



The Hospital + Healthsystem
Association of Pennsylvania



2023 HAP Achievement Award Optimal Operations - Large Division

Allegheny Health Network Jefferson Hospital

Talent Attraction Program

The Goal

To investigate barriers preventing diverse candidates from entering allied health fields and develop methods to create a talent pipeline.

Intervention

Allegheny Health Network Jefferson Hospital launched the Talent Attraction Program (TAP). TAP is a comprehensive allied health training program to bring employment to underrepresented populations in Allegheny County. The #1 goal of the program is to increase the number of diverse employees of the hospital and is open to all. The target audience is comprised of graduating high school students; adult learners trying to start a new career; and internal entry-level employees who would like to explore a new path. Our trusted community partner, the Community College of Allegheny County (CCAC), offers training in 22 allied health professions and has fully collaborated with TAP.





Results

The first year of the program was incredibly successful. The initial goal was to support 15 students during year one. In the fall of 2022, 21 students started TAP. Sixty percent of the students were of a diverse racial background. Another 15 students started during the spring 2023 semester. This means the hospital more than doubled its goal in the first year.

Due to the overwhelming success the first year, the health network agreed to expand the program across all ten hospitals during 2023.