



2023 Evaluation Report

provided by 21st Century Leaders



"My biggest takeaway is that the connections we make and the experiences we have throughout our lives will have an impact and help us in the future. Networking and business skills can help us in any career path. Also, pursuing your dreams and goals will benefit you because caring about your work will lead to success."

- Athena Misewicz, Dunwoody HS, Class of 2024

About the Healthcare & IT Institute

Founded in 1989, 21st Century Leaders (21CL) is a non-profit organization that connects, transforms, and inspires high school students in Georgia to leverage diversity, explore career opportunities, and become leaders in their school, community and ultimately the workforce. 21CL's Healthcare & IT Institute (HII), in its fourth summer, is a week-long leadership institute focused on the career fields of healthcare and healthcare information technology (IT). This new institute was held from June 25th through June 30th, 2023 for 73 high school students from across the state of Georgia, and it was held at Kennesaw State University in Kennesaw, GA.

Students at HII explore the different aspects of the healthcare world through hands-on workshops with passionate professionals, networking opportunities and corporate insights. Business professionals from Wellstar, Piedmont Healthcare, LocumTenens.com, 21CL alumni and many more helped the students develop personal and professional leadership skills and explore career possibilities throughout the week.

Students who attended HII received free enrollment for the 2023-24 school year to **Leadership Connect**, our online leadership development platform.



Statewide Student Diversity

73 Students

50 High Schools

16 Counties

71% Female identifying

29% Male identifying

49% African American

19% Indian/South Asian

15% Asian

11% White/Caucasian

3% Hispanic/Latin American

3% Mixed/Other

34% of students reported that their experience at HII was their **first time interacting with peers outside of their geographic area**

A very special thank you to the following corporations and foundations for supporting 21st Century Leaders' Healthcare & IT Institute:

Wellstar Health System, Locumtenens.com, Piedmont Healthcare, Georgia Department of Education BOOST, John & Mary Franklin Foundation, Kiwanis Foundation of Atlanta, DeKalb County Human Services, Fulton County Community Services,, Scott Hudgens Family Foundation, and our Board of Directors and other individual donors.

Student Impressions & Impact

"The biggest takeaway for me was truly everything, from being able to hear from my peers, on their ideas to their experiences and backgrounds. To the volunteers who helped extremely especially my group leaders who were unbelievably awesome. Another takeaway for me was to just go for it, we sometimes get caught up in what could happen instead of what is happening. I'm extremely thankful I was given this opportunity to be able to grow within leadership and public speaking." - Jessica Alavez, Rockdale Magnet School for Science and Technology, Class of 2025

IMPACT RESULTS



96% of students now see themselves as a leader after attending HII

92% of students agree they are more likely to seek out formal leadership roles

89% of students reported that their confidence as a leader increased because of the program, while **22%** of students reported that they were

surprised at being selected to attend because they never really thought of themselves as a leader before attending

91% of students reported that their Communication Skills improved, and that their Business Knowledge increased

84% of attendees shared that their Networking Skills improved

81% reported that their Critical Thinking Skills improved, while **80%** agree that their Interpersonal Skills improved

78% reported that their Teamworking Skills improved

38% of students said their experience at HII was their first time on a college campus

"I learned that there are more than just doctors and nurses in Healthcare, and that you can be anything in Healthcare." - Ananya Gopinath, Innovation Academy, Class of 2024

Student Impact

21st Century Leaders' programs are focused on developing skills in seven core leadership competencies. Students reported understanding the following competencies and knowing how to use them or expand them, after attending HII:

84%

Problem Solving

79%

Communicating Effectively

78%

Self-Development

77%

Integrity/Trust

75%

Career Ambition

70%

Action-Oriented

64%

Building Effective Teams

The HII Challenge:

*presented by KSU's Coles College of Business
Healthcare Management & Informatics*

In addition to workshops, networking and site visits, students had the chance to work in small groups to tackle the HII Challenge, presented by KSU's Coles College of Business Healthcare Management & Informatics. Students were presented with two options, one focused on the future of AI in the healthcare field and another focused on the ways technology can support mental health in the midst of a pandemic, and students worked in groups to utilize their newfound knowledge to solve the problem at hand.



