

NATIONAL WORKFORCE PLANNING & DEVELOPMENT

Kaiser Permanente’s **National Workforce Planning & Development** enables both individual and organizational success by providing career development and education opportunities for the workforce skills needed now and in the future.

STRATEGY




INITIATIVES


Upskill America – White House initiative investing in workforce through high impact training programs:

- **LHH Career Development Portal Pilot** – A customized online tool supporting professional growth of employees and managers. Reaching **over 600 pilot participants across all KP regions** to offer self-guided career development tools, increase talent mobility and improve employee engagement.
- **LEAP (Lifelong Education Advancement Program)** – A career mobility program for entry level classifications providing comprehensive career upgrade programs including educational plan guidance, tuition assistance, time off to train, and career counseling support. **Currently in development for 2016.**
- **Critical Skills** – An organization wide online learning platform to ensure the KP workforce possesses the critical skills necessary to optimize 21st century care. **Currently in development for 2016.**

Care Coordination – KP NPC, NWFPD, & BHMT have partnered with AAACN and Health Stream to lead the country in effective ambulatory care nurse training by creating **13** care coordination modules to be offered in October 2015 at **\$30/student (a savings of 94%!)**.



Rosetta Stone Advanced Spanish for Healthcare – NWFPD, BHMT Diversity & Inclusion, & linguistics leads have partnered with Rosetta Stone to develop a customized language training for Spanish/English speakers to improve existing Spanish language skills through learning medical terminology, interpretation mechanics, and readiness review.



KP TUITION REIMBURSEMENT

NWFPD manages tuition reimbursement for over 150,000 of the approximately 170,000 eligible KP employees. Use of tuition reimbursement has increased overall by over 16% in the regions and business units whose programs we administer (NCAL, SCAL, HI, PO, IT). The online application available through My HR also makes the benefit convenient to use and easy to find. We are also able to integrate the benefit into other programs.

2015 APPLICATIONS

	CO	HI	NCAL	SCAL	PO	KPIT	TOTAL	% COMPARED TO 2014
Associate's Degree	84	13	759	745	52	45	1,698	(9%)
Bachelor's Degree	187	31	1,192	1,481	152	105	3,148	3%
Master's Degree	64	14	627	780	142	61	1,688	13%
Doctorate Degree	9	6	122	147	20	4	308	16%
Certificate Program	32	48	347	305	68	62	862	3%
Certification or License	46	86	403	394	15	16	960	(6%)
CEU	335	285	3,937	2,086	3	5	6,651	33%
Basic Skills	4	23	86	61	4	2	180	(3%)
Advanced Skills	32	27	391	196	16	22	684	24%
TOTAL	803	534	7,902	6,216	474	325	16,254	16%

Footnotes:

*Course applications are based on date of submission

*Transfers/job changes may impact Regional data

*Duplicate/Withdrawn applications are included

FIELDS OF STUDY – TOP 10*

	CO	HI	NCAL	SCAL	PO	KPIT	TOTAL
Nursing	206	302	2,072	2,762	11	9	5,362
Business	110	27	761	787	334	123	2,142
Psychiatry/Psychology	24	9	1,180	411	4	6	1,634
Allied Health	45	10	563	339	2	0	959
Physical Therapy	50	33	500	328	8	0	919
Optometry/Ophthalmology	32	2	406	253	46	47	786
College - General	16	6	458	278	6	12	776
Social Work	38	0	419	232	0	0	689
Health Education/Gen Education	38	16	266	154	12	2	488
Laboratory/Pathology/Blood	7	31	231	45	0	0	314
TOTAL	566	436	6,856	5,589	423	199	14,069

