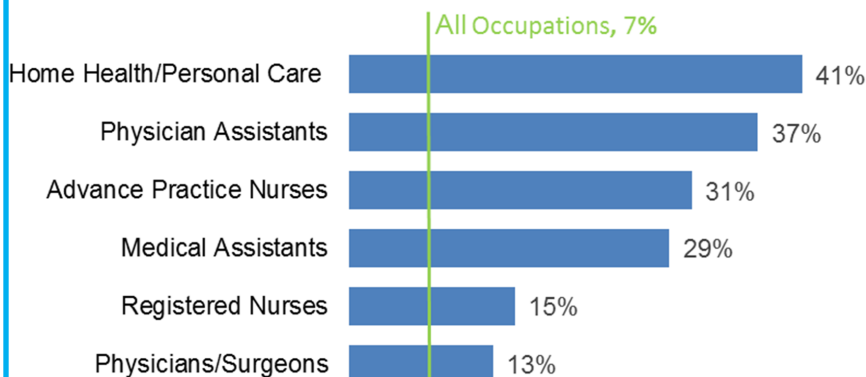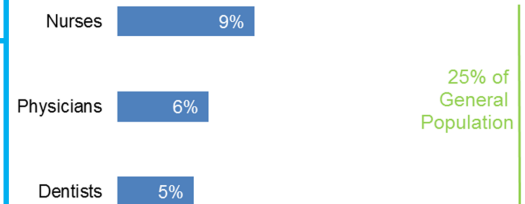# Building the Health Care Professions Pipeline:
A Qualitative Review of a
Summer Work Experience for High School Youth

Background

2016 to 2026
U.S. Growth in Health Care Positions will be Staggering

All Occupations, 7%

Home Health/Personal Care	41%
Physician Assistants	37%
Advance Practice Nurses	31%
Medical Assistants	29%
Registered Nurses	15%
Physicians/Surgeons	13%

2004 Underrepresentation of
African Americans, Hispanics, and American Indians

Nurses	9%
Physicians	6%
Dentists	5%

25% of General Population

Summer Work Experience Program

- Community partnership
- 16 high school, rising seniors
- Competitive application
- 12 LVHN departments
- 20 PD speakers
- 30 LVHN mentors
- 6 weeks at 30 hours/week
- $6,000/participant
- New in 2018

Professional Development

- Communication
- Work styles
- Social media etiquette
- Workplace culture
- Emotional intelligence
- Customer service
- Interview readiness
- LVHN Tuition programs

Departments

- Emergency Services
- Sterile Processing
- Education
- Translation Services
- Information Services
- Radiology
- Ob/Gyn
- Psychiatry
- NICU
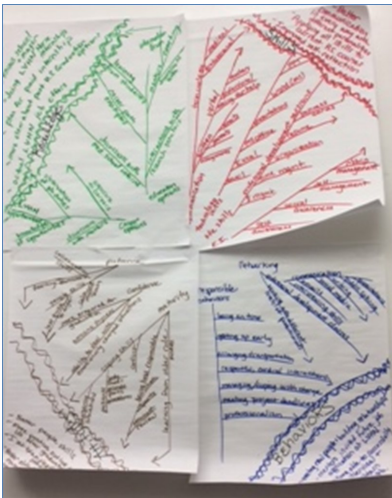- OR

Program Evaluation

Focus Groups

Inquired about
- Prevailing thoughts and feelings
- Most interesting or important things, and
- New work-related skills

Open coding themes
- Organization of program,
- Restrictions on students
- Eye-opening experiences

Ripple Effect Mapping

- Peer to Peer Interviews
- Group Reflection
- Mapping

Group reflection of interviews generated key ideas about a highlight/success/achievement, a change, and new connections forged.

Emergent themes included
- Responsibility
- Career Choices
- Educational Options
- Communication
- Specific Skills
- Networking

Thematic Analysis

- Set aside preliminary themes to look for meaning behind participants' actual words

- Included focus group and REM transcripts

- Following Creswell (2007), varied between inductive and deductive processes

- Following Lofland, Snow, Anderson, & Lofland, (2006), found relationships, meanings, and activities themes

- Topic themes were coded into patterns using focused coding

- Four key findings emerged

Final Themes

1) Personal/Professional Development

2) Communication/Relationships

3) Engaging Experiences

4) Skills Acquisition

Nine-Month Follow-up Survey

- Better prepared for next steps

- More confident

- More aware of health care career requirements

- More aware of health care career opportunities

Participant Outcomes

- Internships with LVHN and industry partners

- 14 of 15 who completed were accepted at college/university

- 1 went on to military

- 4 began immediate LVHN employment

- Ongoing mentor/student bonds

- Mentors rediscovered a love of their jobs

Program and Measurement Improvements

- Goals of program were updated

- Considered unanticipated consequences

- Added daily participant self-evaluation and mentor checklists and clarified projects

- Revised surveys to reflect updated goals

- Aligned pre/post surveys for improved measurement

- Surveys include demographics and student feedback regarding mentors

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L E H I G H   V A L L E Y   H E A L T H   N E T W O R K

Questions?

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