

Current Workforce Issues in Healthcare

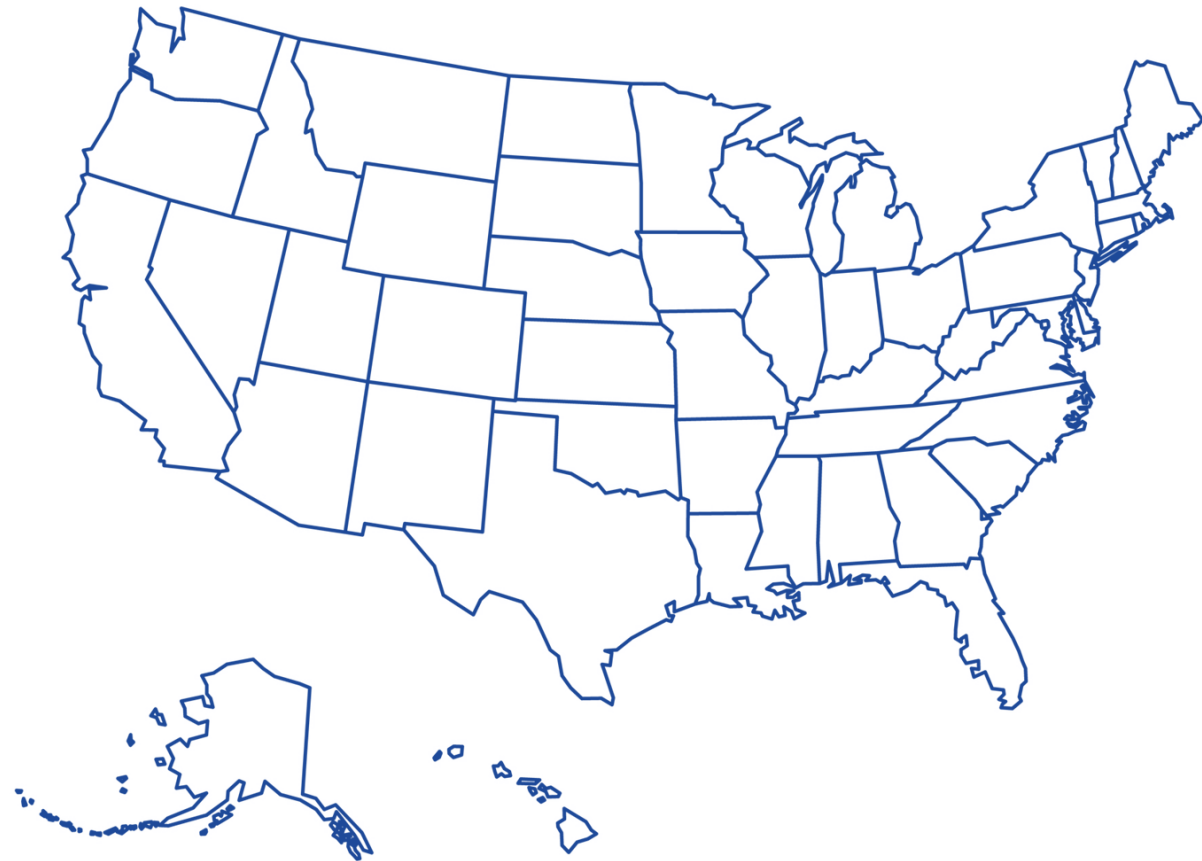
Arapahoe/Douglas Workforce Board Meeting
February 3, 2022

Arapahoe/Douglas Works! Workforce Center
6964 S. Lima Street • Centennial, CO 80112
www.adworks.org

