

NCAL LMP Workforce Planning & Development Committee

2016 Objectives and Accomplishments

The Challenge

Align, integrate and coordinate all workforce planning & development efforts at a Regional level for Northern California.

Actions and Outcomes:

December 2015 offsite retreat to address

- Communication
- Stakeholder Engagement
- National Agreement deliverables

Identified resources and design processes to address key areas of focus for 2016

- Structure
- Strategic Alignment
- Career Barriers and Mobility

Key Elements in the Design

Structure

Develop a structure that supports expanded scope of committee (a proactive, integrated approach to addressing workforce needs for care delivery, transformation and innovation).

Actions and Outcomes:

- Created subcommittee model to facilitate good match between Committee resources and deliverables
- Better defined accountability and oversight
- Improved flexibility to address changing needs and priorities

Strategic Alignment Subgroup

Understand Business needs to provide internal and external context for workforce planning to ensure that the work of the NCAL LMP WFPD committee supports the strategic needs of our organization.

Actions and Outcomes:

- Proactively identify current or anticipated strategic initiatives with potential impact on members of LMP unions
- Leverage depth and breadth of subcommittee participant knowledge to catalogue these initiatives
- Identify project owners to provide report out to broader committee
- Research, track progress and, where appropriate, identify follow-on committee work to address impacts

Career Barriers and Mobility Subgroup

Provide path for incumbent workers to secure employment at KP in positions that match their desired career path (and KP priorities) based on licensure/certification/competency

Actions and Outcomes:

- Initial focus on Medical Assistants and Pharmacy Technicians
- Developed problem statements and used root cause analysis to identify barriers and facilitate desired mobility