

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:

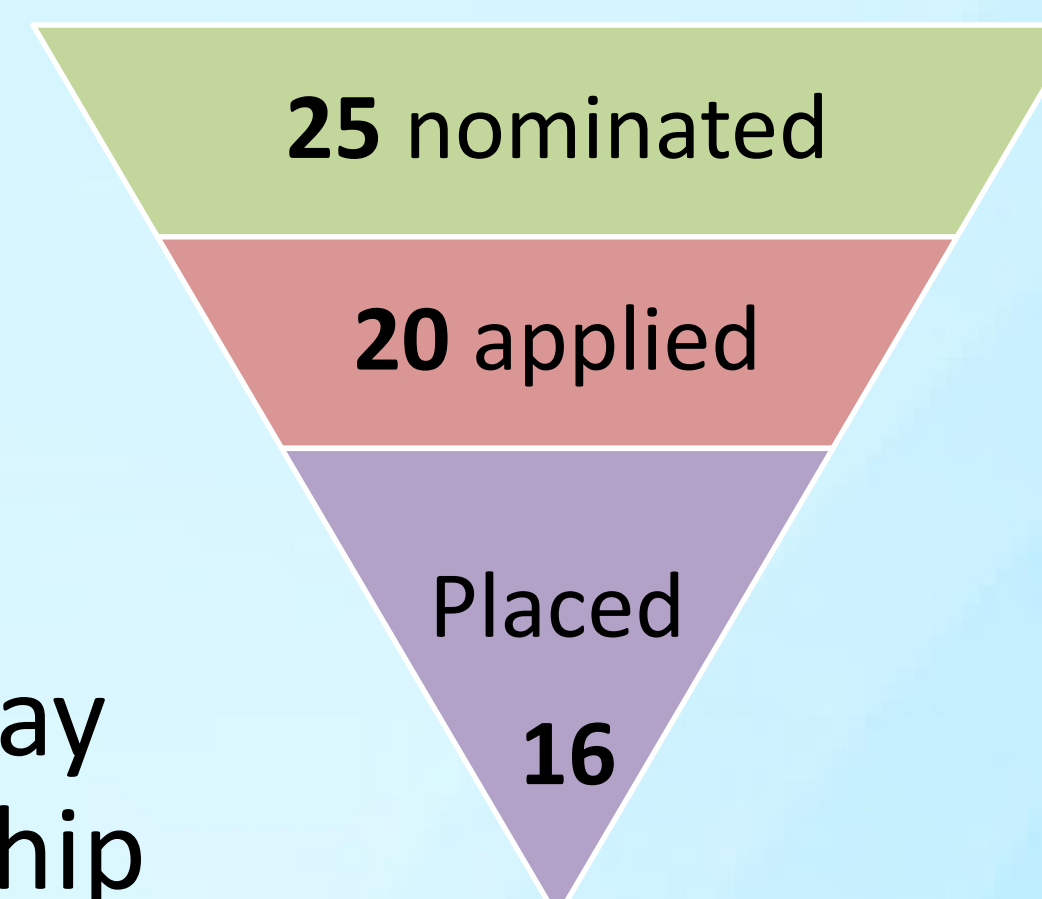
- Provide participants who may not have the opportunity otherwise, with professional experience.
- Support B21 in providing students with an experiential learning opportunity with a health care career focus.
- Recruit and longitudinally track Lehigh Valley youth into (LVHN) health care careers.

