



Student Programs

Annual Update



2024 Impact at a Glance

Inspiring students. Building pipelines. Strengthening healthcare.

15,930

Students trained
across Idaho
and Utah

76%

Imaging students
hired into roles at
Intermountain
Health

422

School partnerships

140

Youth outreach events

The infographic features four dark blue circles with red and purple borders, each containing a large number and a descriptive text. The background is a scenic photograph of a forest with tall evergreen trees and a body of water in the foreground, with mountains visible in the distance under a cloudy sky.

7,132

Nursing students
supported through
clinical rotations

74.5%

Radiology technician
conversions

1,090

New grad nurses hired
in our residency
program

60%

Capstone nursing
conversion rate

Student Programs Team Spotlight

Judy Clemmens: A heart behind student programs



Judy's favorite part of her role is the people, caregivers, managers, school partners, and students who show up with kindness and respect every day. She's especially grateful for the support of her team, led by Tiffany Clawson, and the collaborative spirit that defines Intermountain Health.

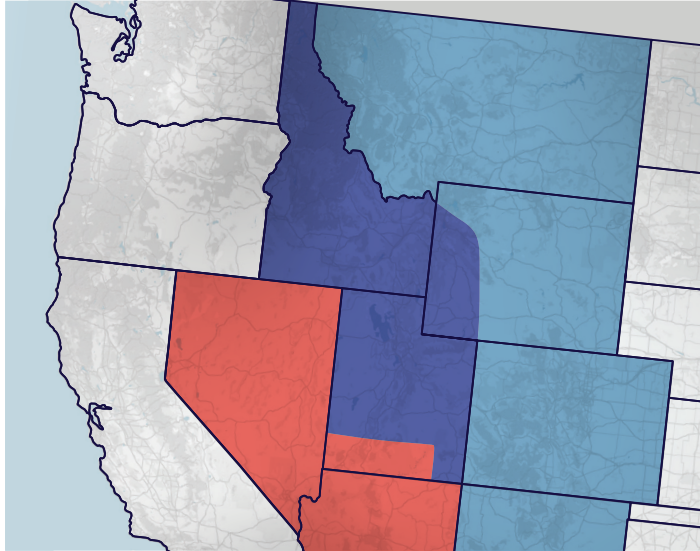
Her journey began in 2002, during a challenging time for her family. With her husband recovering from a serious infection and young children at home, Judy sought stability and peace of mind. What started as a part-time role in Physician Recruitment gradually grew into a meaningful career in Medical Group HR and eventually Student Programs.

Since joining the unified Student Programs team in 2018, Judy has helped foster a stronger sense of community and collaboration. One of her proudest accomplishments this year is improving the placement process for NP and PA students, making a lasting impact on future caregivers.

Outside of work, Judy finds joy in learning, prayer, and meditation. She cherishes time with her family, walks with her husband, and laughter-filled pickleball games with friends. Her story is a testament to the heart, dedication, and purpose that drive Student Programs forward.

Expanding our Horizons

Unlocking potential. Empowering regions. Elevating skills.



Enterprise Expansion

- › Idaho, Utah, and now Nevada fully supported
- › Welcomed our first Student Coordinator in Nevada – Michele Gil
- › Intermountain Health Children's Hospital opening in Las Vegas 2029
- › Expanding into Colorado, Wyoming, and Montana in 2025 with new team to support



More students



More States



More opportunities

"This is the first step in strengthening our partnership with the community to bring this long-needed, standalone children's hospital to Las Vegas."

— Mitch Cloward, Desert Region President

We continue to prioritize local school partnerships while encouraging students to explore opportunities across our system. To learn more, connect with us at [**IntermountainStudents@imail.org**](mailto:IntermountainStudents@imail.org)

Supporting Advanced Practice Providers

Streamlining placement. Expanding opportunities. Improving student outcomes.



Challenge

There is a nationwide shortage of advanced practice providers (NPs & PAs), creating significant gaps in healthcare delivery and access.

"Our partnership with student programs and APP preceptors has significantly improved student placement outcomes, ensuring learners have access to valuable, hands-on clinical experiences."

— APP Director

Our Solution

Improved Placement Process

Expanded open rotations and optimized preceptor matching.

Unified Approach

We educated over 1,300 APPs in 2024 to streamline processes across Intermountain Health.

Collaboration with Schools

Strengthened relationships with Utah NP/PA programs.

Enhanced Salesforce Support

Leveraged tools to automate matching and improve efficiency.

Path Forward

These efforts will expand access to clinical education and strengthen our academic partnerships—ultimately serving more communities across the Intermountain region.

Student Voices

Amplifying student voices. Embracing real experiences. Driving growth.

