



WORKFORCE OF THE FUTURE TIP SHEET

FOCUS AREA: BEST PLACE TO WORK

CAREER RESILIENCE UNIT-BASED TEAM PROJECT

WORKFORCE OF THE FUTURE AND CAREER RESILIENCE

Healthcare is changing rapidly, and Workforce of the Future projects are intended to prepare Kaiser Permanente's workforce for those changes. Career resilience is one of many training sessions that provides employees with the tools to succeed in our ever-changing work environment.

Career Resilience is knowing how to apply resilience at work and helps employees navigate their careers during times of change and ambiguity. It consists of an assessment through which employees learn about the way they typically navigate change and ambiguity. Additionally, through an interactive MS Teams group, employees will participate in training activities to explore personal and team resilience. Teams will benefit from the following outcomes:

- Gain better understanding of their unique mix of career resilience characteristics and which ones they tend to either under or over utilize;
- Develop a concrete plan to overcome and balance out the areas of under and over utilization, leading to better and more sustainable career resilience; and
- Better manage their careers by preparing for the unknown and creating plans for handling situations out of their control.

As a result of teams completing the Career Resilience program, they will gain a greater sense of control during organizational changes. **The MS Teams group video lessons are 10-15 minutes in length and activities will take approximately 5-20 minutes. The whole project can be completed in six weeks.**

For more information or questions, please contact:

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GETTING STARTED

This project is only available within MS Teams. To get started you must first join the Team by following the instructions below. Each UBT member should join the MS Team.

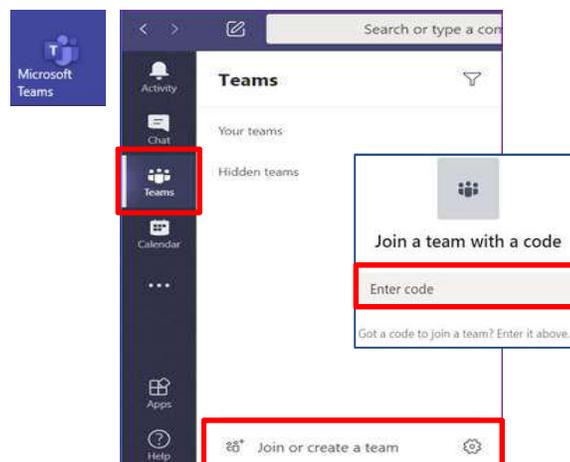
1. Open Microsoft Teams
2. In the Teams menu click **Join or create a team**
3. Join with code: jwbvran

KPCO UBT Career Resilience Project will now appear in your list of Teams.



KPCO UBT Career Resilience Project

Begin in the General channel for further instructions.



TRACKING

Workforce of the Future projects contribute to the % of UBTs with qualified Best Place to Work projects. Enter Career Resilience projects in UBT Tracker as:

- **Focus Area:** Best Place to Work
- **Performance Metric:** Workforce of the Future: Enhancing Skills

UBT PROJECT IDEAS

Below is a list of potential UBT projects. This list is not exhaustive and UBTs should be creative in developing Workforce of the Future projects.

<p>SMART Goal: ___% of employees who participate in Career Resilience project will report feeling more resilient ___ months after, based on the pre and post survey.</p>	<p>Suggested Actions:</p> <ol style="list-style-type: none"> a. Track number of UBT members who participate in Career Resilience training by joining the Team and completing each lesson. b. Track number of UBT members who complete a career resilience baseline survey and post survey (3-5 months after). c. Track number of UBT members who participate in career coaching with a career counselor. d. Track number of UBT members who complete resilience building actions (i.e. Quest tool, career coaching, Career Paths Exploration, etc.).
<p>SMART Goal: ___% of employees who participate in career resilience training will create a PathSavvy profile within ___ months.</p>	<p>Suggested Actions:</p> <ol style="list-style-type: none"> a. Track number of UBT members that learn about and explore PathSavvy by creating a profile. b. Track number of UBT members who review PathSavvy dashboard with manager and create a shared professional development plan.
<p>SMART Goal: (??) 75% of represented employees will complete a Personal Resilience Profile by [DATE].</p>	<p>PDSA Options:</p> <ol style="list-style-type: none"> a. Track number of UBT members that complete a Personal Resilience Profile and compare to baseline. b. Track number of UBT members that complete follow-up appointment with career counselor and the number of appointments.
<p>SMART Goal: 100% of employees will complete a career resilience self-assessment.</p>	<p>PDSA Options:</p> <ol style="list-style-type: none"> a. Track number of UBT members that complete the career resilience self-assessment. b. Track number of UBT members who review career resilience plan with manager(s) and create a shared professional development plan.

Help with your project

- For help entering your UBT goal into Tracker or using RIM tools to complete a project, contact your UBT Consultant at CO-UBT-Consulting@kp.org .