

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.

INITIATIVES

2015 Workforce of the Future Conference – CKPU & KP leaders were among the 200 attendees at the conference. Topics included: innovative use of technology to increase human touch, the KP Enterprise People Strategy, upskilling initiatives and updates on the National Agreement. Keynote speakers were **Sean Duffy** from Omada Health and economist **Robert Reich**. Reich described the pressure to provide affordable quality health care and gave hope for positive changes in the future economy. **Regional Workforce Leaders** huddled post-conference to begin planning each region’s implementation of a Workforce of the Future Committee. **Workforce of the Future is our next frontier!**



LHH Career Development Portal Pilot – NWFPD partnered with Lee Hecht Harrison to offer **over 20 KP** business units access to the online portal. With **over 600 employees** participating, this pilot aims to gauge the organization’s interest in self directed career development tools.



National Tuition Reimbursement Administration – Worked collaboratively with each region to develop TR policies consistent with the added benefits negotiated in the 2015 National Agreement. NTRA delivered informational webinars to managers and employees in each region to communicate the new policies. For more information visit: www.kpcareerplanning.org.

STRATEGY



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 24% in the regions and business units whose programs we administer (CO, HI, NCAL, SCAL, PO, IT). The online application available through My HR 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	136	17	1,482	1,555	92	66	3,348	(8%)
Bachelor's Degree	371	81	2,321	2,782	267	188	6,010	7%
Master's Degree	136	23	1,243	1,586	276	115	3,379	14%
Doctorate Degree	21	7	211	281	28	13	561	11%
Certificate Program	67	97	704	645	119	124	1,756	4%
Certification or License	85	163	915	794	27	27	2,011	6%
CEU	580	587	8,902	4,570	16	12	14,667	56%
Basic Skills	4	39	201	111	8	4	367	6%
Advanced Skills	60	56	932	455	39	35	1,577	46%
TOTAL	1,460	1,070	16,911	12,779	872	584	33,676	24%

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	404	626	4,842	5,705	12	12	11,601
Business	247	43	1,430	1,542	622	214	4,098
Psychiatry/Psychology	44	40	2,409	800	12	11	3,316
Physical Therapy	91	29	1,485	797	3	-	2,405
Allied Health	90	45	1,148	652	25	1	1,961
College - General	71	11	820	526	85	90	1,603
Social Work	25	18	907	598	6	12	1,566
Optometry/Ophthalmology	76	-	870	519	-	-	1,465
Health Education/Gen Education	80	43	550	387	23	3	1,086
Laboratory/Pathology/Blood	8	31	474	83	-	-	596
TOTAL	1,136	886	14,935	11,609	788	343	29,697

