



We are very excited about the steady growth and the high utilization of our programs. In 2014, we are proud to report that 32% of our beneficiaries participated in our services. We look forward to increasing our offerings to reach even more of our beneficiaries. It is our goal to support KP employees to develop their careers, upgrade their skills, and engage in continuous learning.

In Partnership,
Jessica and Laura

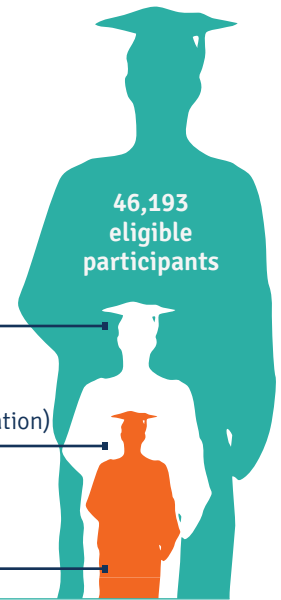
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Program participation has consistently increased since BHMT's launch in 2007

2014:
22,891 enrollments

2014:
14,705 participants (32% utilization)

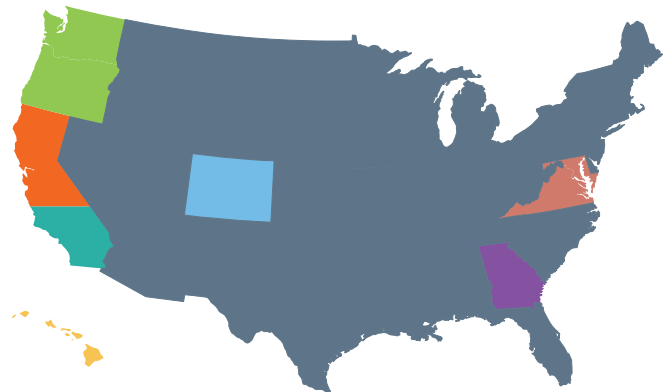
2007:
1,382 participants



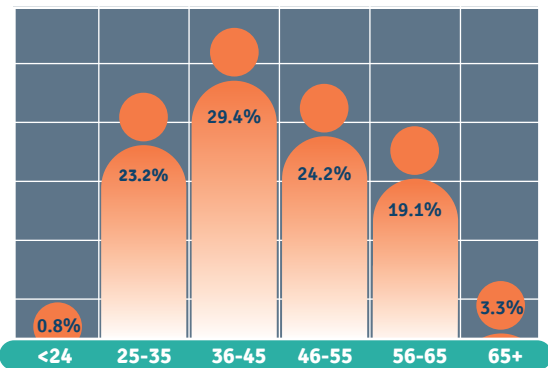
Who We Serve

At the end of 2014, **46,193** KP employees across 7 regions were eligible to participate in BHMT programs.

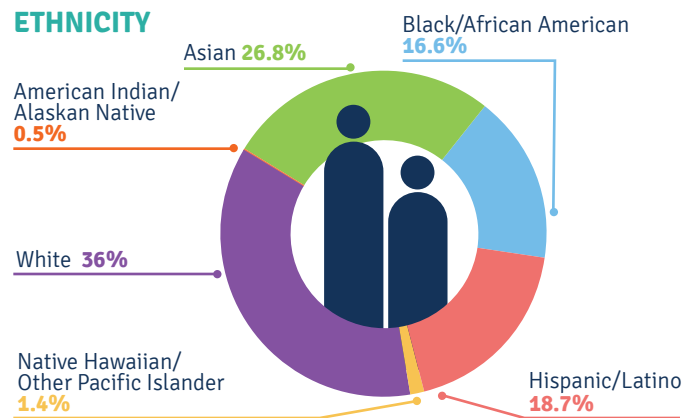
CO	UFCW	1,822
GA	UFCW	1,849
HI	HNA	781
MAS	OPEIU UFCW	5,008
NC	IFPTE OPEIU	3,590
NW	ILWU OFNHP ONA UFCW	4,463
SC	IBT KPNAA OPEIU UFCW UNAC/UHCP USWA	28,680
TOTAL		46,193



AGE DISTRIBUTION



ETHNICITY



2014 ELIGIBLE POPULATION



2014 PARTICIPANTS





What We Offer

BHMT offers a variety of programs and services to our eligible population which are organized within the 6 categories below:

Degree/Program Completion



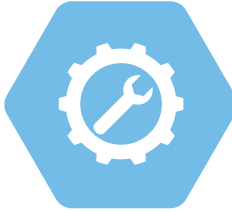
Cohort Training



Ben U Academic



Ben U Skill Enhancement




Ben U Continuing Education





Career Counseling



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 **Ben U Continuing Education**

10,702 participants completed **26,406** courses totaling **83,656** contact hours.





 **Ben U Skill Enhancement**

Doing our part to **upskill** the workforce with **1,451** participants completing **3,094** courses.

- Risk Management
- Project Management Fundamentals
- Emotional Intelligence at Work
- Communicating with Professionalism and Etiquette
- Improving Your Emotional Intelligence Skills: Self-awareness and Self-management

Top 5 courses:


 **Ben U Academic**

Creating a diverse pipeline with this self-directed online program that offers college pre-requisites.

Ben U Academic vs Total BHMT Population

Demographic	BHMT (%)	BEN U Academic (%)
American Indian/Alaska Native	0.5%	1.0%
Asian	7.5%	26.8%
Black/African American	16.6%	41.3%
Hispanic/Latino	18.7%	25.8%
Native Hawaiian/Other Pacific Islander	1.4%	1.1%
White	36.0%	23.3%


Out of our **535** participants **32%** move into longer term programs.

 **Degree/Program Completion**

1,117 motivated participants using their own initiative to further their career goals through the Individual Stipend program, Degree Completion and Certification programs.

“I want to thank BHMT for allowing such an amazing program to be utilized by individuals looking to further their careers. I believe that if I did not have this opportunity I probably would not have returned to school. I'm grateful that an organization such as Kaiser Permanente can offer programs that help their employees advance in their field of choice.”

— **NORIELA ALLEN**
Associate in Allied Health

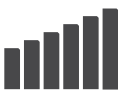

 **Cohort Training 817 PARTICIPANTS**

Administrative Assistant program in its **5th** round bringing the total trained to over **160** participants.

11th offering of our Medical Assistant to Licensed Vocational Nurse program. Participants to date: **79**

405 employees participated in nurse specialty programs such as:

- Oncology
- Geriatric Care
- ER
- OB GYN Diabetes

 **Career Counseling**

Over **1,100** individuals sought guidance from our counselors **for the first time** in 2014.

