



2025 EVALUATION REPORT

provided by 21st Century Leaders



“You get to meet many people and learn so much in one week, from the professional panels, peers, 21CL alumni and staff. The experience was really inspiring and helped me grow as a leader, connect with peers from different backgrounds, and gain valuable insights into the healthcare and IT industry. I hope others can take part in this program and benefit from the same meaningful experiences I did.”

-Jiho Kim, South Effingham HS, Class of 2028

ABOUT THE PROGRAM

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)*, celebrating its 6th summer, is a week-long, residential leadership development program that focuses on healthcare and technology. This year's institute was held at Emory University from June 22-27, 2025

Students at HII explored the different facets of the growing healthcare and healthcare IT business world through interactive workshops with passionate professionals, networking opportunities and corporate insights. Through our sponsors **Wellstar Health System, LocumTenens.com, Piedmont Healthcare, Mercer**, along with other professionals, students developed personal and professional leadership skills and explored career possibilities throughout the week.

STATEWIDE STUDENT DIVERSITY



75 Students

64 High Schools

20 GA Counties

53% Black/African American

15% Indian/South Asian

11% Hispanic/ Latin American

9% Asian

7% Bi/Multi-Racial

5% Caucasian

69% Female identifying

31% Male identifying

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

Wellstar Health System, Locumtenens.com, Mercer, Piedmont Healthcare, Cousins Foundation, John & Mary Franklin Foundation, Kiwanis Foundation of Atlanta, DeKalb County Human Services, Fulton County Community Services, Board of Directors and other individual donors.

57%

of students reported it was their **first time participating in a leadership development program**

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:

99%

PROBLEM
SOLVING;
CAREER
AMBITION

96%

COMMUNICATING
EFFECTIVELY;
INTEGRITY &
TRUST

95%

SELF-
DEVELOPMENT;
ACTION
ORIENTED

91%

BUILDING
EFFECTIVE
TEAMS



"Healthcare and leadership cannot be independent of each other because healthcare requires interaction with people." - Arnav Patel, Lakeside HS, Class of 2028

LEADERSHIP DEVELOPMENT

99%

of students shared that their **Networking, Interpersonal, and Critical Thinking skills** improved because of the program.

97%

of students agree they are **more likely to seek out formal leadership roles** as a result of the program

95%

of students reported that their **confidence as a leader increased** because of the program, now seeing themselves as a leader.

"This program helped me become a better version of myself, learn/receive so many opportunities, and form new friendships."

- Joshua Rodriguez, Lovejoy H.S., Class of 2026

STUDENT IMPACT



"Now I know that to have a successful career in the healthcare industry one must be a humble and vulnerable leader who connects well with patients and colleagues."

- Natalie Harms, Maynard Jackson HS, Class of 2028

CAREER READINESS

88% of students reported that after attending the institute, they are **clearer in knowing their career path** after high school

64% of students reported that they **discovered a new career field** that they are now interested in and didn't realize prior to attending HII, while **64%** also reported that their career interest was reaffirmed by the program.



51%

of students reported that an experience at the institute was their **first time seeing someone successful who looks like them** in a career or position they are interested in

"It has given me more opportunities to network than ever before! There are so many professionals to meet, every student was able to meet someone that has similar interests."

-Dylan Knight, Midtown HS, Class of 2027

STUDENT IMPACT



"I feel like I was constantly encouraged to be myself . My biggest takeaway was to be yourself and build yourself around your brand." - Jaden Harris, Langston Hughes HS, Class of 2027

"On Common Ground activity helped me to empathize more and relate better with my peers knowing that there is more to each of us than meets the eye." - Abigail Rock, Effingham County HS, Class of 2027

INCLUSION

34% of students reported this program was the **first time interacting with peers outside of my geographic area AND their first time visiting a college campus**



"I felt truly respected at Healthcare and IT Institute. From the moment I joined the program, I was encouraged to share my background, ideas, and experiences without fear of judgment. The environment was welcoming and inclusive, and I appreciated how everyone's voice was valued. It wasn't just about checking boxes, it felt genuine. I met students from different schools, with different backgrounds, and we learned how to lead not in spite of our differences, but because of them. That experience made me feel confident in who I am and excited to work with people from diverse backgrounds in the future."