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

16 Participants placed in 12 LVHN Departments:

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

PROFESSIONAL DEVELOPMENT DAYS

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



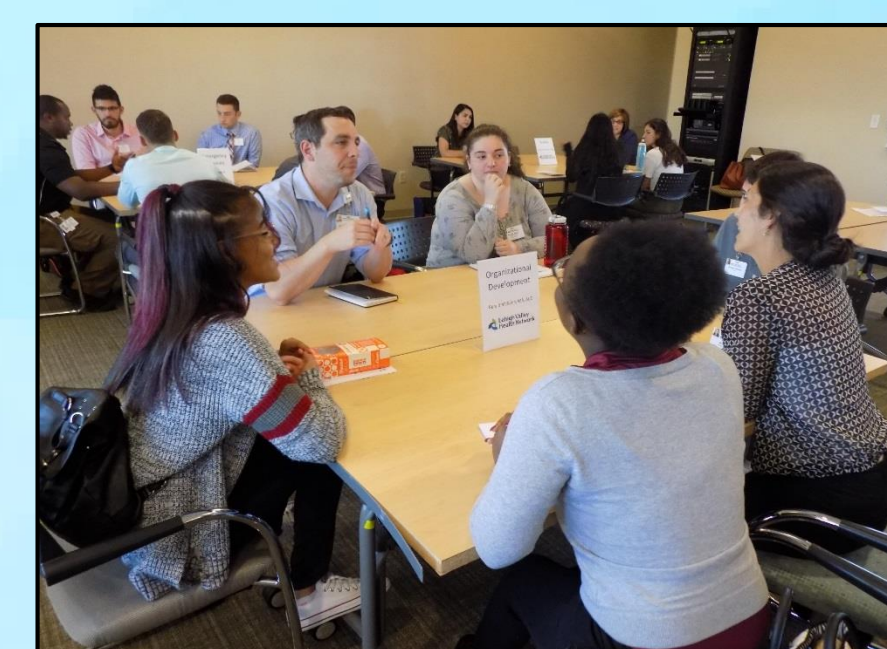
Week 1: Effective Communication

- 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

OUTCOMES

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

CONCLUSION/RECOMMENDATIONS

- Propose continuation of program beyond pilot year

Recommendations for Program Evaluation:

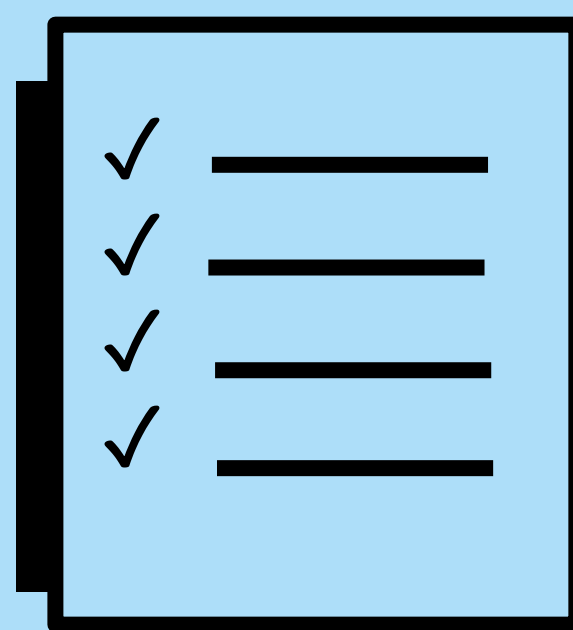
- Redefine/add to program objectives
 - Professional development skills
 - Improved student motivation during senior year at B21
- Include questions that address the 6 social processes that underlie academic capital formation to pre/post surveys¹
 - PDD theme of college process
- Develop annual survey to gauge program alumni's current academic endeavors/career paths^{2,3}
- Include program alumni in LVHN listserv with job/training opportunities³



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

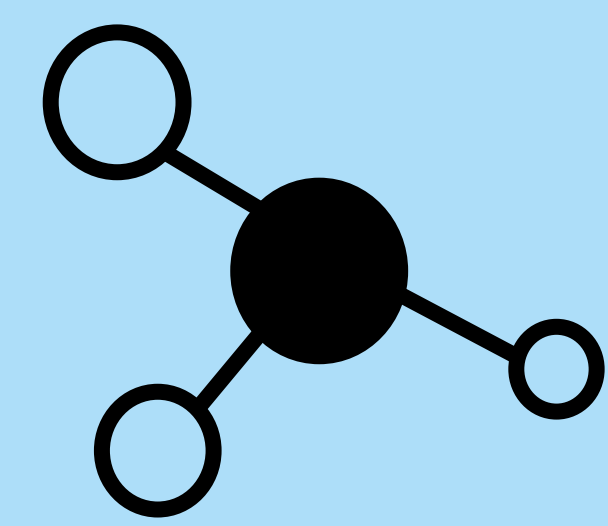
Pilot Program: Summer 2018

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.



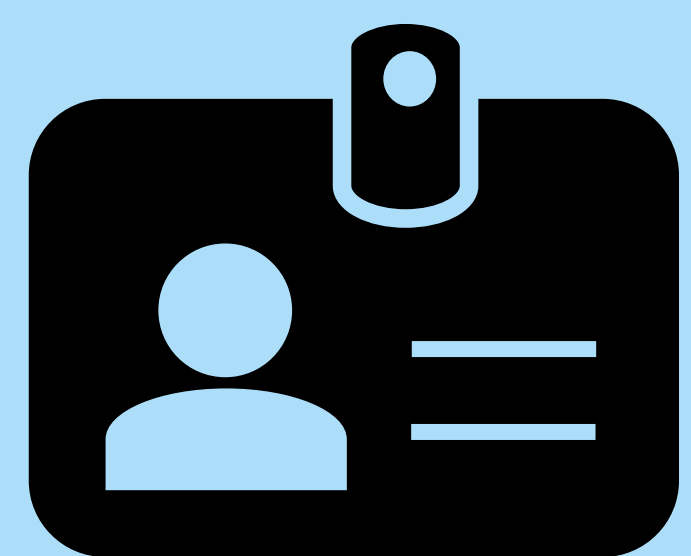
Objectives:

- 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...

