

BJC Diverse Nurses Connection members mentoring high school graduates

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by *Morrisa Marshall*



BJC | BJC School Outreach and Youth and Development (SOYD) and BJC Workforce Diversity have partnered with the BJC Diverse Nurses Connection group to provide mentoring to seven high school graduates who recently received their certified nursing assistant (CNA) certification.

The CNA-to-PCT (patient care technician) Pipeline Development Pilot Program is a six-week program that outlines the steps potential pipeline participants need to take to become a stronger candidate for positions at BJC's hospitals.

Andrea Bibbs, Workforce Diversity intern, says, "It's important that we leverage our BJC School Outreach program to streamline high school students to our health care program and to build a pipeline of talent to fill entry-level positions across BJC."

Seven high school graduates from Clyde C. Miller Career Academy, Northwest Academy of Law and Gateway STEM High School are participating in the pilot program. Throughout the course of the program, participants will take part in activities and workshops geared toward improving their job readiness skills.

Activities and workshops include:

- **Resume revision** — BJC Workforce Diversity and BJC SOYD designed a branded resume template that reflects participation in the BJC SOYD program.
- **Nurse shadowing** — Participants have the opportunity to shadow a nurse to gain comprehensive knowledge about "a day in the life" of a BJC nurse.
- **Nurse mentoring** — Participants are paired with an experienced nurse to serve as their mentor. The purpose of mentoring is to encourage, support and guide potential pipeline applicants so they will continue to grow personally and professionally. Mentors will help potential pipeline applicants reach new levels of knowledge, professionalism and career development.
- **Career coaching** — The career coach will provide context and content that will help determine where participants would like their career to go and develop a plan for achieving those goals.
- **Professional presence workshop** — This workshop will develop participants' professional presence for job interviews by focusing on various components of making a good first impression, such as communication, appearance, professional etiquette, behavior and attitude.
- **Mock interviews** — Mock interviews provide an opportunity to practice interviewing and receive feedback in preparation for actual interviews.

The goal of the program is to continue to build a pipeline of diverse nurses. The PCT-to-nurse pipeline program provides an opportunity for candidates who have already shown interest in joining BJC. After they complete the mentor program, they can then begin to apply for PCT positions across BJC.

“After this group of participants, the goal is to bring in another group of participants to continue our pilot program to determine whether this new proactive approach to recruiting PCTs is right for our organization,” Bibbs explains.

The first group of participants completed their program July 28 and are looking forward to applying for PCT jobs across BJC. The next program is scheduled for spring 2018.

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