

The Power of Partnership

National Workforce Planning and Development Overview



Career mobility

Career mobility is a journey.
Kaiser Permanente has a suite of
services and support to help you.

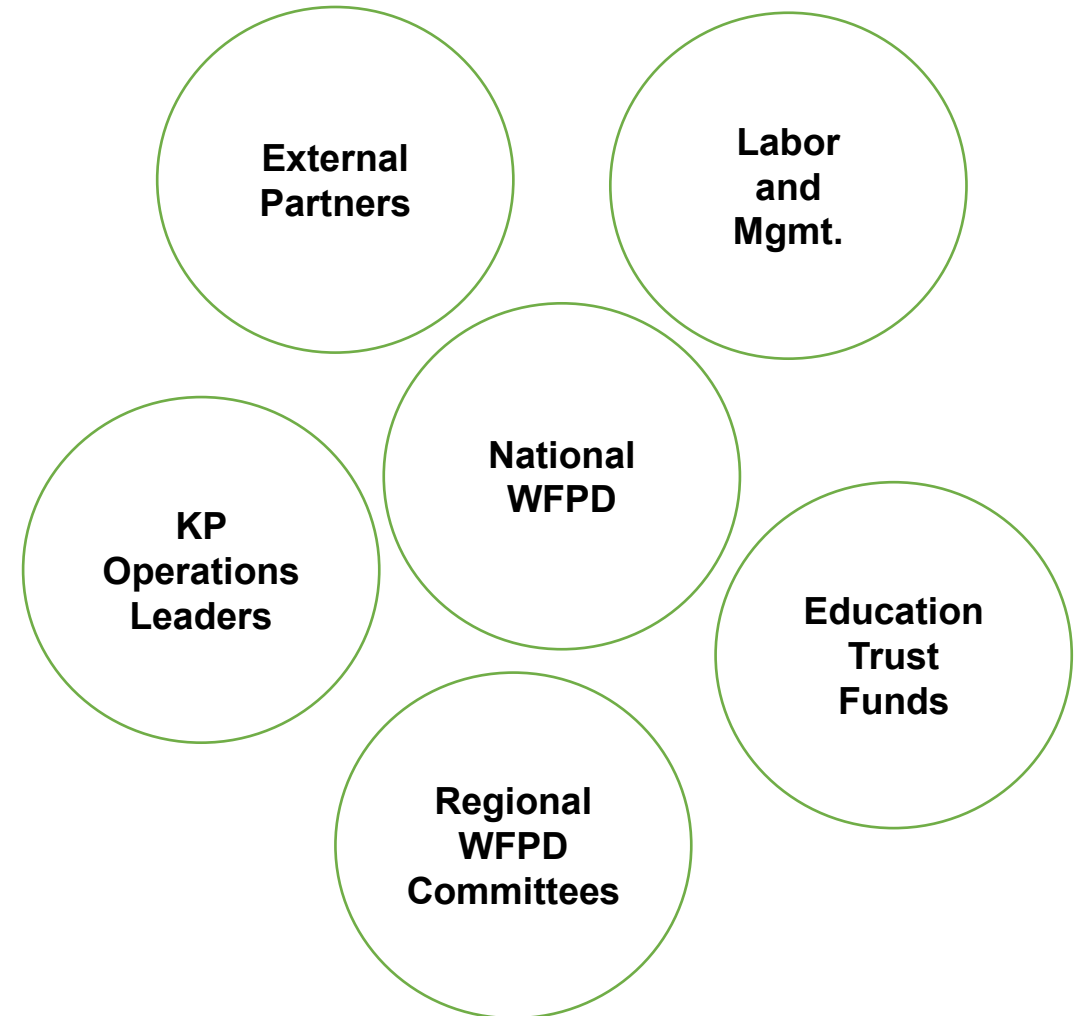


Purpose

National Workforce Planning and Development enables individual and organizational success.

2005 National Agreement between KP and Partnership unions created structure for workforce development and education trusts.

With our partners, we support education and training for our workforce to build skills needed now and in the future.