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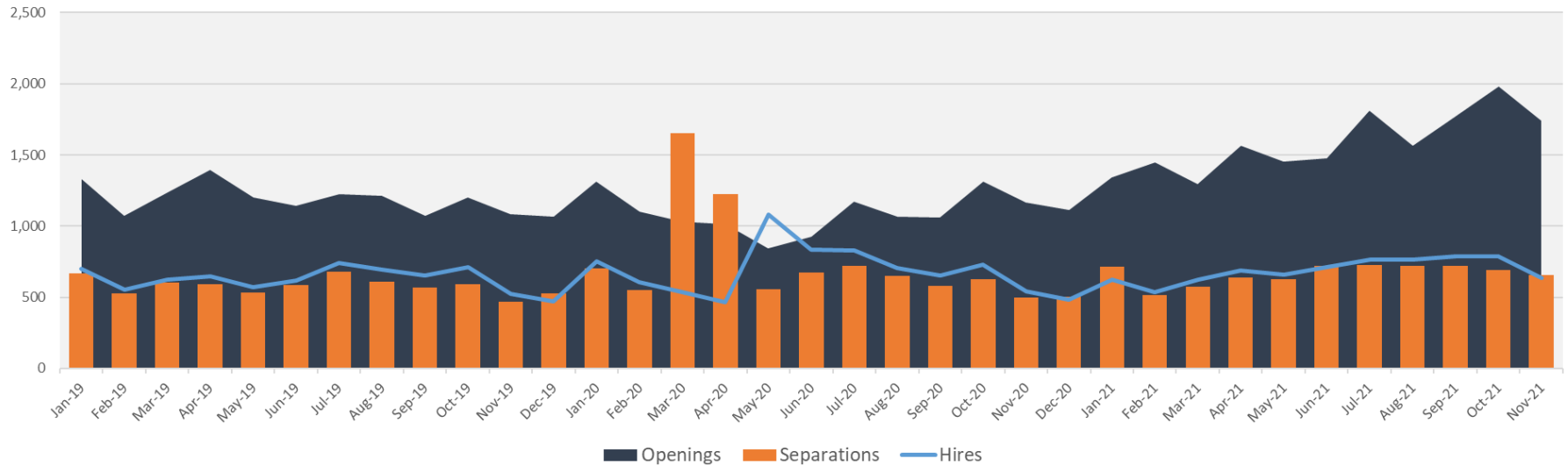
The National Picture



Openings, Hires & Separations

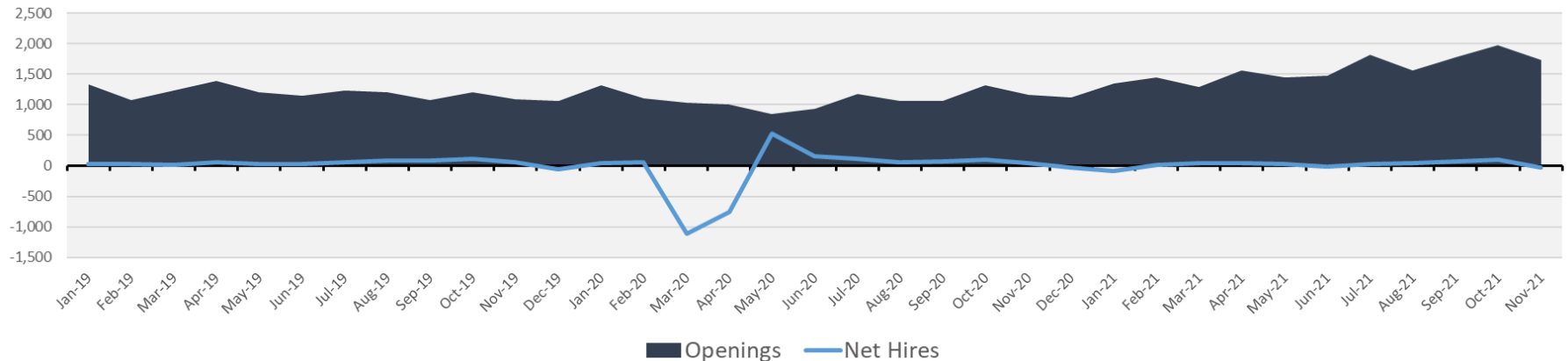
Openings, Total Separations, and Hires, United States (in Thousands)
Healthcare & Social Assistance Sector

