

MILTON  
HERSHEY  
SCHOOL®

FOUNDED 1909

# CAREERS WORTH EVERY MINUTE

Life-changing employment opportunities  
at Milton Hershey School







## Letter From the MHS President

There is no doubt that what sets Milton Hershey School apart is our staff. When I enrolled at MHS as a 5-year-old, I thought the greatest impact on my life would come from the exceptional opportunities I was offered. More than 50 years later, I have the honor of serving as president of MHS because of the staff who cared for, supported, and challenged me.

As a staff member and graduate, I understand the importance of hiring staff who are mission-minded and believe in the values of positive spirit, mutual respect, integrity, and commitment to mission. We come from diverse backgrounds, but we land at MHS because we find meaning in making a difference in the lives of children looking for greater opportunities.

You may have heard the saying, “It takes a village to raise a child.” This could not be more true than at MHS. From houseparents and teachers to groundskeepers, campus safety officers, culinary staff, and more, it takes all of us to care for, support, and challenge our students.

But more than that, our community finds value in encouraging one another and growing together. We know that we are only at our best when we help one another. And we know that our students will only find success when we are united in our mission: to help children and their families lead fulfilling and productive lives.

As a leader, I am inspired by our founders Milton and Catherine Hershey, who created a home and school built on intentional practices. Since 1909, MHS has been rooted in both tradition and a sense of optimism for a brighter future. There is no place quite like MHS—we are unique, and our work can be challenging—but it is worth every moment.

I often tell people that the two greatest days in my life are when my mother made the brave decision to enroll me at MHS and, nearly 20 years later, when I was offered my very first job at the school. My life is better because I get to work every day to make our world a better place.

Will you join me in fulfilling the Hersheys' legacy?

Sincerely,



Peter G. Gurt '85  
MHS President

“I wanted to give as many [children] as possible real homes, real comforts, education, and training, so they would be useful and happy citizens.”

—Milton S. Hershey

September 1924



## Welcome to Milton Hershey School

We play a special role in the lives of our students—far different from that of any other pre-K through 12th-grade school in the world. When chocolatier Milton S. Hershey and his wife, Catherine, founded our school in 1909, they did so with the intention of giving children with less more—more hands-on learning, more access to daily needs, and more opportunities to enrich their lives. More than a century later, the school has graduated over 12,000 students.

MHS is one of the world’s best private schools, where students from qualifying families looking for greater opportunity can explore their individual interests to the fullest—with all costs covered. From our career-focused education to character and leadership development, we nurture students from low-income backgrounds to prepare them to enter the world equipped to thrive as self-sufficient adults. Today, we carry forward the legacy of Mr. and Mrs. Hershey as we expand and grow.



# One Mission

We're all here because we believe our students deserve the ability to reach for more. Our employees have come from some pretty incredible backgrounds to make that happen. Some once roamed the MHS campus as students and came right back to continue carrying on the legacy of giving. Others boast resumes that could have taken them anywhere but they chose to follow their hearts here to share their talents with our community. And some found fulfillment they didn't even know they were missing. The job description doesn't matter. Our educators aren't the only ones with something to teach. We're seamstresses and hairdressers helping our students look and feel their best. We're world-class professionals creating programs that help them see the world in new ways. We're bus drivers getting them from one opportunity to another. At our core, we all share the same goal: to create an atmosphere where all children feel inspired, empowered, and equipped to be the best versions of themselves. We are united by the school's mission and our responsibility to Mr. and Mrs. Hershey and the children who count on us daily.

“I firmly believe in the power of one. It's the thought that it only takes one caring adult to see something special in a child—to empower, inspire, and encourage them to lead by making good choices every day.”

**–Sharice Johnson**

MHS Coordinator of  
Student Character and  
Leadership Development



Houseparent couples receive an attractive compensation package, which includes competitive salaries, comprehensive benefits, housing, meals while on duty, utilities, professional development, and more.

## Residential Roles

### Houseparents

This critical role at MHS is held by married couples who live on campus full time with a group of students over several years. Houseparents care for their students before and after school, teaching them skills and values outside of the classroom to help them succeed. A houseparent's role is to be there as each child grows up, be someone they can trust, and help them become the best versions of themselves.

Houseparents are provided everything they need to have the greatest possible impact on the students in their care, including a fully furnished house, food, supplies, and more. Houseparent couples work collaboratively with other staff to invest in students' lives and build relationships with students' families to help each child reach their full potential.

