

# Building Surgical Technology Pipelines Through Academic – Clinical Partnership

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# Cleveland Clinic

- # 2 Hospital in the World
  - *Newsweek*
- 82,608 Caregivers Worldwide
  - 23 Hospitals
- 319,935 Surgeries and Procedures
- 993,993 Emergency Department Visits



# Global Locations



Las Vegas



Ohio



Florida



Toronto



London



Abu Dhabi



# Ohio





# Presentation Objectives

By the end of this session, participants will be able to:

- Describe key messages and hands-on activities needed to effectively present surgical technology (ST) to high school students.
- Develop one concrete engagement approach to introduce high school students to surgical technology careers and increase early career awareness.
- Describe key components of Cleveland Clinic's internship model and explain how each component prepares students for clinical practice.

# From High School to Surgical Technologist: The Journey



# Cleveland Clinic & The Howley Foundation



*“The Howley's and Dr. Kelly Hancock wanted to start a program for high school students interested in pursuing a career in healthcare. The Howley ASPIRE focuses on sharing career information and critical skill sets that are necessary for success in becoming a healthcare professional.”*

# Howley ASPIRE Program Mission & Values

*To provide a supportive direct pathway to sustainable and rewarding healthcare careers for Howley ASPIRE Program participants, and to expand our team of highly prepared Cleveland Clinic Caregivers.*

Discovery

Engagement

Transformation



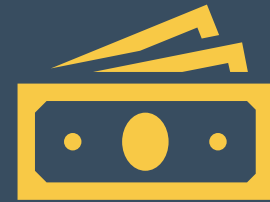
# What is the Howley ASPIRE Program?



An enrichment program for high school juniors interested in a career in nursing, respiratory therapy, surgical technology, or sterile processing



Provides career information and critical skill sets needed to be successful as healthcare professionals



Provides a monetary stipend and opportunity for a generous college scholarship or immediate transition to full-time employment after graduation

# High School Pipeline Programming



## Howley **ASPIRE** Program



Howley  
**ASPIRE**  
Pathways



Howley **ASPIRE**  
**NURSE SCHOLARS**  
PROGRAM



# Program Sequence: Surgical Technology Specialty

Junior Year

Senior Year

High School  
Graduation/  
Work Study



Surgical Technology  
Cuyahoga Community College  
Associate of Applied Science (AAS)



# Stakeholder Engagement and Career Marketing



# Educator Immersion



# Strategies for Career Marketing

- Career fairs
- School visits
- Social media: Podcast, Linked-In, etc.





# Benefits

- Increase awareness of Surgical Technology
- Build collaborative relationships with stakeholders
- Create a sustainable career pipeline



# Pipeline Success



# Surgical Technology Internship Pipeline





# Why Start an Internship Program?

- Increase interest in surgical technology
- Address workforce shortages
- Offer a competitive program
- Create a sustainable career pipeline



# Mission Statement

*To offer a supportive and enriching educational experience that paves the way to a fulfilling career as a Surgical Technologist, enhancing Cleveland Clinic's ST pipeline.*