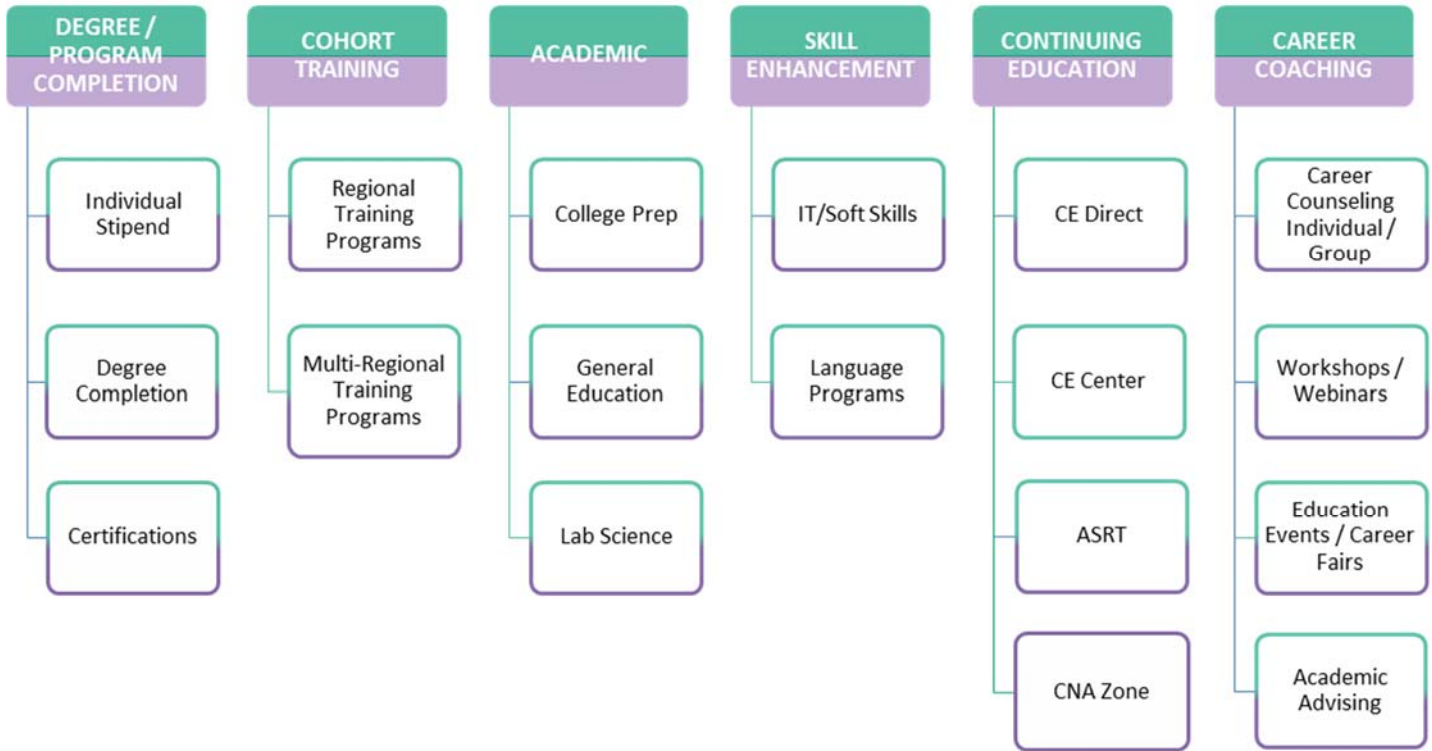
*Full list available on request

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 104,000 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 had a banner year with a combined total of 57,580 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	381	382	2,662	15,022	10,803	29,250
%	1.3%	1.3%	9.1%	51.4%	36.9%	100%
Ed Fund Enrollments	238	510	1,056	20,995	5,531	28,330
%	0.8%	1.8%	3.7%	74.1%	19.6%	100%

ENROLLMENTS BY PROGRAM – BEN HUDNALL MEMORIAL TRUST

	CO	GA	HI	MAS	NCAL	NW	SCAL	TOTAL
Degree/Program Completion	58	137	42	165	73	129	730	1,334
Cohort Training	91	64	143	101	117	70	368	954
Ben U Academic	7	152	0	270	58	116	612	1,215
Ben U Skill Enhancement	124	191	35	556	808	292	1,863	3,869
Ben U Continuing Education	303	407	586	628	14	1,084	7,340	10,362
Career Counseling	1,685	1,075	328	2,390	468	946	4,624	11,516
TOTAL	2,268	2,026	1,134	4,110	1,538	2,637	15,537	29,250

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

	CO	NCAL	NW	SCAL	TOTAL
Degree/Program Completion	30	183	21	80	314
Cohort Training	32	409	7	87	535
Academic	69	547	186	254	1,056
Skill Enhancement	190	4,707	291	3,246	8,434
Continuing Education	392	6,148	239	5,681	12,460
Career Counseling	222	3,066	523	1,720	5,531
TOTAL	935	15,060	1,267	11,068	28,330

NEW PROGRAMS APPROVED FOR FUNDING (July – December)

