





## Why Critical Skills | *Advocates*

### Prepare for the jobs of tomorrow

We all need to become lifelong learners to address emerging skill gaps. We know certain skills will be essential as new care models, technology and other trends change the health care landscape, such as the shift to virtual care and rise in remote work. Learning about the 4 critical skills can help employees adapt to coming changes and increase Kaiser Permanente's ability to deliver high-quality, affordable care. Share this toolkit with employees. Encourage them to take critical skills training, so they are prepared to meet our members' needs and demands.

### Adapt to coming changes

Health care is changing rapidly. By acting now, we can prepare for changes ahead. As part of Kaiser Permanente's Workforce of the Future initiative, have employees learn more about the 4 critical skills, starting with KP's online course covering each skill.

 *Be proactive. We need to embrace technology. It's here to stay.* 

– Janis Thorn  
United Steelworkers Local 7600, Southern California

### Easy to start

The course is:

- ▶ **Available** to eligible union members
  - Sign up at [kpcareerplanning.org/critical-skills](https://kpcareerplanning.org/critical-skills), the Ben Hudnall Memorial Trust ([bhmt.org/critical-skills](https://bhmt.org/critical-skills)) or SEIU UHW-West & Joint Employer Education Fund ([theedfund.org/programs/critical-skills](https://theedfund.org/programs/critical-skills)).
- ▶ **Accessible.** Employees can take it on a smartphone, tablet, laptop or desktop computer.
- ▶ **Adaptable.** Employees can go at their own pace.

### Keep going

- ▶ Employees can learn more about the critical skills at [kpcareerplanning.org/critical-skills](https://kpcareerplanning.org/critical-skills).
- ▶ Encourage employees to discuss critical skills with their manager, explore career paths at [kpcareerplanning.org/paths](https://kpcareerplanning.org/paths) and meet with a career counselor to develop a personal learning plan.
- ▶ Learn more about the Workforce of the Future at [LMPartnership.org/workforce](https://LMPartnership.org/workforce).