Source: U.S. Bureau of Labor Statistics



Openings & Net Hires (Hires minus Total Separations), United States (in Thousands)
Healthcare & Social Assistance Sector

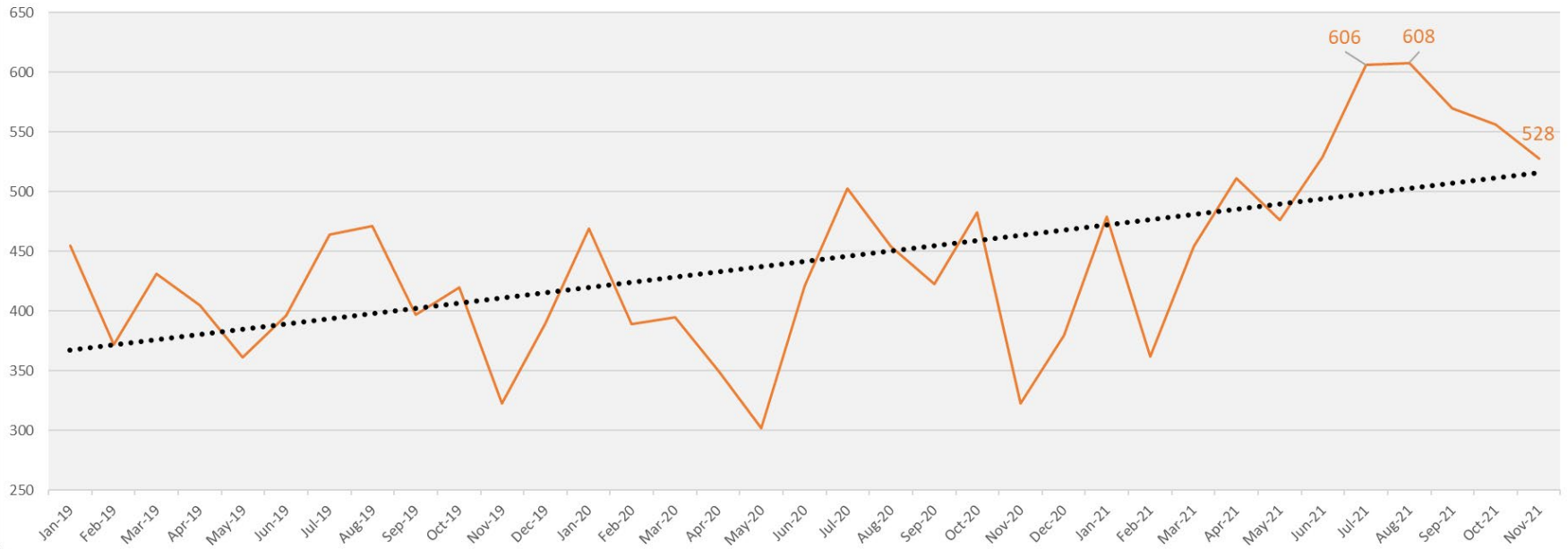
Source: U.S. Bureau of Labor Statistics



Healthcare & the Great Resignation

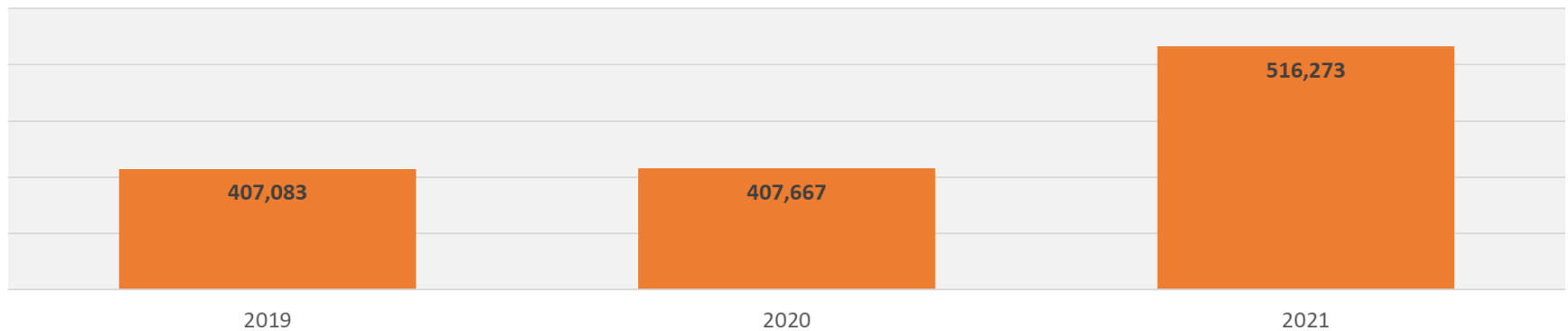
Quits, United States (in Thousands)
Healthcare & Social Assistance Sector

