

Competency Management for Healthcare



Healthcare organizations are being charged to do more with less. However, their current processes for orientation, annual assessments, and competency-based staffing are inefficient and lack visibility into trusted skills data.

KAHUNA CAN HELP

Kahuna helps clinical education, nursing leadership, and administration teams address the pain points tied to legacy methods of assigning, assessing, and managing skills and competencies. Additionally, Kahuna unlocks value for these groups by removing manual processes, enabling mobility and development of clinical workers, preparing for regulatory surveys and audits, and feeding capability planning for future workforce demand.

Category	Jeffrey Warner	Elise Martin	Virginia Morgan	Shawn Bakker	Carol Smith
Certifications	100%	100%	85%	100%	100%
ACLS	✓	✓	✓	✗	✓
Basic Life Support	✓	✓	✓	✓	✓
BLS	✓	✓	✗	✓	✓
Fundamentals	100%	80%	100%	100%	100%
Patient-Centered Care	✓	✓	✗	✓	✓
Quality Improvement	✓	✓	✓	✓	✓
Safety	✓	✗	✗	✓	✓

Jessica Morales
RN, Nurse | Location: Katy

COMPETENCY LEVEL: Medical Surgical (2X Core Orientation)

STATUS OVERVIEW: NOT ASSIGNED, PENDING REVIEW, NOT YET COMPLETED, COMPETENT, NEEDS ATTENTION, EXPIRES

Competency	Group	Role	Required	Status
Chest Tube Management	Safety	Medical Surgical	✗	✗
Hazardous Drug Safety				
Safe Patient Handling				

CREATE A HIGHLY COMPETENT WORKFORCE WITH KAHUNA

Kahuna's mission is to empower the enterprise to create a more competitive and skilled workforce. With our modern skills and competency management platform, organizations gain a validated and objective view of their workforce capabilities, align talent supply against current and future demand, and increase the return on training investment.

BENEFITS

Decrease spend and improve efficiency in competency management processes.

Reduce risk of regulatory deficiencies.

Improve employee satisfaction and retention with skill-driven career management tools.

Maintain consistent care delivery.

KAHUNA SUPPORTS YOUR QUALITY JOURNEY

Our platform supports Magnet® requirements and Pathway to Excellence® standards.

Assign annual competencies based on skill gaps and quality scores.

Build on existing job-specific skills while enhancing your organization's professional portfolio.

KEY CAPABILITIES

Digitize orientation and annual assessments

- Gain visibility into the assessment progress at an individual level through a personalized skills profile, a team level through a matrixed view of assessment statuses, or at a unit level through reporting and analytics.
- Assign relevant skills based on roles and responsibilities.
- Streamline the identification of qualified preceptors and coordination of competency assignments.
- Promote accountability with defined workflows that use relevant validation methods.

Cross-train and deploy skilled employees when staffing challenges arise

- Fill resource gaps with qualified staff by searching specific skills and attributes in Kahuna's Talent Finder.
- Understand skill gaps at the unit and system level with meaningful reporting and analytics.
- Advance your workforce ahead of industry changes by evaluating your current state of skills, creating demand for needed skills, and understanding who to develop with the capability planning workbench.
- Define and track actions to enhance professional practice with individual development plans.

Strategically train, develop, and mobilize staff in line with dynamic healthcare environments

- Forecast skills demand, create personalized development plans, and manage progress to target skills through the capability planning analytics in Kahuna.
- Instill ownership through self-assessments and development plans, which supports ANCC's Pathway to Excellence® Program commitment of creating an environment that empowers and engages staff.

Concentrate orientation efforts on assessing gaps in competence for transfer staff

- Personalize requirements with Kahuna's role framework rather than using broad non-specific curricula to align competency models with unit or job-specific competencies.
- Utilize historical assessment records from prior roles to give credit for previously attained skills.
- Employ Intermountain Healthcare's standard content library of roles and competencies as the cross-functional foundation of a competency management program, giving credit to each nurse for the skill requirement regardless of their placement in the organization.

Prepare for regulatory surveys and audits

- Track proof of competence and compliance for regulatory surveys and audits in detail with a flexible data model.
- Regulate the assessment processes executed by qualified assessors.
- Ensure regulated roles have the right coverage of requirements through standard skill and role assignment logic.
- Gain actionable insights into workforce competence at a unit and system level with reporting and analytics.

Determine nurse competence quickly with validated bedside experiences

- Advance competence with trusted experience data integrated from the EHR, reducing overall time to competence through on-the-job experience rather than a training only approach.
- Reduce redundant assessments on skills routinely performed by specifying requirements to be completed upon recertification, and linking these to the validated experience records captured in an EHR.