So what has been going on lately in the world of the Certified Anesthesia Technician?

- With Kaiser

- With ASATT

Kaiser Permanente

- There is a 'new' awareness of the position.
- A desire for standardization and consistency
- The Department Administrators and Chiefs:
  - Are currently reviewing proposed revisions of the Job Descriptions.
  - Want two categories of technicians.
  - Advanced education inspiring change.
Who else is involved?
- Currently this effort is in collaboration with:
  - Three of the California Unions
  - Labor Relations
  - Workforce Development
  - Scope of Practice

What will it look like?
- The current proposal includes:
  - Two job classifications and descriptions.
  - Certified and Non-Certified Technicians.
    - Technicians will be advanced to the Certified position after passing the exam.
    - Graduates of a program will be hired as Non-Certified, then advance after passing the boards.

What is in our future?
- Technologist Position
  - Proposal is to get the Anesthesia Technicians in the Kaiser system certified first.
  - Then look to having the position of technologist introduced.
ASATT – American Society of Anesthesia Technologists and Technicians.

- Advancing standards.
- Currently sets standards for educational programs.
- Promoting more education and phasing out ‘on the job training’.
- Ultimately will require a 2 year AS degree education to qualify for the board exam.
- Seeking program accreditation status.
- NOCA
- Encouraging Technologist status.
- Eventually will work towards licensure.

Programs and Colleges:

- Kaiser Permanente Anesthesia Technology Program (KPAT)
  - Scheduled to begin in June 2010.

Existing Programs:
- Milwaukee Technical College - AS degree
- Stonybrook University - BS degree
- Pittsburgh Sanford-Brown Technical College
- Houston Sanford-Brown - AS degree

Proposed programs:
- Northwest Seattle Community College - AS degree
- Renton Technical College
- New Jersey Sanford-Brown

Where are we at now?

- Traditional Workers
  - Think longevity should be rewarded with promotion
  - Expect a career path to be carved out by their employer
  - Want to come in at set hours, be told what to do, get a paycheck & retire
- New thinking workers
  - Want to contribute directly to the organization & be rewarded for the results
  - Develop their own careers
  - View change as an opportunity for growth
  - Thrive on new challenges and experiences
What’s it going to take to get this done?

- A wide variety of factors influence how you are motivated.
- Recognition of your position.
- Compensation differential.

How can you make sure you will not be left behind!

- Talk to your manager about taking on new and challenging responsibilities.
- Seek out a mentor or role model.
- Set goals for yourself.
- Celebrate when you achieve them!

Because our workplace is changing we all need to demonstrate that we are part of the team.

- We each bear the responsibility to work, on our own, the fulfillment of our jobs.
- We are now in a world of fast paced technology, ever changing and growing. We must stay ahead!
- The most important thing you can do is take the initiative, become an ongoing learner, don’t wait for the organization to offer you opportunities.
- In this knowledge era we must seek to educate others and ourselves. You can no longer stand by & wait for someone to tell you what to do, when!
- You need to move new information around the organization and we can’tATIC whether the department, area, and so on.

The hard realities of the workplace mandate that you sharpen your skills in order to gain a competitive edge

- Only you can initiate that change yourself.
- You’re going to have to make individual sacrifices.
- At the end of the day, don’t be limited by the healthcare providers you work with everyday.
- Overall job satisfaction isn’t just about a job description!
What does this position have to offer?

- Highly effective Anesthesia technicians have a proven track record in improving everything from turn over times to positive patient outcomes.
- Standardization makes us more productive, an essential, in an extremely competitive health care industry!

What does this mean for us?

- There is more support now than ever with upper management.
- If time is lost and they don’t see positive indications of progress support will diminish.
- The genesis of the position dictates certification/licensure.
- Ability to transfer between facilities, knowing that the competency and compensation level will be the same.

How do we get there?

- Must be self-driven
  - Demonstrate with credibility
    - Initiative
    - Education & Knowledge
    - Technical Expertise
- **Certification!!**
Fulfill the long standing philosophy of this HMO!

- Much of this is going to be sought on your own
- Develop two-way communication with your manager
- Establish your own direction

Any Questions?!!