

Talent Trends and Challenges in Healthcare

*Webcast Series:
Succession Planning*

Presenters:
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PRESENTERS



Christina Barss

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OVERVIEW

- Provide an overview of global workforce trends.
- Discuss changing demographics.
- Highlight trends unique to healthcare.
- Build a talent management business case.
- Align talent development strategies



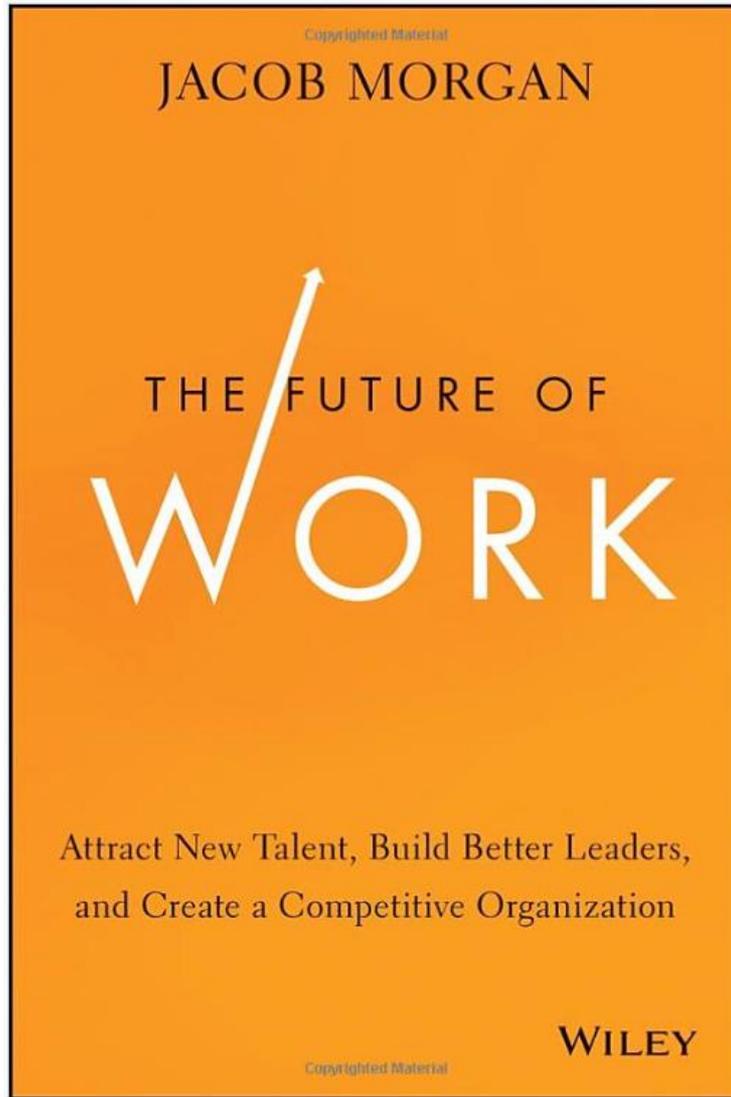
AUDIENCE PARTICIPATION

Poll:

- What workforce trends most affect you?

