, Waiver and Indemnity Agreement on the following page in order for my child to participate in the Scrubs Camp.

Parent/Guardian Signature:	
Print Name:	Date:
Student Name (18 or over) Signature:	
Print Name:	Date:

Minor Registration/Waiver Form – Consent, Assumption of Risk, Waiver and Indemnity Agreement

For and in consideration for the opportunity for his/her child to participate in this activity, the below parent/guardian voluntarily agrees to the following terms and conditions:

1. I certify that I have read this document, understand its provisions, and agree to its terms which constitute legally binding consent, assumption of risk, waiver of claims, and indemnity for my child's participation in Scrubs Camp.
2. I understand and acknowledge that this activity includes some inherent and dangerous risks that could result in harm, loss, damage, personal injuries, illnesses, or death. Risks include, but are not limited to, falling, slipping, exposure to latex, finger stick blood sampling, and other elements of a basic physical exam. I voluntarily choose to allow my child to participate in this activity with full knowledge that the activities may be hazardous. I voluntarily assume full responsibility for any risks of injury, loss, or property damage.
3. I will hold **[College Name]** its employees, volunteers, and agents harmless from any and all liability, actions, causes of action, debts, claims, and all demands arising out of or related to any loss, damage, or injury, including death, that may be sustained by myself or my child, or any property belonging to me or my child, while participating in such activity or any activities related to this event. This agreement shall serve as a release and discharge of **[College Name]** for any and all liability arising out of or related to this activity on behalf of myself, my heirs, assigns, or other successors in interest. I agree to indemnify **[College Name]** for all loss, damage and expense of any kind or character arising out of injury, death, damage, or loss due to my child's participation in this activity.
4. I certify that my child is in good health and has no physical, medical, mental or emotional impairments, conditions or concerns that might jeopardize or affect their safety, or the safety of others, related to my child's participation in this activity. I further understand and acknowledge that: a. I should consult with a medical professional to confirm my child's fitness for participation in this activity; b. If my child has a prescription for medications or is taking over the counter medications, I should confirm with my child's medical provider whether the medications will impact my child's participation in the activity; and, c. My child should not participate in the activity while under the influence of any medication that may impact his/her ability to safely participate.
5. Neither **[College Name]** nor their employees/agents serve as guardians or insurers of my child's safety. **[College Name]** do not provide any special insurance for my child's protection, and it is my responsibility to obtain any appropriate insurance. I agree that any and all expenses arising from an accident or injury to my child or myself or to my or my child's property, including but not limited to, emergency transport; emergency medical services; medical treatment; and damage or loss to property are my responsibilities. I have obtained and agree to use my personal medical insurance as primary medical coverage for my child if accident or injury occur.
6. I have notified the supervising instructor/staff member of any existing medical condition or medication that could affect my child's ability to fully participate in this activity. In the event that any medical attention is needed and I am unable to provide consent, I consent to emergency medical treatment and grant **[College Name]** and its agent's full authority to take whatever actions they may consider to be warranted under the circumstances concerning the health and safety of my child. This includes, but is not limited to, the authority and permission to arrange/provide transportation, approval for a hospital, medical treatment facility, and/or healthcare provider to provide medical exams, testing, medical treatment, and any medical procedures immediately necessary and advisable in the interest of my child's health and well-being, all at my expense.

By my signature below, I certify I am the legal parent or guardian of the named child, am over the age of 18 and legally competent to sign this form. I certify that I have completely read this document, understand its provisions, and voluntarily accept its terms which constitute legally binding consent, assumption of risk, waiver of claims, and indemnity for participating in Scrubs Camp.

