

TriHealth | School to Work Annual Report 2025

Be seen. Be heard. Be healed.™



Message from our School to Work Director

It is with immense pride and gratitude that I present the 2024–2025 Annual Report for the School to Work (STW) Program. This year marks another chapter in our journey of growth, transformation, and student empowerment. What began as a pilot in 2019 with just ten students, has evolved into a thriving initiative that has now supported 125 young people in finding their path toward academic and professional success. The stories and successes captured in this report reflect the resilience, determination, and potential of the students we serve, and the collaborative spirit of the departments, partners, coaches, and leaders who walk alongside them. From in-depth career exposure to college readiness training and intentional mentorship, the STW program continues to serve as a beacon of opportunity for students from all backgrounds. We are especially proud to celebrate our first college graduate from the program and to share new initiatives focused on financial literacy, health equity, and leadership development. With the generous support of our sponsors, bi3, CommonSpirit Health, Bethesda Foundation, Good Samaritan Foundation, CPS partnership and the dedication of our TriHealth teams, we are building a future where more students see themselves thriving in healthcare and beyond. Thank you for believing in the mission and for continuing to support our students as they grow, lead, and serve. The future of the STW program is bright, and together, we will continue to elevate lives through education, mentorship, and purpose. The School to Work program becomes more than a path to employment; it is a beacon of hope, a promise that their story does not end with hardship but begins with resilience.



Joi Lindlau

Joi Lindlau

Program Director, School to Work

Celebrate Wins and Thanks You's



school to work

SCHOOL-TO-WORK JOB COACH



TriHealth

Our Objective

The goal of STW is to create an outstanding program that will inspire high school students to pursue careers in healthcare by providing real-world experience, teaching job readiness and soft skills, and offering support and guidance through mentorship with TriHealth professionals. Apprenticeship programs for youth have proven to positively influencing and open doors for high school students who come from at-risk circumstances.

Transformational Change

Job Alignment:

Student job descriptions were aligned with department roles to enhance their real-world learning experience.

Partnerships & Education:

We expanded educational access by continuing collaborations with **GE Credit Union** and **Good Samaritan College of Nursing** for core life skills and college preparedness training.

Get to know Good Samaritan Senior Leaders



Jeremiah Kirkland
SVP of the Good Samaritan Region, Executive of
School to Work Program



Kelvin Hanger
President/Chief Operating Officer, System Vice President
for Perioperative Services



Dr. Kristin Copping
Associate Chief Medical Officer



Maria Ashdown
Vice President, Chief Nursing Officer



Ryan Hornberger
Chief Regional Financial Officer



Brandon Ballhaus
Vice President, Hospital Operations



Sarah Barwell
Associate Chief Nursing Officer



Josie Haney
Senior HR Business Partner

School to Work Team



Jennifer Chambers
Executive Assistant-Women's Service Line, Program
Coordinator, School to Work Program



Takyhia McCrory
Program Coordinator, School to Work



Cierra Karnes
Manager of Operations and Information-Women's Services Line,
Program Coordinator, School to Work

School to Work Program is a Partnership

The **TriHealth School to Work (STW) Program** is a transformative workforce development initiative created through a strategic partnership between **Cincinnati Public Schools (CPS)** and **TriHealth**. Launched with initial support from a **bi3 grant**, the program was designed to bridge the gap between education and employment by offering high school students' direct access to immersive, hands-on experiences in a real-world healthcare environment. At the heart of the program is a unique model that pairs CPS juniors and seniors with dedicated **Job Coaches** at **Good Samaritan Hospital**. These students rotate through clinical and non-clinical departments, gaining valuable insight into the daily operations of a major health system. From nursing and radiology to supply chain and administrative roles, students are introduced to the full spectrum of healthcare careers that often-discovering interests and passions they never knew existed. The STW program plays a critical role in building the future of healthcare. By investing early in student development, particularly for those from disadvantaged backgrounds, TriHealth is helping shape workforce's next generation while strengthening community ties. This impactful program would not be possible without the unwavering support of our partners. We are deeply grateful for **TriHealth's commitment to education and health equity**, the **foundational funding provided by bi3**, and the continued generosity and encouragement from **CommonSpirit Health**, the **Good Samaritan Foundation**, and the **Bethesda Foundation**.