We survey our Nursing Capstone students at the end of their rotations to gather feedback. We maintain strong relationships with nursing leaders to continually improve our programs. We provide preceptor training videos and collaborate with the Talent Acquisition team to help students become Intermountain caregivers.

Inspiration & Growth

"I think I got what I expected and then some, I got patient interaction, continued to perfect skills, communicated with many members of the care team, and felt more confident in the knowledge I have learned!"

— McKay-Dee Hospital, Fall 2024

"This experience helped me discover the joy in taking care of oncology patients, which is something I want to pursue in my career."

— LDS Hospital, Fall 2024

Challenges & Feedback

"Not all preceptors were willing to let me be hands-on or challenged my critical thinking abilities. I think all preceptors need to let students be very hands-on."

— Riverton Hospital, Fall 2024

"Maybe having more clear directions for a new grad nurse who wants to work at your facility."

— American Fork Hospital, Fall 2024

Placement Center Updates

Advance collaboration. Simplify placement. Support student success.

- › The Portal has been renamed to “Intermountain Placement Center”
- › Placement Center software is being used to automate and standardize application processes, track data, and benchmark student placement standards
- › A Help Desk was launched in 2024 to assist students and improve school-partner relationships by giving students and schools the ability to log tickets and use self-service for quick answers.
- › The Placement Center login process was improved to address login challenges faced by students

Our update call includes a comprehensive guide to using the Placement Center.

We have created an engaging and informative video that captures the essence of our annual call.

This call provides crucial updates on the student placement process and offers a comprehensive guide on how to effectively navigate and utilize our Placement Center Portal.

Scan or click QR code to
watch the recap on YouTube:



Student Nursing Programs

Committed to student success in a difficult job market

We understand the challenges that new graduates face in the current job market.

We are currently in a period of low vacancies and turnover rates in the nursing field, which occur cyclically.

We want to assure you that Intermountain Health's commitment to educating and supporting future nurses remains steadfast. We will continue to provide your students with the necessary resources and opportunities to help them succeed.

Our commitment to students extends beyond their education. We provide rotations both for the benefit of the students and the communities we serve. We measure and track student conversion and prioritize placements to schools with high hire rates.

Additionally, we offer a supportive transition to practice environment through our Nurse Residency program and established nursing professional development programs for continuous growth and development opportunities.

We believe that by working closely with our education partners, we can create an experience that inspires students to choose Intermountain Health as their employer. If you have any questions or would like to discuss how we can further support your students, please do not hesitate to reach out to us.



If you are an Intermountain leader who is interested in becoming a preceptor and creating a life-changing experience for future nurses, please contact your unit manager.

Student Spotlight Story

Kyrsten Peacock: From Student to Caregiver



Kyrsten's journey from a medical assistant to a registered nurse shows the dedication and support provided by Intermountain Health. Starting as a medical assistant in 2016, Kyrsten's passion for nursing led her to pursue further education. Thanks to Intermountain's education benefits, she attended Salt Lake Community College for nursing school at no cost. This opportunity was a significant milestone in her career.

During her clinical rotations, Kyrsten gained hands-on experience and worked alongside supportive nurses who played a crucial role in her development. After graduating, she worked in Medical Oncology at Intermountain Medical Center as a registered nurse.

Today she has found her home at Southridge Gastroenterology. She is involved in patient education, medication management, and vaccine

administration, ensuring that her patients receive comprehensive and compassionate care.

Kyrsten credits Intermountain Health for the pivotal support and opportunities that have shaped her career. The tuition reimbursement program, a supportive work environment, and valuable nursing graduate programs have all contributed to her success.

Her advice to students is simple: "Stay curious, be open to learning, and never hesitate to ask for help. The journey may be challenging, but the rewards are worth it. Take advantage of the opportunities available to you and always strive to provide the best care for your patients."

Kyrsten's story is an inspiring example of how dedication, support, and the right opportunities can lead to a fulfilling and impactful career in healthcare.

