

Kahuna Skills Aggregator for Healthcare

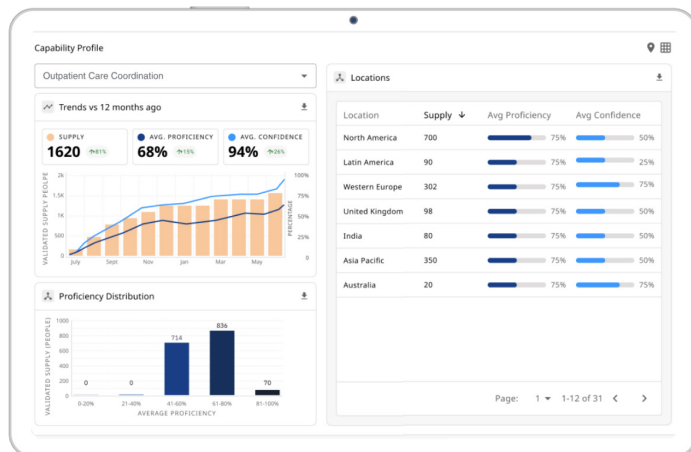


Building a skills-based healthcare organization requires a trusted view of the clinical capabilities the workforce has already demonstrated. However, clinical skills and competency data is often captured locally through unit-specific checklists and site-level trackers using terminology that does not translate across the broader health system. This creates a gap between local knowledge and system-wide action, which can often result in redundant assessments for nurses, reliance on expensive agency labor, a struggle to deploy float pools safely, or difficulty in building internal specialty pipelines based on validated competency data rather than guesswork.

Turn Local Skills Data Into System-Wide Insight

Kahuna Skills Aggregator closes the gap, taking the granular, unit-specific skills validated in Kahuna Skills Manager, and translating them into a common enterprise-level capability framework. This allows individual units to keep the clinical terminology they trust, while providing leadership with a standardized, validated view of capability across the entire organization.

By making skills data consistent at scale, Skills Aggregator ensures your system-wide framework stays governed and clinically trusted as the work of care evolves, while enabling health systems to see who is validated for float and resource-team assignments, support internal mobility, and target development at who is closest to ready.



Features

- ✓ Unified capability visibility across disparate hospital units, departments, and regional facilities
- ✓ Automated mapping of local competency language to one enterprise capability framework
- ✓ Proficiency scores for nursing and allied-health roles computed from validated evidence, not self-attestation
- ✓ Bench depth and readiness by facility, unit, or region to see where each capability is deep, thin, or rests on one or two clinicians, and who is closest to ready
- ✓ Capability data delivered into HR, planning, and analytics systems you already run, through a pre-built connector, APIs, and exports

Benefits

- ✓ Reduce administrative burden by cutting manual competency reconciliation across units and facilities
- ✓ Lower reliance on travel and agency labor by surfacing already-validated internal capability
- ✓ De-risk program go-lives by confirming capability coverage before committing to a new service line
- ✓ Reduce redundant revalidation for float and internal-agency staff targeting only the facility-specific gap instead of starting over
- ✓ Fill hard-to-fill specialty and leadership roles from within by seeing who already holds the capability and at what level, anywhere in the system
- ✓ Accelerate specialty pipelines by identifying and developing clinicians closest to ICU, ED, or OR readiness



Skills-Based Mobility & Clinical Placement

Manage transfers and internal fills based on what a nurse can actually do, not just their job title. By surfacing validated evidence behind every clinician, you ensure the right skills are in the right unit without job-code ambiguity.



Internal Agility & Premium Labor Savings

Eliminate redundant onboarding by allowing validated competencies to travel with clinicians across facilities. Covering float assignments from within targets only the facility-specific gaps, directly reducing reliance on expensive traveler premiums.

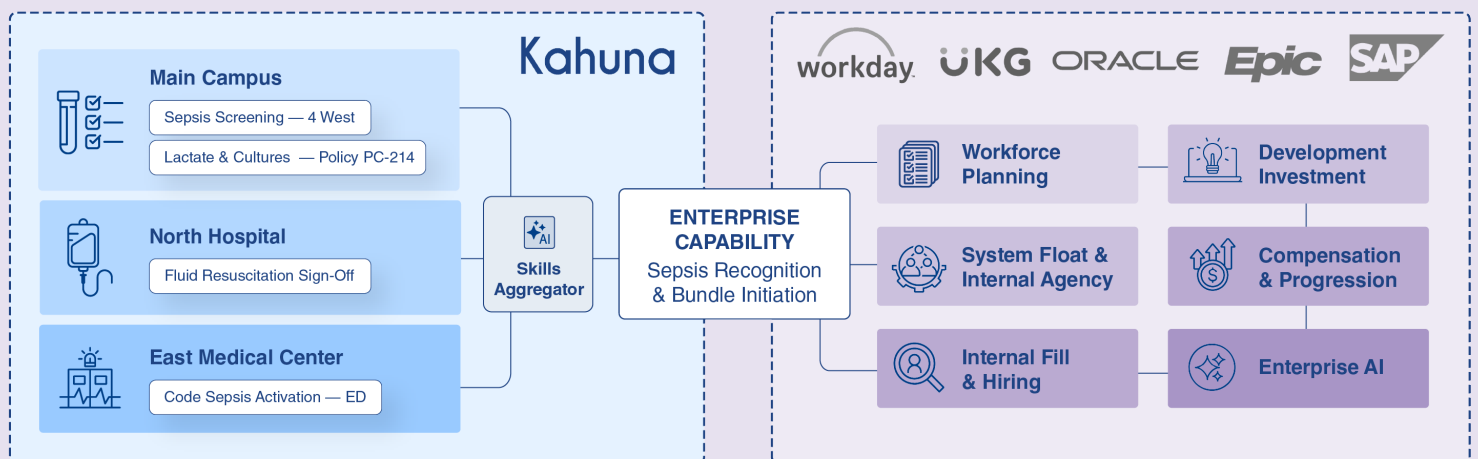


Specialty Bench Strength & Internal Pipelines

Stop reactive hiring for high-acuity units. By identifying clinicians that are nearest-ready for the ICU, ED, or OR, you can build internal specialty pipelines that fill vacancies and support service-line go-lives before they require external spend.

From Unit-Level Skill to Enterprise Capability

Main Campus, North Hospital, and East Medical Center each validate a different piece of the sepsis bundle: Sepsis Screening on 4 West, Lactate & Cultures under Policy PC-214, Fluid Resuscitation Sign-Off, and Code Sepsis Activation in the ED, each in its own unit's language, with no shared view across the health system. Skills Aggregator automatically rolls those four validated competencies up into one enterprise capability, Sepsis Recognition & Bundle Initiation, without asking any facility to rename what it tracks locally. That capability then flows into the HCM and planning systems you already run, such as Workday, feeding workforce planning, development investment, system float and internal agency, compensation and progression, and internal fill and hiring, without asking a single clinician to self-rate or complete a new assessment.



Still assembling clinical readiness from spreadsheets, binders, or a tool that stops at the facility? Struggling to see, system-wide, who's truly ready before they're needed at the bedside? It's time to get clear, evidence-based visibility into the capability you already have. Take the next step by contacting Kahuna at info@kahunaworkforce.com or 1.844.438.4852 today.