

3 Workforce-Development Strategies You Should Implement Now

Clear communication is critical for healthcare workers, and speakers of other languages sometimes struggle to make themselves understood. This is compounded by an increasing reliance on technology for documentation, collaboration, and professional development. Clear communication around safety and infection control keeps staff and patients protected. At the same time healthcare workers who speak languages in addition to English can provide culturally competent care, which has the ability to boost employee morale while enhancing internal upward mobility, according to the American Medical Association's (AMA) Journal of Ethics.

1

Are there obvious gaps in communication and English Language skills among team members that lead to mistakes? Take a quick analysis of your team or organization as a whole. Are there obvious gaps in English Language communication among team members that lead to mistakes? The EnGen Proficiency Assessment is an accurate and affordable English test that objectively measures an employee's English level—with no extra time required from your team.

2

Identify digital literacy gaps. Technology is ever-advancing. Digital literacy skills help employees, especially those with limited English skills, to be better equipped to handle rules that will all require the use of technology.

3

Implement workforce-development training. Providing English Language training to LEP workers is an often overlooked solution when it comes to upskilling and retaining employees to fill talent vacancies. Popular workforce-development training include [Health & Safety](#), [Certified Nursing Assistant \(CNA\)](#), [Patient Care & Support](#), and many more [healthcare career-aligned pathways](#).

We invite you to read how **MaineHealth, one of the largest employers in the state of Maine, is [building innovative talent pipeline programs](#) for their employees who are English learners** through EnGen-powered programs.

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Interested in how EnGen can help your organization?

Drop in any Wednesday for a demo from one of our workforce-development specialists.