Cincinnati Public Schools Partners



PJ Pope
CPS
Career Based
Learning Assoc.



Tajha Laflоре
CPS
Employment
Specialist



AJ Johnson
CPS
Employment
Specialist



Build Organizational Talent



Collaboration and Coaching:

Through partnerships with department job coaches, coordinators, and directors, we provided **real-time coaching and feedback** to help students develop essential healthcare knowledge and professional behaviors.

Recruitment and Retention:

We successfully recruited **57 students** from **five Cincinnati Public Schools**, surpassing our goal of 50 students, and ensuring equitable representation of high school juniors and seniors.

Empowerment:

Students were encouraged to think innovatively, take initiative, and actively participate in their development within a supportive environment.

Total Participants: 49 students

Total hours in dollars: \$135,899.00

Graduated: 29 students

College-Bound Graduates: 25 students

Total Students Served Since 2019: 125

Notable Achievement: The first alumni from the 2019 cohort graduated with a **Bachelor's degree in Criminal Justice and a minor in Psychology** from the University of Cincinnati.



Keyonna Schill

Investing in the Future Workforce >

TriHealth's decision to provide paid internships to School to Work (STW) high school students represents a meaningful and strategic investment in the future of healthcare and our local community. By offering a competitive salary during the two-year internship, TriHealth removes financial barriers that often prevent students from participating in professional development opportunities.

INVESTING IN THE FUTURE WORKFORCE









\$900,000+

PAID TO SCHOOL-
TO-WORK
HIGH SCHOOL
STUDENTS SINCE
2019

TriHealth provides paid internships to School-to-Work students, removing financial barriers and cultivating a pipeline of young talent through direct healthcare experience.

This commitment reflects more than just a stipend; it is a powerful statement that values the contributions of young talent and encourages their continued growth in healthcare careers. Since the program's inception in 2019, TriHealth has invested over \$900,000 to compensate STW student interns. This financial support enables students to gain hands-on healthcare experience, develop essential workplace skills, and support their families. Students are charting a clear path toward college and career success.

The return on this investment is profound: many alumni are now pursuing degrees in nursing, medicine, healthcare administration, and physical therapy, with several returning to TriHealth as professionals. This initiative strengthens our healthcare pipeline and reinforces our commitment to building a more-prepared future workforce.

									
2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort
									
2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort	2024-2025 Cohort
									
2024-2025 Cohort	2025 Cohort	2025 Cohort	2025 Cohort	2025 Cohort	2025 Cohort	2025 Cohort	2025 Cohort	2024-2025 Cohort	

2025 SENIOR COHORT

									
2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort	2025-2026 Cohort
									
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2025 JUNIOR COHORT

Program Enrichment & Student Learning

We enhanced the student experience through multiple professional development sessions: **Breakfast & Lunch and Learn Series** featuring internal and external speakers:

Accreditation Department
education on
TriHealth's Culture
of Safety

Financial Literacy by
General Electric
Credit Union
leadership

FAFSA Training by
Good Samaritan
College of Nursing

Accreditation Department
education on
TriHealth's Culture
of Safety

Volunteerism:
Students served the
community by
volunteering at
Freestore Foodbank,
packing over 3,000
meals for seniors
and local families.

These sessions deepened students' understanding of healthcare operations, financial planning, and the social responsibilities of healthcare systems.



As of 2025: Our alumni network continues to grow and thrive.

We currently have 20 STW alumni employed within the TriHealth system while pursuing their college degrees. These students now serve in entry level roles in areas such as:



Pursuing higher education is a powerful step toward long-term personal and professional growth. For School to Work (STW) alumni, it represents more than academic achievement—it reflects a commitment to impact their communities through knowledge, leadership, and service. The majority of our STW alumni are pursuing degrees in healthcare fields such as nursing, medicine, healthcare administration, and physical therapy. These career paths not only offer stability and upward mobility but also provide meaningful opportunities to serve others, improve health outcomes, and address disparities in healthcare access. By continuing their education, our students are turning early exposure into purposeful action. They are building on the foundation laid during their time at TriHealth and stepping into roles that will shape the future of care. Their drive to learn and lead makes them critical contributors to a healthier tomorrow.



