



UKG Ready for Healthcare

Meeting unprecedented change with people-first innovation

The state of the industry

The healthcare industry is undergoing unprecedented transformation today, driven by technological advancements, demographic shifts, and evolving patient needs — and is expected to only become more complex. To succeed in this environment, healthcare leaders need to become more innovative — starting with their workforce.

The last few years have challenged healthcare organizations as never before. The healthcare workforce, already facing serious shortages, shouldered much of the huge demand caused by the pandemic. Record numbers of physicians and nurses resigned from their jobs, and in some cases, left their professions altogether. And it's not over yet.

According to a survey by [Elsevier Health](#), **as many as 47% of healthcare workers plan to leave their jobs by 2025** — a clearly unsustainable trend.

It's become obvious that the traditional ways of managing the workforce, from recruiting and staffing to working within rigid “job lanes,” are no longer up to the challenges of this rapidly changing landscape. Organizations that focus on building a life-centric workforce, strategic adoption of technology and artificial intelligence (AI), and designing a competency-based organization will thrive in this evolving environment.



Meeting the critical need for talent

According to a survey by professional services provider [PwC](#), **82% of healthcare executives say difficulty attracting and retaining talent is a moderate or serious risk to their business**. Finding the people they need to lessen this risk requires a better understanding of the talent pool.

Today's healthcare workers want meaningful work and opportunities for professional development and advancement — and they want leaders who will relieve the frustrations of working with antiquated manual systems. They are looking for employers committed to being great workplaces for all, built on a foundation of trust and offering guidance and tools to empower them to achieve more for both themselves and the organization while prioritizing their wellbeing.

Innovative healthcare leaders are using this shift to redesign their model of work by focusing on competencies rather than job descriptions, reconfiguring patient care teams in creative and flexible ways, and adopting technology, including AI, to ease administrative burdens and improve patient care. In addition, creating an active employee learning environment provides the development opportunities they want and increases retention.

A modern, comprehensive HR and workforce management solution could be key to successfully meeting these new challenges by automating and streamlining processes and improving the workplace experience for your people, both now and in the future.

“Adopting new technologies and business models ... might be the biggest challenge healthcare executives are facing. While the future will be fraught with challenges, we are likely to see some remarkable innovations as organizations adapt to the new environment. Healthcare organizations that can't keep up could be left behind.”

Planning for the Future of Health: Top Trends for 2024
[Deloitte](#) (Dec. 2023)

Engage and inspire your people to deliver superior patient care while building the workforce you need

UKG Ready®, our all-in-one HR, payroll, talent, and time solution for leaner teams, delivers purposeful HR tools through technology, support, and proprietary data that help you create a great place to work for all. Employees are empowered through a modern user experience that makes their day-to-day easier and more productive. And people processes are streamlined through deep, automated compliance and payroll functionality designed to scale and grow with you.

UKG Ready can help your healthcare organization **build the robust, sustainable workforce** you need to meet your changing needs while **increasing efficiency, minimizing costs, and engaging your employees** for higher levels of **consistent, patient-first care**.

Create a great workplace where people want to work

UKG Ready purposeful HR provides unmatched business and people insights for making informed decisions that build trust and:

- Automatically delivers employee data and analytics for ongoing organizational improvement
- Captures, analyzes, and understands the employee experience with valuable culture guidance based on 30 years of data
- Leverages Generative AI to anticipate and provide valuable insights at key moments to illuminate the best path forward

Empower your people with solutions centered on them

Employees love our easy-to-use modern platform because it helps them feel supported and more connected to their work and your organization with:

- Mobile-first capabilities with seamless transition between devices
- UKG Wallet earned wage access
- UKG Partner for Life support and services to help ensure solution success and adoption

Simplify processes so you can focus on the job at hand

Scalable, comprehensive HR, payroll, talent, time, and scheduling help streamline processes and deliver real-time access and control for managing in the moment:

- Multi-schedule view options provide more holistic shift management
- Enhanced absence and accruals tracking ensures accuracy and compliance wherever your people work
- UKG Screen leverages 250+ global screening offerings to help you find the best candidates and reduce time-to-hire

UKG Ready: Key Benefits for Healthcare

- Manage all people processes in one solution that includes system-wide analytics, AI-driven insights, and personalized experiences
- Attract and retain critically needed talent more effectively and onboard new hires faster
- Deliver safe, quality care by generating accurate, best-fit schedules for nurses and caregivers
- Empower employees with mobile access and self-service options for managing their own schedules
- Minimize compliance risk by enabling supervisors to manage by exception with configurable pay rules and standardized application of policies and processes
- Control labor costs with real-time visibility into costly labor trends for addressing issues proactively
- Simplify reporting to help minimize overtime and better accommodate employee needs

Learn more about UKG Ready for Healthcare at [ukg.com](https://www.ukg.com)