Unlocking Workforce Potential

Strategic Investments that Drive, Retention, Efficiency, and Growth

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July 18, 2025

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Today's Learning Objectives

Analyze the financial and operational impact of targeted workforce development initiatives on employee retention and organizational efficiency.

Apply practical strategies to design and implement workforce programs that effectively close skill gaps and strengthen talent pipelines.

Evaluate current workforce planning efforts to identify opportunities for strategic investment that align with long-term organizational goals.

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Financial & Operational Impact

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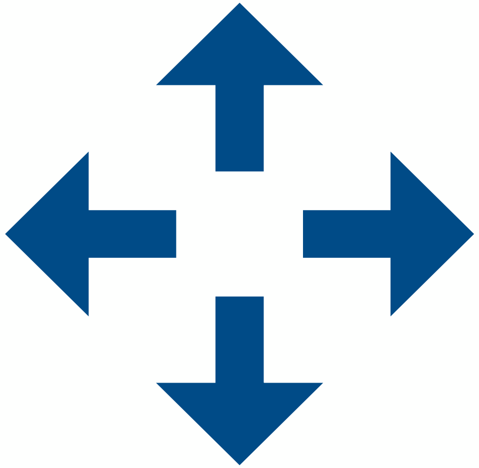
Why is workforce development important to you and/or your organization?

What is *workforce development* anyway?



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Organizations that tailor development to individuals see a 25% increase in performance and a 30% improvement in retention.

Source: Deloitte 2023 Global Human Capital Trends


"You have to plug the holes...
...before you can bail the boat!"

Practical Strategies

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Discovery & Exploration of Healthcare Careers

Career Pathways

Supportive Services

Educational Assistance Funding

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Discovery & Exploration of Healthcare Careers

How can we meet students where they are in exploring future career goals?

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Career Pathways

Licensure Pathway					
Medical Lab Technician	Radiology	Registered Nurse	Respiratory Therapy	Paramedicine	Surgical Technology

Certification Pathway				
EMT	Medical Assistant	Nurse Assistant	Pharmacy Technician	Phlebotomy Technician

Pipeline Roles					
Clinical Care Assistant	EVS	Food Service	Transport	Patient Safety Assistant	Unit Secretary

Student Employment	
Unit Assistant I	Unit Assistant II

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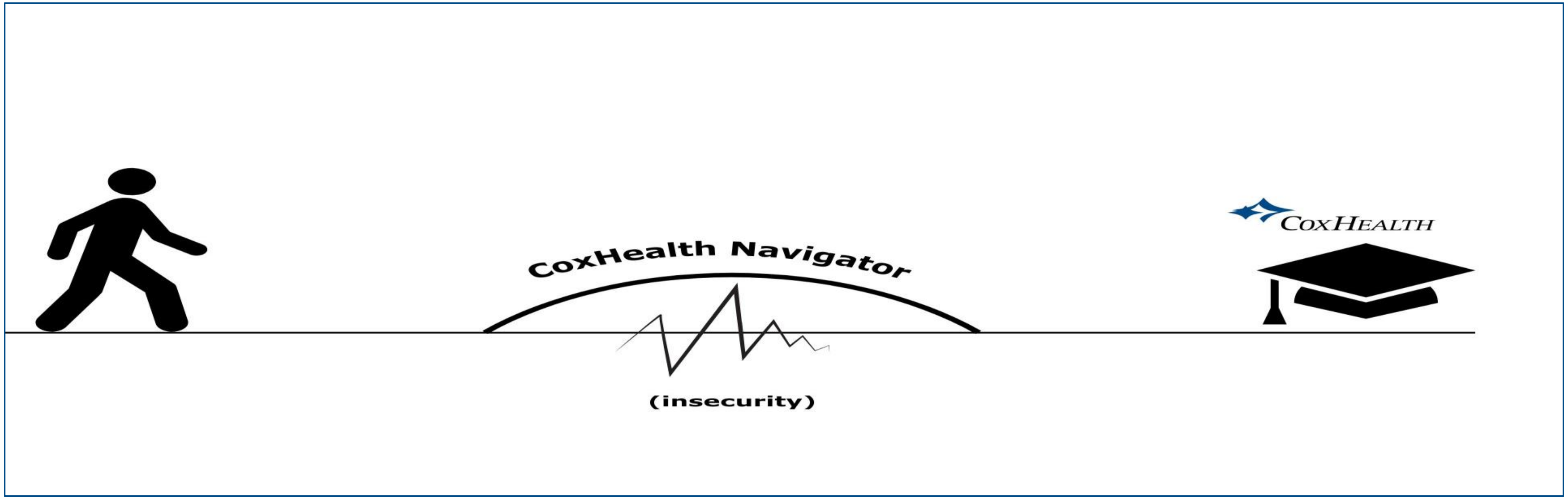
Career Pathways

Educational Assistance Funding

Supportive Services



Employees who are not supported during job changes or career transitions are significantly more likely to experience disengagement and leave within 6 months.