# Program Goals



Enhance  
Cleveland  
Clinic's ST  
pipeline



Provide a  
supportive and  
enriching  
experience



Increase inter-  
professional  
communication  
skills



Increase  
retention as  
Cleveland  
Clinic  
caregivers



# Program Highlights

16 weeks

Paid experience

Flexible work schedule

Hip-to-hip with preceptor

Workshop Day

Experience Day

One-on-one touchpoints



# Student Benefits



HANDS-ON  
EXPERIENCES



IMPROVED SKILLS  
AND CONFIDENCE



REFINED  
PROFESSIONALISM



NETWORKING FOR  
CAREER GROWTH

# Incentives



WORKSHOPS



EXPERIENTIAL  
LEARNING



CELEBRATION AND  
RECOGNITION



FROZEN POSITION

# Intern Workshop

## Topics

Professionalism  
and  
Communication

Code Situations  
and Role Clarity

Surgical  
Prepping and  
Draping

Technical Skills

Hands-on  
Learning

Simulation  
Experiences

## Focus

Critical  
Thinking

Clinical Skill  
Assessment

Critical  
Reasoning

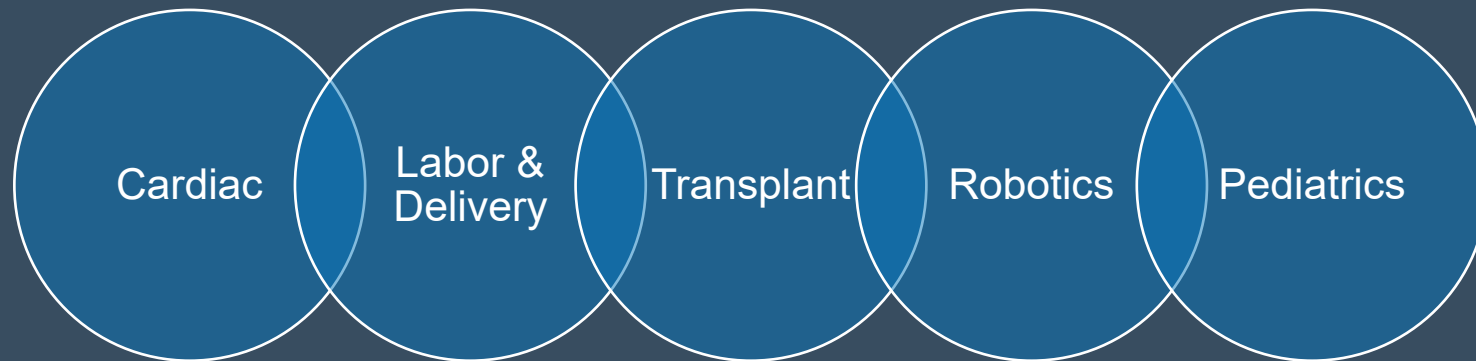
Communication

Roles and  
Responsibilities



# Experience Day

- Placement across various Cleveland Clinic locations
- Paired with a Surgical Technologist
- Strong recruitment opportunity



# Intern Expectations

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Temporary employees

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Attendance and dress code policies apply

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Attend mandatory dates

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Function in an intern role, not a student role

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Work one-on-one with preceptor






# Preceptor Responsibilities

Be	Interns will be hip-to-hip with a preceptor <ul style="list-style-type: none"><li>• Cannot scrub independently</li></ul>
Support	Support the intern's integration and inclusion in the team
Give	Give consistent feedback
Participate	Participate in scheduled meetings
Complete	Complete onboarding documentation

# Surgical Technologist Intern Skills Chart

## Surgical Tech Intern – Cleveland Clinic **Perioperative**

	<ul style="list-style-type: none"><li>• First scrub with a preceptor</li><li>• Set up OR rooms for following procedure/day</li><li>• Open sterile items onto sterile field</li><li>• Assist with transfer of patient to/from OR table</li><li>• Help ensure a timely room turnover</li><li>• Pull supplies</li><li>• Stock supplies</li></ul>
	<ul style="list-style-type: none"><li>• Assist in prepping patient</li><li>• Position patient</li><li>• Open &amp; set up sterile table</li><li>• Hold retractors, limb, suction, sponge wound, cut suture at sterile field</li><li>• Surgical skin prep</li></ul>
	<ul style="list-style-type: none"><li>• Scrub independently</li><li>• Pour solutions</li></ul> <p>In addition:</p> <ul style="list-style-type: none"><li>• Interns cannot work on schoolwork during internship hours</li><li>• Interns cannot count internship cases towards clinical requirements</li></ul>



# Ongoing Communication



- One-on-one touchpoints throughout program
- Check-ins with manager
- Close contact with Talent Acquisition