GLOBAL TRENDS





THE FIVE TRENDS SHAPING THE FUTURE OF WORK



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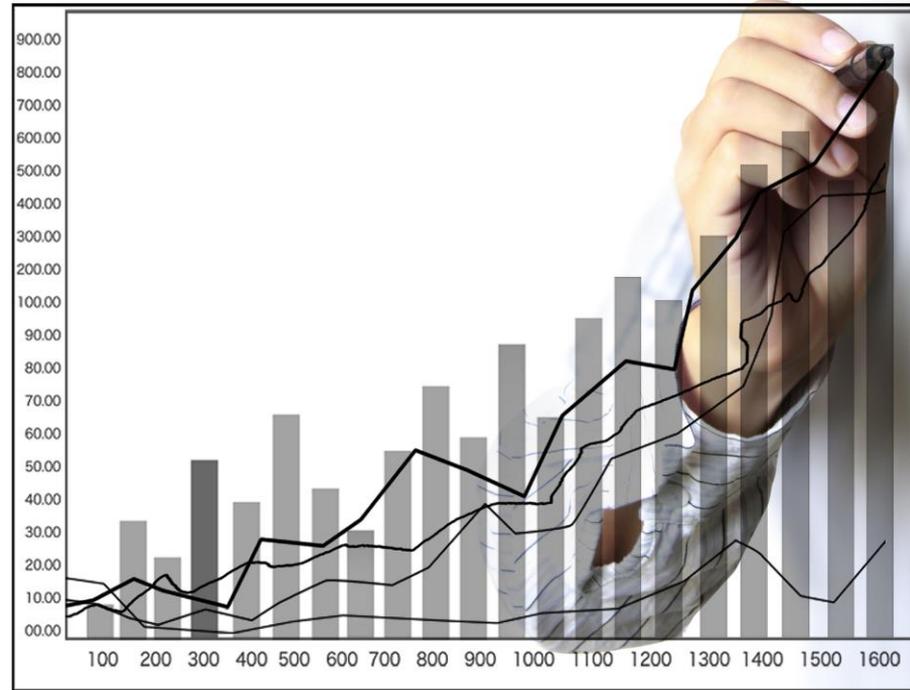
Source: www.thefutureorganization.com



ACCELERATED CHANGE

Transforming the Workplace

Changes and disruptions in the workforce is forcing talent management professionals to examine new practices.



FOURTH INDUSTRIAL REVOLUTION



- ✓ Exponential rate of change rather than a linear pace
- ✓ Disruptions of industries
- ✓ Requires a paradigm shift

TALENT TRENDS

- ✓ New technologies will affect organizational capacity while requiring new capabilities to be developed.
- ✓ 60 percent of high-skilled workers are willing to work abroad.
- ✓ The United States is one of the least mobile countries, but it's the most preferred place to work.