Source: McKinsey, The Great Attrition Playbook

Identify Opportunities for Strategic Investment

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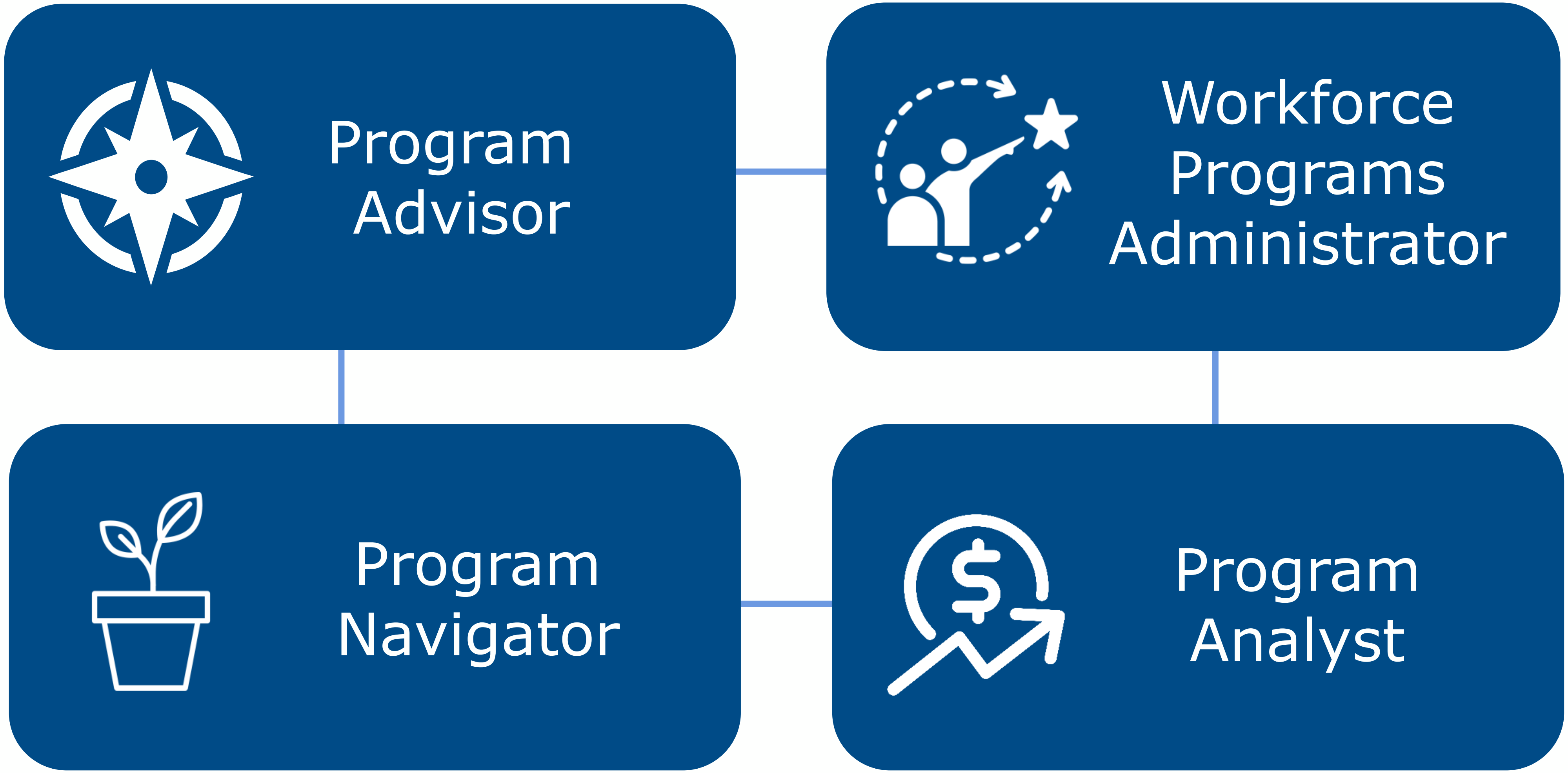
Program Advisor
Workforce Programs Administrator
Program Navigator
Program Analyst

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Long-Term Strategic Alignment

Questions?

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