

Guild

Checklist: How to Evaluate a Talent Mobility Solution





Building the clinical workforce of the future involves innovating to create better internal mobility pathways for future nurses. Leading HCOs know the right partner will illuminate the best path forward to build and optimize solutions. — But how should time-strapped leaders approach evaluating how well a potential talent mobility solution is positioned to meet the unique and urgent needs facing healthcare today?

Use this checklist and guiding questions to evaluate the fitness of a potential solution to help you grow your internal talent pipeline, and help your employees grow their healthcare careers.

01: What career modules are offered on the member platform?

Career readiness skills like preparing for an interview or building a resume are critical-. Brief, flexible career readiness learning modules, accessible directly within the platform, help employees prepare for success as they grow their clinical skill sets — no matter what their experience level is, or how much time they have to dedicate to learning.

What to look for:

- Are these modules accessible to the entire workforce, or just enrolled learners?** Employees shouldn't have to wait to enroll to build critical career skills. Full access for the workforce also helps those who already have the right skills more quickly prepare to apply them in a new high-priority role.
- Is there progress tracking to make it easy for someone to pick up where they left off?** Healthcare employees are short on time. Platforms should streamline access to the learning they need.

02: Can employees access career coaching?

15-minute calls for administrative help isn't coaching. Employees at or near program completion are preparing for the next step in their career journeys, and need support at a level commensurate with this critical moment. 1:1 career coaching should be accessible to help them build and hone their career readiness skills, from cover letters to interview prep.

What to look for:

- Is coaching offered in-house?** Outsourcing career coaching conversations to third parties can lead to an inconsistent experience in a moment when employees need real expertise and support.
- How does coaching connect with career readiness resources, such as learning modules?** Coaches should be familiar with the content offered to help clarify concepts and offer a hands-on approach to career readiness where it's needed.

03: Is real-time progress reporting offered?

Talent development analytics that enable employers to track learner progress are critical to internal recruiting and predicting your future workforce. A lack of integration with learning providers keeps organizations in the dark about who is nearing program completion with new skills aligned with internal mobility opportunities.

What to look for:

- Can progress be seen at the learner level?** Knowing which employees are skilling for key roles—and where they are in their program progress—

is essential to building a sustainable internal talent pipeline. In healthcare, there are multiple use cases for progress data: internal recruiting teams leverage this information to proactively reach out to employees about new career opportunities, HR can better understand the size and shape of the current internal talent pipeline, and it can be leveraged to applied learning by clinical placement teams.

04: What pre-built, vetted career pathways are available?

Priority pathways that cover multiple critical roles can help employees explore and align their program choices with the roles that align with their interests—and your highest priorities.

What to look for:

- How many pathways are offered, and how broad are they?** A single “pathway” that leads into a single role isn't a true pathway—that's a straight path. Pathways should take a broader view, and cover a number of critical roles within a single pathway.
- Are pathways accessible to all employees?** Cultures of opportunities aren't built by preventing equitable access. Pathways that begin at a specific point (e.g. post-licensure nursing) exclude a high proportion of employees within HCOs who want to skill into priority roles.
- Can employees discover and explore high-priority internal roles?** Features that empower employees to explore careers can help them make informed decisions about their skilling programs.
- Are pathways flexible enough to meet unique organizational needs?** Every healthcare organization is different. In addition to covering multiple roles, pre-built pathways should be flexible enough to accommodate the clinical and non-clinical needs individual HCOs have.

05: What learning and skilling programs are offered?

Offering the right learning experiences and credentials makes or breaks talent mobility efforts. A range of programs should be offered to meet not only the needs of an individual HCO, but the individual needs of the people who work there.

What to look for:

- What does the payment infrastructure look like?** Are employees expected to pre-pay across the board, or is tuition assistance available to promote equitable access?
- Is a team of experts available to coordinate clinical placements and applied learning?** The future of healthcare education depends on strong partnerships. Solutions should be innovative and hands-on in their approach to supporting HCOs in coordinating their applied learning.
- How are learning programs selected and curated?** Healthcare organizations aren't interchangeable. The education and skilling solutions each organization will require aren't interchangeable, either. A lack of rigor in the selection and curation process can lead to poor quality outcomes.
- Are flexible, part-time allied health and nursing programs available to entry-level employees?** These programs are on-ramps to patient-facing roles for employees who are currently in other areas (e.g. reception, patient transport, environmental services). In addition to the deep relationships HCOs already have with local education institutions, skilling and mobility solutions should have strong relationships with their learning partners. Superficial partnerships indicate a lack of awareness of the rigor offered by a given program and how well-suited it really is to meet skilling needs and the needs of individual learners.



