

STRENGTHENING PENNSYLVANIA'S HEALTH CARE WORKFORCE

Pennsylvania hospitals value health care professionals and are committed to recruiting, training, and retaining a strong, diverse workforce. State investments and policies must strengthen these efforts.

Hospitals are taking action.

32% decrease in turnover for care teams since 2022 through:

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

Despite progress, hospital staffing shortages persist.

Statewide average vacancy rates:

- 19%** registered nurses
- 17%** nursing support professionals
- 12–30%** advanced practice providers
- 13–28%** allied health professionals

Source: 2024 HAP member workforce survey

A Growing Need

Filling current vacancies is not enough. As our population ages, Pennsylvania will need to add each year:

- 8,890** more registered nurses
- 11,232** more nursing assistants

Source: PA Dept. of Labor and Industry projections through 2032

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

- ✓ Address workplace violence and safety
- ✓ Empower practicing at the top of license
- ✓ Enable technology to support clinicians