

New Strategies for a Changing Workforce



Mike Neely
Chief Executive Officer
Integrated Care Systems
Los Angeles, California
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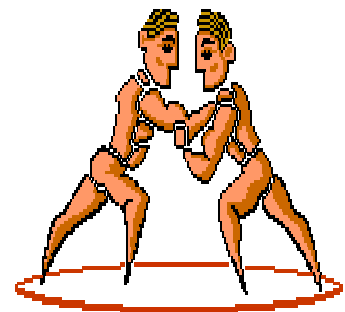
New Strategies for a Changing Workforce



What Does Success
Really Mean?


The Impact of Success

- People are entering the workforce in record numbers.
- Employers must compete for good employees.
- More companies are having to settle for less qualified employees.





The Impact of Success II

- Welfare reform appears to be working.
 - Many former recipients are entering the workforce.
 - Most are covered by insurance.
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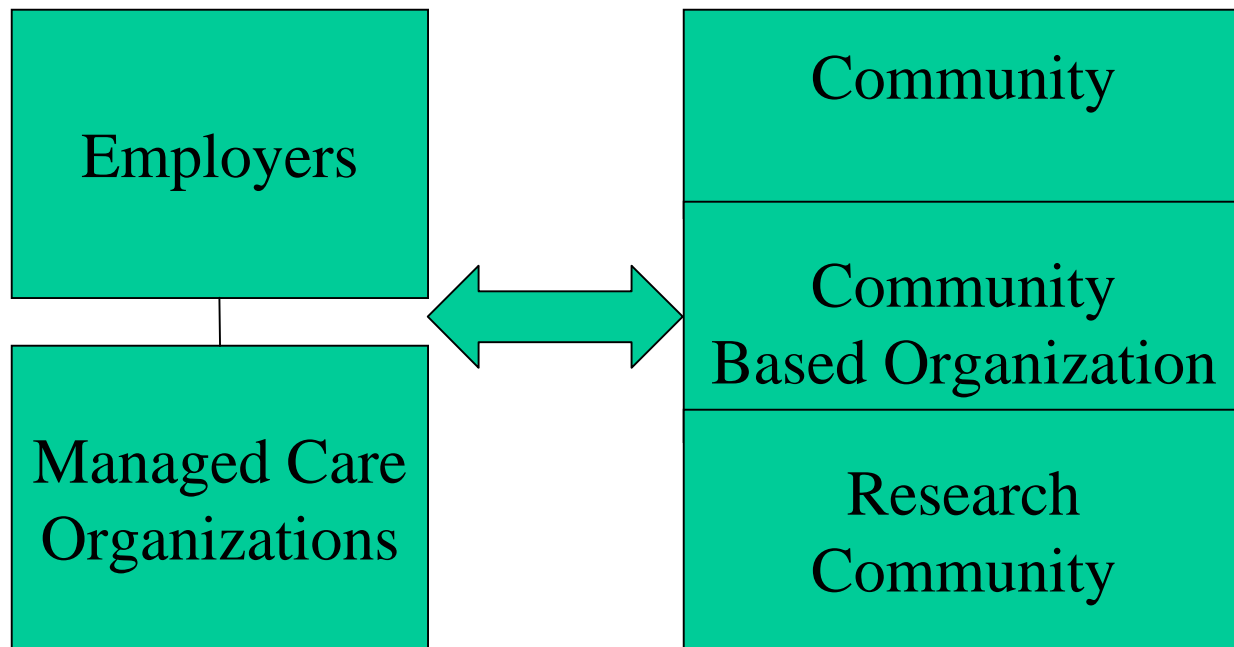
The Workplace



- The modern day workplace is a highly complicated and stressful place for all of us.

Successful Reform and the Workplace


- New partnerships must be formed.






New Los Angeles Partnership

A new venture was recently established between the Empowerment Zone, community based organizations, and local job banks to help people move to jobs created through the Empowerment Zone.






Partnership Roles

- Employers -- Hire and retain the best possible workforce to be competitive.
 - Managed care organization -- Provide employers with the healthiest workforce at the lowest cost.
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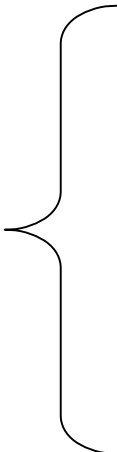



Partnership Roles (con't)

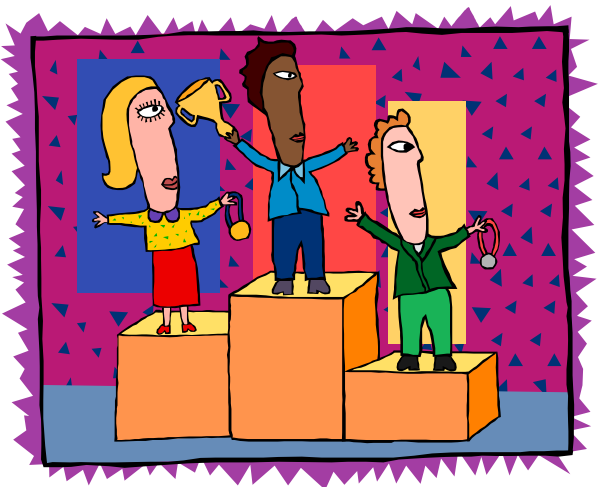
- Research community -- Provide answers to questions about what to do and how to do it.
 - Community -- Provide employees and employers a safe and decent place to live and work.
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Partnership Roles(con't)


- Community-based organization--
Provide the linkage between

 - employees
 - communities
 - employers
 - managed care organization
 - researchers
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What Can These Partnerships Accomplish?





Overcoming Problems

- The biggest fear confronting employers and managed care organizations is substance abuse.
 - Substance abuse and its related problems can inhibit the roles of these partners.
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Overcoming Problems II

- The new partnerships can become agents for change in their communities.
 - Prevention and treatment can be facilitated by these new partnerships in new and innovative ways.
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How?

- Community-based organizations can provide substance abuse education for employers and employees.
 - prevention activities
 - community-based prevention activities
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How?

- Community-based organization can provide opportunities for personal contacts with their clients and employers.
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How?

- Managed care organizations can develop new wellness programs which include substance abuse education and prevention for individuals entering the workforce either from welfare or after a long absence from the workforce.
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How?

- Employers can redefine their role as citizens of the community in which they operate and assist in community substance abuse prevention activities.
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What Is the Effect?

- These partnerships form a social support network which can be effective in substance abuse prevention.
 - Strong support networks are effective in combating negative influences.
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Conclusions

- The workplace faces new challenges today including substance abuse problems.
 - Strategic partnerships can be an effective tool in dealing with these issues.
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