



# Student Programs, 2023 Report

# 2023 by the numbers

**15,922**

Students trained in  
Idaho and Utah

**52%** of our nursing students became  
caregivers at Intermountain Health.

**93**

Youth outreach events  
held

**100+**

Service lines for  
student education

**125**

Partner and  
affiliated schools

**1,572**

New grad nurses  
hired

# 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 a system level to maximize rotations each semester. As our school partners review their clinical needs for the future, we ask that you work closely with your local school placement staff to understand capacity.

In our effort 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 without overwhelming our nursing preceptors.

**If you are an Intermountain 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 capstone experiences that function as a bridge between the end of a student's nursing school program and their career as a nurse, as well as an alternative paid apprenticeship opportunity.

### Nursing Capstone

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

Prior to the nursing student's capstone semester, they rotate through multiple areas in the hospital, including medical/surgical units, women's services units, specialty services, and critical care units. Students rotate in groups through the different units.



Once they begin their capstone semester, each student is paired with a nursing preceptor in a 1:1 mentorship collaboration. The capstone allows students to demonstrate their competency and improve patient health outcomes.

### Apprenticeships

Apprenticeships are a paid alternative to the traditional nursing capstone. Students and preceptors who participate in apprenticeships report positive experiences, and the program has a high conversion rate. Schools are encouraged to partner with Intermountain to offer this option to their students.



# Nursing Student Programs

## From Student to Caregiver: Austin Allen, RN

When Austin Allen was young, he was in a bicycle accident. An off-duty paramedic happened to see the accident and ran over to help. The paramedic assessed him and sent him to Primary Children's Hospital. Austin recovered, and what stuck with him was how it felt to be cared for when he was hurt and scared.

"That experience, though frightening at the time, planted the seed for my future career. The comfort I felt from the medical professionals was something I wanted to do for someone else who might be scared in a similar situation," said Austin.



*Austin Allen, RN*

Austin attended Salt Lake Community College's Nursing Program and completed his rotations at Intermountain Medical Center, the University of Utah, and Holy Cross West Jordan, primarily focusing on surgical services.

One of the most challenging rotations was on the transplant unit. "Transplant is a difficult unit," said Austin. "Things can change so fast, and managing the medical aspects is hard enough, but what really brought me to love the floor was the emotional side. Being able to be there for someone who's processing the incredible gift of a second chance at life is something I'll never forget."

Months before graduation, Austin was offered a position in the New Graduate Nurse Residency program at Intermountain Medical Center in the Transplant unit, which he is currently completing.

The Nurse Residency Graduate Program at Intermountain is a key resource for helping new nurses transition into their careers. Austin particularly appreciates the focus on coping strategies for nurses, which help process difficult situations, build resilience, and protect mental and emotional well being. He also really likes that the program offers him the opportunity to experience other areas of nursing practice, like ICU, ER and OR.

"My family and I have always gone to Intermountain for medical care," he said. "I always appreciated the care we received, and I wanted to be part of that for someone else."

# Student Volume and Placement

## Spotlight on: Imaging Students



Some of the largest placement volumes come from imaging students. These are students who are training for a wide array of imaging roles, including Radiologic Technician, MRI/CT Scan, Medical Imaging, and X-ray Technician.

**The demand for hiring new caregivers in imaging is second only to nursing.**

We are focused on simplifying the path for all students to become caregivers at Intermountain Health and are particularly excited to help imaging students to start their career at Intermountain.

We are looking forward to evolving our student hiring practices and being able to bring imaging student data forward.

### Student Placement

Our top-volume programs and rotations of 2023



**Nursing**  
**7,196**



**Osteopathic Medical**  
**Students**  
**685**



**Radiologic Tech**  
**241**

# Evolving Placements

## New campuses in Lehi and Saratoga Springs

As Intermountain Health continues to grow, we see new facilities added to our portfolio, which means more opportunities for student rotations.

This year, Intermountain opened two new hospitals: Primary Children's Lehi and Saratoga Springs.

We can begin offering student rotations in new care sites typically between six months and a year after they open.



*Caregivers, and community leaders outside the new PCH Lehi campus to celebrate its first day welcoming patients.*

## Opportunities are still in line with volumes

In 2023, we transitioned some of our facilities to new ownership Surgery Partners.

This caused us to lose around 100 nursing spots. Our student coordinator team has worked hard to find new locations for these rotations, but we do not expect to replace these spots across the system.

We continue to feel comfortable with our nursing student volumes as they relate to our new grad hiring goals and do not expect to increase our capacity across the system in the near future.

# Youth Outreach

Youth Programs coordinated **93 events** in 2023, showcasing **over 20 departments**.

