

## LVHN Summer Work Experience: Participant Perception of its Impact

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# LVHN Summer Work Experience: Participant Perception of its Impact

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## Background

- Research has demonstrated that partnering with public high schools can: increase awareness about professional careers; determine ways to offer support services to minority students; and contribute to increasing minority interest and representation within healthcare fields (Butler & Ampadu, 2022).
- During the summers of 2018, 2019, and virtually in 2020, Lehigh Valley Health Network's (LVHN) Department of Education (DoE) hosted 36 students from Building 21 of the Allentown School District in a "Summer Work Experience (SWE)."
- The goals of the SWE included: providing participants professional, experiential learning opportunities and to recruit and longitudinally track youth into (LVHN) health care careers.
- The aim of this Quality Improvement project was to explore the impact that the SWE had on participants.

## Methodology

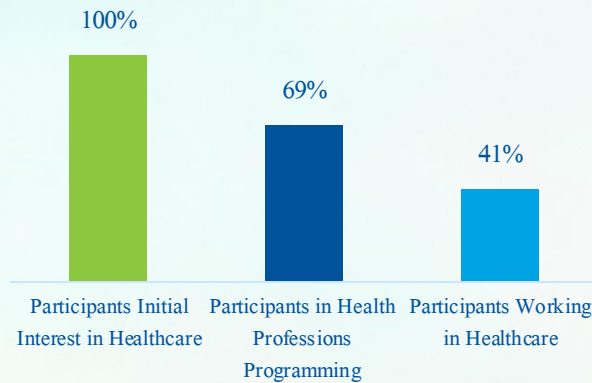
Qualtrics survey emailed to 36 SWE participants, 27% response rate

Quantitative and Qualitative data analyzed and compared to data collected in 2018, 2019, & 2020

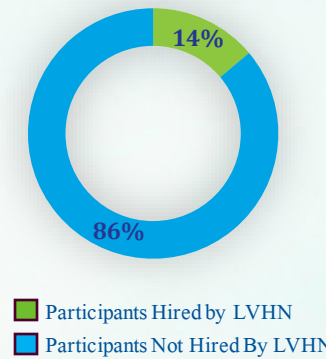
Follow up WebEx interviews with SWE participant, mentor and program coordinator

## Results

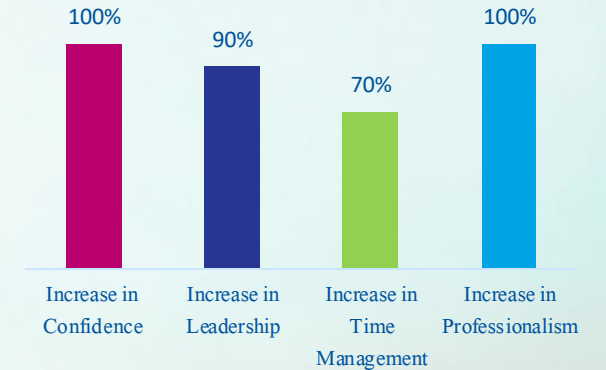
SWE Participant Healthcare Retention



SWE Participant LVHN Retention



SWE Participant Perception of Impact



## Conclusions

Data was triangulated and emerging themes listed below:

- Perception of programming, while overall successful, may have lacked adequate structure for maximum effectiveness
- Availability of hands-on experiences were perceived to be limited
- Responses indicated the most positive aspects of the program were connected to mentor relatability and support

## Future Recommendations

- Evaluate the structural and organizational integrity of the SWE program and identify areas of improvement
- Embed additional interactive experiences and professional development sessions on time management into the program
- Create mentor workshops aimed at creating more inclusive and supportive learning and working environments for participants

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- References
- Pictures
- Interview Transcripts

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