



# Student Programs 2022 Annual Report

# Who we are



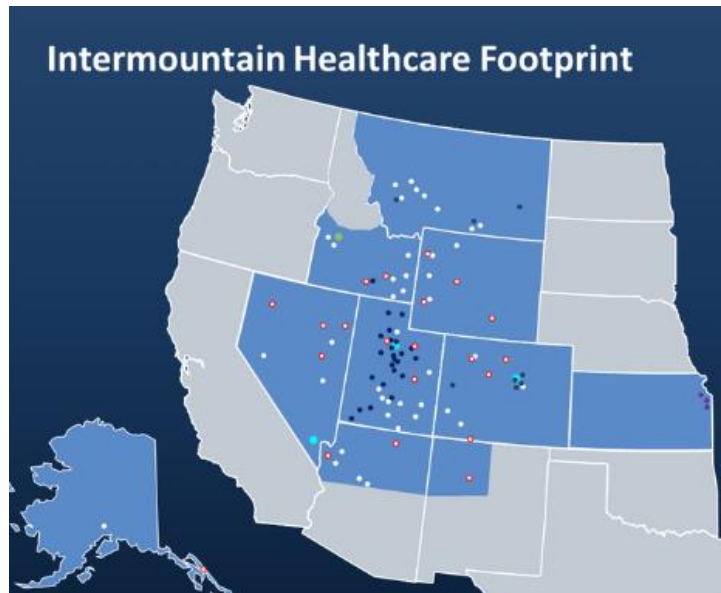
Student Programs is a group of dedicated Intermountain Health caregivers who connect students with high-quality, hands-on learning experiences in our facilities.

We work to ensure a safe and valuable experience for students and educators, forge deep connections with Intermountain, and help prepare the caregivers of the future to step into their careers with confidence.

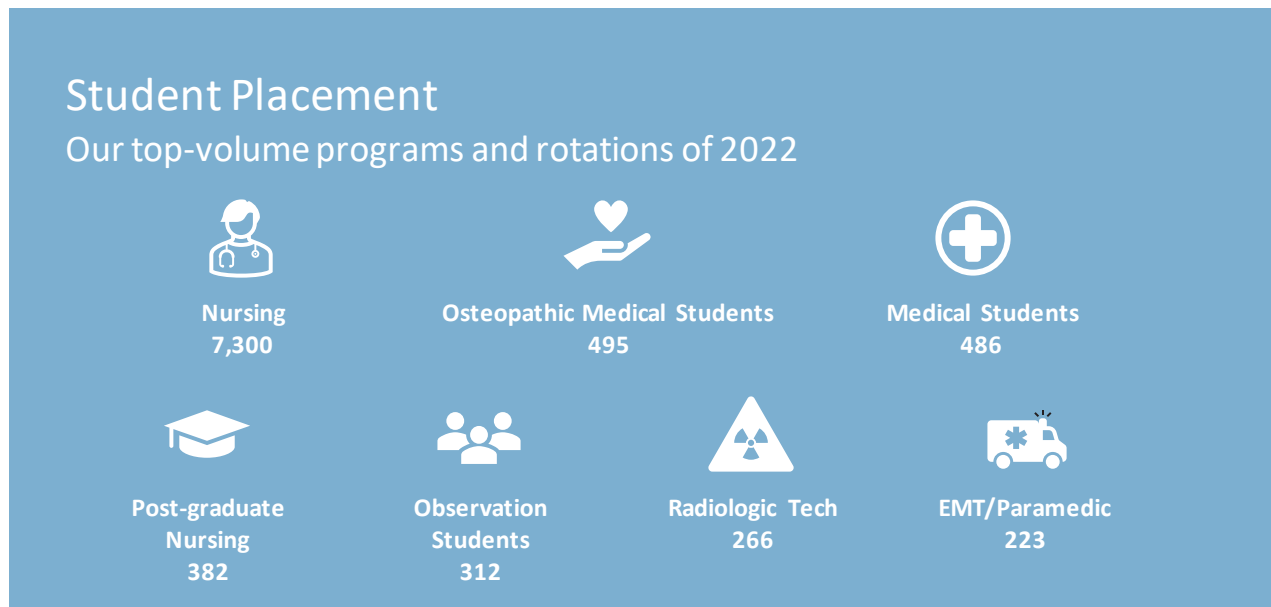
# Our current reach

The system continues to grow and expand its reach, which means we can offer more employment opportunities.

