

Children's of Alabama Statement for Panel Discussion on Workforce Recruiting / Retention of Seniors

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“As Alabama’s premier, comprehensive provider of pediatric healthcare services for the children of Alabama and surrounding states, the fulfillment of our vital mission rises and falls in large part as a result of attracting, developing, and retaining highly skilled talent to deliver safe, quality care with excellent outcomes. In recent decades, a key focus of our strategy has been to work very hard to understand our workforce demographics, and then customize our workplace practices to recruiting and retention of defined segments.”

“Today, the Children’s of Alabama workforce is comprised of 25% Boomers (53-70 age band), 29% ‘Gen X (36-52 age band), and clearly on the rise as mirrored by the U.S. total workforce demographics, 46% Millennials (20-35 age band). Yet, we have compelling evidence that what allows us to ensure quality, safety, and reliable performance in our service delivery is the fact of our highly experienced foundation of **workers over 40**, who are long-tenured, and deliver critically important mentoring and education of incoming new graduate talent! There is also abundant evidence that our age diversity is a strength in terms of delivering **family-centered care** to our diverse patient-families.”