



2024 Evaluation Report

provided by 21st Century Leaders



"I would recommend this program to others because I feel like I made connections and friends that will last a lifetime. I also got to explore many careers and speak with professionals that would get me ready for my future in the workforce. The institute facilitators are genuinely amazing people who keep the students engaged and make this program as exciting as it could be."- Aarsha Tummala, Wheeler High School, Class of 2025

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 fifth summer, is a week-long leadership institute focused on the career fields of healthcare and healthcare information technology (IT). This institute was held June 23-28, 2024 for 75 high school students from across the state of Georgia, and it was held at Kennesaw State University - Marietta Campus in Marietta, 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, Mercer, and business professionals and 21CL Alumni 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 2024-25 school year to **Leadership Connect**, our online leadership development platform.



Statewide Student Diversity

75 Students

54 High Schools

19 Counties

69% Female identifying

31% Male identifying

37% African American

19% Indian/South Asian

19% Asian

12% White/Caucasian

11% Mixed/Other

1% Hispanic/Latin American

1% Middle Eastern/Northern African

26% 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, Mercer, 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

"My biggest takeaway from the entire experience was the realization of the transformative power of leadership, empathy, and collaboration." - Anali Brown, South Cobb High School, Class of 2026

IMPACT RESULTS



95% of students now see themselves as a leader after attending HII

94% of students agree they are more likely to seek out formal leadership roles

92% of students reported that their confidence as a leader increased because of the program

86% of students reported that their Communication Skills improved, and that their Business Knowledge increased

83% of attendees shared that their Networking Skills and Interpersonal Skills improved

82% reported that their Teamwork Skills improved, and **28%** of students reported this was their first time working with a team of peers that they didn't know

71% reported that their Critical Thinking Skills improved

28% of students said their experience at HII was their first time on a college campus

"Being a leader is not about me but about you. Leadership is not about me but about all of those around you." - Jasmine McCall, McEachern High School, Class of 2025

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:

91%

Communicating Effectively

82%

Career Ambition

80%

Self-Development
Problem Solving

78%

Integrity/Trust

77%

Action-Oriented

74%

Building Effective Teams

"Leadership can look different depending on the setting you are in, but you always need to be accepting of the people around you to truly reach your leadership potential." - Liam Kelso, Glynn Academy, Class of 2026



"[I learned] how to network for sure. I made more friends and connected with professionals." - Anjika Shah, Lanier High School, Class of 2027

Student Impressions & Impact

"The biggest takeaway from this experience was the quotes I learned such as 'don't let a blind man proof read'." - Blaine Sellers, Centennial High School, Class of 2026



"I've had countless takeaways but my main takeaway is that it's okay to not know what you want to be as long as you explore the various things that interest you." - Ridhi Sarvaiya, Innovation Academy, Class of 2026

CAREER AMBITION

85% of students reported that after attending the institute, they are clear in knowing their career path after high school

65% of students reported that their career interest was reaffirmed by an experience at the institute

55% 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

52% of students said their experience at HII was their first time visiting a corporate office

"Keep going, be nice and stay ambitious even when faced with adversity." - Lokesh Pampatti, Chapel Hill High School, Class of 2025

"Personal relationships are so important and networking plus finding your passion is essential to success." - Miya Ji, Alpharetta High School, Class of 2025



INSPIRING YOUTH TO LEAD

120+ Volunteers, 180+ hours

45%

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



"I took away that many professionals are looking for younger people to possibly join their company, and that there are lots of opportunities to find internships or volunteering at many places." - Marcus Dickherber, Wheeler HS, Class of 2026

LEADERSHIP DINNER + PANEL

"I got to meet a lot of great people. They gave me great college advice and I got to talk to one of the panel members about UX/UI." - Abrian Jackson, The New School, Class of 2025

"I learned how to keep a better work life balance and also I learned that your work life balance will never be perfect and it really just depends on what's going on in your life." - Jaden Newman, Holy Innocents' Episcopal School, Class of 2025

"I was able to learn more about the psychology field from the therapist sitting at my table, which is something I want to explore more in college." - Aasritha Remala, Innovation Academy, Class of 2025



Career Exploration & Mental Wellness



Students learned about Healthcare and IT careers with Wellstar Health System at their Vinings Health Park.

"I loved listening to the medical professionals talk about their careers and give advice to us."