While this report is only for Utah and Idaho, we can make connections for student opportunities in other states.



# Student placement



# 2022 by the numbers

**14,797**

Students trained in Idaho and Utah

**97%** of nursing capstone students said rotating at Intermountain Health helped increase their skills and knowledge

**501**

Nursing capstone student conversions

**100+**

Service lines for student education

**125**

Partner and affiliated schools

**92%** of nursing capstone students said that they received the support needed from the staff they worked with at Intermountain Health



# Nursing Student Programs



We put a high priority on offering nursing students a wide range of rotation options with us. Our nursing preceptors are well-supported so they can focus on teaching, and they truly value the opportunity to guide the next generation of nurses.

The team works closely with nursing leadership and talent acquisition at the system level to maximize rotations each semester. The most successful school partnerships are those that conduct proactive review of their placement needs and follow up closely with their local school placement staff to stay abreast of any changes in capacity.

To provide high-quality experiences for both students and caregivers, our goal is to align nursing numbers with hiring projections. This way, we can ensure the need for new grad RN roles will be met while keeping pace with the workload of our caregivers who are serving as preceptors.

**If you are an Intermountain Health leader who is interested in becoming a preceptor and creating a life-changing experience for future nurses, please contact your unit manager.**

# Nursing Student Programs

## Nursing Capstone & Apprenticeships

We offer nursing both capstone experiences and apprenticeships that help students meet their schools' clinical requirements. These placements function as a bridge between the end of their nursing school program and the beginning of their career as a nurse.

Prior to their capstone semester, nursing students rotate through multiple areas in the hospital, like medical/surgical units, women's services units and critical care units. Specialty areas are also included as part of the nursing group rotations. Group rotators accommodate multiple students that rotate units.

During their capstone semester, nursing students are paired with a nursing preceptor in a 1:1 mentorship collaboration. Nursing students demonstrate their competency and ultimately help improve patients' health outcomes.

Capstone spots are made available based on multiple factors, including bed count, staffing levels, and patient safety and quality of care.

Our talent acquisition partners help bring on nurse apprentices every semester, which is a paid alternative to the traditional nursing capstone. The apprenticeship experience receives great feedback from students and preceptors, and we find our conversion rate of these students into permanent RN roles to be very high. We are grateful for the school partners who choose to offer the apprentice option to their students and encourage all schools to do the same.



We have seen a significant growth in total student volumes, including nursing students, over the last five years.

**7300** total students with **45%** conversion rate in 2022.

# Nursing Student Programs

## Allee's Capstone Experience

Allee's passion for aesthetics is present in everything from her immaculate eyebrows to her career pathway. She got her start in medicine at a California-based plastics and aesthetics clinic. When the clinic closed temporarily, she saw an opportunity to learn more and increase her scope.

"My mom was a nurse, and I always liked caring for people. I love skin care and aesthetics, and becoming a nurse would add to my practice, like I'd be able to do more. When COVID hit, I had this amazing opportunity to go back to school," said Allee.

Through her program at Joyce University, Allee enrolled in the Med-Surg Capstone at Heber Valley Hospital because she knew she wanted to work in a hospital, and Heber was close to her parents' home.

"It was by far the best clinical experience I had, and I couldn't have asked for a better capstone. Tacie [her preceptor] was amazing. I could ask her a million questions and she'd never get annoyed. She always made me feel comfortable, and she let me function as a nurse. She always supported me, obviously, but I was actually able to do things that were useful."

During her capstone, Allee says she worked with patients from 5 weeks old to 94 years old. Other departments brought her in to observe procedures, including a c-section and pre-op. She worked alongside pharmacists and dieticians and got to see how different teams interact. She was able to practice drawing blood and setting IVs.

