



THE FLORIDA HOSPITAL ASSOCIATION

2023 Workforce Report

Recognizing the Progress Today
and the Challenges Ahead

LBH
LAKE BUTLER
HOSPITAL
REHABILITATION
CENTER

CURRENT LANDSCAPE & FUTURE OUTLOOK

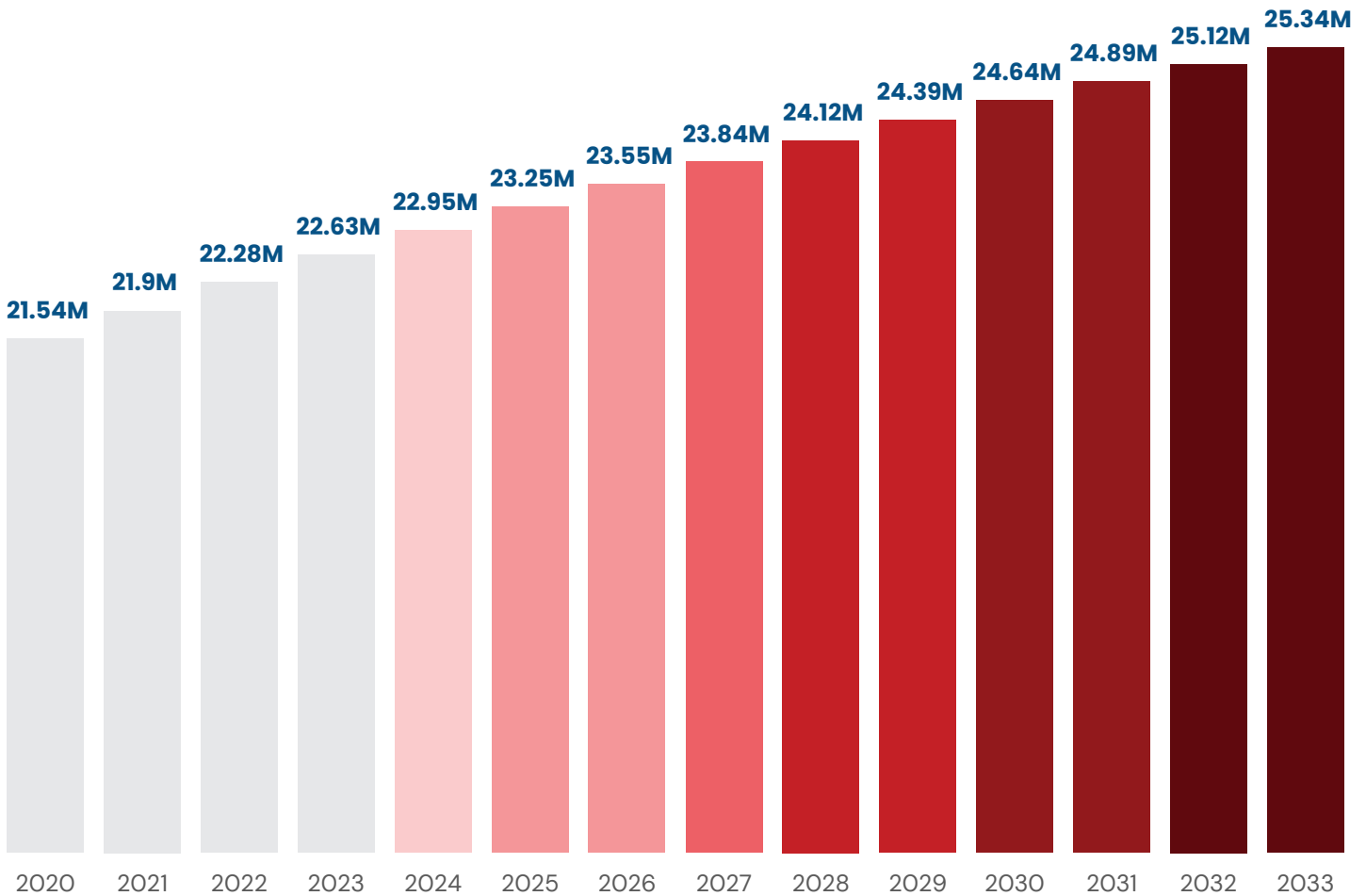
After more than three years of responding to an unprecedented public health crisis, Florida's hospitals experienced one of the worst workforce shortages in decades. This shortage and associated increases in labor costs occurred at the same time as stagnant reimbursement rates, reductions in reserves due to stock market declines, and other inflationary cost increases.

Florida's population is growing by more than 800 people a day, more than half of whom are over the age of 60, creating an increased demand for health care services.

FLORIDA'S POPULATION IS THE FASTEST GROWING IN THE U.S.

Projected to grow to 25.34 million in 2033, a 13.7 % increase

The average projected growth from April 2024 to April 2028 is **817 PEOPLE PER DAY**



Source: EDR Demographic Estimating Conference July 2023

Florida is the third largest state in the nation, with nearly 20% of Florida's population aged 65 or older. A sufficient number of qualified health care workers is critical for meeting the needs of Floridians, and with a growing and aging population, this must be considered when planning health care capacity.

