


# Put Employees First to Overcome Staffing Shortages in Healthcare

Ongoing staffing shortages existed well before COVID-19, but the impact of the global pandemic on the healthcare industry has worsened conditions.

Discover how staffing shortages are impacting healthcare employers and how a stronger focus on supporting employees can address these challenges.


## A Look at Staffing Trends in Healthcare

Nearly **1 in 5** healthcare workers left their jobs during the pandemic.<sup>1</sup>

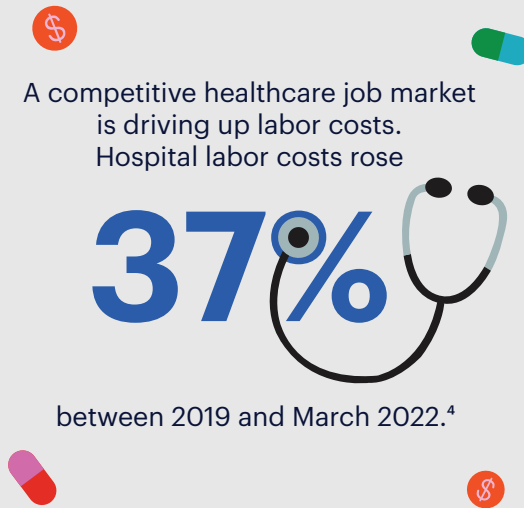


According to a 2021 Mercer report, the U.S. is projected to face a shortage of more than **3.2 million** lower-wage healthcare workers by 2026.<sup>2</sup> The staffing shortages will impact various roles, including:<sup>3</sup>

- 446,000** home health aides
- 95,000** nursing assistants
- 98,700** medical and lab technologists and technicians
- 29,000+** nurse practitioners



A competitive healthcare job market is driving up labor costs. Hospital labor costs rose **37%** between 2019 and March 2022.<sup>4</sup>



### Focus on Employee Support to Improve Patient Outcomes

To address staffing shortages and attract top talent, healthcare employers should focus on how they can support their staff and potentially improve the overall employee experience, leading to better patient care.<sup>5</sup>

Providing financial wellness benefits like on-demand pay helps support existing staff and attract new applicants, strengthening the workforce to meet patient needs.

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<sup>1</sup> <https://morningconsult.com/2021/10/04/health-care-workers-series-part-2-workforce/>

<sup>2</sup> <https://www.mercer.us/content/dam/mercer/assets/content-images/north-america/united-states/us-healthcare-news/us-2021-healthcare-labor-market-whitepaper.pdf>

<sup>3</sup> <https://www.usnews.com/news/health-news/articles/2022-07-28/staff-shortages-choking-u-s-health-care-system>

<sup>4</sup> <https://www.usnews.com/news/health-news/articles/2022-07-28/staff-shortages-choking-u-s-health-care-system>

<sup>5</sup> <https://www.qualtrics.com/blog/improving-patient-experience-by-engaging-your-employees/>