Minor's Name (Print):	
Parent/Guardian Name (Print):	
Parent/Guardian Signature:	Date:
Emergency Contact Name and Phone Number:	

Student Application continued:

Waiver	
In consideration of the [insert site/lead applicant name] acceptance of my participation in the [organization name] Scrubs Camp, I waive any and all claims for myself and my heirs that I may have against the [insert site/lead applicant name], its employees, contractors, sponsors, officials, and volunteers, for any and all injury or illness which may directly or indirectly result from my participation in this program.	
Parent/Guardian Signature:	Date:
Student (if over 18) Signature:	Date:

Photo/Video & Evaluation Waiver	
I hereby grant permission for the coordinators and sponsors of the [organization name] Scrubs Camp to take, edit, and use photos/videos for publicity, news, and advertising. I understand that the photos/videos may be used only for educational and public information purposes. <input type="checkbox"/> I grant permission <input type="checkbox"/> I do not grant permission	
I authorize the [organization name] and the [co-sponsor] to maintain and reference the application and registration information periodically to evaluate the effectiveness of the Scrubs Camp. Students participating in the Scrubs Camp may be contacted in the future for evaluation purposes. <input type="checkbox"/> I authorize <input type="checkbox"/> I do not authorize	
Parent/Guardian Signature:	Date:

To be completed by a school counselor, teacher, or administrator:

Why do you recommend this student be accepted into the [organization name] Scrubs Camp?	
Signature:	Position:

(Center for Rural Health, University of North Dakota School of Medicine and Health Sciences, n.d.)

Registration/Waiver Example - Adult

Scrubs Camp - [Venue name and date]

For and in consideration for the opportunity to participate in this activity, the below Participant voluntarily agrees to the following terms and conditions:

1. I certify that I have read this document, understand its provisions, and agree to its terms which constitute legally binding consent, assumption of risk, waiver of claims, and indemnity for my participation in Scrubs Camp.
 2. I understand and acknowledge that this activity includes some inherent and dangerous risks that could result in harm, loss, damage, personal injuries, illnesses, or death. Risks include, but are not limited to, falling, slipping, exposure to latex, finger stick blood sampling, and other elements of a basic physical exam. I voluntarily choose to participate in this activity with full knowledge that the activities may be hazardous. I voluntarily assume full responsibility for any risks of injury, loss, or property damage.
 3. I will hold [College Name] its employees, volunteers, and agents harmless from any and all liability, actions, causes of action, debts, claims, and all demands arising out of or related to any loss, damage, or injury, including death, that may be sustained by myself, or any property belonging to me, while participating in such activity or any activities related to this event. This agreement shall serve as a release and discharge of [College Name] for any and all liability arising out of or related to this activity on behalf of myself, my heirs, assigns, or other successors in interest. I agree to indemnify [College Name] for all loss, damage and expense of any kind or character arising out of injury, death, damage, or loss due to my participation in this activity.
 4. I certify that I am in good health and have no physical, medical, mental or emotional impairments, conditions or concerns that might jeopardize or affect my safety, or the safety of others, related to my participation in this activity. I further understand and acknowledge that:
 - a. I should consult with a medical professional to confirm my fitness for participation in this activity;
 - b. If I have a prescription for medications or am taking over the counter medications, I should confirm with my medical provider whether the medications will impact my participation in the activity; and,
 - c. I should not participate in the activity while under the influence of any medication that may impact my ability to safely participate.
 5. Neither [College Name] nor their employees/agents serve as guardians or insurers of my safety. [College Name] does not provide any special insurance for my protection, and it is my responsibility to obtain any appropriate insurance. I agree that any and all expenses arising from an accident or injury to myself or to my property, including but not limited to, emergency transport; emergency medical services; medical treatment; and damage or loss to property are my responsibilities. I have obtained and agree to use my personal medical insurance as primary medical coverage for myself if accident or injury occur.
 6. I have notified the supervising instructor/staff member of any existing medical condition or medication that could affect my ability to fully participate in this activity. In the event that any medical attention is needed and I am unable to provide consent, I consent to emergency medical treatment and grant [College Name] and its agent's full authority to take whatever actions they may consider to be warranted under the circumstances concerning my health and safety. This includes, but is not limited to, the authority and permission to arrange/provide transportation, approval for a hospital, medical treatment facility, and/or healthcare provider to provide medical exams, testing, medical treatment, and any medical procedures immediately necessary and advisable in the interest of my health and wellbeing, all at my expense.
- By my signature below, I certify I am over the age of 18 and legally competent to sign this form. I certify that I have completely read this document, understand its provisions, and voluntarily accept its terms which constitute legally binding consent, assumption of risk, waiver of claims, and indemnity for participating in Scrubs Camp.

