

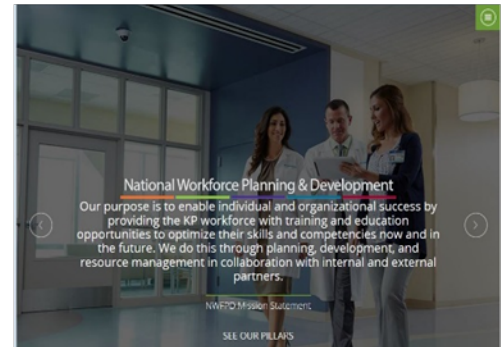
NATIONAL WORKFORCE PLANNING & DEVELOPMENT

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. We are pleased to work closely with KP’s two education trusts in developing programs for eligible employees. We also support the individual aims of employees by promoting and managing tuition reimbursement for our organization.

INITIATIVES

Now appearing on the world-wide web...KPWorkforce.org

Our transition of the NWFPD departmental website is now complete. The result is an attractive modern parallax website that both engages the user and provides a platform for supporting future web requirements of our programs. It's been organized to **display how our departmental projects align with the KP strategy** while retaining the KP look and feel. The marketing of this new resource is just beginning. During the coming months we will be able to monitor usage at a granular level via Google analytics to ascertain user interests as well as effectiveness of various marketing efforts.



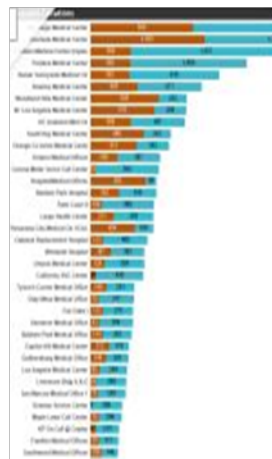
**Workforce of the Future** – We are excited and challenged to be part of conversation regarding the Workforce of the Future at Kaiser Permanente. We will be hosting the ‘Workforce of the Future Conference’ once again this year on **November 15<sup>th</sup> and 16<sup>th</sup> at Universal City**. We hope to see many of you there.

**Digital Fluency** – Working in partnership with the **SEIU UHW West Education Fund**, and the **Ben Hudnall Memorial Trust** we are developing a program to deliver the 1st of the four Critical Skills to the Kaiser workforce. Beginning in November a pilot Digital Fluency learning platform will be offered to 2,000 coalition represented employees. The online platform will offer **individualized learning programs** by adapting, modifying and varying content to improve learning and mastery. We are using a combination of internal KP and external expertise to ensure the content will provide a valuable experience for the pilot group.



Can You Hear Our Numbers Crunching Now?

We have used Tableau desktop software for several years for data evaluation. We recently expanded into **Tableau Server** through KP enterprise licensing. With this expanded capability we were able to program and design a series of **reporting dashboards** using our data repositories in the Workforce Retriever, Oracle, Salesforce, and Google Analytics. In short, we’ve upped our game in analysis and reporting capabilities!



KP TUITION REIMBURSEMENT

NWFPD manages tuition reimbursement for over 169,000 of the approximately 180,000 eligible KP employees. Use of tuition reimbursement has increased overall by over 40% over 2015 following significant changes in the benefit in 2016. The online application available through My HR makes the benefit convenient to use and easy to find, and KPcareerplanning.org provides personalized benefit details, policy and process information.

2016 APPLICATIONS

	CO	GA	HI	MAS	NCAL	NW	SCAL	PO	KPIT	TOTAL
Associate's Degree	185	115	8	126	940	270	980	44	34	2,702
Bachelor's Degree	265	120	36	216	1,457	294	2,080	144	68	4,680
Master's Degree	145	84	16	149	836	162	1,147	126	53	2,718
Doctorate Degree	22	4	5	16	134	14	302	13	10	520
Certificate Program	65	25	48	184	482	64	395	83	41	1,387
Certification or License	63	4	78	325	622	106	548	9	11	1,766
CEU	313	8	387	834	4,980	806	3,248	1	3	10,580
Basic Skills	7	-	16	99	98	24	71	6	1	322
Advanced Skills	30	2	32	98	447	97	295	15	9	1,025
CME/CPE/PDU	112	4	28	134	349	47	259	-	5	938
<b>TOTAL</b>	<b>1,207</b>	<b>366</b>	<b>654</b>	<b>2,181</b>	<b>10,345</b>	<b>1,884</b>	<b>9,325</b>	<b>441</b>	<b>235</b>	<b>26,638</b>