Core services

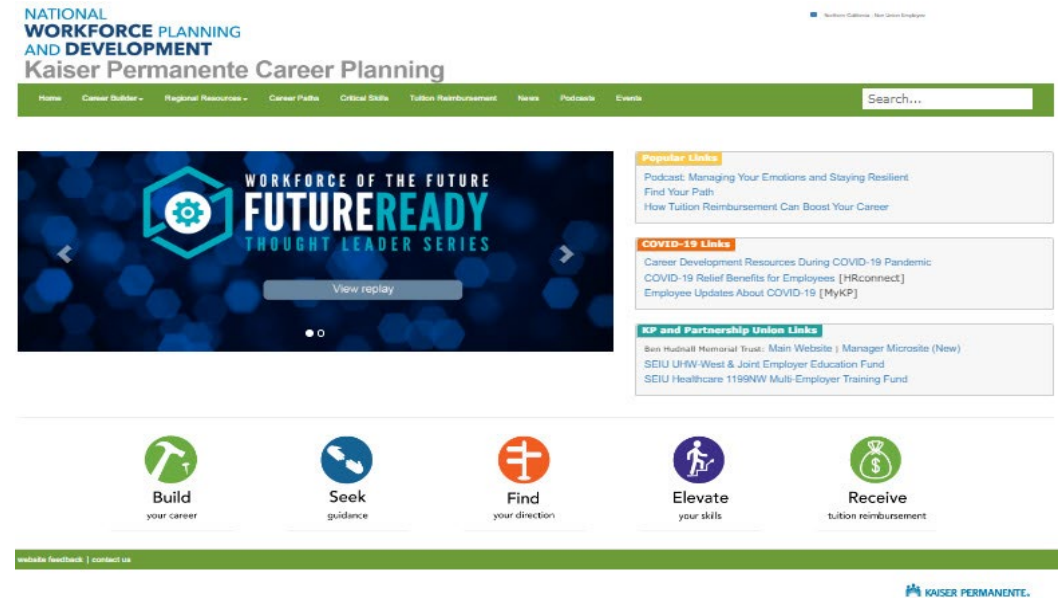
- **Career development**
- **Education trust funds**
- **Tuition reimbursement**
- **Workforce of the Future**



Career Development

KP Career Planning

Career planning for union members and managers who want to help them.



Career paths

Our career paths tool helps you create a personalized action plan to reach your goals.

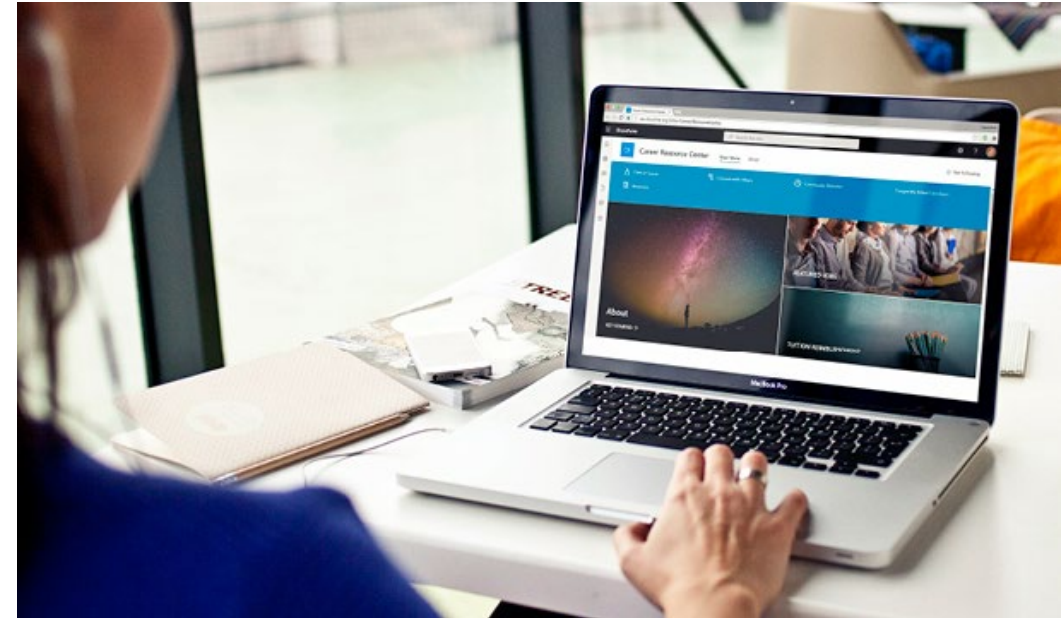
20,000+ career path profiles

6,000+ action plans



Career Resource Center

A new one-stop hub for all employees to plan their careers.