Participant's Name (print):	Date:
Participant's Signature:	
Emergency Contact Name and Phone Number:	
Minor's Name (Print):	
Parent/Guardian Name (Print):	



**HEALTH
CAREER
EXPLORATION
FOR
HIGH
SCHOOLERS**

SAVE THE DATE

Camp Date:

Start Time:

Location

Contact:

Visit or contact [website or email]
to register for a camp near you!



**HEALTH
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SAVE THE DATE

Camp Date:

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SAVE THE DATE

Camp Date:

Start Time:

Location

Contact:

Visit or contact [website or email]
to register for a camp near you!

HEALTHCARE CAREER RESOURCES

Healthcare Career Salaries

Careers in Washington State	Annual average salary
Advanced Registered Nurse Practitioner (ARNP) including psychiatric ARNP	\$107,030
Anesthesiologists	\$260,390
Audiologists	\$87,620
Cardiovascular Technologists and Technicians	\$60,380
Community Health Workers	\$40,870
Compliance Officers	\$84,800
Dental Assistants	\$42,540
Dental Hygienists	\$91,070
Dentists, General	\$187,110
Dentists, All Other Specialists	\$211,880
Diagnostic Medical Sonographers	\$87,440
Dietetic Technicians	\$37,100
Dietitians and Nutritionists	\$63,000
Emergency Medical Technicians and Paramedics	\$68,970
Exercise Physiologists	\$39,980
Family and General Practitioners	\$230,330
Forensic Science Technicians	\$59,360
Genetic Counselors	\$80,840
Health Diagnosing and Treating Practitioners, All Other	\$96,810
Health Technologists and Technicians, All Other	\$57,640
Healthcare Practitioners and Technical Workers, All Other	\$66,400
Healthcare Support Workers, All Other	\$42,010
Hearing Aid Specialists	\$47,520
Home Health Aides	\$28,620
Internists, General	\$251,210
Licensed Practical and Licensed Vocational Nurses	\$53,150
Magnetic Resonance Imaging Technologists	\$85,820
Marriage and Family Counselors/Therapists	\$45,330
Massage Therapists	\$61,840
Medical and Health Services Managers	\$114,790
Medical Assistants	\$39,700
Medical Equipment Preparers	\$40,240
Medical Records and Health Information Technicians	\$45,190
Medical Transcriptionists	\$40,030
Mental Health Counselors	\$42,840
Mental Health and Substance Abuse Social Worker	\$54,980
Nuclear Medicine Technologists	\$90,460
Nurse Anesthetists	\$194,080
Nurse Midwives	\$100,250
Nurse Practitioners	\$115,250

Nursing Assistants	\$30,410
Obstetricians and Gynecologists	\$259,580
Occupational Health and Safety Specialists	\$78,980
Occupational Health and Safety Technicians	\$67,490
Occupational Therapists	\$80,590
Occupational Therapy Aides	\$47,910
Occupational Therapy Assistants	\$60,500
Ophthalmic Medical Technicians	\$43,830
Opticians, Dispensing	\$45,900
Optometrists	\$126,200
Oral and Maxillofacial Surgeons	\$251,090
Orderlies	\$32,080
Orthotists and Prosthetists	\$71,150
Pediatricians, General	\$194,900
Pharmacists	\$125,890
Pharmacy Aides	\$33,150
Pharmacy Technicians	\$42,440
Phlebotomists	\$37,980
Physical Therapist Aides	\$28,360
Physical Therapist Assistants	\$57,420
Physical Therapists	\$88,380
Physician Assistants	\$120,200
Physicians and Surgeons, All Other	\$234,030
Podiatrists	\$125,400
Psychiatric Aides	\$30,630
Psychiatric Technicians	\$39,950
Psychiatrists	\$241,540
Radiation Therapists	\$98,330
Radiologic Technologists	\$68,320
Recreational Therapists	\$53,670
Registered Nurses	\$79,810
Respiratory Therapists	\$67,400
Respiratory Therapy Technicians	\$55,290
Social Workers, Healthcare	\$61,050
Speech-Language Pathologists	\$76,110
Substance Abuse Counselors	\$39,000
Surgeons	\$257,580
Surgical Technologists	\$56,280
Therapists, All Other	\$67,730
Veterinarians	\$92,950
Veterinary Assistants and Laboratory Animal Caretakers	\$30,560
Veterinary Technologists and Technicians	\$37,640

(Washington Career Bridge, n.d.)