BHMT COHORT TRAINING (RTPs)	DESCRIPTION	TYPE
REGIONAL TRAINING PROGRAMS		
NAOT Certification	Increase orthopedic technician knowledge in subspecialties, promote provider confidence while decreasing variation in practice.	Allied Health
Oncology Certification	Provides nurses with the Certified Registered Nurse Infusion (CRNI) certification in providing infusion therapy to patients.	Nursing
CEN Program	Enables ACC/CDU nurses to respond to emergency care needs of patients with the highest level of skill and knowledge.	Nursing
Ambulatory Care Certification	Provides AAANC overview of nursing care across ambulatory care setting.	Nursing
Amplification Certification	Increase MA knowledge and gain best practices in the field of Amplification.	Allied Health
Hospital Emergency Response Training (HERT)	Three-day course providing medical operation guidance to hospitals, emergency medical services, healthcare facility personnel, and others involved in a mass casualty incident.	Nursing
Certified Lactation Consultant Certification	Comprehensive, evidence-based, breastfeeding management course that results in CLC Certification.	Nursing
Critical Thinking	One day seminar focused on increasing problem solving skills for those in restructuring situations.	Other
Eating Disorder Certification	Provide qualifying clinical supervision hours necessary to sit for certification exam.	Other
Molecular Testing Certification	Enhance career stability and advancement opportunities of Medical Technologists.	Allied Health
Regional Hemodialysis Training	6 week program prepares RNs to practice hemodialysis (HD) at an entry level.	Nursing
Geriatric Nurse Training And Development (NICHE)	Educate, empower, and up-skill nurses to provide specialized care for elderly while increasing quality measures house-wide.	Nursing
Research Residency Internship for Professional Practice	Enhance and apply leadership and strategic thinking skills to improve/promote quality, safety, and care delivery.	Nursing
Anesthesia Technician Cross-Training	OR Assistants will reinforce theoretical knowledge and complete competency checklists to ensure new skills are assimilated.	Allied Health
Ophthalmology Internship	6 month internship for RNs in the scrub role with mastery of emerging new technology and the ophthalmology sub specialty.	Nursing
Dry Needling	PTs obtain Level 1 Certification in Functional Dry Needling.	Allied Health
CNOR Certification	Preparation to complete Operating Room Nurse Certification	Nursing
CAPA & CPAN Certifications	Preparation to complete Peri-Anesthesia Certification.	Nursing
Sedation Certificate	Preparation to complete Moderate Sedation Certification.	Nursing
RN First Assistant Training Program	6 day course providing essential knowledge and techniques to become a RN First Assistant.	Nursing

NEW PROGRAMS APPROVED FOR FUNDING (July – December)

ED FUND COHORT TRAINING	DESCRIPTION	TYPE
REGIONAL TRAINING PROGRAMS		
ACLS	Two-day Advance Cardiac Life Support training results in an AHA Provider Card.	Allied Health
PALS	Two-day Pediatric Advanced Life Support training results in an AHA Provider Card.	Allied Health
EKG (Basics/Advanced)	Upon completion of either the one-day basic EKG interpretation or two-day 12-lead EKG interpretation the participant receives an AHA® ECG & Pharmacology certificate of completion	Allied Health
NRP	Upon successful completion of the Neonatal Resuscitation Program participants receives a provider card from the American Academy of Pediatrics.	Allied Health
Phlebotomy for ED Techs	120-hour phlebotomy training program for Emergency Department Techs results in both national and state CPT1 certification.	Allied Health
MA to LPN Training	16 month part-time LPN program was designed to help MAs advance in their careers and to meet a need for more LPNs in the Colorado region.	Nursing
CRT to Registered Respiratory Therapist	Program is designed to meet the needs of Certified Respiratory Therapists who are seeking the RRT certification. The Education Fund provides accelerated college classes (if necessary), an RRT review class and covers the cost of the certification exams.	Allied Health
Specialty Coding Certifications	In partnership with the KP Northern California PCSS and SEIU UHW we provided study materials and covered the cost of specialty coding certification exams through the AAPC.	Allied Health
ServSafe Certification	Assists Food Service workers in attaining the ServSafe certification. The Education Fund provides books, a one-day review class and certification exam.	Allied Health
Adult Critical Care Nursing	Two-day review class to prepare respiratory therapists for the NBRC's ACCS certification exam.	Allied Health