- Micaela Campbell, Tri Cities HS, Class of 2026

INSPIRING YOUTH TO LEAD

105 Volunteers | 205 Volunteer Hours

"My biggest takeaway from the entire experience this week is to be confident and communicate effectively. On the first day, I thought it was enough just to introduce myself by my first name because who needs to know more than that, and I didn't take networking and connections seriously, but after listening to the panel speakers I feel like I've reached a new side of myself. Throughout the week, I asked many questions, talked to various professionals because 21CL gave me the skills and confidence to present myself. I never thought I could be professional in that sense, but now I am! I am a great student, and I have amazing grades but it's nothing without communication skills. So thank you so much 21CL!"

-Evelyn Daniels, Discovery HS, Class of 2028

LEADERSHIP SKILLS AND NETWORKING

Students had the chance to dine with industry professionals and community leaders during the Leadership Dinner + Panel at The Carter Center.



"I was able to express my opinions and feelings as well as make new connections and relationships. I was also able to broaden my knowledge on the job market and learn how to network effectively. I definitely developed skills that I will use for the rest of my life."

- Syed Maisha Farooq,
Lee County HS, Class of 2028



66%

of students said this was
their first time formally
dining with business
professionals.





Wellstar
HEALTH SYSTEM

Branded Day

Wellstar Health System sponsored its 4th year with two branded days for the Healthcare & IT Institute. Students explored clinical, business, and technology careers within Wellstar Health System at their Vinings Health Park and their Cobb Medical Center in Georgia through interactive workshops, panels, and hands-on experiences, including the Da Vinci Robot, Burn Unit, and Stop the Bleed simulation.

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Volunteers

"I loved visiting the health park on the first day, it was the first impression of the whole institute and so it left the most profound impact. Mary Chatman made a great impression on me; her 7-11 tip is something I will carry on for a while."

- Jenny Lee, North Gwinnett HS Class of 2026

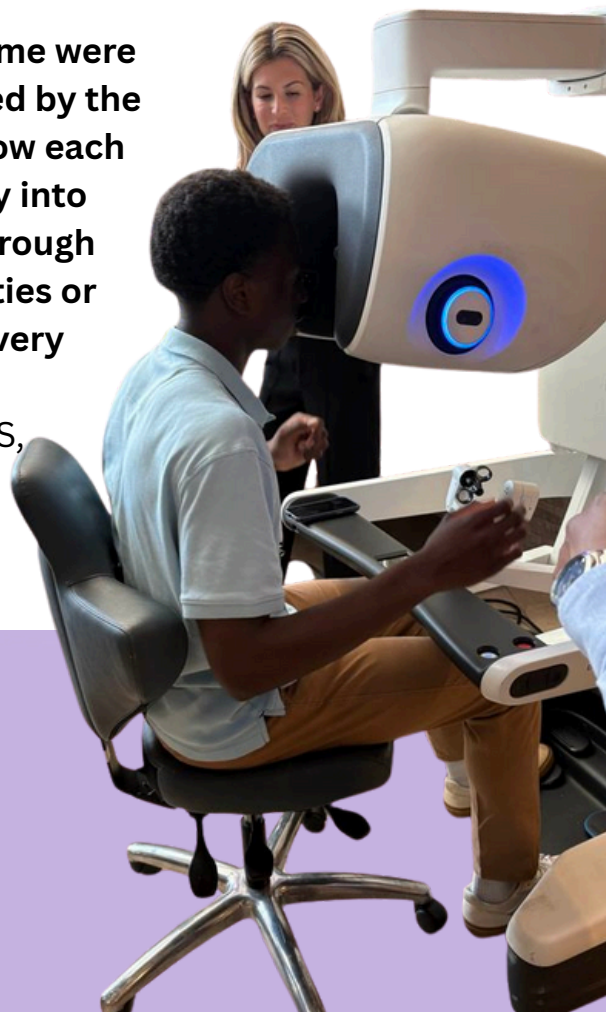


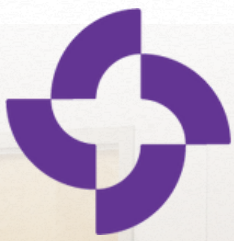
"What stood out most to me were the personal stories shared by the Wellstar staff. Hearing how each person found their way into healthcare, whether through unexpected opportunities or lifelong passion was very inspirational."

- Mimi Cai, Lanier HS,
Class of 2026

"I very much enjoyed visiting the Health Park. Being able to try out one of the Da Vinci 5 was an amazing experience, and being able to experience Wellstar for the first time is something I won't forget."

