The LVHN Summer Work Experience: A Program for High School Youth

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The LVHN Summer Work Experience: A Program for High School Youth

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BACKGROUND/INTRODUCTION

Lehigh Valley Health Network’s (LVHN) The Experience is a summer work-based program for students between their junior and senior year of high school, offered in partnership with Building 21 Allentown (B21), funded by The Dorothy Rider Pool Health Care Trust.

Goals:
- Provide participants who may not have the opportunity otherwise, with professional experience.
- Support B21 in providing students with an experiential learning opportunity with a health care career focus.
- Recruit and longitudinally track Lehigh Valley youth into (LVHN) health care careers.

METHODS

The 6-week pilot program was held in summer 2018.

Program Structure:
- Paid work 30 hours per week in departments
- Attend weekly Professional Development Days
- Work with department mentors
- Create a final project
- Receive additional benefits:
  - Bus pass
  - Meal stipends
  - Professional attire shopping day
  - LVHN fitness center membership

Evaluation:
- Pre/post-surveys
- Supervisor daily reports
- Individual interviews
- Group interviews

OUTCOMES

Professional Development Days (PDD) teach participants professional skills and provide them with career exploration by means of LVHN clinical speakers.

Week 1: Effective Communication
- Conflict/asking for help, customer service
- Emotional intelligence
- Email etiquette
- Clinical speaker: MD, Gastroenterology

Week 2: Work Styles & Collaboration
- How to be a great employee
- Money management
- Personality profile review
- Clinical speaker: Mgr. Sterile processing

Week 3: Building Networks
- Human resources recruitment
- Harassment/disruptive behavior
- Interpreter services
- Clinical speaker: RN, Medical scholarships

Week 4: Workplace Culture
- Workplace diversity & inclusion
- Clinical speaker: SCSW, Psychiatry

Week 5: My Personal Brand
- Resumes, references
- Interviewing, professional attire
- Clinical speaker: MD, Pediatric surgery

CONCLUSION/RECOMMENDATIONS

Did The Experience program meet its goals?

Key Metrics:
- Participant/site mentor satisfaction
- Participant absenteeism in the senior year
- Participant disciplinary incidents
- Gains in terms of academic/career capital formation
- Education standards
- Long term tracking of participant career pursuits

Recommendations for Program Evaluation:
- Propose continuation of program beyond pilot year

Redefine/add to program objectives
- Professional development skills
- Improved student motivation during senior year at B21

Include questions that address the 6 social processes that underlie academic capital formation to pre/post surveys
- PDD theme of college process

Develop annual survey to gauge program alumni’s current academic endeavors/career paths

Include program alumni in LVHN listserv with job/training opportunities

Evaluation:
- Pre/post-surveys
- Supervisor daily reports
- Individual interviews
- Group interviews

16 Participants placed in 12 LVHN Departments:

- Education
- Enu. & Sustainability
- Family Medicine
- Finance
- Food Services
- Interpreter Services
- NICU
- Psychiatry
- Public Safety
- Radiology
- Sterile Processing
- Surgery

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Lehigh Valley Health Network’s (LVHN) “The Experience” program is a summer work-based experience for students between their junior and senior year of high school. The Experience exposes participants to a variety of LVHN departments where they work closely with mentors and learn more about health care careers. The 6-week program is offered in partnership with Building 21 Allentown and funded by The Dorothy Rider Pool Health Care Trust.

Objectives:

- Work collaboratively with regional schools to provide programs to meet the experiential requirements of schools seeking to reimagine secondary education with a health care career focus.
- Recruit and longitudinally track Lehigh Valley youth into health care careers, specifically careers at Lehigh Valley Health Network.

Program Structure:

- Paid work 30 hours per week in assigned department
- Work with department mentors
- Attend weekly Professional Development Days
- Create final project
- Receive additional benefits such as: bus pass, meal stipends, professional attire shopping day, LVHN fitness center membership.

Potential LVHN Department Placements:

Placements are made according to participants’ interests and potential career path. Placements include:

- Department of Education
- Environment & Sustainability
- Family Medicine
- Finance
- Food Services
- Interpreter Services
- NICU
- Psychiatry
- Public Safety
- Radiology
- Sterile Processing
- Surgery

Professional Development Days:

Participants attend Professional Development Days one day per week. These days teach participants skills to use throughout their professional careers. These days also expose students to clinical LVHN employees, who discuss their jobs as well as their academic and personal journeys. Topics include:

- Customer Service
- Email Etiquette
- Emotional Intelligence
- Money Management
- Harassment/Disruptive Behavior
- Resumes/References
- Interviewing
- Professional Attire
- Diversity & Inclusion
- Clinical Speakers

For more information about this program contact...

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