

FUTURE HEALTH CARE WORKFORCE

4 STEPS TO PREPARE



The health care workforce is changing. Here are 4 trends shaping change and 4 ways you can prepare for the future.

Why the workforce is changing



DEMOGRAPHICS. The share of working-age people in the U.S. has declined, and the workforce is getting older (U.S. Census Bureau). Retirements will remain high over the next 10 years.



RAPIDLY CHANGING SKILLS. The World Economic Forum estimates that 44% of all workers' core skills will change in 5 years. Increasing skill demands are particularly evident in the health care industry.



COMPETITION. Big strategic moves by existing and new competitors are redefining the health care landscape (Advisory Board). Workers can stay ahead by understanding consumer needs and enhancing technical skills.



TELEHEALTH. Telehealth use rose during the COVID-19 pandemic. Most consumers now prefer virtual options for prescription refills and minor illness care (Rock Health). To adapt, it requires a well-trained workforce.

What you can do



KEEP LEARNING. Stay curious. Learn about new technologies and scientific advances. Enhance how you communicate and solve problems. Use Kaiser Permanente resources such as [tuition reimbursement](#) and [education trusts](#).



FOCUS ON SKILLS. Learning new skills and getting certifications are important ways to grow a career and earn more money. Try targeted courses on [KP Learn](#).



BUILD RESILIENCE. Kaiser Permanente has resources to support the mental health and wellness of our workforce. Learn more at [Rise&Renew](#) (KP intranet).



BE OPEN TO POSSIBILITIES. Be confident in your ability to adapt. The best way to prepare is to learn a range of skills. Embrace technology. Help find your path with our [career exploration tool](#).

Visit LMPartnership.org/workforce to view references.