The houseparent community is made up of over 200 houseparent couples who can lean on, learn from, and spend time with each other as they work through similar challenges and realities. Shaping the lives of students is not easy, but it's a career in which students' and houseparents' lives are positively impacted.

“The career of a houseparent is action-packed and not easy, but we intentionally approach every interaction with our students. It is an honor to be chosen to walk alongside them and to be a constant support to young people and their families.”

**–Karen Washington**

MHS Houseparent of 22 Years





## Transitional Living Assistants

MHS hires individuals as part of our residential staff to oversee our Transitional Living (TL) program. In their senior year of high school, students live in apartment-style housing to develop independent living skills. The TL program exists to teach students the life skills necessary to survive and thrive as self-sufficient adults. This support aids students as they bridge the final gap between childhood and adulthood.

Transitional Living Assistants (TLAs) live in on-campus housing and provide teaching, advising, mentoring, and supervision to students as they prepare for graduation. TLAs serve as role models and mentors. This is a pivotal role as TL staff collaborate to ensure each graduating senior is well prepared for post-graduation success.



“At MHS, teachers strive to provide our students with an engaging curriculum that connects with their passions and interests. Ultimately, our students are compelled to step into the journey of our curriculum because of the energy and creativity of our teachers.”

**–Andrew Miller**  
MHS Supervisor of Curriculum  
and Instruction



## Scholastic & Instruction

### Teachers

At MHS, we are committed to providing every child the best teachers, facilities, and academics—regardless of their family’s income. MHS teachers go above and beyond what’s expected of them as they develop the next generation of leaders. From delivering a top-notch education inside and outside of the classroom to mentoring students in their free time, teachers at MHS are more than just educators—they’re difference makers. Our education experts are able to focus their attention on building stronger student relationships due to well-resourced classrooms, exceptional professional development support, and a low student-to-faculty ratio—eliminating stressors found elsewhere in education.



## Career and Technical Education & Extracurricular Instructors

MHS also hires industry experts to bring their knowledge and resources to our classrooms. Career and Technical Education instructors develop curriculum and experiential learning in response to workforce trends to position students for success. Coaches and specialty instructors lead students in many extracurricular and summer activities. Areas of focus include agriculture, athletics, driving, performing arts, visual arts, summer programming, and many other recreational areas.



“All [children] admitted to the school shall be fed with plain, wholesome feed; plainly, neatly, and comfortably clothed, without distinctive dress, and fitly lodged. Due regard shall be paid to their health; their physical training shall be attended to, and they shall have suitable and proper exercise and recreation.”

–Deed of Trust

## It Takes a Village

It takes a village of mission-driven professionals to keep our campus of more than 2,000 students operating smoothly. By attracting and retaining the best, most talented people and deepening their sense of purpose, we continue to strengthen our community ties and keep bonds that make MHS welcoming and unique. Staff set an example of perseverance, excellence, and a strong work ethic for the children we serve and become role models through mentor programs at every age level.

### Health Care Professionals

As a home and school, Milton Hershey School provides comprehensive care for our students, including medical, dental, and psychological services. MHS staffs medical clinics in each school (elementary, middle, and high school buildings) and maintains a 40-bed health center with an infirmary. Additionally, there are dental clinics and psychological services offices in each school. A licensed social worker coordinates student health services and connects them to everything available.

We collaborate with Penn State Health Milton S. Hershey Medical Center and other health care providers for complex student medical needs. That means we employ nurses, certified nursing assistants, office support personnel, drivers, dentists, hygienists, dental assistants, psychologists, behavioral support specialists, and interns. Both full-time and part-time staff contribute to providing health and wellness care for our students—with all costs covered.



## Administrative & Operations Careers

We hire professionals for roles in finance, human resources, legal, communications, information technology, and more.

MHS also employs:

- Building and vehicle maintenance workers
- Cooks and dining room workers
- Custodians
- Drivers
- Groundskeepers
- Hair stylists and barbers
- Campus safety officers and telecommunicators
- Tailors and seamstresses

No matter the role, our mission-driven sense of community is the heartbeat of our school and the empowering force behind everything we do.



“MHS is more than a school. We are a community of teachers, administrators, staff, houseparents, parents/sponsors, alumni, and students. Each of these groups support each other, work together, and do their part to further the legacy of Milton and Catherine Hershey.”