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	GA	HI	MAS	NCAL	NW	SCAL	PO	KPIT	TOTAL
Nursing	253	213	388	622	2,933	725	3,781	10	4	8,929
Business	236	68	13	214	1,048	188	1,154	320	90	3,331
Psychiatry/Psychology	53	-	14	50	1,352	121	544	8	-	2,142
Physical Therapy	22	-	14	86	895	111	646	-	-	1,774
Allied Health	71	17	21	182	677	102	496	8	-	1,574
College - General	64	19	6	60	424	107	335	40	45	1,100
Social Work	17	-	16	129	531	124	456	-	-	1,273
Optometry/Ophthalmology	64	-	1	88	489	34	352	-	-	1,028
Health Education/Gen Education	55	7	18	86	389	94	295	9	1	954
Pharmacy	125	5	25	179	103	17	366	-	-	820
<b>TOTAL</b>	<b>960</b>	<b>329</b>	<b>516</b>	<b>1,696</b>	<b>8,841</b>	<b>1,623</b>	<b>8,425</b>	<b>395</b>	<b>140</b>	<b>22,925</b>

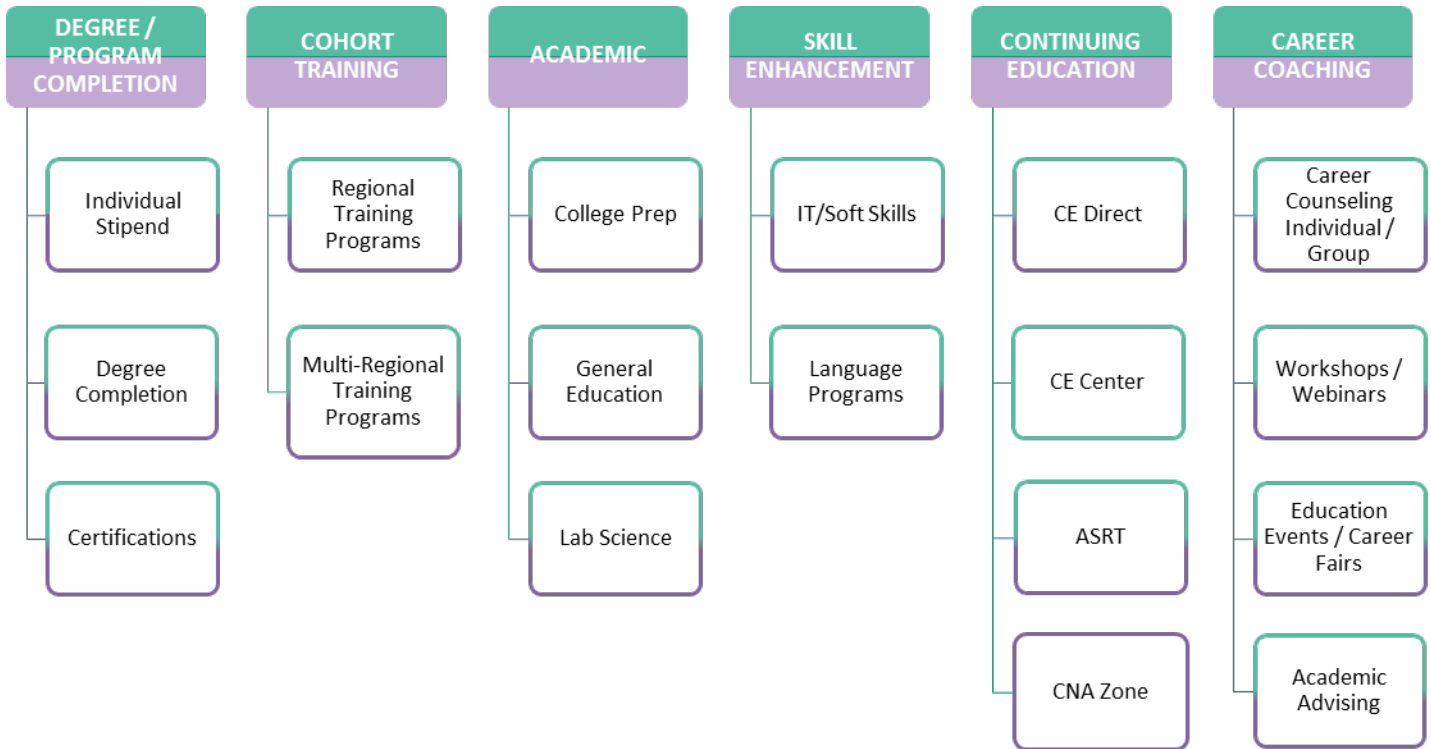
\*Full list available on request

**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 have a combined total of 28,386 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
<b>BHMT Enrollments</b>	618	402	1,645	6,276	6,095	15,036
%	4.11%	2.67%	10.94%	41.74%	40.54%	100%
<b>Ed Fund Enrollments</b>	262	107	803	11,793	385	13,350
%	1.96%	0.80%	6.01%	88.34%	2.88%	100%

