

IBM and Workday HR for healthcare

Harnessing the human touch to solve tomorrow's healthcare problems



2.5M

New jobs in healthcare by 2026¹



62%

Of workforce needing retraining or replacing by 2023²



300K

Annual savings by a 1% change in RN turnover³



78%

Of healthcare CFOs say HR costs will be increasing⁴

CEOs report that talent is a top priority, and they need their CHROs to be agents of enterprise transformation.

Healthcare providers are experiencing seismic disruptions impacting the enterprise and are struggling to figure out how to ignite their talent.

The Bureau of Labor Statistics “projects the need for an additional 203,700 new RNs each year through 2026 to fill newly created positions and to replace retiring nurses.”⁵ In addition, 1.2 million vacancies for nursing positions may arise by 2022.⁶

How IBM and Workday can help

Leading healthcare companies and healthcare providers use Workday to boost efficiency and help achieve the following goals:

- Focus more on clinical initiatives and patient care by streamlining operations
- Adapt quickly to growth and change
- Attract, develop and retain the best talent for patient care
- Enhance visibility, standardization and compliance
- Create forward looking strategies for Organizational Planning and Analysis

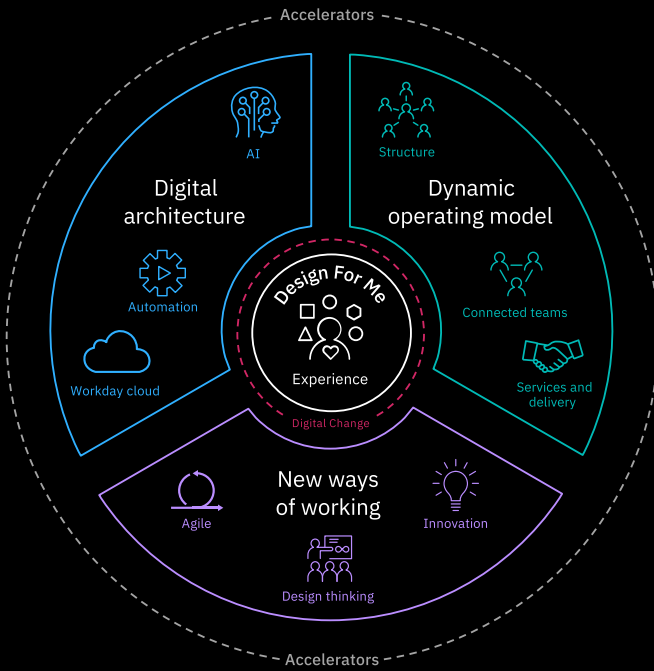
With IBM, you can envision ...

- *Digital change* from managing resistance to embracing change, allowing clinicians to focus on initiatives and patient care with streamlined operations
- *Dynamic operating model* transforming your HR with Workday and IBM
- *A trusted advisor* guiding your healthcare Workday deployment

With IBM, you receive ...

- IBM® Design Thinking powered by global Design Studios
- Processes that align work to future value
- Global Workday HR implementation
- Personalization resulting from cognitive insights
- Sense and respond capabilities powered by Watson™
- Healthcare-specific design, deployment and transformation
- Extensive portfolio of cognitive HR solutions for use across talent acquisition, talent development, HR service delivery, contact center, total rewards and change management
- Easy customization of cognitive HR solutions to align with business, location and language requirements
- Firsthand experience of cognitive HR solution deployment across IBM employee and client base, and useful insights on how to best accelerate cognitive HR adoption

Core components



Employee experience design

IBM begins with the end in mind by focusing all HR reinvention efforts on the employee and a reimaged employee experience that leverages a unique interactive Design for Me approach.

Dynamic operating model

Agility and speed are crucial to meeting ongoing business demands, but they also support employees' mobility across the organization and enhance their engagement.

Digital architecture

Use Workday, augmented intelligence and robotic process automation on one digital platform to support your fundamental HR processes. This change can drive efficiency, scale and quality throughout your organization.

New ways of working accelerated with digital change

Understanding the skills needed to support change is a key to success. Powered by digital change, IBM helps you become more agile, introduce a culture of innovation and learning, and mobilize around the co-created outcomes needed to compete.

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- 1 American Association of Colleges of Nursing, "Nursing Shortage," 2019. <https://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Shortage>
- 2 American Association of Colleges of Nursing, "Nursing Shortage," 2019. <https://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Shortage>
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- 4 Healthcare Finance, "Labor budget increases, staffing shortages loom large for healthcare executives in 2019," 2018. <https://www.healthcarefinancenews.com/news/labor-budget-increases-staffing-shortages-loom-large-healthcare-executives-2019>
- 5 American Association of Colleges of Nursing, "Nursing Shortage," 2019. <https://www.aacnnursing.org/News-Information/Fact-Sheets/Nursing-Shortage>
- 6 Grant, Rebecca, "The U.S. Is Running Out of Nurses," The Atlantic, February 3, 2016. <https://www.theatlantic.com/health/archive/2016/02/nursing-shortage/459741/>

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