- Ethan Yang, West Forsyth High School, Class of 2026

"Yes it was very informative. Jason Hudgins was one of my favorites. He was super interesting and he held my attention and was super inspirational."

- Chelsea Daniels, North Gwinnett High School, Class of 2027

"The one about growing your brand and how it is changing healthcare stood out to me as they gave me a new perspective on what the healthcare field offers." - Steven Huang, Gwinnett School of Mathematics & Science, Class of 2025

"I enjoyed the experience, especially the last group, Catalyst, and their use of AI and other emerging technologies." - Marcus Dickherber, Wheeler HS, Class of 2026



31 Volunteers

- EVP, Acute Care Operation
- IT Intern Program Supervisor
- Chief of Staff to the President & CEO
- AVP Leader & Employee Development
- Directors & Executive Directors
- Community Partnerships & Engagement Manager
- Wellness Coaches

"They are a really positive and impactful company that tries their best to provide the best care possible for their patients." - Tania De Wet, Etowah High School, Class of 2025

"All the speakers taught me that people don't always have the perfect idea of their future and things get in the way but as long as you are motivated you will reach your dreams." - Lesly Cevallos, Campbell High School, Class of 2025

"I did enjoy it very much. The first lady stood out to me as she demonstrated how important introductions, curiosity, motivation, and presence are in leaders. I also really appreciated the man who talked about the importance of Brand, and the employee wellness ladies." - Tania De Wet, Etowah High School, Class of 2025

"I did enjoy it. Ms. Mary Chatman's speech stood out and inspired me the most." - Riya Sondhi, Lakeside High School, Class of 2026



Career Exploration



Wellstar
HEALTH SYSTEM

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

"I loved it! I loved how interactive everything was and how I **got to experience different careers** without the years of med school." - Arielle Kelly, John Creek High School, Class of 2025

"I learned about the grand scheme of **technology involved in healthcare.**" - Apala Banerjee, Wheeler High School, Class of 2026

"I enjoyed the tour and I learned about what the doctors and staff at Wellstar do and how it comes together to treat patients." - Lokesh Pampatti, Chapel Hill High School, Class of 2025



"It was very established and has lots of support systems in place, would be a great place to work at." - Nehal Sahu, Wheeler High School, Class of 2026



HANDS ON EXPERIENCE

"I got really interested in their summer volunteering program, and I explored more of those opportunities in closer hospitals to my home." - Andrew Lao, Chattahoochee High School, Class of 2027

"There is a lot that goes into a hospital and **the robots that [they] have there are going to be revolutionary** one day." - Chelsea Daniels, North Gwinnett Creek High School, Class of 2027

"My biggest takeaway was that **Kennestone is well equipped to help people in its community.**" - Bryce Liddelw, Westlake High School, Class of 2027

"It is a large and organized facility that **I am interested in working for in the future.**" - Leia Lankford, Woodstock High School, Class of 2025

Healthcare IT, Staffing & Leadership

Students were introduced to [LocumTenens.com](https://www.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.



"The biggest takeaway I took from LocumTenens is you want to **take little steps into different careers to see what you are passionate about.**" - Matthew Wang, Gwinnett School of Mathematics, Science & Technology, Class of 2026

"[I learned] That **the work place can be what you make it** and that healthcare isn't only clinical work." - Carly Meredith, Jackson High School, Class of 2026

"I got to see how marketing integrates with healthcare." - Ridhi Sarvaiya, Innovation Academy, Class of 2026



"I really enjoyed hearing how I could possibly be placed in my role in the future! I also enjoyed seeing how I could go abroad."

- Rayna Paramesh, The Walker School, Class of 2025



"**I loved their facility** there and I like what my lunch speaker was saying about her political science field." - Raina Desai, Pace Academy, Class of 2026

"**There are many fields involved with healthcare** that don't involve the workplace being a hospital." - Angelina Guan, Westminster, Class of 2026

"Teamwork, working with new people for the project, **it was good to brainstorm** and make a project outline within the hours given to us." - Abigail Phetda, Collins Hill High School, Class of 2026

Clinical Career Exploration



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



"My biggest takeaway was that the healthcare industry is very needed and helps so many, and I would love to be one of those people who help to save lives." - Nasiir Simmons, Georgia Connections Academy, Class of 2025

"Being able to talk to doctors, surgeons, and healthcare professionals really **expanded my knowledge on all of the different jobs I could pursue.**" - Nia O'Mard, The Galloway School, Class of 2027