**ENROLLMENTS BY PROGRAM – BEN HUDNALL MEMORIAL TRUST**

	CO	GA	HI	MAS	NCAL	NW	SCAL	TOTAL
<b>Degree/Program Completion</b>	74	140	44	194	123	163	1,090	1,828
<b>Cohort Training</b>	72	25	28	108	23	25	194	475
<b>Ben U Academic</b>	14	50	2	137	23	67	459	752
<b>Ben U Skill Enhancement</b>	73	81	10	286	550	176	936	2,112
<b>Ben U Continuing Education</b>	130	136	42	354	23	435	2,400	3,520
<b>Career Counseling</b>	660	534	103	1,344	238	506	2,967	6,352
<b>TOTAL</b>	1,023	966	229	2,423	980	1,372	8,046	15,039

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

	CO	NCAL	NW	SCAL	TOTAL
<b>Degree/Program Completion</b>	48	416	162	175	801
<b>Cohort Training</b>	21	253	17	94	385
<b>Academic</b>	19	94	0	20	133
<b>Skill Enhancement</b>	175	3,440	159	3,449	7,223
<b>Continuing Education</b>	25	108	18	59	210
<b>Career Counseling</b>	291	2,505	592	1,210	4,598
<b>TOTAL</b>	579	6,816	948	5,007	13,350

**NEW PROGRAMS APPROVED FOR FUNDING (January - June)**

BHMT COHORT TRAINING (RTPs)	DESCRIPTION	TYPE
<b>REGIONAL TRAINING PROGRAMS</b>		
PCS Research, Professional Practice and Education Residency	Provide direct and individualized education building competency and strengths over a six-month residency.	Nursing
Dry Needling	20 therapists to receive training and offer this treatment option to our members.	Allied Health
CNOR Certification	Two-day instructor-led class preparing participants for Operating Room Nurse Certification (CNOR).	Nursing
CAPA & CPAN Certifications	Two-day instructor-led class preparing participants for Peri-Anesthesia Certification (CAPA or CPAN).	Nursing
Sedation Certificate	One-day instructor-led class preparing participants for Moderate Sedation Certification.	Nursing
RN First Assistant Training Program	6-day course (lecture, lab & preceptorship) providing RNs the knowledge and techniques essential to become a Registered Nurse First Assistant.	Nursing
Regional IR Cross-Training and Certification Program	Regional pilot with Advanced Health Education Center (AHEC) providing radiologic technologists training & certification in IR.	Allied Health
Chemotherapy/Biotherapy Certification Course (ONS)	16-hour, self-paced module in Chemo/Biotherapy with module test and three-day didactic session.	Nursing
Geriatric Resource Nurse Program	Provides 20-hours of specialty training for RNs enabling them to function as a unit expert, patient advocate, and role model in the care of the elderly.	Nursing
Blood Bank Basics	2-day instruction program to upgrade their knowledge of antigens/antibodies and ensure adherence to state guidelines.	Allied Health
Blood Bank Intermediate	2-day instruction program to upgrade their knowledge of antigens/antibodies and ensure adherence to state guidelines.	Allied Health
Creative Problem Solving #2	Employees in restructuring situations can attend a 1-day seminar focused on increasing problem solving skills.	Other
Certification in Moderate Sedation Administration #2	Class preparing participants for administration of Moderate Sedation Certification.	Nursing
Certified Lactation Specialist Program #3	45-hour online course and successfully passing the exam will result in a certificate as a Certified Lactation Specialist.	Nursing
Geriatric Care Transition Coordinator Program	This program provides training on process improvement, empathy mapping, and other analytic tools including practice implementation	Nursing
Medical Assistant Certification for Clinical Assistants	NOVA Community College to provide 650 Clinical Assistants with training for enhancement of clinical skills and qualifies them to sit for the certification test as a Medical Assistant.	Allied Health
Cross Training for Pharmacy Technicians	Program offering 12-15 week didactic at a local community college, be able to work 40-hours a week (for 4 – 6 months) in Pharmacy as a trainee with a preceptor.	Other

**NEW PROGRAMS APPROVED FOR FUNDING (January – June)**

ED FUND COHORT TRAINING	DESCRIPTION	TYPE
<b>REGIONAL TRAINING PROGRAMS</b>		
Medical Lab Tech Apprenticeship	This is an accelerated (1 year) MLT program that is being delivered as a nationally registered apprentice program. Sponsored by KP Colorado and SEIU Local 105, the program will begin in August	Allied Health
Medical Coding Apprenticeship	This apprentice program is designed to give Coder I's both the training and the practical experience to move smoothly into Coder II positions. The six-month program began in early March.	Allied Health
Interventional Radiography Cross-training	The program takes imaging techs without prior experience in IR and puts them through a full-time, six month program that is very heavy on clinical work, combined with a short didactic experience and concluding with review for the ARRT specialty exam	Allied Health
MRI Cross-training	We are wrapping up a year-long MRI program for imaging techs. The program consists of 8 months on online didactic course work through Cal State Northridge, followed by 640 hours of clinical precepting. A new round of this training is set to start in the fall.	Allied Health
ServSafe Food Manager Certification	Provides cooks and other food service staff with a higher level certification in the field of food safety. The program involves home study followed by a one day review class, then the national exam	Other