–Sarah Pearson

MHS Family Relations Counselor



## Hershey, PA: A Town Built on Chocolate & Community

Milton Hershey didn't just build a town. He built a community. For more than a century, Hershey's residents and businesses have enjoyed the area's small-town feel alongside an array of amenities typically found only in larger metropolitan areas. Our community is defined by diversity, prosperity, and a high standard of living.

Hershey is a well-known travel destination that attracts hundreds of thousands of tourists each year. But it's the area's full-time residents who appreciate the town's true value. Award-winning health care, a top-notch school system, a thriving downtown, and an enviable cultural scene are just part of what makes Hershey a desirable place to work and live.

## Learn about Our Shared Mission!



Scan the QR code or visit [mhskids.org/ChangeALife](https://mhskids.org/ChangeALife).

## One Hershey Family

MHS team members are part of an even larger extended “family” of Hershey entities. You’ll find that many of our neighbors in the area work for The Hershey Company, Hershey Entertainment & Resorts, Hershey Trust Company, The M.S. Hershey Foundation, and Penn State Health Milton S. Hershey Medical Center. In fact, Hershey organizations support MHS financially and offer valuable learning and networking opportunities for our students.



“I am trying to build here a place where people can be happy and contented while they work and live in pleasant surroundings.”

—Milton Hershey

Success Magazine,  
October 1927



# Why Work Here

## Benefits

Working at MHS is as much a lifestyle as it is a job, and so the benefits aren't limited to health care and time off. In addition to competitive pay, full-time employees are eligible for an excellent benefits package. It includes: paid time off; medical, dental, and vision insurance; health savings and flexible spending accounts; life insurance; disability options; Hershey-area discounts; and more. MHS also understands the value of a balanced life outside of work. To encourage that balance, MHS offers a comprehensive employee wellness program. While part-time positions offer limited benefits, these employees do value many other things that make MHS a great place to work. Part-time staff are eligible for an employee assistance program, retirement savings, free meals while on duty, and Hershey-area discounts.



## Make a Difference

Yes, we provide competitive salaries and generous plans to support the professional and personal lives of our employees—but a career here offers intangible benefits not every employer can. The MHS staff is a diverse team of some of the most committed, qualified, and compassionate people you will ever meet. Our top-notch facilities are incubators for success, where everyone is encouraged to innovate and go beyond to facilitate student success.

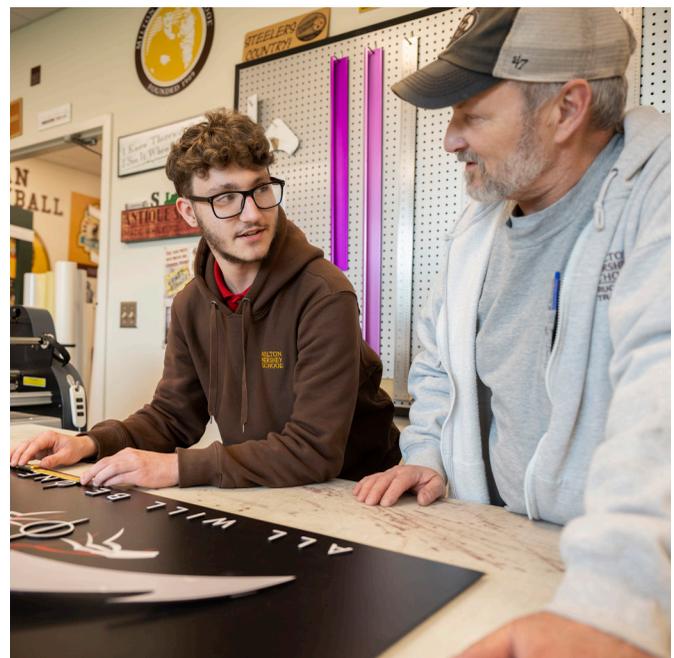
A career at MHS is as limitless as the possibilities you can help our kids see in themselves. You can make a difference in the lives of our students through mentorship programs and being a trusted adult in their lives.

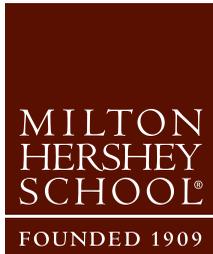
When we strive for our own greatest potential, as Mr. Hershey did over a century ago, we open the opportunity for others to follow in our footsteps. With hard work and dedication, our students' lives are transformed.

It truly does take a village, and there aren't many out there who could do what we do—both for ourselves and for our students.

## Moved by the Mission?

Learn more and find the perfect opportunity: Scan the QR code or visit [mhskids.org/careers](http://mhskids.org/careers).





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