Answer key: Guild's Solution

Guild's Career Opportunity Platform™ helps employees build the careers they want by gaining the skills their employer needs. We work with some of America's leading healthcare organizations to build the healthcare workforce of the future.

01: Are there career modules on the member platform?

Guild's career readiness modules include: Plan Your Job Search, Resume & Cover Letter, Networking, and Interviewing. All modules were co-developed by Guild's expert in-house career coaches and include bite-sized videos, tips, and worksheets that progress from beginner to advanced.

- Are these modules accessible to the entire workforce, or just enrolled learners?** Yes, Guild's member platform is available to all of your employees and offers [Career Accelerator](#) modules that prepare individuals for internal advancement.
- Is there progress tracking to make it easy for someone to pick up where they left off?** Yes, employees can track their progress and easily pick up where they left off within each of the self-paced learning modules in the platform. If they get stuck, they can access support directly within the module.

02: Can employees access career coaching?

Guild offers [Career Coaching](#) to learners nearing the completion of their program, in addition to enrollment support provided pre-enrollment and growth coaching offered post-enrollment to help learners persist. Career Coaches help learners identify the internal opportunities that they would be a good fit for within their organizations and prepare for the internal application and interview processes.

- Is coaching offered in-house?** It's all done in-house.
- How does coaching connect with career readiness resources, such as learning modules?** Guild's Career Coaching team co-developed the career readiness learning modules. Support is available within them, and learners are assigned a career coach when they are nearing the end of their programs.

03: Will I see real-time progress reporting?

Guild provides our partners with learner progress reports to view in real-time which of their employees are skilling for key roles and where they are in their journey.

- Can progress be seen at the learner level?** Yes — internal recruiting teams leverage these to reach out to employees ready for new career opportunities while HR uses them to understand the size and shape of their talent pipeline.

04: What pre-built, vetted career pathways are available?

Guild leads the way on building career pathways for current and future healthcare professionals. Over 60 critical roles are accessible through 16 priority pathways, and our robust career discovery resources empower employees to explore internal roles available to them, understand what the day-to-day experience can look like, and make confident, informed decisions about their education and careers.

- How many pathways are offered, and how broad are they?** Guild has developed 16 priority pathways that cover nearly 60+ critical roles in organizations today.
- Are pathways accessible to all employees?** Yes, we believe everyone should be able to access opportunity. Our 16 priority pathways cover 60+ roles in both clinical and non-clinical departments, including 10+ allied health and pre-licensure nursing roles.
- Can employees discover and explore high-priority internal roles?** Yes — your priority career pathways will be incorporated into email marketing campaigns and built into 'Career Discovery Pages' that

highlight in-demand roles within your organization, as well as feature step-by-step role progression examples, relevant skills, “day in the life” stories, and a direct link to the programs within your catalog that can help them advance their career journeys.

- ☑ **Are pathways flexible enough to meet unique organizational needs?** Guild will partner with you to tailor clinical and/or non-clinical pathways to meet your specific needs.

05: What learning and skilling programs are offered?

Guild’s learning marketplace includes 275+ healthcare programs. Our Learning Marketplace is designed and rigorously vetted for its ability to serve working healthcare professionals, including employees in entry-level roles.

- ☑ **What does the payment infrastructure look like?** As learners, employees do not need to pre-pay for tuition using Guild’s Learning Marketplace. This removes a critical barrier to enable entry-level employees to pursue certificates and degrees in preparation for clinical roles.
- ☑ **Is a team of experts available to coordinate applied learning?** Guild is building out the future of clinical education, which is a hybrid model that combines online learning with in-person applied learning completed onsite at your organization. Guild’s approach to applied learning expands the capacity constraints of in-person programs — and allows you to keep your talent onsite for in-person learning.

- ☑ **How are learning programs selected and curated?** We select and continuously monitor our learning partners for strong outcomes across key completion and mobility benchmarks. We embed a rigorous vetting process when selecting programs for our Learning Marketplace focused on flexibility to meet the needs of working professionals in online/hybrid delivery, program design, and wrap-around support services for learners. The 275+ healthcare programs in our Learning Marketplace are aligned to in-demand healthcare pathways.
- ☑ **Are flexible, part-time allied health and nursing programs available to entry-level employees?** Our deep integrations with our learning partner institutions not only give the leading HCOs we work with headlights into individual learner progress, but we work closely and directly with learning partners to co-create new programs. This includes an on-ramp program into clinical roles called Nursing Start, and curriculum revision to help keep programs aligned with the skilling priorities of our healthcare employers and the future of work.

Helpful Resources

Report: [Healthcare Market Trends & Insights](#)

White Paper: [Pathways to Lessen the Nursing Shortage](#)

Infographic: [How Education and Mobility Investments Drive ROI in Healthcare](#)

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