"In nursing school, you don't get that much practice. Like the rubber arm isn't the same. It gave me so much confidence that I could do these skills on my own. Everyone was just so friendly and willing to teach, not just Tacie. It was amazing."

Allee says her experience at Heber Valley made her realize how much she loves bedside nursing. She plans to pursue her career in dermatology and aesthetics but now is also planning on picking up a few days a week in a hospital, "probably in the ER or trauma units."



# Youth Outreach

- Attended **52 community events**
- Highest attendance at a single event: **1000+ people**
- **90 caregiver volunteers** participated in outreach events
- Over **20 departments** represented



If you're an Intermountain Health caregiver interested in representing your department at one of our events, please email: [Elisabeth.Orozco@imail.org](mailto:Elisabeth.Orozco@imail.org)

*Intermountain Health caregivers demonstrate surgical instruments to a group of students.*

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## Special Project

### Funding to support CNA training for high school students

In partnership with our Diversity and Equity department and community health, our community partner, YouthWorks, a division of NeighborhoodWorks, received funding to support CNA classes for their high school students.

After their graduation, the students wrote insightful gratitude letters to our IH team and the NeighborhoodWorks team.

*“This scholarship program has lifted a worry of financial drainage and let me focus on learning instead of trying to find money. I have been inspired to help when I can and better my community.”*

*– YouthWorks student*



# Strategic Partnerships

“We have room to hire every qualified capstone student”

Our goal is not only to prepare the health care providers of the future with an excellent foundation, but to create an experience, in partnership with schools, that inspires students to choose Intermountain Health as their employer. Converting nursing capstone students into Intermountain caregivers is a central part of our strategy to determine placements.

As the talent landscape changes and becomes more competitive, conversion will be an important part of our partnership strategy to ensure we are filling our positions. Intermountain leaders feel that, after five years of growth, we have achieved the correct volume of nursing students to ensure a quality experience. The strategy has shifted to increasing student conversion to ensure we are capitalizing on the experiences we are providing rather than increasing student volume.

“By tracking student volumes to open roles, we have room to hire every qualified capstone student we place into a rotation,” says Angela Chavez, director of student programs.

We welcome all schools, departments and caregivers to engage in a conversation with our team to explore ways of increasing their conversion rates.

If you'd like more information on how to develop a stronger graduation to employment relationship with Intermountain Health, please reach out to Kim Conway, student career development consultant at: [Kimberly.conway@imail.org](mailto:Kimberly.conway@imail.org).

## Tips to increase your conversion rate

1. Understand your students' career aspirations and help match them with the best clinical opportunity.
2. Place students at Intermountain Health who have a desire to stay and work in the service area.
3. Collect and understand your students' career interests. If they aren't working for Intermountain, why? We will continue to shape strategy around feedback directly from students.
4. Encourage your students to take advantage of career resources at Intermountain, including any career and hiring sessions that we may host, access to the recruitment team, and having career conversations with the nurses on their rotations.

## Schools with Conversion Rates at 50% or Above

College of Southern Idaho, Fortis College, Idaho State University, Joyce University, Mohave Community College, Salt Lake Community College, Southern Utah University, University of Utah, Utah State University, Utah State University, Utah Tech University, Utah Valley University, Western Governor's University

Data taken from Q2 of 2023 for the Utah/Idaho service area. This is our most recent data, but we will evaluate an entire year's data to prepare for upcoming academic year's placement volumes.

# Preparing for the Future

To be ready for the future, we are committed to:

- Expanding our program across all Intermountain Health regions
- Adding two new rotation sites at Primary Children's Hospital Lehi and Saratoga Springs
- Attracting underrepresented and overlooked talent
- Growing non-clinical internships to build our leader pipeline
- Optimizing the Student Portal using Sales Force, which allows us to automate and standardize application processes, gather and track important data, and benchmark our student placement standards
- Increasing data gathering and transparency

