

# East Alabama Health

## EARN & LEARN, Phase II PROGRAM



## 2025-2026 Student Application

APPLICATIONS ARE DUE on March 21, 2025

Submit applications to Lauren Farris at [lauren.farris@eamc.org](mailto:lauren.farris@eamc.org) or Jayme Cook at [jayme.cook@eamc.org](mailto:jayme.cook@eamc.org) or hand deliver to the EAH Education Center at 1805 Lakeside Circle Auburn, Al. 36830

INTERVIEWS WILL BE SCHEDULED



## EAH EARN & LEARN PROGRAM: Policy Statement

**Purpose:** To provide a unique opportunity for work-based learning students to interact and work in a professional, clinical setting to gain experience in healthcare.

### Policies:

- Student must:
  - Be a Junior or Senior in high school during the 2025-2026 school year
  - Be at least 16 years of age
  - Maintain at least a 2.5 cumulative GPA (**provide copy of current transcript**).
  - Submit two (2) letters of reference – one of which must be from one of your school teachers or counselor. **IF** you are a Health Science student, one of your reference letters must be from your Health Science teacher. The other reference cannot be related to the applicant and the association/relationship with the student should be indicated.
- The eligible student will complete a questionnaire regarding desired area of clinical internship, days, and hours available to work and other pertinent information for clinical placement. This will be matched as closely as possible with a manager's need in the department.
- Employment placement is at the discretion of the EAH hiring manager and **will not be changed**.
- Placement in the Earn & Learn program is self-limiting; the position is temporary and ends on April 27, 2026. At that time, the student may apply for a full time or part time job opening, based on eligibility.
- The school-based Clinical Instructor (if applicable for work-based learning program), an education representative, and the EAH Unit Manager will complete periodic evaluations.
- The student must adhere to the policies and procedures set forth for all employees of EAH.
  - This includes timely completion of online regulatory education to avoid disciplinary action.
- Placement in the Earn & Learn program is not a guarantee of future employment with EAH.
- Students shall not accrue in excess of 40 hours per pay period without manager approval. Note: Pay periods are 2 weeks long.
- Students will not accrue Earned Time Off (ETO) hours, or qualify for insurance, or other benefits.
- The student may not work before 5:00 am or after 10:00 pm.

### For questions regarding the program please contact:

Lauren Farris  
Manager, Workforce Development  
334-528-3079  
[Lauren.farris@eamc.org](mailto:Lauren.farris@eamc.org)

Jayme Cook  
Workforce Development Coordinator  
334-528-1234  
[Jayme.cook@eamc.org](mailto:Jayme.cook@eamc.org)



**2024-2025 EAH Earn & Learn Program  
Student Contact Sheet**

<b>Name</b> (Please Print or Type)	
<b>I am 16 years old or older</b>	<b>Yes or No</b>
<b>Address</b>	
<b>City</b>	
<b>State</b>	
<b>Zip</b>	
<b>Home Phone</b>	
<b>Cell Phone</b>	
<b>Email address</b>	
<b>High School</b>	
<b>Current Grade in School</b>	
<b>Current GPA</b> (*Also provide copy of current transcript)	
<b>List any certifications you may have (ServSafe, BLS, etc.)</b>	
<b>Do you have a current Basic Life Support (BLS) certification?</b>	<b>If Yes, please provide a copy with your Application. If No and required for your position, East Alabama Health will provide the class for you free of charge.</b>

Did you know there are scholarship opportunities available at EAH? Visit our website for details:

[www.eastalabamahealth.org/scholarships](http://www.eastalabamahealth.org/scholarships)

Are you interested in learning more about scholarship opportunities at EAH? \_\_\_\_\_





### Earn & Learn Program Questionnaire

Please note that EAH retains the right to place you where the need is greatest. We will try to accommodate your interest but cannot guarantee it. What department/s are you interested in working?

Please rank your top 3 areas you are interested in working (1=1<sup>st</sup> choice; 2=2<sup>nd</sup> choice; 3= 3<sup>rd</sup> choice.)

