

# Workforce Development: Youth Program

## Monica Chhay Healthcare Studies

### Introduction

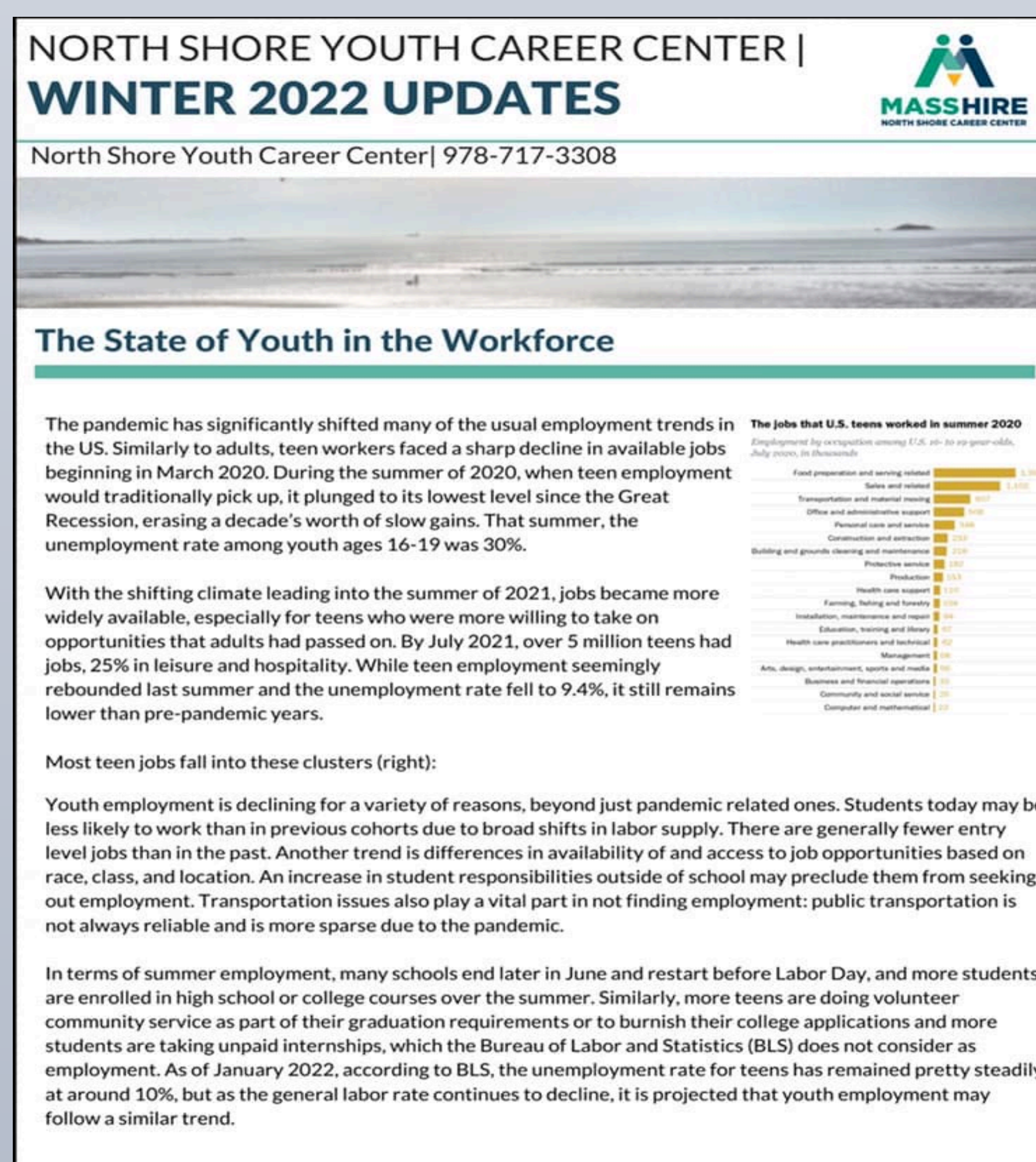
- Brigham and Women's Hospital and Massachusetts General Hospital, two of the nation's leading academic medical facilities with histories dating back to 1832 and 1811, respectively, formed Salem Hospital in 1994 (Mass General Brigham Salem Hospital, 2022).
- MGB Salem Hospital has 16 partner institutions, representing a variety of healthcare groups.
- Salem Hospital is the North Shore's leading healthcare provider, providing superior medical and surgical treatment, cutting-edge technology, and a profound commitment to the community.
- Because of clinical collaborations with Massachusetts General Hospital, Salem Hospital is able to provide world-class health care to local patients and families while preserving their commitment to quality, safety, and kindness.



