



## Skills Management for Clinical Workers

Healthcare organizations are under pressure to provide consistent, high-quality care at the lowest possible cost. However, their current processes for orientation, annual assessments, and staffing are inefficient and lack visibility into trusted skills data.

### KAHUNA CAN HELP

Kahuna helps the clinical education, nursing leadership, and administration teams address the pain points tied to legacy methods of assigning, assessing, and managing skills and competencies. Additionally, Kahuna unlocks value for these groups by removing manual processes, enabling mobility and development of clinical workers, preparing for TJC audits, and feeding capability planning for future workforce demand.



### CREATE A MORE SKILLED CLINICAL WORKFORCE WITH KAHUNA

Kahuna's mission is to empower the enterprise to create a more competitive and skilled workforce. With our modern skills management platform, organizations gain a validated and objective view of their workforce capabilities, align talent supply against current and future demand, and increase the return on training investment.

### BENEFITS

- Reduce total spend on orientations, assessments, and administrative reporting.
- Execute cost-efficient TJC audits with 0 findings.
- Increase nursing staff retention with skill-driven career management tools.
- Maintain consistent quality of care.

### KAHUNA SUPPORTS YOUR MAGNET JOURNEY

- Quickly share new or changing information amongst team members with Kahuna's agile competency creation and assignment.
- Assign annual competencies based on KPIs and patient quality data.
- Build on existing job-specific skills while enhancing leadership development across the organization.

# KEY CAPABILITIES

## Digitize orientation and annual assessments for nurses & caregivers

- Gain visibility into the assessment progress at an individual level through a personalized skills profile, a team level through a matrixed view of assessment statuses, or at a unit level through reporting and analytics.
- Assign relevant skills based on roles and responsibilities.
- Streamline the identification of qualified preceptors and coordination of competency assignments.
- Promote accountability with defined workflows that use relevant validation methods.

## Cross-train and deploy skilled nurses for unexpected personnel shortfalls

- Fill resource gaps with qualified nurses by searching specific skills and attributes in Kahuna's Talent Finder.
- Understand skill gaps at the unit and system level with reporting and analytics.
- Advance your workforce ahead of industry changes by evaluating your current state of skills, creating demand for needed skills, and understanding who to develop with the capability planning workbench.
- Define and track actions for targeted upskilling with individual development plans.

## Strategically upskill nurses and mobilize in line with dynamic healthcare environments

- Forecast skills demand, create personalized development plans for caregivers and nurses, and manage progress to target skills through the capability planning analytics in Kahuna.
- Instill ownership through self-assessments and development plans, which supports ANCC's Pathway to Excellence Program commitment of creating an environment that empowers and engages staff.

## Concentrate orientation efforts on assessing gaps in competence for transfer nurses

- Personalize and specify requirements with Kahuna's role framework rather than using broad curricula, to target unit-level and job-specific competencies.
- Utilize historical assessment records from nurses' prior roles to give credit for previously attained skills.
- Employ Intermountain Healthcare's standard content library of roles and competencies as the cross-functional foundation of a competency management program, giving credit to each nurse for the skill requirement, regardless of their placement in the organization.

## Prepare for Joint Commission audits and regulatory surveys

- Track proof of competence for TJC compliance in detail with a flexible data model.
- Regulate the assessment processes executed by qualified assessors.
- Ensure regulated roles have the right coverage of requirements through standard skill and role assignment logic.
- Gain insight into workforce competence at a unit and system level with reporting and analytics.

## Determine nurse competence with validated bedside experiences

- Advance competence with trusted experience data integrated from the EHR, reducing overall time to competence through on-the-job experience rather than a training only approach.
- Reduce redundant assessments on skills routinely performed by specifying requirements to be completed upon recertification, and linking these to the validated experience records captured in an EHR.

Create a more skilled clinical workforce with Kahuna. [www.kahunaworkforce.com](http://www.kahunaworkforce.com)