Source: U.S. Bureau of Labor Statistics

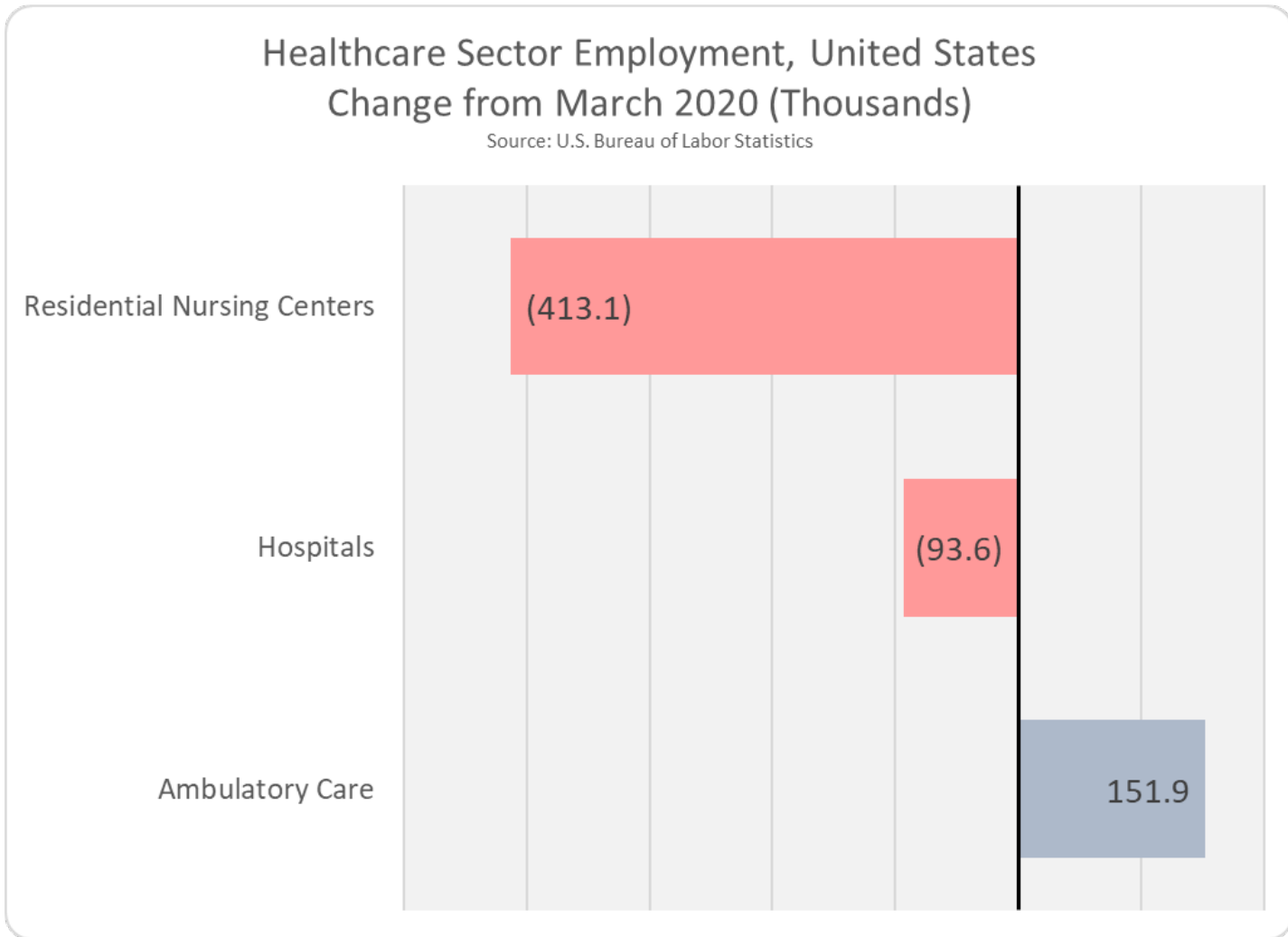


Average Monthly Quits by Calendar Year, United States
Healthcare & Social Assistance Sector

Source: U.S. Bureau of Labor Statistics



Job Loss by Sub-Sector in Healthcare



From the Current Employment Survey (CES)

Relevant Statistics

Structural staffing shortages

- An analysis of EMSI data found that there will be a critical shortage of 3.2 million health care workers by 2026 illustrating the magnitude of the problem facing the health care field, namely hospitals and health systems.

Resignations