**KENNESAW STATE
UNIVERSITY**
COLES COLLEGE OF BUSINESS
*Master of Science in Healthcare
Management and Informatics*

"My biggest takeaway was seeing how interesting working in the medical field is and it has solidified my choice of career." - Mackenzie Hayward, Konos Academy, Class of 2025

Student Impressions & Impact

"There are many roles within the healthcare industry and it is important to be a leader in all of them." - Shane Chailektrattanakul, North Gwinnett HS, Class of 2026



"I would describe this program as a very life-changing experience, and something that will help you figure out what you want to do in your future and maybe change what you want to do and figure out what your passion really is." - Keza Macharia, Northview HS, Class of 2025

CAREER AMBITION

86% of students reported that after attending the institute, they are clear in knowing their career path after high school

69% of students reported that their career interest was reaffirmed by an experience at the institute

66% of students reported that they discovered a new career field that they are now interested in that they didn't realize prior to attending HII

62% of students said their experience at HII was their first time visiting a corporate office

"My biggest take away is that when being a leader you have to listen to those around you more than you direct them." - Zoey Chisholm, Hillgrove HS, Class of 2025

"[I learned] that it's important to reach out to people, and that how you treat people really matters." - Nife Deju, Grace Homeschool Academy, Class of 2026



INSPIRING YOUTH TO LEAD

100+ Volunteers, 125+ hours

"My biggest takeaway from this is to put myself out of my comfort zone because this was one of the best weeks and experiences I have ever had in my entire life." - Falon Arnold, The Walker School, Class of 2026

47% of students reported that an experience with volunteers at HII was their first time seeing someone successful who looks like them in a career or position they are interested in



LEADERSHIP DINNER + PANEL

"This dinner taught me that there are more parts to presenting ourselves as successful aside from our grades. I had the honor of sitting with **Courtney Showell** and **Bridges Holmes**, both gave beyond excellent advice on how to sell our image even if we aren't quite sure on what we want to do yet. Along with this both leaders gave advice that although high school is important, to not let the feeling of being left behind get to us since we still have much more to explore and experience." - Jessica Alavez, Rockdale Magnet School for Science and Technology, Class of 2025

"I met Ms. **Keyla Cabret-Lewis** and I enjoyed hearing from her about how she started her career at such a young age." - Taylor Harper, Charles R. Drew Charter School, Class of 2026

"At the Leadership Dinner, I learned the importance of choosing the right college for you and your personality and goals. I also learned that although everyone's journey may be different, your path is still important. I also learned the importance of making connections and networking." - Kourtney Brown, Sandy Creek HS, Class of 2024

"I enjoyed networking and meeting people at the networking dinner like **Maria Blackburn**, a financial analyst, and **Elizabeth Hyatt**, who works in business." - Shiv Garg, Innovation Academy, Class of 2026

"I learned to start early, and there's never a "right time" to start networking and pushing yourself out into an environment." - Sydney Gaines, Drew Charter School, Class of 2026



"My biggest takeaway from the entire experience was that leadership is about how you treat people surrounding you." - Kai McCarley, Cambridge HS, Class of 2025

Career Exploration & Mental Wellness



Wellstar
HEALTH SYSTEM

Students learned about Healthcare and IT careers with Wellstar Health Systems at the Vinings Health Park.



"Yes I enjoyed [the visit], what stood out to me was learning about the diversity of jobs in healthcare." - Joshua Girgis, Montessori School of Rome, Class of 2024

"I enjoyed listening to the mental health specialists, **Ms. Bakshi** and **Dr. Leachmon**, the mental wellness specialists, **Ms. Calloway** and **Ms. Potts**, and the innovative team at Catalyst, **Ms. Clark**, **Mr. Borah**, and **Mr. Patel**." - Nife Deju, Grace Homeschool Academy, Class of 2026

"Yes, I did enjoy the Wellstar visit. The one that stood out to me would be the one with **Mr. Hunter**, the suicide prevention professional." - Zoey Chisholm, Hillgrove HS, Class of 2025

