

## DATASHEET

# Kahuna Ladder: Digital Clinical Ladder for Healthcare

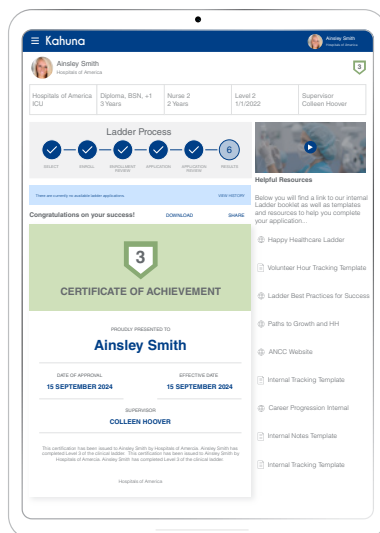
Nurses and allied health professionals often struggle with burnout, stress, heavy workloads, and limited opportunities for career growth. With an anticipated national shortage of 207,980 full-time equivalent (FTE) registered nurses by 2037,<sup>1</sup> healthcare organizations must make every effort to retain top talent, streamline professional development, and maintain high-quality patient care. Kahuna enables you to address all these problems at once with its clinical ladder.

## Leverage a Clinical Ladder for Clinician Growth and Job Satisfaction

Clinician career development directly improves retention and job satisfaction. A clinical ladder for nursing and allied health gives you a structured framework for career development where nurses progress through distinct levels as they add capabilities and contribute to your organization. This career advancement model rewards staff for clinical expertise, education, leadership, and contributions to patient outcomes. As clinicians pursue growth, their motivation, engagement, and satisfaction increase.

## Reach Higher With a Digital Clinical Ladder Platform

Designed specifically for professional advancement, Kahuna Ladder modernizes traditional, paper-based, time-consuming clinical ladders by offering an enhanced, digitalized system on one easy-to-use platform. Whether you have a traditional clinical ladder or seek to adopt the concept for the first time, Kahuna Ladder dramatically increases your efficiency and adds value by reinforcing organizational structure, making participation easy, and providing meaningful reporting.



## Features

- ✓ Efficient software-as-a-service (SaaS) clinical ladder platform that reduces your administrative burden
- ✓ Standardized and streamlined career progression and professional portfolio management
- ✓ Integration with your existing human resources information system (HRIS), learning management system (LMS), and other key technology systems
- ✓ Compliance with designation requirements using easy automated tracking and data visualization
- ✓ Advanced analytics and insight to improve workforce management and build bench strength
- ✓ Integration of a purpose-built clinical ladder for healthcare with Kahuna's competency platform to view proficiency levels and gaps

## Benefits

- ✓ Reduced manual effort for managers and ladder committee members with a focus on development, not paperwork
- ✓ Enhanced nurse engagement through transparency and timely feedback
- ✓ Increased retention and job satisfaction resulting from a clinical ladder with a clear development path
- ✓ Improved patient care due to added knowledge and competencies
- ✓ Informed decision-making for training, education, and certifications
- ✓ Elimination of the "paper chase" to verify the satisfactory completion of clinical ladder levels

# Engage and Develop Staff Using a Clinical Ladder That Optimizes Excellence

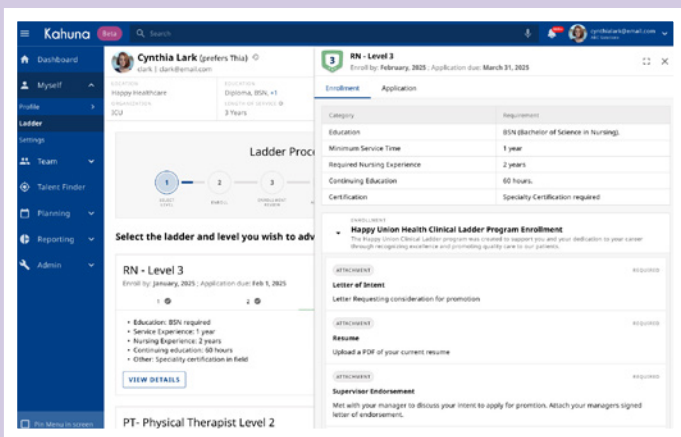
Kahuna's digital clinical ladder elevates nursing and allied health professions so resilience and empowerment can replace post-pandemic disengagement, helping clinicians take pride in their careers. With Kahuna Ladder, excellence is within reach.

## Improve Retention and Reduce Burnout

A structured, accessible pathway with clear growth opportunities reduces turnover and burnout. New skills and a sense of purpose and direction increase satisfaction and engagement, encouraging talented staff to remain with your organization in anticipation of pay-based incentives and upward mobility.

## Raise the Bar on Patient Care

Fresh knowledge, competencies, and experiences often result in better patient care and improved outcomes. An emphasis on continuous professional development means nurses are equipped with the latest techniques to handle complex patient needs and quickly elevate care across your organization.



## Gain Effortless Transparency in Development

A transparent, accessible approach outlining expectations and requirements for career advancement encourages participation. Well-structured growth opportunities help your organization support existing staff and attract new talent more effectively — which is especially valuable during labor shortages.

## Build Trust Between Clinicians and Leadership

Kahuna's clinical ladder for nurses and allied health professionals lays a foundation for open communication, support and recognition that promotes trust. As hard work is rewarded through promotions, pay increases, or added responsibilities, clinicians' sense of belonging and purpose increases.

## Establish and Maintain Certifications

Digital tracking of certifications and accreditation requirements helps you efficiently achieve and maintain excellence designations. For instance, satisfying the requirements of Magnet® and Pathway to Excellence® programs typically consumes a great deal of time and effort, but Kahuna Ladder automates the tracking of each required element. Convenient dashboards and reporting capabilities are additional time-saving advantages.

Is your organization struggling with your current clinical ladder administration? Do you rely on a cumbersome, labor-intensive manual process based on binders, spreadsheets, and human memory? An increasingly stable, engaged workforce — where nurses are committed to their growth, their patients, and your organization's success — is waiting to emerge. Take the next step by contacting Kahuna at [info@kahunaworkforce.com](mailto:info@kahunaworkforce.com) or **1.844.438.4852** today.

1. National Center for Health Workforce Analysis, Health Resources & Services Administration, U.S. Department of Health and Human Services, *Nurse Workforce Projections, 2022-2037*, November 2024, 1.

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