- According to the U.S. Bureau of Labor Statistics, the healthcare sector in the United States has lost 354,800 people since the pandemic began, and hospitals have lost 93,600.
- A Kaiser Family Foundation/Washington Post poll found that about 3 in 10 health care workers considered leaving their profession, and about 6 in 10 said pandemic-related stress had harmed their mental health.

Financial Costs

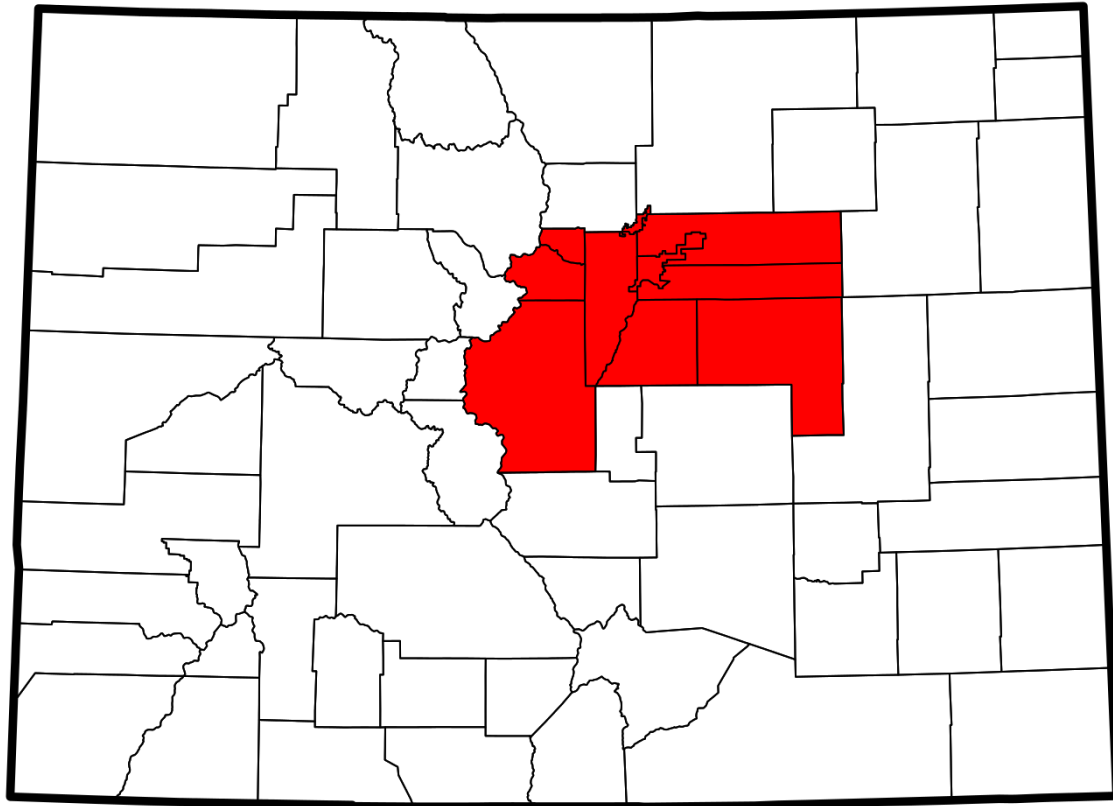
- The American Hospital Association reports that in the face of mounting financial challenges, estimated to be \$54 billion in net income losses in 2021 alone, hospitals have cared for over 3.2 million COVID-19 patients since August of last year.