Rating	Department	Earn and Learn Role	Potential Career Pathways
	Inpatient Nursing Unit	Care Assistant	Multi-Care Technician, LPN, RN
	Perioperative Nursing Unit	Care Assistant	Instrument Technician, Multi-Care Technician, Scrub Tech, Perioperative Nurse, Nurse Practitioner, CRNA, Surgeon, Anesthesiologist
	Emergency Department	Care Assistant	Multi-Care Technician, EMT, Paramedic, LPN, RN, Nurse Practitioner, Physician
	Lab	Lab Assistant	Histotechnician, Cytotechnologist, Medical Lab Technologist, Medical Lab Scientist, Phlebotomist, Pathologist
	Pharmacy	Pharmacy Technician	Pharmacy Technician, Pharmacist, Physician
	Radiology	Radiology Clerk	Radiology Technician, Ultrasound Technologist, CT Technologist, MR Technologist, Radiologist
	Medical Records	Clerk	Coder
	Registration	Clerk	Patient Processing Specialist, Patient scheduler
	Nutrition and Food Services	Patient Services Attendant	Patient Services Attendant, Food Production Attendant, Dishwasher, Cook, Clinical Dietitian
	Therapy	Rehab Aide	Physical Therapist Assistant, Physical Therapist, Speech Therapist, Occupational Therapist
	Central Monitor Room	Monitor Technician	Monitor Technician, RN, Cardiologist, EMT
	Supply Chain	Supply Clerk	Supply Clerk, Buyer, Contract Coordinator
	Financial Services	Accounting Clerk	Accounting Assistant, Accountant
	Central Sterile	Instrument Technician	Instrument Technician
	Management Information System (MIS)	IT assistant	Desktop support specialist, Interface Web Engineer, Identity and Access Management Analyst, Network Specialist, Service Desk Analyst, Information Security
	Transportation	Patient Transporter	Patient Transporter, Any of the positions above as it allows you to see many roles within the hospital
	Maintenance	Mechanic Assistant	Carpenter, Maintenance Mechanic, Maintenance Specialist-Plumber, Maintenance Specialist-Electrician, Maintenance Specialist-HVAC Technician
	Environmental Services	Room Attendant	Room Attendant, Utility Worker
	Physician Clinics	Medical Assistant	Medical Assistant, LPN, RN, Nurse Practitioner, Physician
	Sleep Lab	Sleep Lab Assistant	

What schedules are you interested in working? Check all that apply and provide details needed.

Check all that apply	Schedule	Details
	<b>Saturdays</b>	What hours will be best for you on Saturdays?
	<b>Sundays</b>	What hours will be best for you on Sundays?
	<b>Weekdays</b>	What days/hours will be best for you on weekdays? Be sure to list times you are available for work-based learning.
	<b>Other</b>	Please describe:

### **Important Dates to Acknowledge**

After your initial orientation, the department manager will be responsible for coordinating your schedule.

### **Earn & Learn New Hire Paperwork (if selected)**

To Be Determined

### **Inpatient Nursing Unit (Care Assistant)**

**NEO**- 06/09/2025

**PCPO**- 06/10/-06/13/2025

**Anything else you want us to know about you?**



#### ACKNOWLEDGEMENTS

**Student:** I understand that I *must* be able to attend orientation to participate in the Earn & Learn program and been provided those dates. This position includes working up to 20 hours per week (possibly more, if desired). I understand that I will be an employee of East Alabama Health and that any communication regarding my employment will be done directly by me (not by my parent/guardian). The information that I have provided is true and correct.

Signature \_\_\_\_\_

Date \_\_\_\_\_

**PARENT/GUARDIAN:** I have read and understand the contents of this application packet. I understand that my child is applying to work in a position at East Alabama Health during their Junior/Senior year and that my child will be the employee. I understand that all communication regarding my child's employment will be discussed with my child directly by the employer. I understand that I will not be communicated with regarding my child's employment.

Parent/Guardian Name (Please Print) \_\_\_\_\_

Parent Signature \_\_\_\_\_

Date \_\_\_\_\_