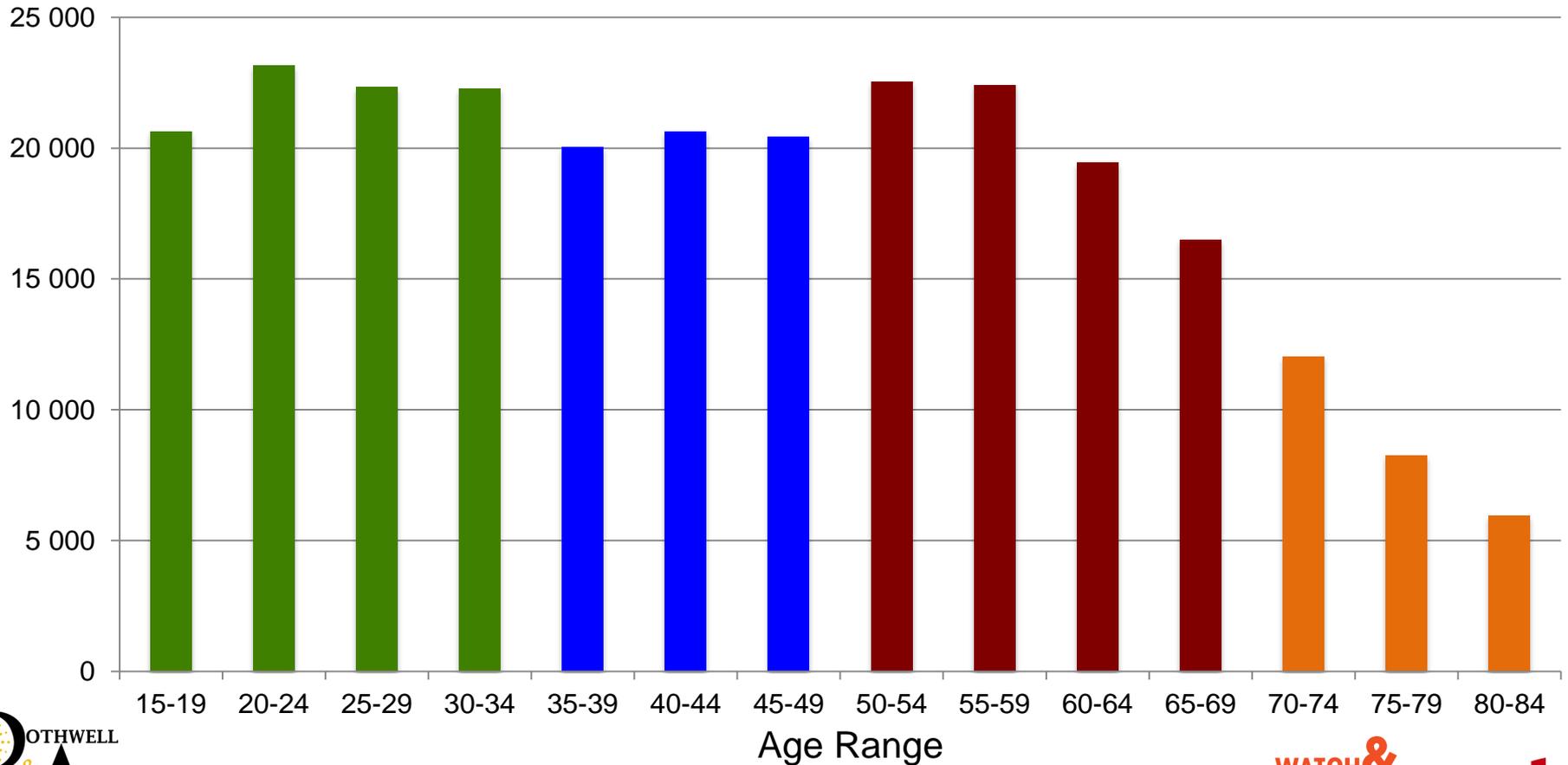
CHANGING DEMOGRAPHICS



GENERATIONAL WORKFORCE

Generation Z Millennials/Y Generation X Boomers Silent