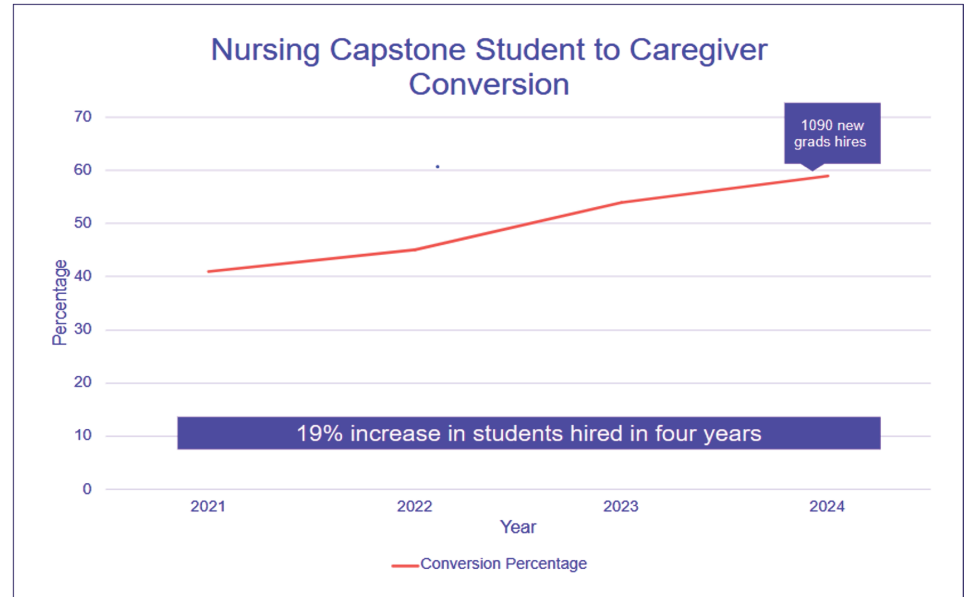
Student to Caregiver Success

Upward trend in student-to-caregiver conversion

We are pleased to report that over 94% of our affiliated schools have raised their nursing student conversion rates to 50% or higher in 2024!

Thanks to the dedication and excellence of educators at our affiliated schools, we have successfully hired more outstanding students than previous years.

Intermountain Health achieved an impressive **60% conversion rate for capstone nursing students** who did rotations at our hospitals. We are excited to continue this upward trend and look forward to welcoming more talented students into our team.



Let's keep the momentum going and explore ways to further increase our conversion rates together!

For more information on how to develop a stronger graduation-to-employment relationship with Intermountain Health, or about your program's specific conversion rate, please reach out to Intermountainstudents@imail.org

Inspiring the Next Generation

Empowering youth through exploration, mentorship, and pathways.

In 2024, our Youth Programs coordinated 140 events showcasing over 20 departments.

Intermountain Health's Youth Programs strive to deliver group programming to help future healthcare providers find inspiration, flexibility, employment stability, benefits, and a lifetime of challenging career opportunities.

If you're an Intermountain Health caregiver interested in representing your department at one of our events, please email: **Elisabeth.Orozco@imail.org**

Better Together: IHEALTH Summer Camp Expansion

Recently, we began offering a summer youth program called IHEALTH in new areas around Utah. Available in Ogden, Provo and Salt Lake City, IHEALTH provides opportunities for dedicated students to learn various skills through career development experiences and CPR certification. Under the guidance of passionate caregivers, students learn to work in teams, solve problems, and meet employers' expectations.



Daniel Rodriguez participated in IHEALTH 2024. After IHEALTH, Daniel applied for and gained a focused internship with Intermountain Internal Medicine and Imaging department.

Thanks to that internship experience, Daniel was selected for a prestigious Cancer Research Internship at Huntsman Cancer Institute during the summer of 2025.

Congratulations Daniel!

Professional Expectations for Students

Setting the standard for success in clinical learning environments.

Adhering to professional standards ensures patient safety, program credibility, and student success across all Intermountain Health facilities. Please help communicate this to your students.



Maintain confidentiality

Do not discuss patient information, even with classmates.



Avoid taking photos or videos

Do not share images on social media.



Dress professionally

Wear clean scrubs and maintain a professional appearance.



Report injuries immediately

Know what to do if injured during rotation.



Wear your ID badge at all times

Display your Intermountain student ID badge clearly.



Follow parking instructions

Get site-specific parking details from your coordinator.



Respect campus policies

Do not smoke or use e-cigarettes on campus.

Looking Ahead: Strategic Directions

Expanding reach. Enhancing tools. Strengthening partnerships.



Expanding Student Programs

Launching in Colorado, Wyoming, and Montana. Achieve enterprise-wide coverage



Placement Center Optimization

Full integration with Talent Acquisition for seamless tracking of new hires



Expanding Self-Service

Expanding Help Centers for schools and students to improve responsiveness

"Our goal is to create seamless pathways from classroom to career, empowering students, supporting educators, and strengthening our workforce."

— Intermountain Health Student Programs Team

Let's Build the Future of Healthcare, Together

Thank you for partnering with us to shape the next generation of caregivers. Together, we're creating opportunities for students, supporting educators, and strengthening the healthcare workforce.

For Academic Partners

Want to explore new rotation opportunities or strengthen your program's pipeline?

Contact our Student Programs team today.

For Intermountain Leaders

Interested in becoming a preceptor or mentor?

Connect with your unit manager to learn more.

Contact us at **IntermountainStudents@imail.org**