Education Trust Funds

Education trusts at a glance

The Labor Management Partnership supports 3 education trust funds:

- **Ben Hudnall Memorial Trust**
- **SEIU UHW-West & Joint Employer Education Fund**
- **SEIU Healthcare 1199NW Multi-Employer Training Fund**

Union-negotiated education benefits bargained by KP, Alliance, Coalition

- **Address emerging needs** and prepare employees for in-demand positions
- **Provide cost-effective training** at scale
- **Provide equitable access to career development opportunities** for diverse workforce

Education trusts: Programs and services

- **140,000+** KP employees represented by Partnership unions served
- **1 in 4** eligible employees use the education trusts

Popular programs and services include:

- **Career coaching**
- **Financial assistance** (stipends, tuition support)
- **Degree programs and certifications**
- **Skill building and continuing education**
- **Academic support**
- **Cohort training programs**

Cohort training

Targeted training for:

- **Upskilling**
- **Continuing education**
- **Specialty certifications**

These trainings:

- **Fill staffing gaps**
- **Eliminate barriers**
- **Address equity issues**

Hundreds of cohort trainings completed

- **National RN-to-BSN program**
- **Transition to practice programs**
- **Mental Health, Imaging, Pharmacy certifications**
- **Apprenticeships**
 - > Medical assistant
 - > Optical dispenser
 - > Sterile processing tech

Employee success story



“I feel empowered. By taking steps to further educate myself and better myself, it just expands my horizons in the company to try something new, start a new career, open up a new path.”

— **REGGIE WILLIAMS**, SEIU-UHW, Southern California, who, after working 20 years at Kaiser Permanente in Environmental Services, completed an apprenticeship program to become a sterile processing tech

Manager success story



“I encourage all my staff to pursue education to stay marketable and relevant. If you put the resources into your staff, it can be nothing but a win-win.”

— **SOPHIA WILSON**, supervisor, Health Information Management, Georgia

Tuition Reimbursement

Tuition reimbursement

Kaiser Permanente provides reimbursement to employees for completing courses.

Up to \$3,000 each year

1 in 8 eligible KP employees use



Workforce of the Future

Workforce of the Future initiative

Health care is transforming. Jobs are changing.
Workforce of the Future is a framework to keep up with these changes.
Here's how:

- **Workforce consultants, implementation specialists, and regional labor and management leaders** analyze and make sense of trends in markets
- **Regional committees** identify training resources that will equip our workforce for the future
- **Community of practice** shares successful practices across the enterprise
- **Tools** such as job profiles and a manager's guide to workforce development help to build careers and learn new ways to work
- **Future Ready virtual thought leader series** has insights on what's next in work and learning

Take action

What you can do:

- **Talk with your team about career development.**
- **Connect with National Workforce Planning and Development consultants and project managers** to find ways to build skills and support lifelong learning.
- **Collaborate with education trust career coaches**, who can tailor trainings, provide career coaching to employees and offer skill assessments.
- **Contact Regional Workforce Planning and Development Committee tri-chairs** to help identify upskilling and training needs for you and your team.

Workforce Planning and Development leadership



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More information

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- KP Career Planning: kpcareerplanning.org
- Career Resource Center: sp-cloud.kp.org/sites/CareerResourceCenter
- Ben Hudnall Memorial Trust: bhmt.org
- SEIU UHW-West & Joint Employer Education Fund: theedfund.org
- SEIU Healthcare 1199NW Multi-Employer Training Fund: healthcareerfund.org
- Tuition reimbursement: kpcareerplanning.org/prd/tuition_reimbursement.php
- Workforce Development Week: kpcareerplanning.org/wdw
- Workforce of the Future: LMPartnership.org/workforce
- Manager's Guide to Workforce Development: LMPartnership.org/tools/manager's-guide-workforce-development