United States of America Labor Force 2016



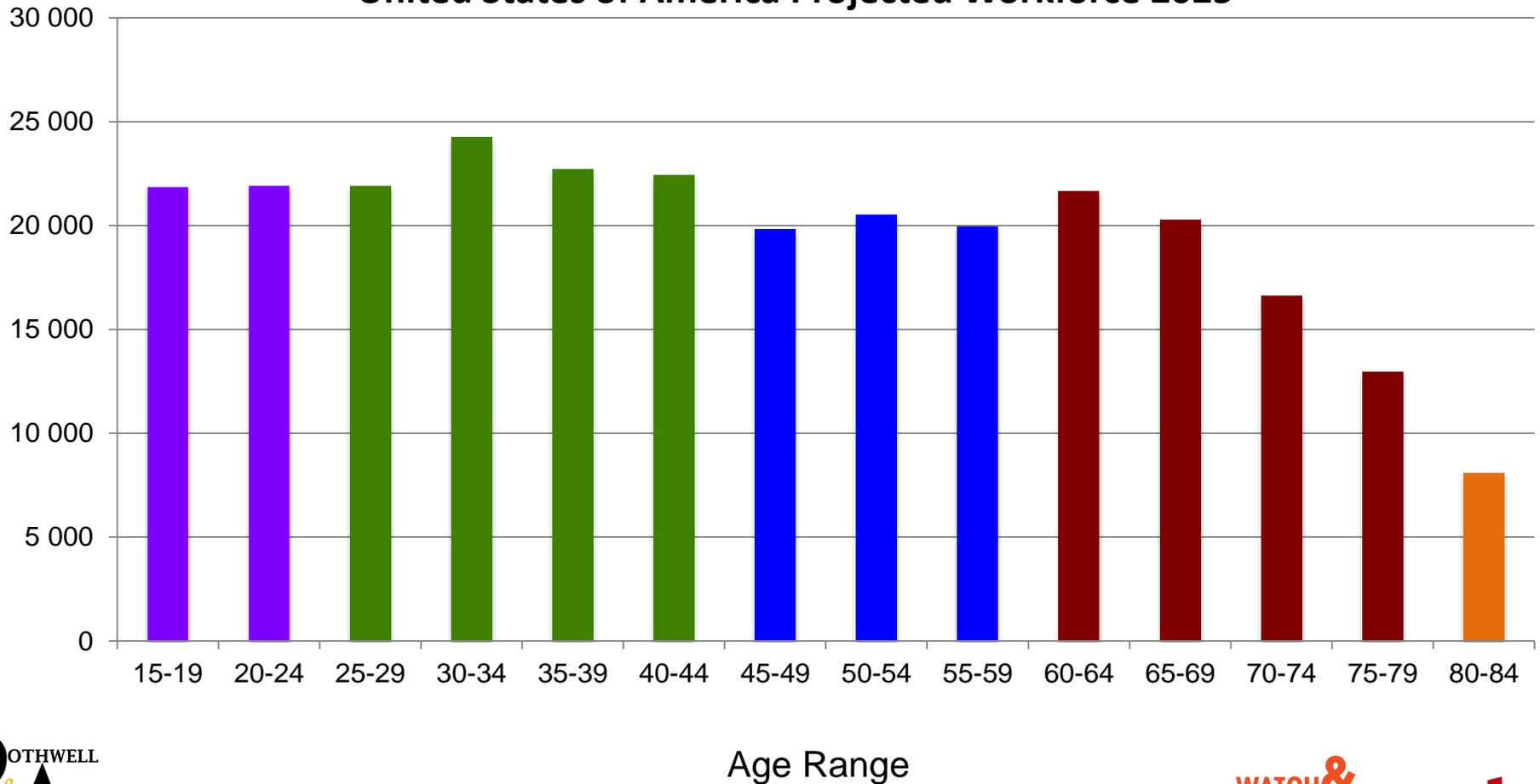
Source: United Nations Department of Economic and Social Affairs (Population Division)



