

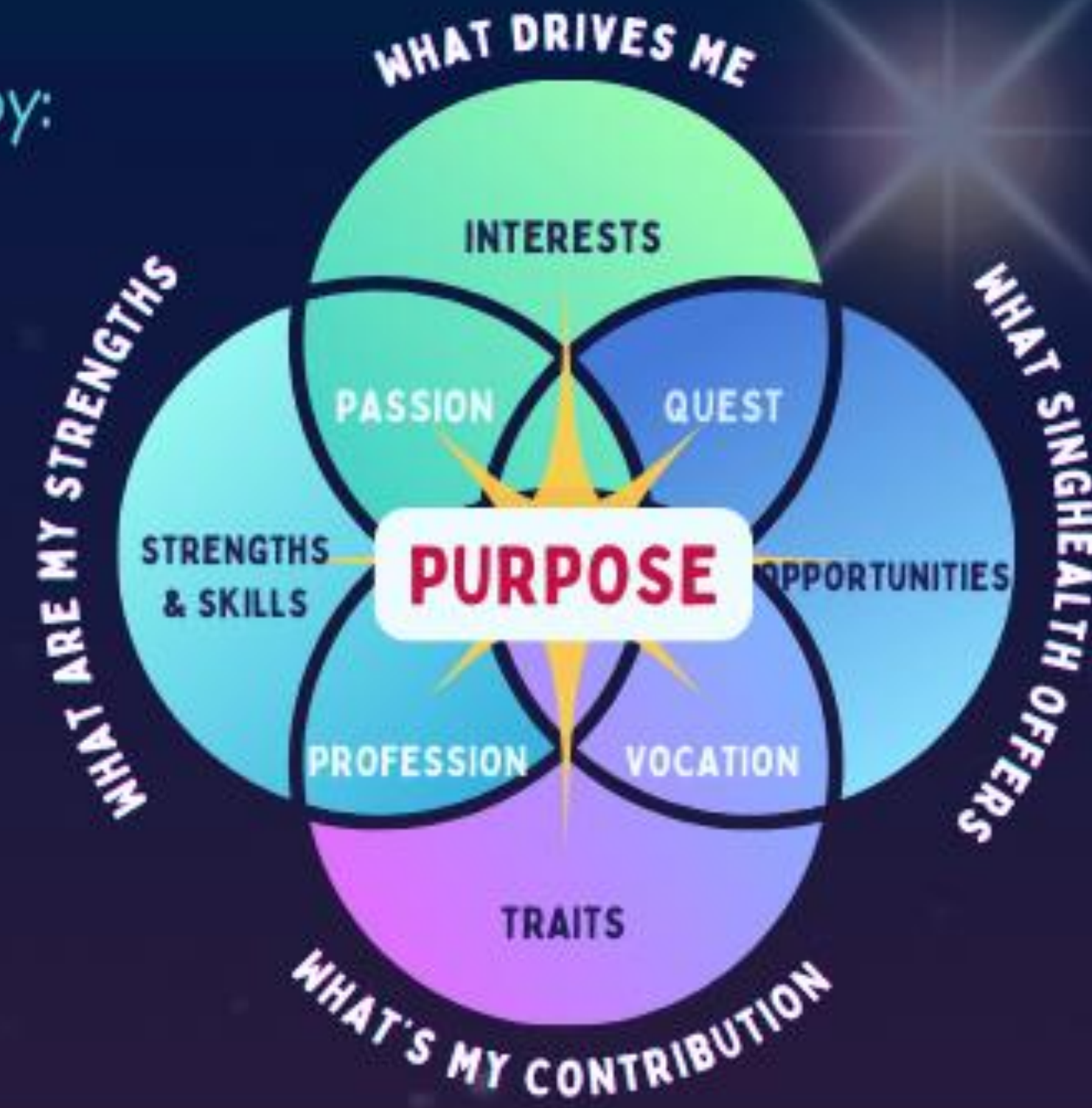
The **REACH PROGRAMME** was conceptualised and launched pre-COVID in 2019. It aims to guide SingHealth staff young in their tenure in the discovery of their career purpose and aspirations by:

- Reaching deep - growing in self-awareness & resilience
- Reaching out - collaborating with the team to achieve success
- Reaching far - serving the organisation and community

In identifying their career sweet spot, the goal is to inspire participants to pursue a fulfilling career with SingHealth.

In 2023, the team explored strategies to update and adapt the programme for greater flexibility, scalability, learning and impact. This includes enhancing its structure, content and increasing the time period for registration and completion of the volunteering component.

MY SINGHEALTH COMPASS ©



REFINEMENTS

AMENDMENT OF PROGRAMME STRUCTURE AND ACTIVITIES

Consolidated content and reduced programme duration from 2.5 to 2 days.

Replaced the team-building activity to enhance scalability whilst achieving learning objectives.

Sharpened the focus of Service Champion's sharing on their journey of finding their career purpose in SingHealth.

ENHANCEMENT OF PROGRAMME CONTENT

Invited HR subject matter expert to share insights on available career development opportunities and resources.

Updated and revised the SingHealth compass module and participant booklet for better clarity.

INCREASED VOLUNTEERING OPTIONS FOR OUTREACH ACTIVITY

Coordinated with institutions to offer participants more volunteering options within SingHealth.

Registration period was extended from 2 to 6 weeks, allowing participants more time and autonomy to volunteer whilst fitting their work schedule.

CONCLUSION

Since then, the facilitator pool has grown and multiple institutions have expressed interest in collaborating to introduce REACH.

In 2024, the programme runs will increase to accommodate a larger number of participants from other SingHealth institutions.

RESULTS

(AFTER LAUNCHING 3 REVISED RUNS WITH 50 PARTICIPANTS)

Objectives of fostering greater self-awareness and career goal alignment were achieved, despite a **reduced duration to 2 days**



Candid Sharing by the Service Champion on their career journey **motivated** participants

What kept me going

1. Work that is stimulating and meaningful
 - Being in the public / healthcare sector does make a difference.
 - Be open to learn new skills and try new areas of work
 - Everyday challenges, crazy projects and people management all part of it



Participant satisfaction rating increased from

77% TO 85%

- **6** Participants listed volunteering as one of their **biggest learning experiences**



Volunteering activities enabled participants a **different perspective** on how their work supports SingHealth's mission