Long-Term Structural Issues with Training Pipeline

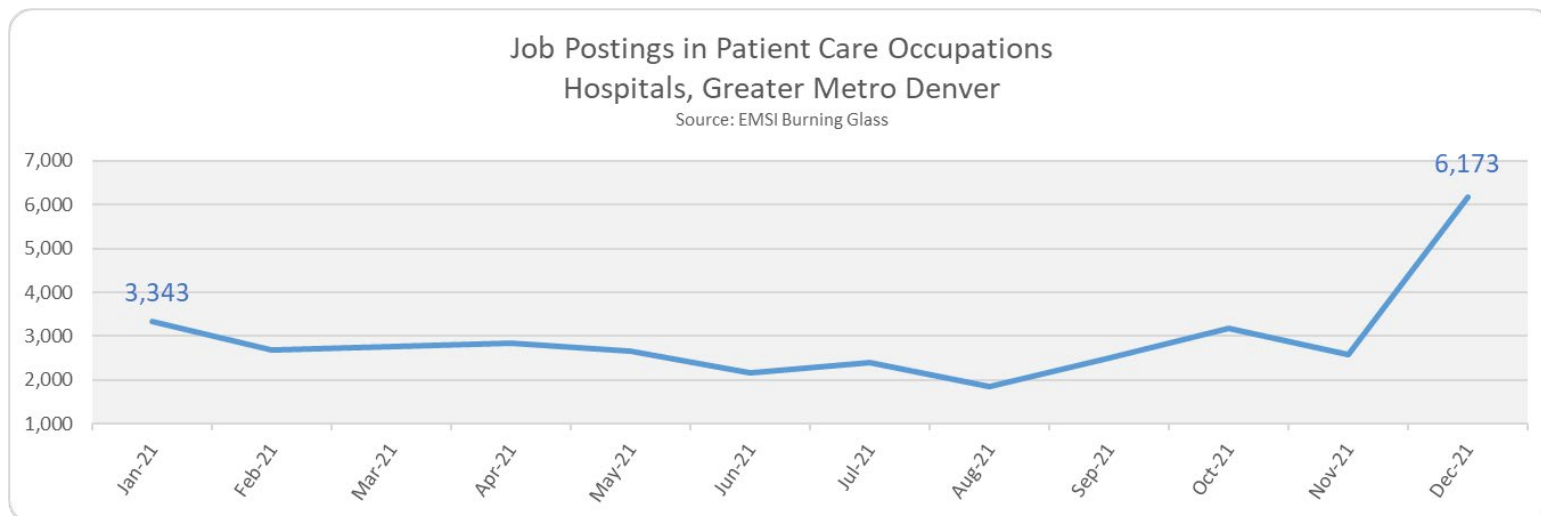
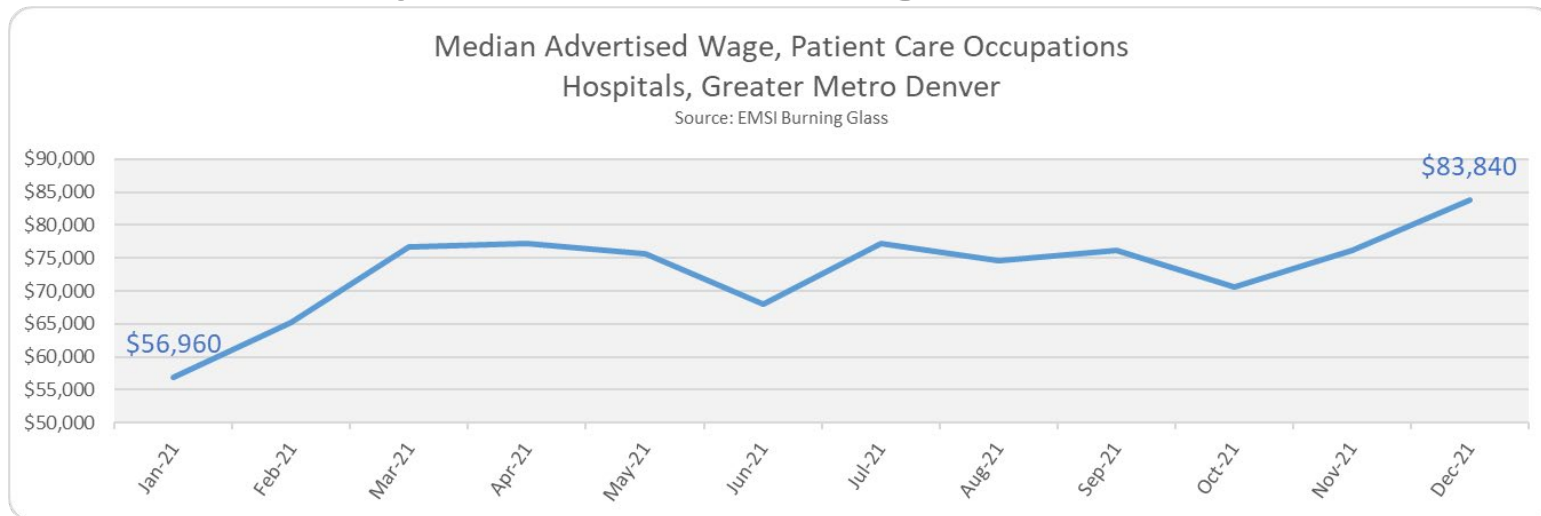