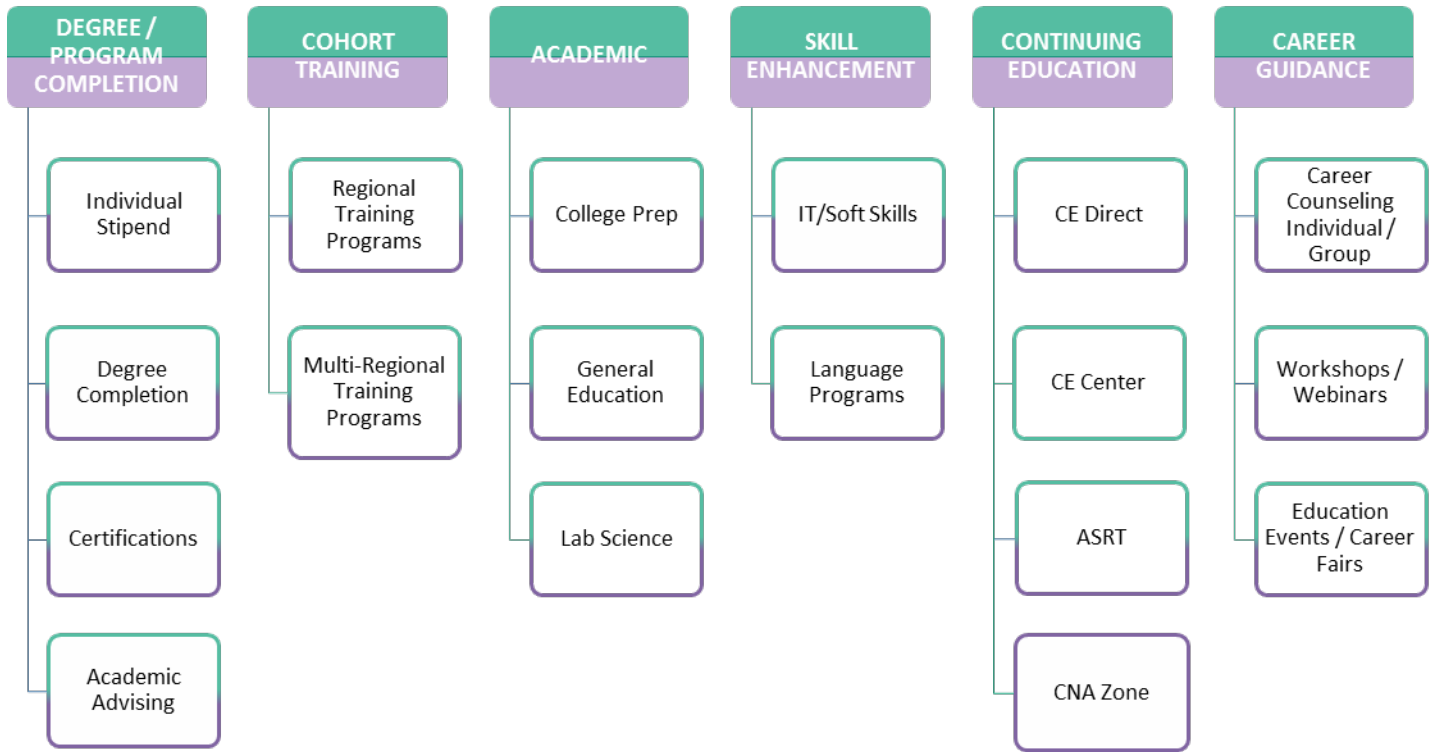
*Full list available on request

TAFT HARTLEY EDUCATION TRUSTS

The **Ben Hudnall Memorial Trust** and **SEIU-UHW West & Joint Employer Education Fund** are KP’s two Taft Hartley Education Trusts, providing services to over 103,000 KP employees since 2007. Both Trusts support life-long learning and provide opportunities for our participants to directly engage in their own career development.

- BHMT and the Ed Fund are on their way to a banner year with a combined total of 32,490 program enrollments to date.

PROGRAM MAP*



* Ben Hudnall Memorial Trust programs are in teal. SEIU-UHW West & Joint Employer Education Fund programs are in lavender.

PROGRAM ENROLLMENTS BY INTENT

Our programs offer a broad range of flexible, complementary opportunities that participants can mix and match to successfully manage their individual career development.

