



Hawaii PCA Two-Day R&R Workshop

Work Schedules & Career Paths

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WORK SCHEDULES & CAREER PATHS

WORK SCHEDULES

Flexibility is Key



- As of 2019,
 - Nearly **a third** of workers had sought out a new job because their current workplace didn't offer flexible work opportunities, such as remote work or flexible scheduling
 - **Fifty-two percent** of respondents had tried to negotiate flexible work arrangements with their companies
 - **Eighty percent** of those surveyed said that they would be more loyal to their employers if they had flexible work options
 - About **two-thirds** of the workers said they are more productive working outside of a traditional office environment, citing fewer distractions and interruptions, reduced stress from not commuting, and minimal dealings with office politics as their main reasons.

WORK SCHEDULES

Flexibility is Key



A no or low cost strategy for staff retention and recruitment is **work schedule innovation**. Adequate clinical coverage and on-call coverage is the highest priority for health centers, but this is not always best achieved with traditional full-time schedules. There are many advantages to part-time, flexible, hybrid, or remote schedules.



HYBRID & REMOTE WORK

No Longer an Option, It's an Expectation



- 9-5 work day has changed
 - Embrace generational differences
 - Understand the benefits for working students, parents, those with different needs
- Develop policies and procedures
 - Write them down!
 - Get input from staff
 - Make sure everyone understands
- Be aware of legal requirements
 - Ex: tax implications for employees working in different states
- Think about remote work needs
 - Access and cost of phone, computer, Wi-Fi, office materials
 - Consider offering stipends



CAREER PATHS VS. CAREER LADDERS



ACU
ASSOCIATION OF CLINICIANS
FOR THE UNDERSERVED



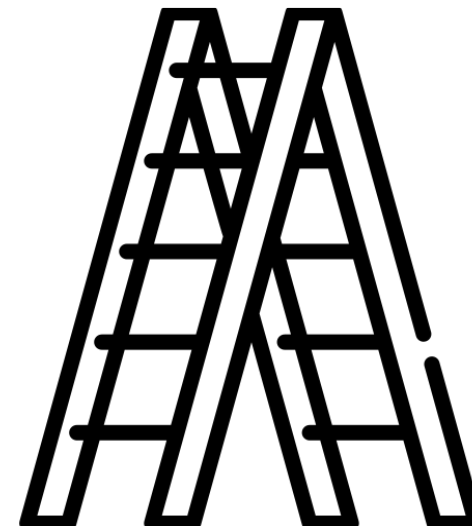
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FOR RECRUITMENT & RETENTION

Definitions



Career paths encompass varied forms of career progression, including the traditional vertical career ladders, dual career ladders, horizontal career lattices, career progression outside the organization and encore careers.

Career ladders are the progression of jobs in an organization's specific occupational fields ranked from highest to lowest based on level of responsibility and pay.



Source: [SHRM](#);
Images: [Flaticon](#)

CAREER PATHS

Make Them Available and Accessible

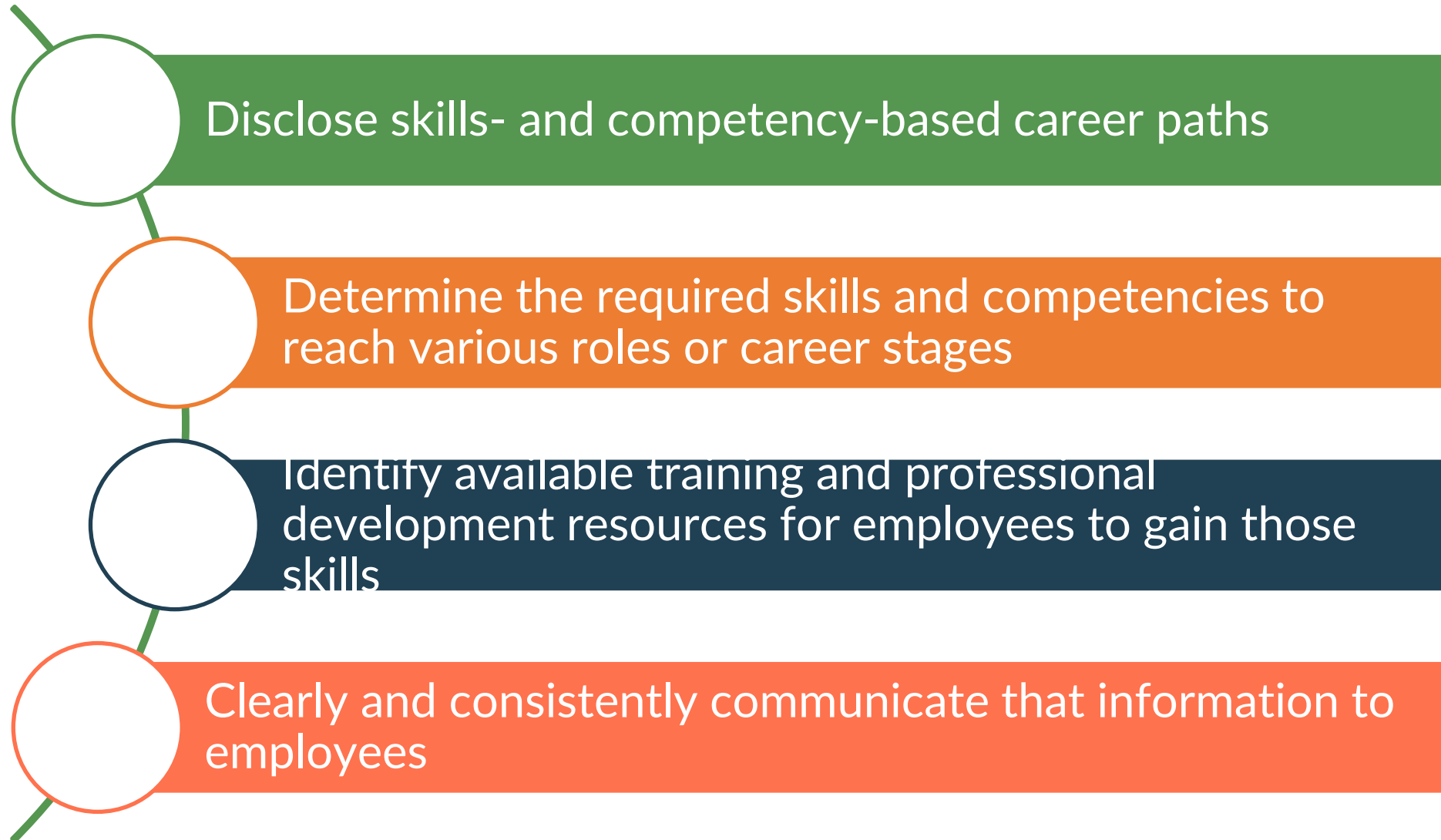


Staff are often more likely to stay with an organization if there are opportunities for **professional growth and advancement.**



CAREER PATHS

Key Steps



DEVELOPMENT STRATEGIES



- Provide professional development, continuing education, and mentorship
 - Ensure it meets the needs of BIPOC individuals and other underrepresented/diverse groups
- Remember, experience is as important as education
- Invest in career ladders that train a diverse and inclusive group of employees for the successful and equitable achievement of leadership positions



Activity & Discussion



- Review the *Work Schedules and Career Paths Activity* sheet.
- Discuss with your group how your health center is/could be developing hybrid/remote work and career advancement policies.

Time for a Break (15 min)