GENERATIONAL WORKFORCE

Generation Z Millennials/Y Generation X Boomers Silent

United States of America Projected Workforce 2025



Age Range

Source: United Nations Department of Economic and Social Affairs (Population Division)

U.S. CENSUS BUREAU

- ✓ Population to increase by 13 percent between 2013 and 2025.
- ✓ First Baby Boomers turned 65 in 2011.
- ✓ By 2030, 70 million U.S. residents will be 65 or older.
- ✓ Those who are 65 or older use twice as many physician resources as those younger than 65.

HEALTHCARE TRENDS



THE GRAYING

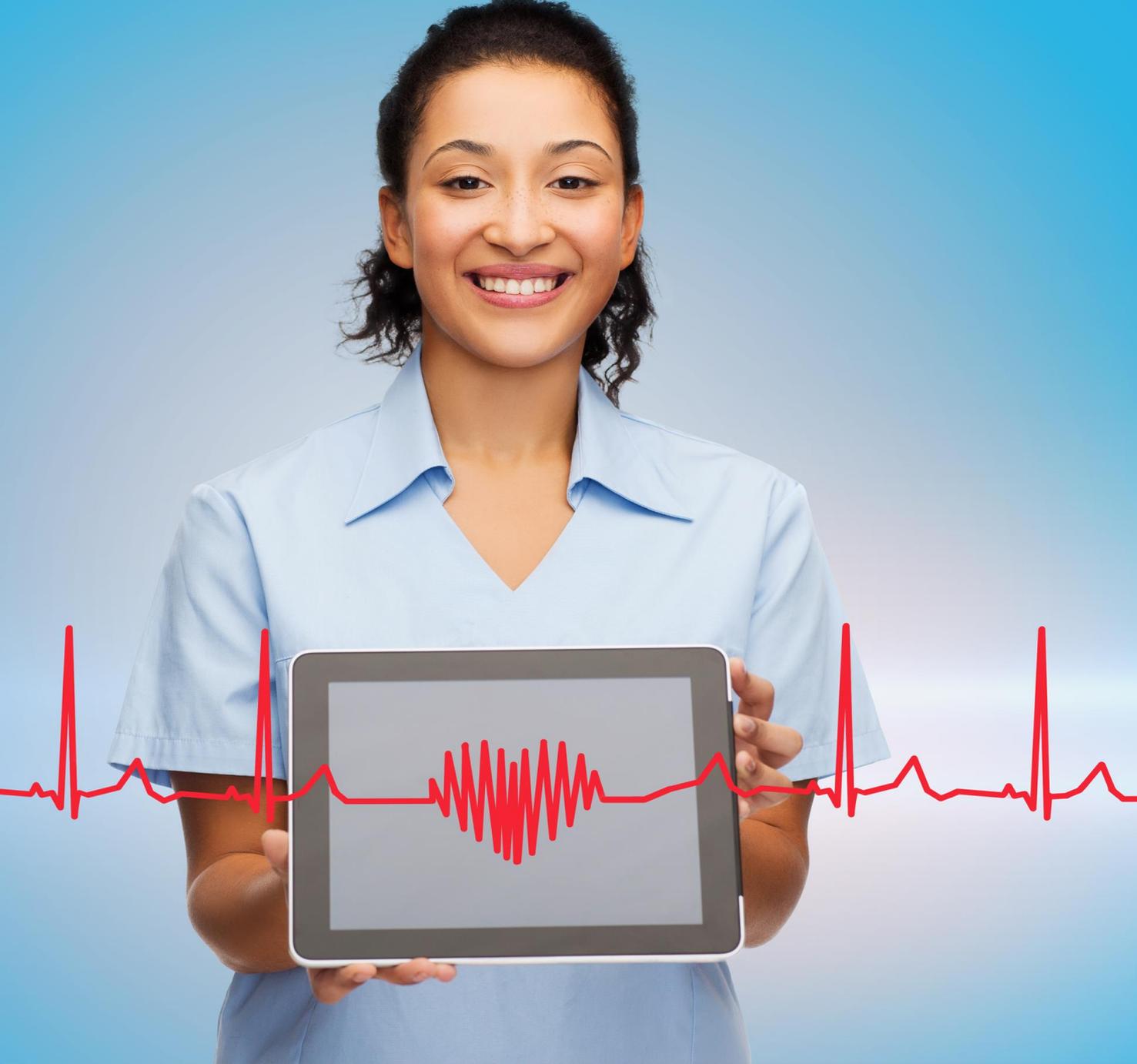


THE GAP

Occupational Title	Employment 2014	Projected Employment 2024	Shortage
Home Health Aides	913,500	1,261,900	348,400
Nursing Asst. and Orderlies	1,545,200	1,813,000	267,800
Registered Nurse	2,751,000	3,190,300	439,300
Nurse Practitioners	126,900	171,700	44,800
Physician Assistants	94,400	123,200	28,800
Physicians and Surgeons	708,300	807,600	99,300
Medical Assistants	591,300	730,200	138,900



Source: U.S. Bureau of Labor Statistics, Employment Projections Program



The Heart of the Matter

80%

REBEL!



RECRUIT AND RERECRUIT



RECRUIT AND RERECRUIT



What do
they value?

What is
their reality?

What is
your reality?

RETAIN



- Proactively identify employees who are 65 years or older and offer the same benefits they would receive if fully retired if they work up to 24 hours per week.
- Partner with your benefits department to offer employees with at least 10 years of service who are age 59 ½ or older to begin to draw on their pensions while they still work part time.

KEEPING AND ENGAGING





AUDIENCE PARTICIPATION

Poll: Based on the changing demographics:

- What are you doing to attract talent?
- What are you doing to retain talent?

BUSINESS CASE



BUILDING A CASE FOR TALENT MANAGEMENT

The case for talent management and succession planning can be made based on the need to:

BENEFIT

COST

- ✓ Address essential long-term skills.
- ✓ Address retirement issues.
- ✓ Address growth issues.
- ✓ Engage people.
- ✓ Retain high-potential talent.
- ✓ Transfer knowledge and professional contacts.

THE DIFFERENCE BETWEEN PRACTICING MEDICINE AND LEADING IT



WHAT CAN YOU DO NOW?

- Conduct a demographic workforce assessment that identifies current and projected skill gaps.
- Identify one or two capture tactics to transfer knowledge within your existing workforce. Think mentorship!
- Develop a talent management strategy including a succession planning initiative.

WEBCAST SERIES: SUCCESSION PLANNING

With William J. Rothwell

Webcast Title	Date
Road Map of Strategic Succession Management	October 3 4 p.m. ET
Clarify and Manage Talent (Present and Future)	December 5 4 p.m. ET
Assess and Develop Potential Talents	January 13 1 p.m. ET
Evaluate Succession Management Program	February 24 1 p.m. ET





Question



Answer