# Success Measures

1

Increase ST intern confidence level of inter-professional communication skills

2

75% ST internship completion rate

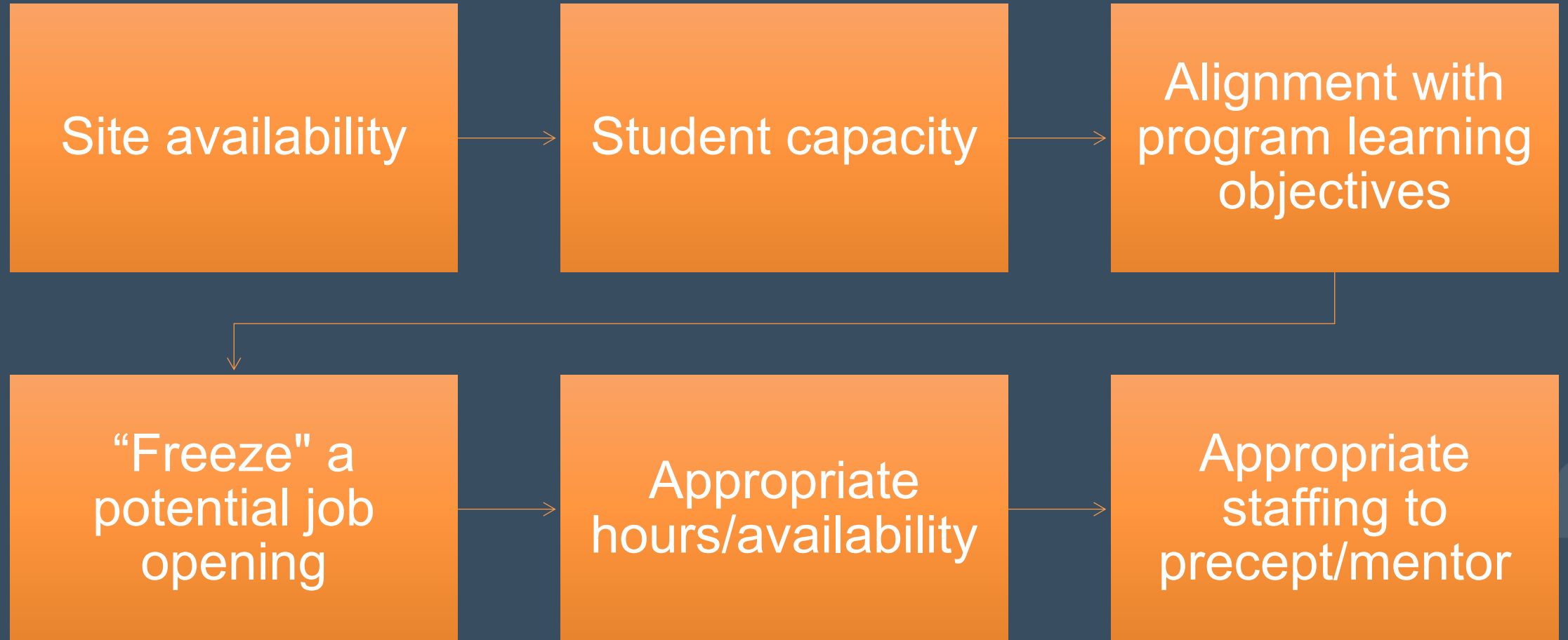
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75% of ST interns convert to CC caregivers