"I enjoyed the Wellstar Health Park a lot. I liked the session about employee wellness and I thought it was interesting how

the wellness team was open to hearing about different ways to practice wellness." - Taylor Harper, Charles R. Drew Charter School, Class of 2026

"**Jason Hudgins**' presentation stood out to me and it really set the tone for the rest of the camp." - Rohan Kumar, Wheeler HS, Class of 2024

52 Volunteers

- Chief Operating Officer
- Senior Vice President
- VP of Leadership Development
- AVP Brand & Marketing Strategy
- Exec Director, Patient Experience
- Pharmacy Director
- Clinical and IT managers
- Wellness coaches

"I enjoyed the visit to Wellstar's Vinings Health Park. We had some very great panelists that shared great life lessons and tips for leadership and life in the healthcare world." - Kourtney Brown, Sandy Creek HS, Class of 2024

"I could feel each speaker's enthusiasm. Personally, I liked the panel about career pathways because it was really informative for high school students. The same goes for the Journey to Success speaker." - Heidi Jeong, Johns Creek HS, Class of 2026

"**Celicia Castro** and **Lilana Vazquez**'s session stood out to me the most. The branding and defining your personal brand really stood out to me in many ways." - Maqueria Murray, Baldwin HS, Class of 2026

"I found Monday to be the most informative day when it comes to possible positions in healthcare." - Aadi Shah, Innovation Academy, Class of 2026



Career Exploration



Students saw the clinical side of working in a hospital with live demos and more at Kennestone and Paulding Hospital.

"The robotics activity was by far my favorite part. I was astonished. I typically do not fancy robotics or AI. I wasn't looking forward to the robotics rotation but it turned out to be the coolest. I was speechless." - Kelly Baker, Peachtree Ridge HS, Class of 2026

"My biggest takeaway from Kennestone was seeing how much healthcare has evolved and all the different equipment used to perform surgical task and other patient care." - Asialin Jackson, Westlake HS, Class of 2026

"Paulding showed me the innovation of hospitals and how they are evolving." - Christianne Freeman, Colegio Maya, Class of 2025

"I loved visiting the robotics lab and the ambulance at Kennestone. I learned that there are many different sectors of healthcare and many health related IT jobs in healthcare as well. The tour at Paulding Hospital showed me that there are many moving parts to a hospital and many things need to be monitored consistently (food, air, heart rate, oxygen)." - Shiv Garg, Innovation Academy, Class of 2026



"My biggest takeaway is that a hospital is not just doctors and nurses, but it is the accumulation of all healthcare careers as they all need each other." - Jalen Johnson, Westlake HS, Class of 2024



HANDS ON EXPERIENCE

"My biggest takeaway was having back-up plans. Anything could happen in an healthcare facility and it's crucial to think of ways to reduce accidents and have back-ups. It was also cool to see all the amazing things healthcare professionals do and how stressful it is being a nurse such as in the trauma center but also how rewarding it is." - Romaisa Kanwal, North Atlanta HS, Class of 2024

"My biggest takeaway was the robotic demos. I got to see first hand how IT was integrated in healthcare and was captivated by the hands-on experience." - Heidi Jeong, Johns Creek HS, Class of 2026

"What stood out the most to me [at Paulding] was the engineers! Even though they work behind the scenes, their jobs are very very important." - Kezia Kotey, DeKalb Early College Academy, Class of 2026

Healthcare IT, Staffing & Leadership

Students were introduced to LocumTenens.com and how they meet staffing needs, and had the chance to come up with their own solutions to keep employees engaged in the digital workplace.