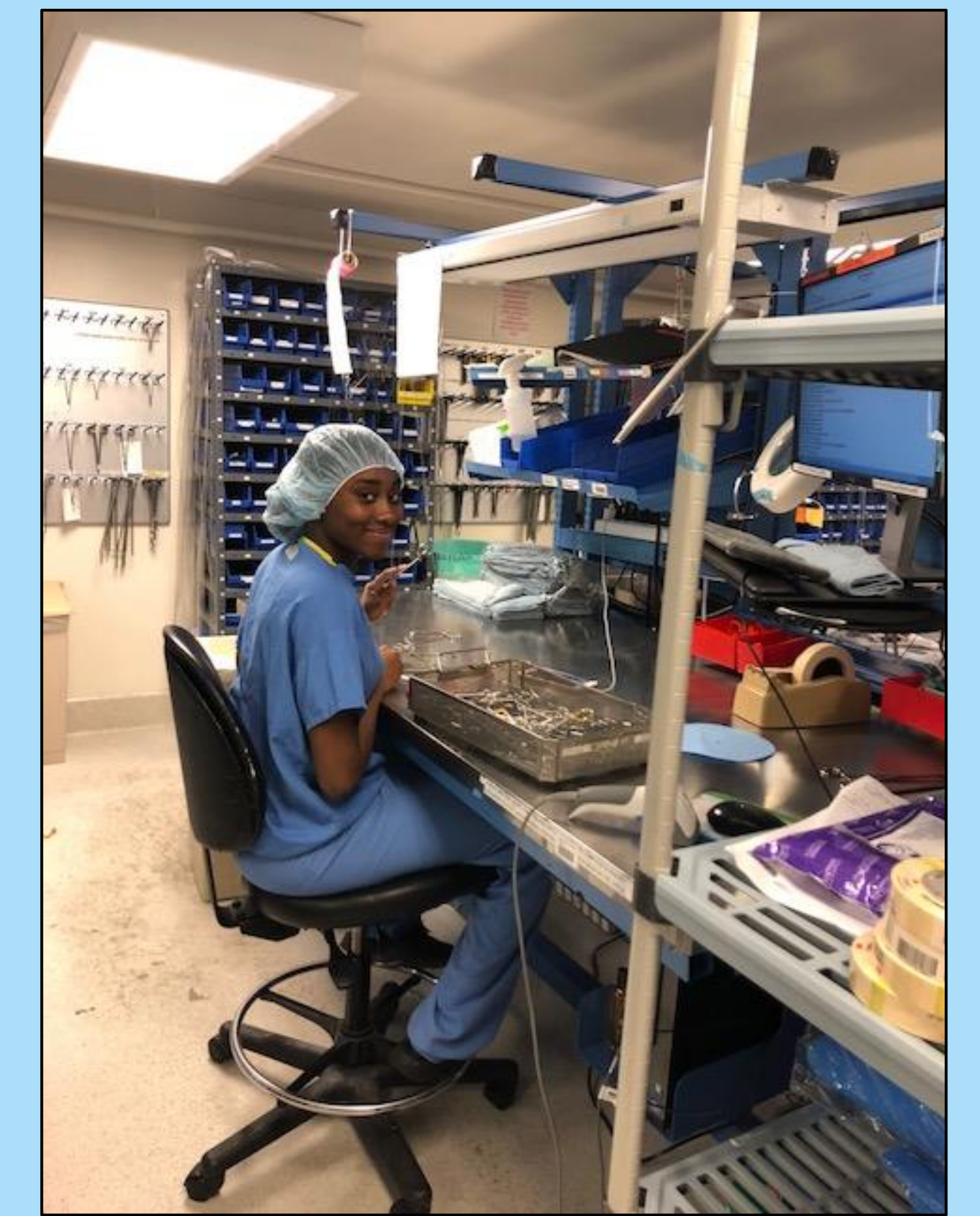
- | | |
|--------------------------------|----------------------|
| • Department of Education | • NICU |
| • Environment & Sustainability | • Psychiatry |
| • Family Medicine | • Public Safety |
| • Finance | • Radiology |
| • Food Services | • Sterile Processing |
| • Interpreter Services | • Surgery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



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



Participants work in the Department of Education's Simulation Room (top-left). A participant works in the Sterile Processing Lab (top-right). Three participants stand with their mentor (bottom).

For more information about this program contact...

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