(Occupational Employment and Wages, 2018)

[WTB Health Workforce Council](#)

[Sentinel Network Data](#)

FACILITATOR SCRIPT FOR HEALTHCARE CAREER PRESENTATION

Why am I here?

I am here to tell you that there are lots of job opportunities in the healthcare field, and that there are going to be even more jobs in the future. For instance, in the State of Washington nearly [enter number] additional healthcare workers will be needed by [enter date]. That includes about [enter number] new registered nurses and about [enter number] physicians just to name two. That's a whole lot of new jobs and Washington is only one state out of 50. Here in this area, we're going to need [specific statistics in your area].

What are the health professions?

When I talk about healthcare careers, you are probably thinking physicians, dentists, and nurses. But those are only three of more than 250 different healthcare professions. Healthcare professions are jobs that maintain the health and condition of the human body. For instance, did you know that an Athletic Trainer is a healthcare professional? That's because athletic trainers get athletes in shape after they've injured themselves. Nurse-midwives are also healthcare professionals. Can anybody tell me why? That's right. Nurse-midwives deliver babies. They look after the health of the baby and the mother.

So, we're talking about 250 different kinds of jobs, something to appeal to every kind of person, no matter what your interests are. Some of these jobs, like being a physician, require a lot of school; others simply need a 2-year associate's degree or even less time spent in a certificate training program. This means every one of you can qualify for a health profession.

Something else that's important to note is you're not stuck with the first healthcare job you choose. You can always go back to get more education and move up in healthcare. If you start out as a physician assistant or a pharmacy technician, you can decide to go back to school and become a physician or a pharmacist. New technologies and the shift towards population health are creating employment opportunities in diverse fields such as magnetic resonance imaging, nuclear medicine, laser surgery, ultrasound, community health workers, patient navigators, social workers, pharmaceuticals, clinical research, diagnostic testing and biotechnology.

Next, let's look at some examples of nontraditional health professions:

Athletic Trainers prevent, care for, and rehabilitate athletic injuries as directed by a physician. A certified athletic trainer must graduate from an accredited program, fulfill an internship, and pass a certification exam. Athletic trainers in Washington make on average \$50,000 a year.

Certified Nurse-Midwives are registered nurses with advanced training that allows them to care for pregnant people, deliver babies, and care for both mother and baby afterwards. To be nurse-midwives, registered nurses must enroll in a 1-year certification program. Nurse-midwives usually make \$100,250.

Dispensing Opticians make and fit eyeglasses and lenses. Opticians can be trained on the job, or as part of an apprenticeship program. The average annual salary for an optician is \$45,900.

Emergency Medical Technicians are the people who come when you dial 911. They perform basic life support skills, such as restoring breathing, controlling blood loss, and treating shock victims. This job requires 120 hours of classroom exercises and 10 internship hours. The average salary in Washington is \$68,970 annually.

Genetic Counselors provide information support to people with birth defects or genetic disorders, or those who may be at risk for a variety of inherited conditions. A master's degree is required and the course work includes medical genetics, counseling, and hands-on experience in the field. The average annual salary in Washington for genetic counselors is \$73,000.

Occupational Therapy Assistants teach people with injuries or disabilities how to move, perform strengthening or muscle toning exercises with patients, and work with them in other ways. An associate's degree from an accredited training program is required for these jobs, which in Washington pay \$60,500 a year.

Pharmacy Technicians are support personnel in pharmacies. They attend community colleges or vocation-technical schools where they earn associate's degrees. Pharmacy technicians in Washington make an average of \$42,440 annually.

