# **KP Intergenerational Workforce**

Traditionalists: Born	before 1946 0.9%						
Hautionalists, Dom	belore 1540						
Baby Boomers: Bor	m 1946-1964		37.1%				
Gen X: Bo	m 1965-1980		41.9%				
Millennial: Bo	rn after 1980	20.2%					
eneration By Region							
Northern California	Traditionalists: Born before 1946	0.9%					
	Baby Boomers: Born 1946-1964		38.5%				
	Gen X: Born 1965-1980		41.8%				
	Millennial: Born after 1980	18.8%					
Southern California	Traditionalists: Born before 1946	0.9%					
	Baby Boomers: Born 1946-1964		35.2%				
	Gen X: Born 1965-1980		41.3%				
	Millennial: Born after 1980	2	2.7%				
Colorado	Traditionalists: Born before 1946	0.7%					
	Baby Boomers: Born 1946-1964		36.5%				
	Gen X: Born 1965-1980		39.3%				
	Millennial: Born after 1980		23.5%				
Georgia	Traditionalists: Born before 1946	0.3%					
	Baby Boomers: Born 1946-1964		31.6%				
	Gen X: Born 1965-1980		49.05				
	Millennial: Born after 1980	19.1%	6				
Hawaii	Traditionalists: Born before 1946	0.3%					
	Baby Boomers: Born 1946-1964		33.8%				
	Gen X: Born 1965-1980		48.4%				
Wid Atlantia	Millennial: Born after 1980 Traditionalists: Born before 1946	19.5%	ia -				
Mid-Atlantic		1.076	37.6%				
	Baby Boomers: Born 1946-1964 Gen X: Born 1965-1980		41.5%				
	Millennial: Born after 1980	19.9					
Northwest	Traditionalists: Born before 1946	0.6%	/0				
NOTTIWEST	Baby Boomers: Born 1946-1964	0.076	37.9%				
	Gen X: Born 1965-1980		39.4%				
	Millennial: Born after 1980	22	2.1%				
Program Offices	Traditionalists: Born before 1946	0.6%					
	Baby Boomers: Born 1946-1964		37.7%				
	Gen X: Born 1965-1980		48.0%				
	Millennial: Born after 1980	15.6%					
KP-IT	Traditionalists: Born before 1946	0.8%					
-	Baby Boomers: Born 1946-1964		43.1%				
	Gen X: Born 1965-1980		46.8%				
	Millennial: Born after 1980	9.4%					

NOTE: Data as of 08/2014; Kaiser employee population does not include physicians, executives, interns, and temporary employees.

## Workforce of the Future Conference

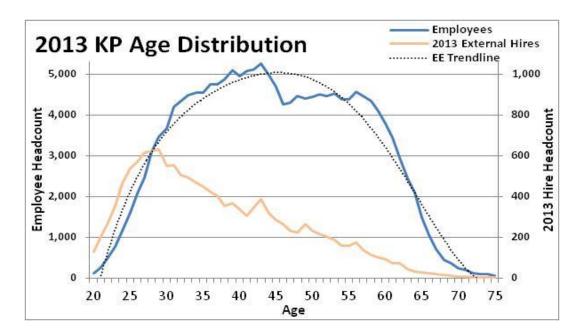


# **KP Workforce Profile**

# The KP Workforce of 172,000 includes 157,000 regular employees and 15,000 on-call.

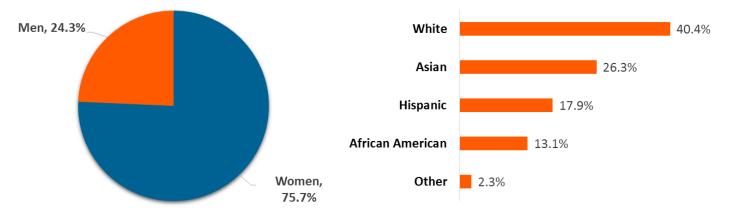
KPPG Summary	Total	Full Time		Part Time		On Call		Aug. A.g.		# External	Avg. Age of	
Programwide	Population	#	%	#	%	#	%	Avg. Age	Avg. Tenure	Hires in 2013	<b>External Hires</b>	
All KP	172,247	108,084	62.7%	49,029	28.5%	15,134	8.8%	45	9.6	14,686	36	

\* External hires represents 40.2% of total hires in 2013 with 30 of the new hires 70 or older, predominantly on call and PT positions



**KP Gender Distribution** 

#### **KP Ethnicity Distribution**



Programwide Pop less O		On-Call	20's		30's		40's		50-57		58-62		63-65		66+		
Attrition Projection by Age Band		#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
All KP	Population	157,113		12,247	8%	40,687	26%	43,930	28%	33,830	22%	17,759	11%	5,717	4%	2,943	2%
All KP	Proj. Attrition Attrit Rate	9,113	5.80%	983	8.03%	1,851	4.55%	1,665	3.79%	1,357	4.01%	1,177	6.63%	859	15.02%	628	21.35%

\*\* Benchmark data for both Health Care Industry and Government/Non-Profit Sector reflects median turnover rates of 24.3% and 14.3%, respectively

NOTE: 2013 end-of-year data; Kaiser employee population <u>does not</u> include physicians; Part-time employees include all employees with scheduled hours <40. 3-year Attrition Population and Projections <u>do not</u> consider on-call employees

## Workforce of the Future Conference