Alumni Academic Journey's



ALUMNI COLLEGE ENROLLMENT

As of this year, 50 School to Work alumni students are currently enrolled in colleges and universities across the country, demonstrating the lasting impact of the program and students' academic and professional journeys. Notably, eight alumni are pursuing nursing degrees at Good Samaritan College of Nursing, continuing their connection with TriHealth and advancing in healthcare careers.

CURRENT COLLEGE AND UNIVERSITY ENROLLEMENT:

- Good Samaritan College of Nursing- 8 students
- University of Cincinnati- 29 students
- University of Dayton-1 student
- The Ohio State University- 1 student
- Mount St. Joseph University- 3 students
- Xavier University-1 student
- Austin Peay University-1 student
- Tennessee State University-1 student
- North Carolina A&T State University-1 student
- Guilford College-1 student
- Northern Kentucky University-1 student
- Cincinnati State Technical Community College-2 students

Community Learning and Leadership: UCIM Visit Reflection

HEFT-University of Chicago Medicine



During the Health Exploration Field (H.E.F.T.) trip, students had the opportunity to visit the University of Chicago Medicine (UCIM), where they learned how the institution is actively listening to and learning from its surrounding community to meet healthcare needs. One powerful example is the establishment of their Level 1 Trauma Center and Violence Recovery Program, which officially opened on May 1, 2018, on the South Side of Chicago. Dr. Pratt and Dr. Wilson, both professors at the Pritzker School of Medicine, spoke passionately about their mission to advocate for disadvantaged populations and address systemic healthcare disparities. Their work includes offering community-based education such as Stop the Bleed and CPR training to empower residents with lifesaving skills. "We should be quarterbacks for our community and do it not for prestige but to influence our community," said Dr. Pratt, capturing the essence of servant leadership and community-focused healthcare

Looking Ahead: The Future of STW



Our future is bright, and our goals are bold: These plans reflect our commitment to building a stronger, more inclusive healthcare pipeline. Expand to **70 students** by 2027.



Introduce placements at Good Samaritan Medical Center-Western Ridge, TriHealth Good Samaritan Surgery Center West and TPP Offices to broaden student exposure.



TriHealth Way of Serving: Student Impact
Student Development: Mentored students through personalized support, college recommendation letters, and skill-building experiences.



Commitment to Growth: Helped students transform from shy, inexperienced teens into confident young professionals ready to make a difference.

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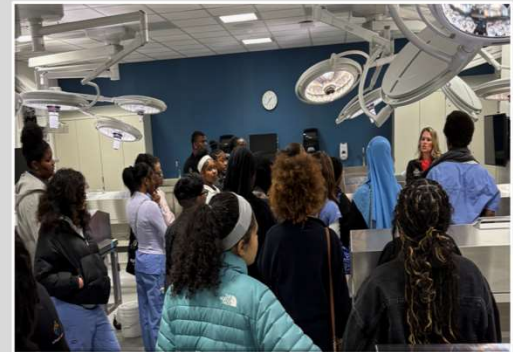
Together, we are not only preparing students for careers, but also helping them envision futures filled with purpose, possibility, and pride.



Dr. Shockley and Faustina Ansah
2025 School to Work graduation



CFO Ryan Hornberger, student president of the day Fajar Faisal,
and Kelvin Hanger, President. COO Good Samaritan Hospital



Health Exploration Fieldtrip to MHMH and Miami University



Faustina Ansah
Delivering the Safety message at the 32nd LDI



CEO and President Mark Clement and Andrew Suazo
2025 School to Work graduation



The senior class celebrated all their hard work at a Red's game.

TriHealth's vision is to be Cincinnati's premier healthcare system. A place people want to work, physicians want to practice, and where our community turns for care. Through the STW program, we are building that future—one student at a time.

Thank you for your continued support.