In a statewide search for clinical nurse supervisors conducted on January 20, 2022 in EMSI Burning Glass, there were 24 online resumes in the state that listed this qualification. Now, with over 24% of Colorado's hospitals reporting critical staff shortages, there are even fewer clinical supervisors available – everyone is too stretched.

The Local Picture



Local Hospital Staffing Trends

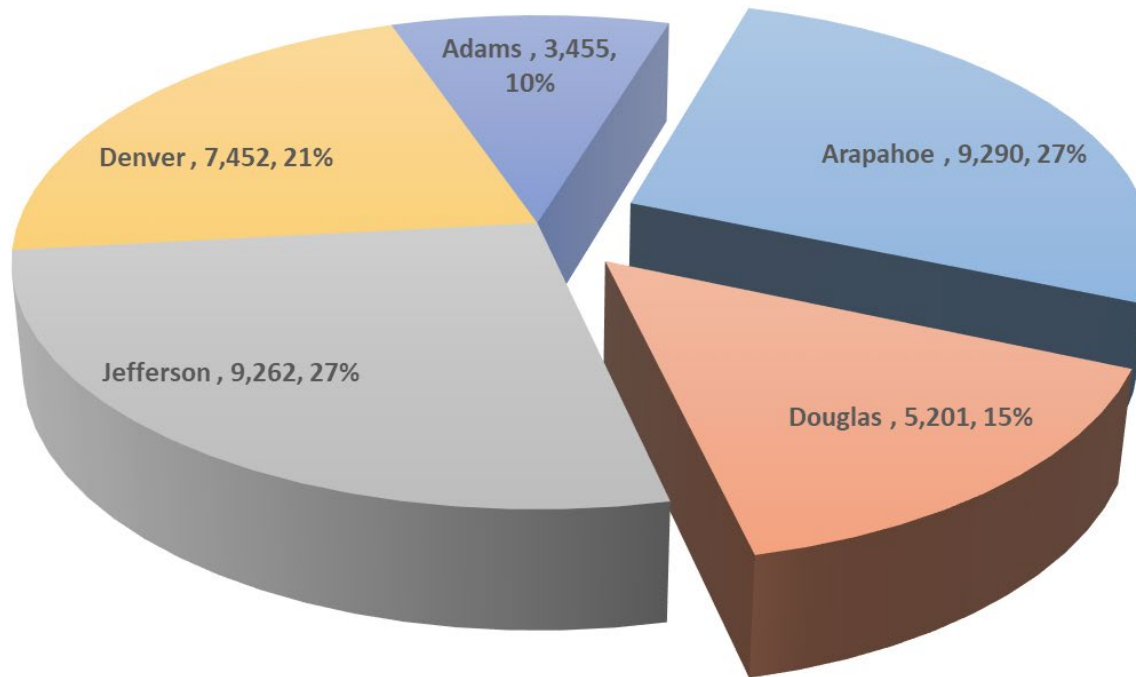


Job Postings in healthcare occupations rose an average of 5.7% monthly, while median advertised salaries for healthcare occupations rose an average of 3.6% monthly.

2021 Hospital Job Postings by County

Unique Postings by County, Patient Care Occupations
Hospitals, January - December 2021

Source: EMSI Burning Glass



42% of the unique direct patient care occupations in metro Denver hospitals were in Arapahoe and Douglas counties.

Why Nurses are Resigning

A November 2021 survey from Deloitte found:

- 33% of registered nurses were considering leaving their jobs prior to the pandemic; that percentage has doubled with 66% considering resignation in late 2021.
- The cost of a bedside nurse resigning averages \$40,038 per position, and high turnover of nurses can cost hospitals between \$3.6 and \$6.1 million per year. EMSI shows 29% turnover for registered nurses in metro Denver during 2020.
- **Reasons for resigning:**
 - Burnout
 - Vaccine hesitancy (around 5.1% of registered nurses unwilling to get vaccine, while 11.2% are hesitant)
 - Hot job market
- **Where are they going?**
 - Other clinical settings such as ambulatory care, laboratories, dialysis centers, etc.
 - Non-clinical settings

What Hospitals Can Do

November 2021 Deloitte survey:

- Off-load administrative tasks to other staff to free nurses up to do direct patient care.
- Create a more humanized clinical experience.

SixSeconds, the Emotional Intelligence Network - five strategies:

1. Ask how they are doing in the right way. Set cultural norms to talk about feelings and create the space for nurses and other patient care staff to do so.
2. Seek out ways to empower nursing staff and put them in the driver's seat.
3. Say thank you with an award, bonus or time off.
4. Incentivize social connection, and make the time to connect.
5. Develop and cultivate a shared sense of 'why.'

Workforce Development Roles

- Work with the Greater Metro Denver Healthcare Partnership on the training pipeline for critical patient care jobs. These will be the targeted occupations for the Good Jobs grant.
- Continue to engage with outreach for apprenticeships in key patient care occupations through partnerships with Arapahoe Community College, the Colorado Urban Workforce Alliance and other stakeholders.
- Explore other out-of-the-box solutions such as placing interns in various healthcare settings.
- Continue to support outreach and recruitment efforts in the healthcare sector in Arapahoe and Douglas counties both virtually and in-person.



Industry Response

Questions

Discussion

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