



Igniting the Spark: Workforce Development in the High School Pipeline



Northeast Georgia Health System

Purpose

In 2022, Northeast Georgia Health System (NGHS) created the role of Workforce Development Coordinator (WDC). The vision was to engage the next generation of healthcare workers at the local school district level. NGHS is a 5-hospital system serving more than 19 counties.

Background

There is high demand for a connection between the health system and local schools.

Methods

A designated pipeline-focused position creates relationships, facilitates the mission of improving the community's health in all that we do, identifies career opportunities, and influences career choices during formative stages of learning.

Implications

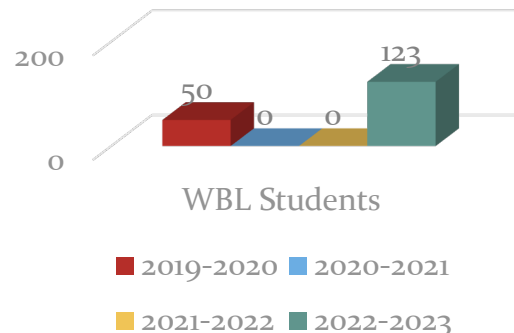
The intent of pipelining is to provide students the opportunity to experience healthcare careers and create a relationship for immediate and future healthcare employment.

Results

During the 2022-2023 school year:

- Partnered with the NGHS Mobile Simulation Team to present interactive 8 hours sessions to nine high schools reaching 700 students.
 - Sixteen students were hired through this work.
- Coordinated the Work-Based Learning (WBL) program for high school students completing an Allied Healthcare Pathway.
 - Participation in this program increased by 75% more students and six additional counties after the WDC role was created.
 - Twenty-three students were hired during or after completion of the WBL program.

NGHS High School Students



Results continued

- Created a multidisciplinary job shadowing program to meet graduate student requirements and fulfill requests to experience a day in the life of healthcare.
 - Since April 2023, over 200 applications were submitted including high school and graduate medical students.

References

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