"I never knew that working part time/rotating workplaces was possible as a doctor. I've always wanted to travel and feared that being a doctor would take away from that, but LocumTenens taught me that I could travel and be a doctor."
- Aarushi Verma, Lambert HS, Class of 2024

"[I learned] That there's so much more to healthcare jobs than doctors and nurses but the management is a very big part too."
- Senria Nath, Wheeler HS, Class of 2024

"Workplace community is an essential part of having a successful business."
- Muskan Jain, Northview HS, Class of 2024

"My biggest take away was that places like LocumTenens.com even exist. I had no idea that they had places like this for healthcare and it was an amazing experience being able to be there." - Asialin Jackson, Westlake HS, Class of 2026



"The networking lunch was by far my favorite part. The man that sat with us was amazing. We talked the whole time and he gave out very good advice along with relating us to sports to keep the conversation going."
- Kelly Baker, Peachtree Ridge HS, Class of 2026

"Something that stood out to me was the development of the new technology at LocumTenens.com and how they implemented it to real life."
- Krishiv Sharma, Wheeler HS, Class of 2024

"How working hard and working to your success can benefit you in so many ways. Also I had no idea you could go in place of other doctors. I will definitely be using LocumTenens.com in my future."
- Melanie Harper, Marist School, Class of 2024

Clinical Career Exploration



Students learned about clinical careers and helping others with Piedmont Healthcare.

"My biggest takeaway was that you should just be yourself and choose a career that supports your interests, supports you financially, and supports your lifestyle." - Isabella Evans, Walton HS, Class of 2026



"The sessions were great and very interactive, teaching each person something new about ethics, types of hospitals and much more." - Nakayla English, Davidson Fine Arts Magnet School, Class of 2024

"I learned that realistically, what makes someone successful is not all about the money, but about the life you build with it." - Katherine Yang, Alpharetta HS, Class of 2024

"The main thing I learned through the leadership panels was how important it is to never limit yourself or your potential and to keep going even if you feel like quitting." - Mackenzie Hayward, Konos Academy, Class of 2025

"The overall learning experience allowed for me to dive deeper into the process of a doctor's mindset and how hospitals work." - Gregory Evans, Walton HS, Class of 2025

Walton HS, Class of 2025

18 Volunteers

- Chief Executive Officer
- Chief Medical Officer
- Chief Operations Officer
- Chief Nursing Officer
- Piedmont Atlanta Medical Director
- Cardiovascular Imaging Specialist
- Physician Assistants
- OB/GYN Specialist
- Department leaders and professionals

"I was very impressed by the facility and was even more inspired by the people that work there. They were so inspiring, kind, passionate, and enthusiastic!" - Romaisa Kanwal, North Atlanta HS, Class of 2024

"I liked that location the most. The tour leaders were very informative and it got me interested [in the hospital]." - Hannah-Lisa Jones, Johnson Ferry Christian Academy, Class of 2025

"My biggest takeaway was to make sure you have simple people skills, communication skills and problem solving skills to be successful." - Alyssa Richardson, Douglas County HS, Class of 2026

"[I learned] That it's okay to not have a plan about future careers, or change your pathway along the way." - Sydney Gaines, Drew Charter School, Class of 2026



Diversity, Equity & Inclusion

"I became friends with people who I never would have approached before. Sometimes it's hard to connect with people who are diverse and different than you but it was so easy here." - Ananya Gopinath, Innovation Academy, Class of 2024



"I saw how people from different backgrounds can really come together as one." - Nickell Brown, Druid Hills HS, Class of 2025

"It changed my world view. The fact that other people also deal with all kinds of different problems and most of them being similar to me was very cool. I felt belonging and connection. I also developed more respect for my peers." - Romaisa Kanwal, North Atlanta HS, Class of 2024

"My understanding of these topics improved as we dived deeper into making society a more fair and equal place for everyone." - Griffin Xu, Brookwood HS, Class of 2024

"[I learned that] You really don't know anyone's story, some people have been through things you never would've guessed had happened to them." - Katherine Drury, Lanier HS, Class of 2026

"It made me appreciate everyone and their dreams. We all have different motivations and drives and I really respect that." - Rohan Kumar, Wheeler HS, Class of 2024

"[This experience] made me more confident in my personal story and understanding that we're all connected in some way." - Nakayla English, Davidson Fine Arts Magnet School

"It showed me that while we are all different, we have similarities and can relate to each other. Also, we don't know what everyone is going through. It also taught me to be honest with myself and to accept myself for who I am without being ashamed or scared of what others think." - Athena Misewicz, Dunwoody HS, Class of 2024

"Diversity is beyond race, it includes other aspects like abilities, skills, style, thoughts and it just gave me a more open mind to what diversity was." - Kenneth Rice, Providence Christian Academy, Class of 2025