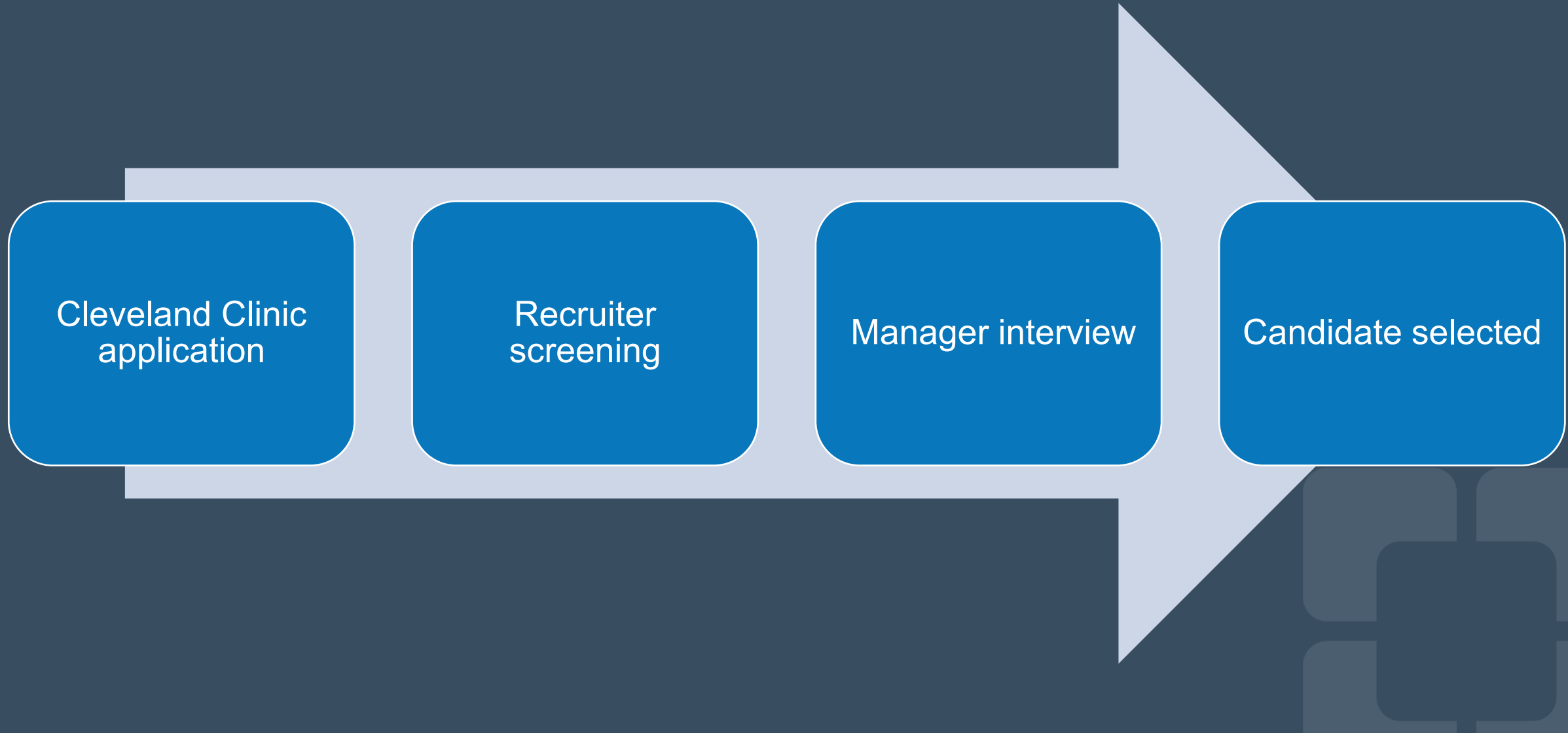
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Decrease number of ST orientation weeks

# Determining Internship Sites



# Candidate Selection Process





# Completion Requirements



150 hours within  
16 week period



Onboarding  
week



ST Intern  
workshop



Experience day



Ability to first  
scrub



Abide by  
hospital policies

# Student Contracts

Program may require students to be successful in internship to pass their course.

What does this mean?



# Key Takeaways

- Educators can actively shape the surgical technology workforce.
- Clinical partners are key allies in student development.
- Implement early pipeline initiatives to inspire future technologists.
- Collaborate to create meaningful, sustainable programs.
- Internships promote early career placement.



**Every life deserves world class care.**