

Healthcare Staffing Challenges: Causes & Potential Solutions

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Headline Potpourri

- "Hospitals cutting services over staffing shortages"
- "Pay, staffing and fatigue: Minnesota nurses strike highlights worsening shortages across US"
- "Nurse shortage could reach 1M+ by end of year"
- "Cleveland Clinic reports \$1B loss in first half of this year"
- "More hospital CEOs exit as labor challenges persist"
- "Health systems shrink executive teams as costs rise"

Contributing Factors

1. Aging population
2. Aging workforce
3. Education/training constraints
4. Burn out & moral injury
5. Workplace violence
6. Competition from other industries
7. COVID-19 pandemic (stresses and perspective)

Potential Solutions

1. Increased productivity
2. More efficient allocation of existing workforce
3. Increase supply of labor
4. Local differentiation

Increased Productivity

1. Staff to volume (eg 2-hour staffing adjustments)
2. Upskill, reskill current workforce
3. Work top of license
4. Leverage technology
 - a. Virtual nursing (MercyOne)
 - b. Artificial Intelligence (ArtiSight)

More Efficient Allocation of Existing Workforce

1. Develop internal travel pool
2. Uberization/gig economy
 - a. SnapNurse
 - b. KARE (senior housing & post acute)
3. Policy
 - a. Travel Nursing Agency Transparency Study Act
 - b. National professional licensing

Increase Supply of Labor

1. Net increase in education/training capacity
 - a. Sponsor new faculty positions
 - b. Establish new clinical training sites
2. Attract non-healthcare workforce
3. Attract students, future workforce to healthcare
4. *International nurses
5. Policy: National Health Care Workforce Commission
6. “Multiply and replenish”

Local Differentiation

1. Culture = secret sauce
2. Strategic workforce plan
3. Stay & exit interviews
 - a. Flexible work schedules
 - b. Career development
 - c. Child care
 - d. Mental health support
4. Model self care & kindness (patients come 3rd?)

Share Your Ideas

- Is there something unique your organization is considering or doing?
- Have you read or heard about an innovative approach to addressing these challenges?
- Do you have an idea about how to approach the current staffing challenges?

Concluding Reminders

“Act...and not be acted upon” -2 Nephi 2:26

“Study it out...then ask” -Doctrine & Covenants 9:8

“Counsel with our councils” -Pres. M. Russell Ballard

“Comfort those...in need of comfort” -Mosiah 18:9

Our success as leaders is largely determined by our capacity to love others and foster an environment in which love prevails.

