

Student & Trainee Program

Trainee Job Description and Requirements

The Research Institute

The Research Institute Mission

The Research Institute at Nationwide Children's Hospital is dedicated to enhancing the health of children by engaging in high quality, cutting-edge research according to the highest scientific and ethical standards. The Research Institute is a subsidiary of Nationwide Children's Hospital, Inc. and is recognized as one of the nation's ten largest free-standing pediatric research centers. The work we do every day is dedicated to improving the health of children and their families in central Ohio and beyond.

Trainee Job Description

The purpose of the Research Institute's Student & Trainee Program is to expose and engage participants to the high quality, cutting edge research that is performed here at the Research Institute, while upholding the highest scientific and ethical standards. A Research Trainee must be enrolled within an affiliated institution's program in order to participate in the Student & Trainee Program. A Trainee's experience during their time at the Research Institute's Student & Trainee Program serves as a beneficial learning experience for the Trainee and must relate to their field of study within their affiliated institution. Trainee opportunities are available to individuals seeking to further their knowledge on an area of interest and gain thorough research experience. The Research Institute Trainee program's intention is to train with a hands-on approach to research that allows for individuals to increase their skillset while being exposed to our facilities, faculty, and opportunities that they otherwise would not have access to. A Research Institute Trainee may be receiving a form of compensation inclusively, but not exclusively, relating to pay, school credit, or scholarship funding. A Trainee may train for a maximum of forty (40) hours per week for a period of time limited to the length of the Trainee's enrollment within their institution's program.

Government Regulations

The Supreme Court has held that the words "to suffer or permit to work," as used in the Fair Labor Standards Act (FLSA) to define "employ," do not make all persons employees who, without any express or implied compensation agreement, work for their own advantage on the premises of another. Whether Trainees or students are employees of an employer under the FLSA will depend upon all of the circumstances surrounding their activities on the premises of the employer. If all of the following criteria apply, the Trainees or students are not employees within the meaning of the Act:

1. The training, even though it includes actual operation of the facilities of the employer, is similar to that which would be given in a vocational school;
2. The training is for the benefit of the Trainees or students;
3. The Trainees or students do not displace regular employees, but work under close supervision;

4. The employer that provides the training receives no immediate advantage from the activities of the Trainees or students and, on occasion, his operations may even be impeded;
5. The Trainees or students are not necessarily entitled to a job at the conclusion of the training period;
6. The employer and the Trainees or students understand that the Trainees or students are not entitled to wages for the time spent in training.