	Training for a New Job	Certification / Licensing	Education Enhancement	Skill Enhancement	Career Counseling	Total
BHMT Enrollments	280	343	1,624	12,317	5,267	19,831
%	1.41%	1.73%	8.19%	62.11%	26.56%	100%
Ed Fund Enrollments	96	151	554	8,599	3,259	12,659
%	0.76%	1.19%	4.38%	67.93%	25.74%	100%

ENROLLMENTS BY PROGRAM – BEN HUDNALL MEMORIAL TRUST

	CO	GA	HI	MAS	NCAL	NW	SCAL	TOTAL
Degree/Program Completion	71	132	46	165	60	150	846	1,470
Cohort Training	70	28	69	82	49	39	249	586
Ben U Academic	5	80	0	119	27	58	258	547
Ben U Skill Enhancement	77	145	28	376	537	185	811	2,159
Ben U Continuing Education	273	373	583	562	11	995	7,005	9,802
Career Counseling	681	500	193	1,064	222	527	2,080	5,267
TOTAL	1,177	1,258	919	2,368	906	1,954	11,249	19,831

ENROLLMENTS BY PROGRAM – SEIU-UHW WEST & JOINT EMPLOYER EDUCATION FUND

	CO	NCAL	NW	SCAL	TOTAL
Degree/Program Completion	14	75	14	37	140
Cohort Training	9	47	0	74	130
Academic	32	256	108	122	518
Skill Enhancement	11	1,977	441	1,066	3,495
Continuing Education	212	2,694	192	2,019	5,117
Career Counseling	138	1,746	299	1,076	3,259
TOTAL	416	6,795	1,054	4,394	12,659

NEW PROGRAMS APPROVED FOR FUNDING

BHMT COHORT TRAINING	DESCRIPTION	TYPE
REGIONAL TRAINING PROGRAMS		
Anesthesia Tech Certification	Provide test preparation and tutoring to pass certification exam.	Allied Health
MRI XT Certification	General Radiology Technologists will complete a didactic program for MRI and work for 6 months with a preceptor.	Allied Health
Quality Training for CLS Development	Expand career opportunities by improving competency and skill development in regulatory compliance, analytical quality control, and basics of a model quality management system.	Allied Health
ED Internship	Provide two RIF status nurses with a new and additional functional skill as an Emergency Room nurse.	Nursing
Perioperative RN Transition to Practice	16 week internship for 2 RIF RNs for a clinical immersion program into perioperative nursing.	Nursing
CVICU & MSICU Internship	3 - 4 month Cardiovascular Intensive Care Unit & Medical Surgical Intensive Care Unit Internship for RIF nurses.	Nursing
MRI Advanced Certification Review	Provide review course & support to pass advanced certification.	Allied Health
LVN New Grad Residency	Provide licensed LVNs who are working under another classification the experience required for the position.	Nursing
Pharmacy Specialty Certification #4	Complete a self-study course and take certification exam.	Allied Health
Wound Care Certification	Increased knowledge base for Primary Care RNs working in nurse clinic	Nursing
MULTI-REGIONAL TRAINING PROGRAMS		
Ambulatory Care RN Residency Program	Online modules through BHMT, classroom material provided by KP region and competency training through Health Stream.	Nursing
Imaging CT Training	Preparation for the American Registry of Radiologic Technologist (ARRT) CT certification exam.	Allied Health
CSUN MRI Certification Program	Pilot MRI program at CSU, Northridge.	Allied Health

ED FUND COHORT TRAINING	DESCRIPTION	TYPE
REGIONAL TRAINING PROGRAMS		
LPN IV Certification	10 LPNs completed a self-study and skills lab to be certified in IV.	Allied Health
COA Certification	9 month program prepares 10 VSA I's to pass the Certified Ophthalmic Assistant exam, resulting in a promotion to VSA II.	Allied Health
NRP (Neonatal Resuscitation Program)	Training for 30 Respiratory Care Practitioners. An evidence-based approach to resuscitation of the newborn for hospital staff who care for newborns at the time of delivery.	Allied Health
MRI Review	Review class to prepare 25 MR techs for the ARRT-MR exam.	Allied Health
NICU Respiratory	Didactic and clinical training to prepare Respiratory Therapists to work in the Neo-natal Intensive Care Unit.	Allied Health
NPS (Neonatal/Pediatric Specialty)	Review class to prepare Respiratory Therapists for NPS certification.	Allied Health
Venipuncture	Certification course in Venipuncture for Radiologic Technologists.	Allied Health
MRI XT Certification	General Radiology Technologists will complete a didactic program for MRI and work for 6 months with a preceptor.	Allied Health
MULTI-REGIONAL TRAINING PROGRAMS		
Imaging CT Training	Preparation for the American Registry of Radiologic Technologist (ARRT) CT certification exam.	Allied Health
Anesthesia Tech Certification	Provide test preparation and tutoring to pass certification exam.	Allied Health