AGENDA SNAPSHOT

Sun., June 25 - Fri., June 30, 2023

@ Kennesaw State University

SUNDAY: Welcome to HII

Program welcome and leadership workshops led by 21CL staff and alumni

MONDAY: Wellstar Day 1

Welcome to Wellstar: Eleise Bernard, SVP & Cobb Hospital President

Journey to Success: Jason Hudgins, Senior Consultant Leadership Development

Career Pathway Panel: Dr. Brandi Allen, Assistant Vice President, GME & UME Office of Academic Affairs; Taj Rolin, Talent Acquisition Consultant; Randy McClain, Director, Professional Practice System, Center for Nursing Admin

Cyber Security in Healthcare: Eric Zinn, Team Lead Info Security GRC

Branding & Your Personal Brand: Celicia Castro, AVP Brand & Marketing Strategy; Liliana Vazquez Merlo, Director, Brand Strategy

Careers in Behavioral Health: Emily Bakshi, Director, Behavioral Health Service Line; Hunter Leachmon, LPC, Supervisor, Suicide Prevention

Leadership & Careers at Wellstar: Andrew Cox, VP Leadership Development / Chief of Staff; Cameron Glenn, Director, Practice Operations, Wellstar Fellow; Bayan Karassi, IT Care Platforms Program Manager/Wellstar Fellow

Taking Care of You: Christine Callaway, Well-Being Coach; Leslie Potts, Well-Being Coach

Innovation in Healthcare: Jaimie Clark, Director, Innovation and Venture; Rohit Borah, Manager, Digital Innovation; Yogi Patel, Innovation Lead

The Healthcare & IT Institute Challenge, presented by KSU's

Department of Information Technology

21CL Alumni College 101 Panel: 21CL Alumni

TUESDAY: LocumTenens.com Day

LocumTenens.com Welcome: Adwoa Awotwi, General Counsel, LocumTenens.com

Project Development + Pitch: LT Mentors

Networking Lunch: LT Mentors

Project Presentations: LT Judges

WEDNESDAY: Wellstar Day 2

Welcome & Overview of Kennestone Hospital: Callie Andrews, SVP & COO Kennestone Hospital

A Day in the Life of Kennestone Hospital: Rotations with Wellstar volunteers

Wellness Interactive Experience: Sarah Elliott, Manager, Employee Wellness; Laura Baldwin, Employee Wellness Consultant

Robotics Demo: Kimmie Patel, RN, CNOR

Ambulance Demo & Experience: Amy Aiken, with Metro ATL EMS

Stop the Bleeding & Trauma Demo: Julie Freeman, Coordinator, Trauma Outreach; Danielle Johnson, Trauma Outreach, Education, and Injury Prevention Coordinator

Welcome to Paulding Hospital: Susan Thurman, Vice President - Chief Nursing Officer, Patient Care Services

Behind-the-Scenes of Paulding Hospital: Paulding volunteers

Leadership Dinner + Panel: Keyla Cabret-Lewis, VP of Diversity, Equity & Inclusion, Aflac, Inc.; Amanda Mewborn, VP of Planning, Design, & Construction, Atrium Health; Courtney Showell, Partner, PwC

THURSDAY: Piedmont Day

Piedmont Welcome: Dr. Jyoti Sharma, MD, FACC, Cardiology Medical Director, Women's Heart Program, 21CL Alumna

Piedmont Tour: Piedmont volunteers

Leadership Panel: Dr. Patrick Battey, CEO, Piedmont Atlanta Hospital; Dr. Andy Jaffal, Chief Medical Officer, Piedmont Atlanta Hospital

Medical Ethics Challenge: Dr. Swetha Ramakrishnan

FRIDAY: Presentation Day

Presentation Challenge: Govind Hariharan, Professor, Economics, Finance & Quantitative Analysis, Kennesaw State University; Andrea Taylor, MSHMI, IS Professor, Department of Information Systems and Security, Kennesaw State University; Wes Rhea, Healthcare Compliance Professional, Author, Speaker

Leadership Celebration: 21CL students and parents