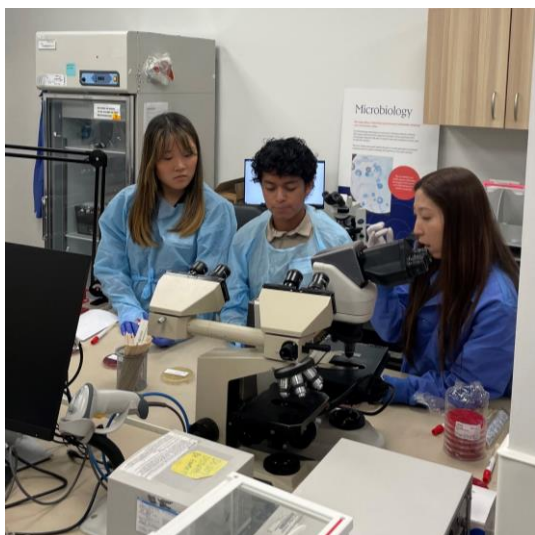
If you're an Intermountain Health caregiver interested in representing your department at one of our events, please email: [Elisabeth.Orozco@imail.org](mailto:Elisabeth.Orozco@imail.org)

Intermountain Health's Youth Programs strive to deliver programming to help future healthcare providers find inspiration, flexibility, employment stability, benefits, and a lifetime of challenging career opportunities.

The Work-Based Learning program provides opportunities for dedicated students to learn various skills through career development experiences. Under the guidance of passionate caregivers, students learn to work in teams, solve problems, and meet employers' expectations.

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## Special Project: IHealth Summer Program



*High school students learn how to identify different organism from our microbiologist caregivers at Central Lab in Intermountain Mountain Medical Center as part of the summer IHealth program.*

Recently, we created a summer youth program called IHealth. Students from across Utah participated in a hybrid learning cohort at LDS Hospital in Salt Lake City, learning about different healthcare careers, taking courses in healthcare vocabulary, and participating in clinical skills labs.

Many teams in the organization have benefited from outreach, filling immediate positions and creating pipelines into their departments.



# Student Behavior

As our student volumes grow, we have seen an increased number of policy violations by students. Please help communicate that it's expected that all students abide by the policies found in the Orientation booklet.

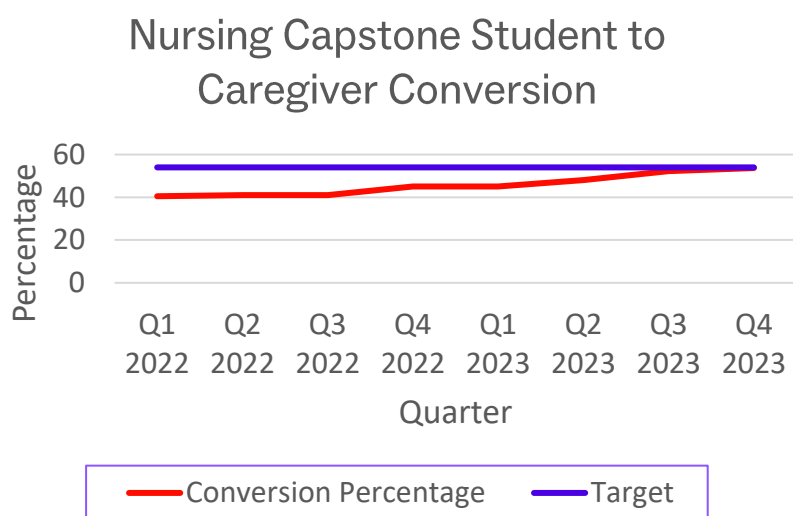
## Some important behaviors:

- Students cannot discuss patients with anyone, including classmates
- Students should not share photos of themselves or their surroundings on any social media
- Students should maintain professional appearance and clean scrubs
- All campuses are smoke-free including electronic devices for tobacco
- Coordinators are the point of contact for care site parking information
- Students must always wear their Intermountain student ID badge
- Students should know what to do if they get injured

# Strategic Partnerships

## We remove barriers for students to become a nurse at Intermountain

Converting nursing capstone students is a central part of our strategy and will help determine placements.



### Schools that achieved 50% conversion and above:

- Brigham Young University-Idaho
- College of Southern Idaho
- Eagle Gate College
- Grand Canyon University
- Joyce University
- Nightingale College
- Snow College
- Southern Utah University
- University of Utah
- Utah Valley University
- Western Governor's University
- Westminster University

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.

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. Through the increased student volumes we have seen over the last several years, Intermountain leaders feel comfortable with the capacity for nursing students, and the strategy is to increase student conversion, ensuring we are capitalizing on the experiences we provide.

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, or about your program's specific conversion rate, please reach out to: [Kimberly.conway@imail.org](mailto:Kimberly.conway@imail.org)

# Looking to the Future

As we look ahead into 2024 and beyond, we are excited to focus on:

- Exploring Student Programs offerings in new Intermountain Health regions
- Full use of our Placement Center software, which allows us to automate and standardize application processes, gather and track important data, and benchmark our student placement standards
- Expand the use of our Help Center for school representatives and students, allowing for self-service and quick answers
- Launch a new dashboard to help us track conversion rates for more student types beyond the Nursing Capstone
- Videos to help Preceptors grow and improve their preceptor student relationship

