

KEY CAPABILITIES

Digitize orientation and annual assessments

- 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 employees when staffing challenges arise

- Fill resource gaps with qualified staff by searching specific skills and attributes in Kahuna's Talent Finder.
- Understand skill gaps at the unit and system level with meaningful 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 to enhance professional practice with individual development plans.

Strategically train, develop, and mobilize staff in line with dynamic healthcare environments

- Forecast skills demand, create personalized development plans, 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 staff

- Personalize requirements with Kahuna's role framework rather than using broad non-specific curricula to align competency models with unit or job-specific competencies.
- Utilize historical assessment records from 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 regulatory surveys and audits

- Track proof of competence and compliance for regulatory surveys and audits 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 actionable insights into workforce competence at a unit and system level with reporting and analytics.

Determine nurse competence quickly 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