"I learned to not have imposter syndrome and continue to **find a passion** that makes you happy as a person. Your job should feel like one." - Aarsha Tummala, Wheeler High School, Class of 2025

"They were very willing to answer questions and I felt that they care for our future. **I also learned that women's healthcare is a big field that still needs studying.**" - Nala Washington, Acellus Academy, Class of 2026

"I learned more about how **I can incorporate leadership into a medical profession** and that jobs do exist in the field where they need leadership skills." - Rajat Ravi, Wheeler High School, Class of 2026

17 Volunteers

- Chief Executive Officer
- Chief Health Information Officer
- Piedmont Atlanta Hospital Ethics Chairwoman
- Physician Assistants, Nurse Practitioner
- President of Medical Staff
- Cardiology Medical Director
- Department leaders and professionals

"I learned that being a leader doesn't just mean being in charge but working well with others." - Taylor So, North Atlanta High School, Class of 2025

"My biggest takeaway was from seeing **different professionals at different levels** of their career and seeing their **different perspectives** of advice." - Lesly Cevallos, Campbell High School, Class of 2025

"It was very interesting to talk to professionals and get to know what they do and how they got to where they are now." - Ethan Yang, West Forsyth High School, Class of 2026



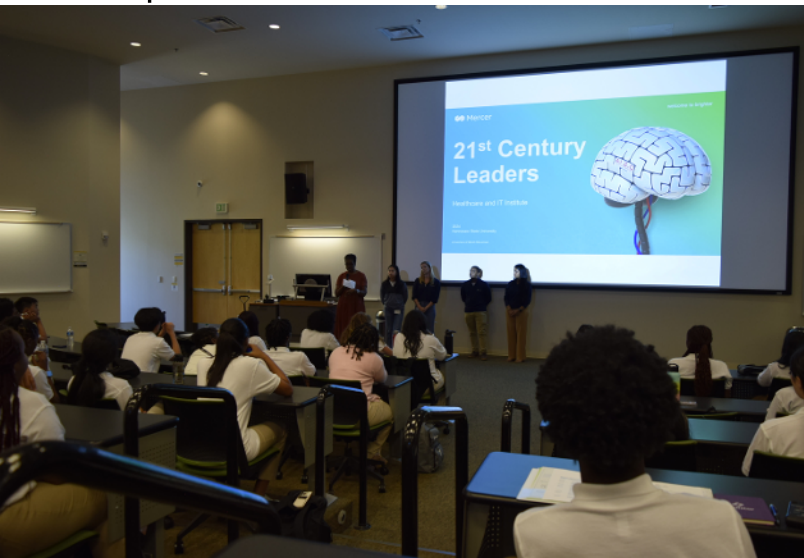
The HII Challenge:

presented by:



In addition to workshops, networking and site visits, students had the chance to work in small groups to tackle the HII Challenge, presented by Mercer.

Students were presented with two options: 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 2024 and beyond, more specifically, the key challenges and opportunities in addressing health disparities.



"I really improved at group efforts and teamwork through our project. I also grew more comfortable with presenting." - Andrew Lao, Chattahoochee High School, 2027



Diversity, Equity & Inclusion

"There are a lot of places that I do not know about, but it's important that I get to know about other people. We get secluded in the area that we live and believe that that's everything when it is not!" - Adithya Vangapandu, Cambridge High School, Class of 2025



"The institute emphasized the importance of representation at all levels of society and organizations." - Anali Brown, South Cobb High School, Class of 2026

"I enjoyed being silent and no one put me on the spot to answer questions. **Helping me naturally start asking them during the later days.**" - Emmanuel Onasile, Southwest Christian Academy, Class of 2025

"The people that spoke had diverse backgrounds and interests which not only **made me feel seen but also opened up possibilities that I had not even thought of before.**" - Hansika Dinasarapu, Chamblee High School, Class of 2025

"I really learned to see my flaws in how I included others and judged other people. With this camp, I feel that **I learned how to see people more clearly** before judging and treat everyone with the kindness they deserve." - Andrew Lao, Chattahoochee High School, Class of 2027

"**I felt like I belonged** and started to realize how many people are like me and go through the same things as me." - Arianna Denney, Hillgrove High School, Class of 2026