### Minority and Youth Related Literature

Many of the regular job trends in the United States have moved dramatically as a result of the outbreak. Beginning in March 2020, young employees, like adults, faced a steep drop in available jobs. Teen employment plummeted to its lowest level since the Great Recession in the summer of 2020, wiping out a decade's worth of sluggish progress. The unemployment rate among youth aged 16 to 19 was 30% that summer (North Shore Career Center, 2022).

Beyond pandemic-related factors, youth employment is dropping for a variety of causes. Due to broad trends in labor supply, students today may be less likely to work than earlier batches. In general, there are fewer entry-level employment now than in the past. Another tendency is disparities in access to work opportunities based on race, class, and geographic location. Increased student duties outside of school may make it difficult for them to find work. Transportation concerns are also a major factor in being unable to obtain work; public transportation is not always reliable and is becoming increasingly scarce as a result of the pandemic (North Shore Career Center, 2022).



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**The State of Youth in the Workforce**

The pandemic has significantly shifted many of the usual employment trends in the US. Similarly to adults, teen workers faced a sharp decline in available jobs beginning in March 2020. During the summer of 2020, when teen employment would traditionally pick up, it plunged to its lowest level since the Great Recession, erasing a decade's worth of slow gains. That summer, the unemployment rate among youth ages 16-19 was 30%.

With the shifting climate leading into the summer of 2021, jobs became more widely available, especially for teens who were more willing to take on opportunities that adults had passed on. By July 2021, over 5 million teens had jobs, 25% in leisure and hospitality. While teen employment seemingly rebounded last summer and the unemployment rate fell to 9.4%, it still remains lower than pre-pandemic years.

Most teen jobs fall into these clusters (right):

Youth employment is declining for a variety of reasons, beyond just pandemic related ones. Students today may be less likely to work than in previous cohorts due to broad shifts in labor supply. There are generally fewer entry level jobs than in the past. Another trend is differences in availability of and access to job opportunities based on race, class, and location. An increase in student responsibilities outside of school may preclude them from seeking out employment. Transportation issues also play a vital part in not finding employment; public transportation is not always reliable and is more sparse due to the pandemic.

In terms of summer employment, many schools end later in June and restart before Labor Day, and more students are enrolled in high school or college courses over the summer. Similarly, more teens are doing volunteer community service as part of their graduation requirements or to bolster their college applications and more students are taking unpaid internships, which the Bureau of Labor and Statistics (BLS) does not consider as employment. As of January 2022, according to BLS, the unemployment rate for teens has remained pretty steady at around 10%, but as the general labor rate continues to decline, it is projected that youth employment may follow a similar trend.

### Description of Internship

Workforce development/HR Intern

- Observed and learned the CORI and I9 Process
- Completed new hire paperwork
- Greeted new hires and assisted as needed
- Entered employees into ETO (Efforts To Outcome database)
- Interviewed new applicants
- Outlined different orientation and onboarding ideas
- Met with different department managers to get an insight of their work
- Took pictures for the presentation to show students
- Created an easier onboarding process

### Objectives

- To create a presentation that will attract more high school students.
- Increase the number of applicants for the summer internship.
- To make the onboarding process run smoothly.
- To have a recruiting framework that is both efficient and effective.

During my time as Salem Hospital, I was able to accomplish:

- Meet with different department managers to get an insight of their work.
- Take pictures for the presentation to show students.
- Create an easier onboarding process.



### Materials and Methods

- Purchase learning materials for students to engage in the Sims labs such as:
  - lab coats
  - stopwatch
  - note pads
  - pens
- Create a survey for the students
- Think of different activities that will keep the students interested