Physical Therapists work with people who have been disabled by illness or accident. Treatment may include exercise, massage, the application of heat, and other techniques. They must earn a doctorate. The average salary for physical therapist in Washington is \$88,380.

Physician Assistants perform physical examinations, diagnose illness, recommend treatment, and order laboratory tests under the supervision of a physician. Physician assistants attend an accredited Physician Assistant program, usually after going to college. Average annual salary is \$120,000.

Public Health Program Specialists identify those at risk from a specified health problem. They also implement and evaluate interventions to prevent those problems. Many colleges and universities award a bachelor's degree in public health; most advanced positions require a master's degree. Public health professionals' salaries vary by specialty, experience, geographic location, and level of education. The average salary for all specialties is \$65,000.

Radiologic Technologists use radiation for diagnostic imaging. Diagnostic imaging is taking pictures of a part of the body for the purpose of making a diagnosis. There are programs for radiology at the certificate, associate's, and bachelor's degree levels. The average salary for radiologic technologists in Washington is \$68,320 a year.

Respiratory Therapists (does anybody know what respiratory means? Yes, it means having to do with breathing.) Respiratory therapists work with physicians to treat and care for patients with breathing problems, such as asthma or emphysema. They must complete a formal training program, which can be a 4-year bachelor's degree or 2-year associate's degree. The average salary in Washington for respiratory therapists is \$67,400 a year.

Surgical Technologists prepare operating rooms for surgery, assist during operations, and carry out post-operative procedures. Training programs vary from 9 to 24 months. Surgical technologists in Washington make on average \$56,280 a year.

These are only a few of the healthcare professions available. For instance, let me give you a short list of just some of the healthcare jobs that you can qualify for with only a certificate or on-the-job training:

- Cardiovascular Technologist
- Dental Assistant
- Histotechnologist
- Human Service Worker
- Massage Therapist
- Nuclear Medicine Technologist
- Phlebotomist
- Community Health Worker

If you are interested in learning more about healthcare professions, check with your guidance counselor or look in the reference section of your library under Health Professions Occupations.

Who hires all these health professionals? Where do they work?

- Healthcare professionals are in demand in a lot of places, including:
- Hospitals, clinics, nursing homes, mental health facilities, etc.
- Federal, State, and local government agencies
- Colleges and universities
- Public/private research organizations
- Managed care organizations
- Medical supplies, equipment, and pharmaceutical industries
- Private practice

What all of these add up to is opportunity. If all of these places need healthcare professionals to staff them, that's a lot of healthcare jobs, and also a lot of choice in where you work and the kind of environment you choose to spend your time in. Some of you may like a little action; a more pressured, exciting work atmosphere; others may prefer something a little more laid back. In the healthcare professions, you get to choose.

Why be a healthcare professional? What's in it for you? The answer is a lot. You will:

- Earn a living to support yourself and your family. Healthcare jobs pay well and those paychecks come regularly, every week, or two weeks.
- Have a job that is stable and secure. The healthcare profession is here to stay and if you're not satisfied with the healthcare job you choose, you can always build on it with additional training and move up to a job that suits you better.
- Attain skills that are in high demand. There are only going to be more healthcare jobs in the future and they're everywhere, so if you have to pick up and move, you can be pretty sure of finding a healthcare job where you land.

- Make a difference. There is a critical need for healthcare workers in this country. You would be making a contribution on three important levels:
- Providing healthcare to people who need it. There is tremendous satisfaction in making somebody feel better. As a healthcare professional you would do that every day.
- Providing better access to healthcare in the community. At this moment many people in this country have no healthcare services whatsoever. Maybe you could be the one to do something about that situation in your community.
- Helping improve the standard of healthcare in medically underserved and under-represented communities. If you do choose to provide healthcare in your own community you would be helping to raise the standard and to make healthcare better for the people who live there.

What are the academic requirements and how you can meet them?