"I never felt that any part of my personality that was unique to me was attacked. In fact, **I felt that my personal diversity was appreciated and brought out by my fellow peers and the staff members.** 21st Century Leaders did a great job at maintaining a respectful environment that appreciated the unique aspects of me, and helped others appreciate them as well. Thank you so much 21CL!" - Ibraheem Hassan, Lakeside High School (Evans), Class of 2026

"I learned things from different perspectives and how to respect things that I may not completely agree with, and mutually come to an agreement." - Mya Saeed, Centennial High School, Class of 2026



AGENDA SNAPSHOT

Sun., June 23 - Fri., June 28, 2024

@ Kennesaw State University - Marietta

SUNDAY: Welcome to HII

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

MONDAY: Wellstar Day 1

Welcome to Wellstar: Mary Chatman, Executive Vice President, Acute Care Operations

Wellstar Career Care: Imagine The Future: Erin Garland, Executive Director Organizational Development; Evelyn Rosenthal, AVP Leader & Employee Development Experience; Tuqwan Jordan, Director Workforce Development – Talent Management; Este Jordan, Director Organizational Development



Innovation and the Future of Healthcare: Nasir Wise, Industry Research Analyst; Eddie Chen, Manager Digital Innovation; Kevin DeMarco PhD, CEO & Co-Founder, RIF Robotics

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

Journey to Success: Jason Hudgins, Senior Consultant Leadership Development

Young Professionals Career Discussion: Andrew Cox, VP Leadership Development / Chief of Staff to CEO; Poojan Karnik, Administrative Fellow; Caroline Bracero, IT Intern Program Supervisor; Lemuel Bajo, MD, Wellstar Resident

Digital World of Healthcare: Nick Yaitsky, VP Head of Digital Platforms; Rob Zanin, Executive Director, Digital Consumer Products

The Healthcare & IT Institute Challenge, presented by Mercer

21CL Alumni College 101 Panel: 21CL Alumni

Etiquette Lesson: 21CL Staff



TUESDAY: LocumTenens.com Day

LocumTenens.com Welcome: Brandon Myers, Regional Account Partner, LocumTenens.com,

Project Development + Pitch: LT Mentors

Project Presentations: LT Judges

Team Building & Diversity Challenge: 21CL Staff



WEDNESDAY: Wellstar Day 2

Welcome & Overview of Kennestone Hospital: Lorrie Liang, SVP & Hospital President Wellstar Kennestone Regional Medical Center

Intro to VolunTeen Program at Wellstar Hospital: Amy Saye, Director Volunteer Services, Wellstar Kennestone Regional Medical Center; Aswath Kathiravan, VolunTeen; Bisher Ebid, VolunTeen

Healthcare Horizons: Navigating Your Path to a Rewarding Career: Tuqwan Jordan, Director Workforce Development - Talent Management; Steve LeClerq, Executive Director Learning and Onboarding - Talent Management; Jody Saffert, Director Organization Development - Talent Management; Kelli White, Director Talent Management and Learning Operations Talent Management

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

Hybrid CVOR Demo: Steve Cermak, Executive Director Cardiovascular Service Line

Robotic Surgery & The DaVinci Demo: Kimmie Patel, RN, CNOR, Clinical Coordinator, PeriOp Services

Cancer Care: Overview of Oncology Services: Nicole Centers, Executive Director, Cancer Service Line

Stop the Bleeding & Trauma Demo: Julie Freeman, Trauma Outreach and Injury Prevention Coordinator

Leadership Dinner + Panel: Jon Neff, Founder, Neff Advisory, 21CL Board of Directors; Dr. Tim Giannoni, Owner, Attento Counseling; Melissa Hunter, MPH, Operations Lead, Novo Nordisk, Inc.

THURSDAY: Piedmont Day

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

Piedmont Tour: Piedmont volunteers

Leadership Panel: Dr. Patrick Battey, CEO, Piedmont Atlanta Hospital; Dr. Lacy Knight, Chief Health Informatics Officer, Piedmont Atlanta Hospital

Medical Ethics Challenge: Dr. Swetha Ramakrishnan



FRIDAY: Presentation Day

Presentation Challenge: Keisha Olinger, Partner & Mercer Atlanta Office Leader; Jeanie Ball, Health & Benefits Associate, Mercer; TaJean Joseph, Actuary Analyst, Mercer; Mervyn Pais, Wealth Actuary Analyst, Mercer; ~~Justin Marlet, Senior Career Consulting Analyst, Mercer~~

Leadership Celebration: 21CL students and parents