

STRENGTHENING PENNSYLVANIA'S HEALTH CARE WORKFORCE

Pennsylvania hospitals value health care professionals and are committed to recruiting, training, and retaining the workforce needed to care for our communities. State policies must strengthen these efforts.

Hospitals are taking action.

Decreasing care team vacancies and turnover through:

-  Competitive pay increases
-  Flexible scheduling
-  Tuition reimbursement
-  Bonuses and incentives
-  Professional development
-  Childcare

Despite progress, hospital staffing shortages persist.

22,000 shortage of nurses by 2028

Statewide average vacancy rates:

- 15%** licensed practical nurses
- 11%** nursing support professionals
- 10–12%** advanced practice providers
- 9%** registered nurses
- 7–13%** allied health professionals

Rural Challenges

Rural hospitals face even greater challenges attracting the workforce necessary to provide services their communities depend on.

18% average vacancy rate across care teams

2x higher vacancy rate than urban hospitals

Source: HAP member workforce survey

Sources: HAP member workforce survey; Oliver Wyman, *Time to Act*

Public policies to support care teams:

Expand education

- ✓ Fund scholarships and loan forgiveness
- ✓ Invest in education and training
- ✓ Increase educators

Increase providers

- ✓ Expand career pathways
- ✓ Incentivize practicing in underserved areas
- ✓ Increase J1 visas

Support professionals

- ✓ Invest in wellness and safety
- ✓ Empower practicing at the top of license
- ✓ Enable technology to support clinicians