- Abigail Rock, Effingham HS, Class of 2026





Wellstar
HEALTH SYSTEM

Branded Day



"I would love to work at Wellstar and I am going to apply to their VolunTeen program. It was very beautiful and cool to see what they do." - Manuela Agbi Owusu, East Forsyth HS, Class of 2027

53%

of students reported that it was their first giving/creating an elevator speech



"The session about how technology is used to monitor patients in real time stood out the most. It was interesting to see how tools like wearable devices and digital dashboards help the medical staff provide better care. It showed me how important both healthcare and IT are when they work together." - DaYonna Andrews, Mt. Zion HS, Class of 2026



"I would like to honor Dr. Erica Sutton, her opening personality as well as her kindness impacted me a lot. She made me feel good about being ambitious and the way she talked about how much her dad impacted her life connected with me. My dad impacted my life too, and last October, he died, so this touched me so much to see how far she's come."-Evelyn Daniels, Discovery HS, Class of 2028

Locumtenens.com sponsored its 5th year with its day focused on healthcare staffing, technology, and the business operations side of the industry. Students visited their headquarters getting a hands-on experience from touring its campus, solving a business challenge with their peers, and networking with professionals.

"My biggest takeaway from the LocumTenens experience was the leadership and creativity part of the project, it opened my eyes to a new perspective of marketing!" - Brian Inwunoba, Morrow HS, Class of 2026

"This was the first time I was introduced on how there is so much more to healthcare than being a doctor or nurse." - Harper Campbell, North Atlanta HS, Class of 2028

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Volunteers



99%

of students reported
an increase in their
business knowledge

"It gave me a whole new perspective and sparked a strong interest in learning more about this field." - Jiho Kim, South Effingham HS, Class of 2028

"I literally enjoyed EVERYTHING, but LocumTenens was my favorite day because we had the chance to actually present like business people and I just felt so professional!" - Aminata Barry, Westlake HS, Class of 2027



As an inaugural partner to this institute, Piedmont Healthcare sponsored its 6th year with a day focused on clinical careers within healthcare led by 21CL Alumna Dr. Jyoti Sharma, Chief Medical Officer for Piedmont. Students had a front row seat to the Piedmont's Atlanta Hospital and clinical staff through a customized tour, executive leadership panel and networking, and a medical ethics discussion.

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Volunteers

"I loved the executives panel so much and I talked with the CEO during lunch. I loved every second including the ethics project that made me think. I love projects that make me think so that gave me a great and everlasting impression! I definitely will look into working at Piedmont."

- Evelyn Daniels, Discovery HS, Class of 2028

"Piedmont is an amazing organization and the hospital we visited was absolutely gorgeous and breathtaking. The doctors and nurses we met really encouraged me to want to pursue a career in medicine, and I can totally see my life walking down those halls and saving lives"

- Yveliz Ortiz Dennis, The Lovett School, Class of 2026



49%

of students reported their experience at the institute was their first time visiting a corporate setting



"I learned that leadership is not just about ordering others around but working with your team and helping to make them the best they can be. I also learned that healthcare is not just an industry of providing medical services but that there are multiple fields and professions at work that make the healthcare system function."

- Sofia Lauzan-Izquierdo, Tucker HS, Class of 2028

Mercer Branded Challenge

In addition to workshops and site visits, students had the chance to work in small groups to tackle the HII Challenge, sponsored by Mercer for the second year. Students were presented the challenge on Monday and presented to a panel of judges on Friday. Students were given two options to solve for: one focused on how the future of AI in the healthcare field can progress Mental Health support in the workplace and another focused on the healthcare landscape of 2025 and beyond as it relates to the challenges and opportunities in addressing health disparities.



99% of students shared that their **Teamwork skills improved** because of the program.

35% of students reported this was their **first time working with a team** of peers that they didn't know

"I learned that technology, especially AI, is one of the biggest contributing factors to the future of healthcare and that the industry could not sustain without it." - Sawani DeSilva, Campbell HS, Class of 2026



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Volunteers



"I hardly knew how challenging the healthcare field is, but now I know how important leadership is for one to have a great healthcare career. I learned how doctors have to manage lots of roles and responsibilities within their job while at the same time caring for their patients at a deep level."

