

careLearning offers...

## careSkills

### A Competency Management Solution for Healthcare Organizations

Competencies are nothing new for healthcare organizations. Most healthcare employees either have been assessed or have assessed for competence. **So why use a Competency Management System?** To maximize the use of your competency data for your current and future needs.

**Move your organization beyond traditional regulatory competencies and achieve workforce development initiatives.**

#### *Hire the Right Employees*

Create selection criteria and tools based on skills and behaviors required for success

#### *Align Training with Organizational Goals*

Ensure your educational programs are on target by creating Individual Development Plans (IDPs) based on each individual's job expectations and proficiency level

#### *Build Better Committees*

Define requirements of a committee in terms of skill, roles and resource investments and pinpoint those employees whose skills best match those requirements

#### *Find Tomorrow's Leaders*

Inventory critical skills of key leadership roles and identify potential candidates for succession development

#### *Optimize Performance Management*

Measure and monitor individual performance and progress and ensure alignment with organizational goals

#### *Prepare for Disasters*

Use competency data to support staffing forecasts, enable succession planning and prepare for disasters



>>Acquire  
>>Maintain  
>>Develop  
>>Utilize

**...the skills and unique capabilities that differentiate you from the competition.**

careSkills makes it easy to develop and perform competency assessments, analyze skill gaps and drive workforce development improvements.

- Populated with competencies required for successful performance by **clinical** and **non-clinical** employees within a healthcare organization
- Skills are easy to customize and proficiency levels for each unique role within your organization are determined by you
- Automated assessments make it easy to collect, report and track employee competence and eliminates misplaced documents and paper trails
- Multiple interactive charts and graphs display up-to-the-minute data and are available at the touch of a button



# The Best Competency Management Solution for Healthcare Organizations

**Move beyond traditional regulatory competencies...careSkills** helps healthcare organizations achieve a number of critical workforce objectives.

## Employee Retention

- ✓ Identify employees at risk for failure or burnout due to skill proficiency levels that are too high or too low.
- ✓ Allow employees to create an individual development plan (IDP) based on the skills required to achieve success in their current role.

## Employee Selection

- ✓ Find employees whose skills best match the requirements you create for success as a new employee or involvement in a project or committee.

## Strategic Learning

- ✓ Align learning resources with identified skill gaps on the individual, department, or organization level.
- ✓ Invest in learning resources that meet the highest priority learning needs, rather than relying on assumptions or guesswork.

## Strategic Workforce Planning

- ✓ Gain an understanding of the real skills needed for success in your organization.
- ✓ Inventory the skills, knowledge and abilities present right now and plan for those needed in the future.

## Performance Management

- ✓ Ensure organizational goals are met by clarifying performance expectations for all employees.


## Career Development

- ✓ Allow employees to create a career development plan based on the skills required to climb your organization's clinical ladder or for potential promotional job opportunities.

## Succession Planning

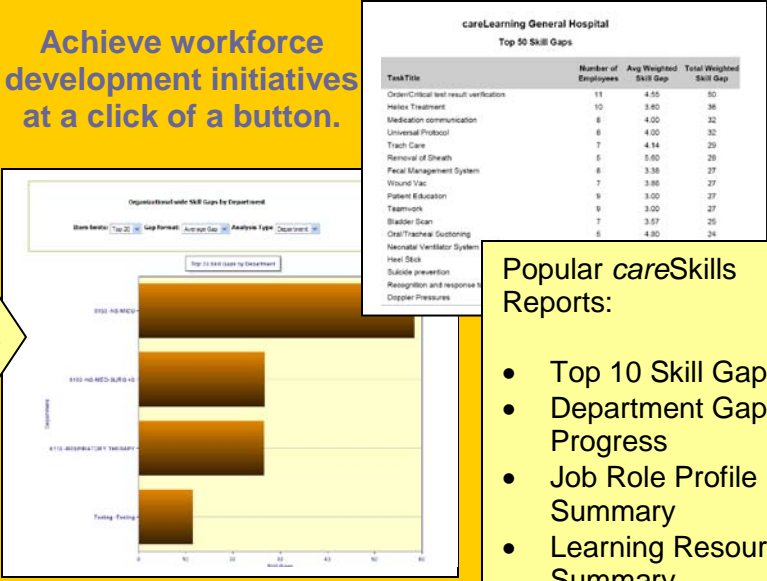
- ✓ Find potential replacements for key roles at risk due to retirement, outsourcing, downsizing or disasters.

Does your current competency management system look like this?



Get Results

Achieve workforce development initiatives at a click of a button.



TaskTitle	Number of Employees	Avg Weighted Skill Gap	Total Weighted Skill Gap
Order/Critical test result verification	11	4.55	50
Helix Treatment	10	3.60	36
Medication communication	8	4.00	32
Universal Protocol	8	4.00	32
Trach Care	7	4.14	29
Removal of Breath	5	5.80	29
Facial Management System	6	3.58	21
Wound Vac	7	3.88	27
Patient Education	9	3.00	27
Teamwork	9	3.00	27
Bladder Scan	7	3.87	27
Class/Trained Suctioning	6	4.50	27
Neonatal Ventilator System			
Heat Stick			
Subtle prevention			
Recognition and response			
Doppler Pressures			

Popular careSkills Reports:

- Top 10 Skill Gaps
- Department Gap Progress
- Job Role Profile Summary
- Learning Resources Summary

To enroll or for more information about careSkills, contact Peggy Engelkemier, RN, Director of Workforce Development Solutions, at 866.617.3904 or [peggyeng@carelearning.com](mailto:peggyeng@carelearning.com).

careLearning is a nonprofit organization operated by more than 40 state hospital associations and the American Hospital Association. For more information about our education and competency management solution, visit us online at [www.carelearning.com](http://www.carelearning.com), or call 866.617.3904.