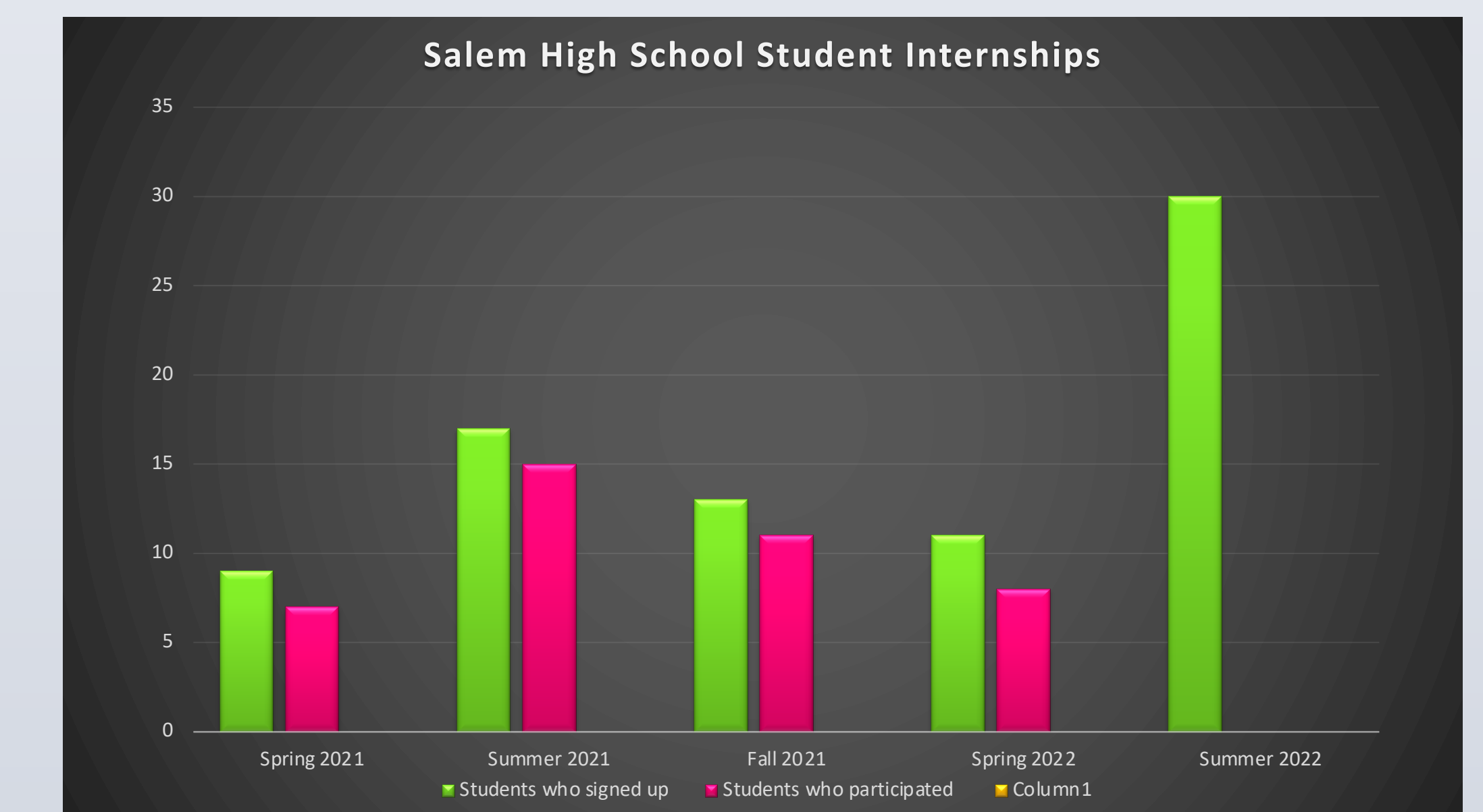


### Data

The number of high school student intern candidates has decreased this year, which is one of the main issues the Workforce Development/Youth Program is facing. This program began in 2019 with a large number of students, but as the pandemic progressed, the number of students dwindled. Throughout this internship, my main goal was to figure out a plan to raise the number of student interns.

### Results

- Spring 2021: 9 students were offered the internship and only 7 students participated
- Summer 2021: 17 students were offered the internship and 15 students participated
- Fall 2021: 13 students were offered the internship and 11 students participated
- Spring 2022: 11 students were offered the internship and 8 students participated
- Summer 2022: 30 students signed up at the career fair, the number of students participating is to be determined



### Conclusion

- Working as an intern at the MGB Salem Hospital was a wonderful experience.
- Met a lot of different people from various departments and gained networking experience.
- Learned about onboarding, new employee orientation, and many computer systems used by the hospital.
- More students are interested in participating in the high school internship programs after attending the in-person information sessions and career fair.

### References

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