



## **EMPLOYER PROFILE**

### **Kaweah Delta Health Care District**

Size: Large  
Region: Rural  
Industry: Healthcare

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### **Overview**

A not-for-profit, community-owned hospital, Kaweah Delta Health Care District (KDH) is the largest acute care hospital in Tulare County and the second largest employer in the area (2,525 employees). With 22 different School-to-Career efforts spanning 68 school contacts, KDH works to raise the academic achievement and workforce quality of all local students. As a charter member of the regional School-to-Career partnership organization Tulare County Workforce Coalition, KDH has played an instrumental role in working to bridge the gap between business and education since 1991. KDH initiated a Youth Leadership Forum on Healthcare, the first of its kind in the region, in 2000.

KDH succeeds with School-to-Career because of a firm commitment to the community, company leadership that champions School-to-Career volunteerism for employees, and an organizational design that holds School-to-Career activities as central to both its human resources and education services departments. The hospital and its campuses and clinics participate in many forms of School-to-Career activities, including job shadowing, mentoring, internships and numerous in-school projects and programs.

### **Critical Success Factors**

Below are several critical success factors for Kaweah Delta Health Care District and its School-to-Career activities:

- Actively seek the collaboration of similarly minded businesses.
- The company's internal operations need to commit to the development of employees and interns.
- Coordination among departments and managers is critical and all parties must buy in and celebrate success.

### **Strategies/Activities**

- Youth Leadership Forums
- Job shadowing
- Mentoring
- Quality internships
- Advocacy on behalf of School-to-Career and support for the involvement of other companies
- Helped establish the local School-to-Career partnership and participates in governance