



INVESTING IN THE WORKFORCE.

Speare Memorial Hospital is committed to helping local students build a strong foundation for their future careers, and we are excited to offer local high school students the opportunity to job shadow in a variety of healthcare roles. This unique experience provides a valuable chance to gain firsthand insight into the healthcare profession, helping students understand the dynamic and rewarding environment of a hospital. **Through job shadowing, students gain an appreciation for the skills, compassion, and teamwork that healthcare professionals embody all while building a stronger connection with their community Hospital.** Witnessing how healthcare providers make a meaningful impact in patients' lives can spark a genuine interest in pursuing a career in the healthcare field.

We believe hands-on experiences are transformative, giving students the confidence and inspiration to explore careers in healthcare. Our job-shadowing program is held bi-annually, with the most recent event welcoming nearly 40 students from six local high schools. Students selected their top three areas of interest from a list of over 20 different hospital roles. These shadowing opportunities spanned direct patient care roles, clinical service positions in radiology and the lab, as well as support roles in housekeeping and dietary services.

Each Workforce Development day begins with an educational session on "Professionalism: Preparation, Presentation, and Polish," to set the tone for the day's experiences. After shadowing healthcare professionals, students wrap up with a reflection session led by our Human Resources team to discuss highlights from their day. Feedback from students has been overwhelmingly positive, and we are thrilled to continue offering this program each fall and spring.

In addition to job shadowing, the Speare Memorial Hospital has developed several apprenticeship programs for high school students, focusing on roles such as medical assistant, phlebotomist, and pharmacy technician. These yearlong programs combine academic learning, hands-on training, and the mastery of key competencies, providing students with a comprehensive introduction to healthcare careers.



For more information on Speare's initiatives and to contribute to our ongoing efforts scan here.

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NEIGHBORLY COMPASSION.**