To become a health professional, first and foremost you must complete your high school education, earning either a diploma or GED. You must also have national test scores that are acceptable to whatever program you want to get into, whether it's a 4-year college, community college, vocational school, or a training program. National tests include SAT (Scholastic Aptitude Test), ACT (American College Test), and Miller's Analogy Test.

Right now, the most important thing you can do is to take as many math and science classes as you can: biology, chemistry, general math, algebra, geometry, statistics, etc. The better you do in these courses, the more opportunity you will have to get into healthcare training programs.

Talk to the following people if you are interested in choosing a health profession as a career:

- Guidance Counselors and Teachers
- Parents, Personal role models and mentors
- Health professionals (your physician, dentist, school nurse, etc.)

How can I afford health professions training?

The cost of training is going to vary depending on the profession you choose. But there are many ways to pay for an education, including scholarships, loans, and grants. The key is to find the right program for you and to do everything they tell you to do to apply for their financial assistance.

Sources for financial aid include Federal, State, and local government financial aid programs. In the private sector, you might be able to get education money from:

- Companies, including businesses in your neighborhood;
- Hospitals, clinics, and other healthcare facilities;
- Medical supply, equipment, and pharmaceutical companies;
- Community-based organizations like your church;
- Social groups such as Rotary clubs, sororities and fraternities;
- National Organizations (4H Club, YMCA, YWCA, Boys and Girls Clubs); and
- Financial institutions (banks, savings and loans).

What are some of the benefits?

I hope something I have said will lead you to consider a career in healthcare. The truth is, you're needed out there. Today there are shortages in healthcare that will likely grow in the future. More than 3,000 communities in this country - most of them minority or rural - do not have enough healthcare workers to meet the needs of the people who live there. Think about that, about how many people that is. If current trends continue, the situation will only get worse.

By getting yourself into a rewarding, and respected career you are also helping your community and can give medical care to many people who simply don't have it now. This is a chance to do yourself a favor and help a lot of other people as well.

Facilitator - Be ready for these types of questions:

- What is your health career?
- What is that? And what do you do?
- Where do you work? What other settings could you work in?
- What sort of education did you need?
- Where did you go to school? For how long?
- On average how much does your profession make in Washington?
- What do you like about your job?
- What maybe don't you like about your job?

Don't worry if you don't know an answer. Encourage the students to find the answer by asking another health professional, looking it up in a book, or researching it on the internet. You can also do research yourself and get back to the students.

(Scrubs Camp , n.d.)

Healthcare Career Websites

- [Allied Health Center of Excellence](#) - Offers information on allied health programs offered throughout Washington State's community and technical colleges along with educational and career pathway resources.
- [Bureau of Labor Statistics](#) - List of occupations and wages in Washington State can be found on this website.
- [CareerOneStop](#) - One location to explore careers, training, and jobs. Offers occupation profiles, self-assessments, and a video library to help explore career options along with many more resources.
- [Careers.wa.gov](#) - Invites you to explore the career opportunities available within Washington State.
- [Center for Health Workforce Studies](#) - Research on workforce studies in the state of Washington.
- [Competency Model Clearinghouse \(CMC\)](#) - Website sponsored by the U.S. Department of Labor, Employment and Training Administration (ETA). Each model provides a clear description of what a person needs to know and be able to do the knowledge, skills, and abilities to perform well in Allied Health, Electronic Health records and Long-term, Support and Services.
- [ExploreHealthCareers.org](#) - Interactive health careers website designed to explain the array of health professions and provide easy access to students seeking information about health careers.
- [Map Your Career](#) - Educational tool designed to illustrate the labor market in Seattle-King County. Learn about current trends, sample wages, and career pathways in healthcare careers.
- [My Next Move](#) - Interactive tool for students, veterans, and job seekers to learn more about careers in health.
- [My Skills My Future](#) - This site helps students, professionals, and career changers explore new careers that may use the skills and experience gained in school or in a previous/current job.
- [Next Generation Zone](#) - Provides education, career skills training, and resources to young adults ages 16-24. Can help illuminate the path to complete your education and prepare for a career.
- [Northwest Workforce Council](#) - Provides financial resources to qualified individuals for occupational or technical education programs and customized training in high demand occupations.
- [Occupational Outlook Handbook](#) - Provides career information on duties, education and training, pay, and outlook for hundreds of occupations including health-related careers.
- [ONET OnLine](#) - Detailed descriptions of the world of work for job seekers, workforce development, HR professionals, students, and researchers.
- [Office of Superintendent of Public Instruction \(OSPI\)](#) - Learn about career and technical education options. Find a health care career that works for you and learn about apprenticeship options.
- [Skill Source](#) - Teaches workplace basics in cooperation with school districts, community colleges and employers. Skill Source offers career workshops, youth services, college information, career research links and computer skills training for North Central Washington (Wenatchee, Moses Lake, Othello, Omak).
- [Washington Career Bridge](#) - Explore careers and educational resources in Washington State including a free "Where Are You Going?" guidebook.
- [Washington Career Paths](#) - Connection to career and education resources for high school students and adults who are changing careers or returning to the workforce.
- [Workforce Development Council](#) - Nonprofit organization that oversees employment-related programs for youth, the adult workforce, and employers in Seattle and King County.
- [Workforce Training and Education Coordinating Board](#) - Research on current and projected shortages of Washington healthcare workers.