- Vidhi Raiyani, Putnam County HS, Class of 2026



AGENDA SNAPSHOT

Sun., June 22 - Fri., June 27, 2025



SUNDAY: Welcome to HII

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

MONDAY - Wellstar Health System Day 1

Program Overview - **Kim Paris, Community Engagement Director;**

Kristin Caudell, Executive Director, Wellstar Strategic Community Development

Wellstar Welcome - **Mary Chatman, PhD, RN, Executive Vice President, Acute Care Operations**

Wellstar Health Parks Overview - **Christine Beam, Executive Director, Wellstar Health Parks**

Taking Care of You - Personal Wellness - **Christine Callaway, Wellness Coach, Wellstar Health System; Leslie Potts, Wellness Coach, Wellstar Health System**

Bee Downtown & DaVinci 5 Robot Demonstration

Wellstar's Wellfarm Program - **Hudson Long, Innovation Manager, Wellstar IT Catalyst Lab; Chef Patrick John, Head Hydroponic Specialist, Wellstar Wellfarm**

Young Professionals and Non-clinical Career Panel - **Caroline Bracero, Supervisor, IT Intern Program; Tionna Burner, Product Delivery Analyst, IT Digital Product; Clark LeGrand, Assistant Director of Operations, Oncology; Tarrance Mosley, Talent Acquisition Consultant, Human Resources**

Career Journey Panel - **Georgia Forrest, MD, Executive Director, Associate Chief Medical Information Officer; Erica Sutton, VP, Academic Affairs**

HII Challenge sponsored by **Mercer** - **Jeanie Ball, Health and Benefits Associate, Mercer; Robert Lovett, Principal, Investment Consultant**



TUESDAY - LocumTenens.com Day

LocumTenens.com Welcome - **Adj Awotwi, VP, General Counsel;**

Keith Newport, SVP People Operations, LocumTenens.com

Project Finalization & Tours

21CL Alumni Panel - **Imani Holmes, Account Director at Real Chemistry, 21CL Alumni Board Member**



Wednesday - Wellstar Health System Day 2

Welcome & Overview of Wellstar Cobb Medical Center - **Geoff Christian, Chief Operating Officer, Wellstar Cobb Medical Center**

JMS Cobb Burn Program - **Nadine Lynch, MSN, BHA, RN, JMS Cobb Burn Program Manager**

Tours & Activities (Groups A & B)

VolunTeen Program - **Michelle Nelms, Manager, Volunteer Services, Wellstar Cobb Medical Center**

Lunch

Intro to LEAN & Simulation - **Ian Rayner, Lean Site Consultant, Wellstar Cobb Medical Center**

TRAUMA Program - **Lori Adams, MHA, BSN, RN, TCRN, Trauma Program Manager, Wellstar Cobb Medical Center;**

Shelby Lemon, BSN, RN, TCRN, Trauma Program Coordinator, Wellstar Cobb Medical Center

Leadership Dinner at The Carter Center

Welcome Speaker: **Alina Mencias, UPS Healthcare, 21CL Board of Directors**

Panelists: **Corey Boone, Associate Director of Oncology Global Therapeutics OEC, AbbVie (21CL Alumnus); Dr. Zerita Buchanan,**

DDS, MPH, Cosmetic & Implant Dentist, Co-Owner of Dental Dreams; Larry Mohl, Chief Executive Officer, Rali; Adilka White,

Dir. of Integration, Healthcare Strategy, UPS Healthcare



Thursday - Piedmont Healthcare Day

Piedmont Welcome - **Dr. Varun Pattisapu, MD; Dr. Christopher Massad, MD**

Piedmont Tour

Leadership Panel - **Dr. Patrick Battey, MD, CEO; Dr. Jyoti Sharma, MD, FACC, Chief Medical Officer (21CL Alumna);**

Dr. Bindu Manocha, MD, Associate CMIO

Lunch and Chat

Medical Ethics Challenge - **Dr. Swetha Ramakrishnan, Chairwoman of the Piedmont Atlanta Hospital Ethics Committee**

Closing Thoughts

Finalize Projects



Friday - The Leadership Challenge, sponsored by Mercer

Intro to Judges + Presentation - **Keisha Olinger, Partner and Mercer Atlanta Office Leader; Jeanie Ball, Health and Benefits**

Associate; Kayla Whaley, Associate Consultant, Mercer; Robert Lovett, Principal, Investment Consultant, Mercer; Sophie Vu,

Senior Career Consulting Analyst, Mercer

Leadership Closing Celebration - 21CL students, staff and parents/family

