The Workforce Planning Advantage



Build the Next Workforce Pipeline **Before the Vacancy Occurs**

Hospital-embedded education does more than prepare frontline employees for nursing careers. It gives health systems greater visibility into when employees will advance—and the opportunity to prepare the next person to step into the role they leave behind.

A typical career pathway may look like:

Frontline Employee	Medical Assistant or Nursing Assistant	Practical Nurse	Registered Nurse	Bachelor of Science in Nursing

As employees progress into licensed nursing positions, hospitals can anticipate openings in roles such as nursing assistant, patient care technician, medical assistant, and other allied health occupations.

With Unitek Learning, those transitions do not have to create unexpected workforce gaps.

Because program enrollment, progression, and graduation timelines are known in advance, health systems can forecast when roles are likely to become available and align allied health training programs to prepare replacement talent.

The result is a more coordinated workforce strategy—one that supports employee advancement while maintaining the frontline workforce hospitals depend on every day.



One Employee Advances. Another Is Ready to Step Forward.

Unitek Learning can help health systems create connected education pathways across nursing and allied health roles, including:

- Medical assistants
- Nursing assistants
- Patient care technicians
- Surgical technologists
- Practical nurses
- Registered nurses

Instead of filling each vacancy as an isolated event, hospitals can build a planned sequence of talent movement across the organization.

This creates a workforce pipeline that is not only sustainable, but continuously replenished.

From Vacancy Response to Workforce Succession Planning

With a coordinated nursing and allied health education strategy, hospitals can:

- Anticipate workforce transitions before positions become vacant
- Prepare employees for the roles the organization will need next
- Support internal career mobility without destabilizing frontline operations
- Reduce dependence on last-minute external recruitment
- Create stronger entry points into healthcare careers
- Build a more predictable pipeline across multiple critical occupations



Advance Employees Without Leaving Workforce Gaps Behind

When frontline employees become nurses, the goal should not be to simply replace them after they leave. The goal should be to know the transition is coming—and have the next employee ready.

Let's start building your Strategic Workforce Infrastructure Today!

Learn more at www.uniteklearning.com