(Allied Health Center of Excellence)

Educational & Training Resources

- [Career Safe](#) - The OSHA 10-Hour General Industry (Healthcare) training course provides training for entry level workers and employers on the recognition, avoidance, abatement, and prevention of safety and health hazards in workplaces in healthcare industry. The program also provides information regarding workers' rights, employer responsibilities, and how to file a complaint.
- [CareerOneStop](#) – Flagship career, training and job search website for the U.S. Department of Labor. The website serves job seekers, businesses, students, and career advisors with free online tools, information and resources.
- [College Board](#) - Offers a variety of tools and resources to help students prepare and plan for college, including the SAT and the Advanced Placement Program. The organization also serves the education community through research and advocacy on behalf of students, educators and schools.
- [College Navigator](#) – Direct link to nearly 7,000 colleges and universities in the United States.
- [College Success Foundation](#) – Provides a unique integrated system of supports and scholarships to inspire underserved, low-income students to finish high school, graduate from college and succeed in life.
- [Community Health Online Resource Center](#) – Searchable database populated with practice-based resources to help implement changes to prevent disease and promote healthy living in your community. Resources include webinars, model policies, tool kits, databases, fact sheets and other practical materials.
- [Health Science Center Minority Students Program \(HSCMSP\)](#) – The Health Sciences Center Minority Students Program supports underrepresented minority and disadvantaged students interested in health science, biomedical, or behavioral graduate or professional opportunities at every stage of their university career.
- [KnowHow2Go](#) – Campaign designed to encourage students and veterans to prepare for college.
- [LiveBinders](#) – Online tool that provides opportunities for collaborating, organizing, and sharing resources through the creation of your own textbooks, evidence documentation, ePortfolios, project binders, & virtual lesson plans.
- [Vocational Information Center](#) – Educational directory that provides links to online resources for career exploration, technical education, workforce development, technical schools and related vocational learning resources.
- [Washington Career Bridge](#) – Explore careers and educational resources in Washington State including a free “Where Are You Going” guidebook.
- [Washington Department of Health](#) – Public access to a wide variety of publications on hundreds of health-related topics, as well as Healthcare Professional Credentialing Requirements.
- [Washington State Board for Community and Technical Colleges](#) - Washington's two-year public colleges offer a wide range of choices with a lot of flexibility. With 34 colleges there are plenty of health career-training programs.
- [YouthBuild](#) - Program that helps unemployed, out-of-school young people ages 16-20 earn their high school diploma or GED while getting hands-on training and work experience.
 - [YouthCare-Seattle](#) offers four small and supportive high school completion and GED programs where young people can receive individualized instruction, work with tutors, and get connected to post-secondary navigation and support.
 - [YouthBuild- Spokane](#) helps young people learn about construction and healthcare skills while earning their GED or High School diploma.

(Allied Health Center of Excellence)

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