Florida's Population

22,276,132



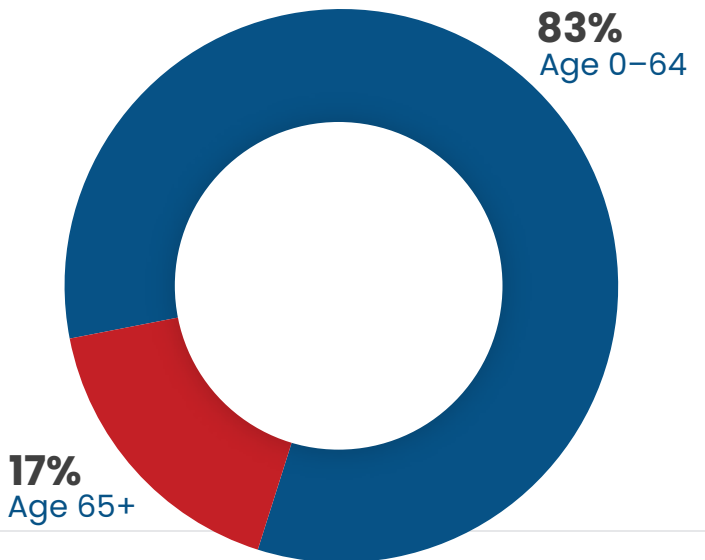
+737,945

**Increase from
2020 - 2022**

Florida is the **3RD** Largest State

FLORIDA'S AGING POPULATION

Nearly 20% of the population is Age 65 and up!



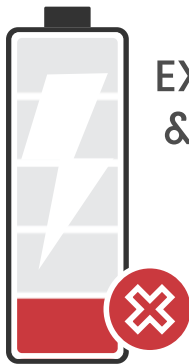
WORKFORCE CHALLENGES

UNPRECEDENTED WORKFORCE CHALLENGES

The pandemic exacerbated an already significant imbalance between the supply of and the need for nurses, physicians, and allied health professionals. Building the workforce pipeline, recruiting new clinicians, and retaining current talent are essential for meeting the future needs of Florida's population. The below charts reflect the projected demand for nurses and physicians by 2035.



DUE TO:



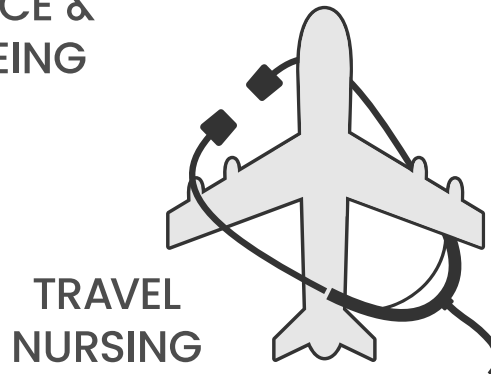
EXHAUSTION
& BURNOUT



OPPORTUNITY
& PAY



RESILIENCE &
WELL-BEING



TRAVEL
NURSING

*IHS MARKIT 2021

RECENT CHALLENGES

In 2022, critical staffing shortages, exponential increases in labor costs, and an ongoing dependency on temporary staffing and travel nurses continued. Overall workforce costs increased by 45 percent, according to an FHA survey of Florida hospitals and health systems, while inpatient admissions increased by just 3 percent.



Although hospital patient admissions only increased 3% from 2019 to 2022, overall workforce costs have increased disproportionately by 45%, and **extraordinary measures such as overtime, incentives, premium pay, and salary market share adjustments together increased by over 245%.**

Survey data also showed that financial stresses from pandemic-related costs and inflation were exacerbated by extreme workforce shortages. Between 2019 and 2022, hospital expenditures for overtime pay grew by more than 60% while expenditures for bonus pay and incentives more than doubled.

Florida hospitals' utilization of contracted staff soared



OVER

↑ 328%

The total dollars spent on contract labor skyrocketed



OVER

↑ 489%

Salary market adjustments increased



ALMOST

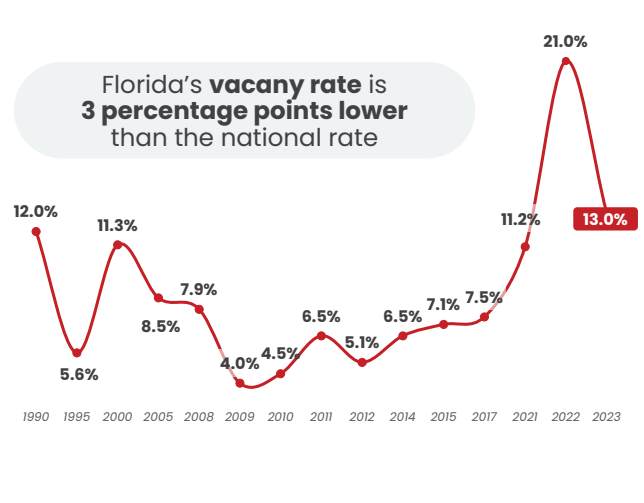
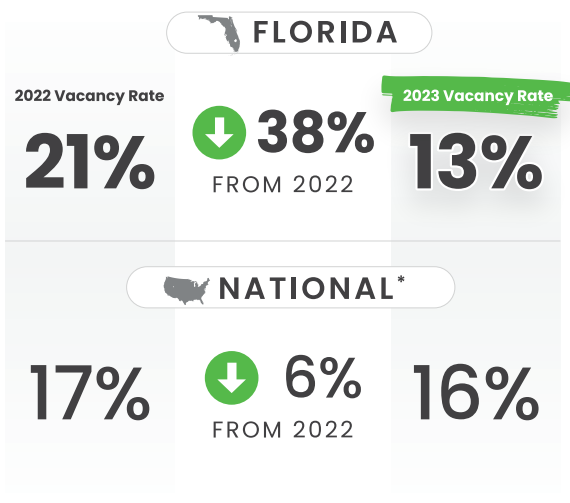
↑ 300%

HOSPITALS LEADING THE WAY: ADDRESSING THE WORKFORCE CHALLENGE

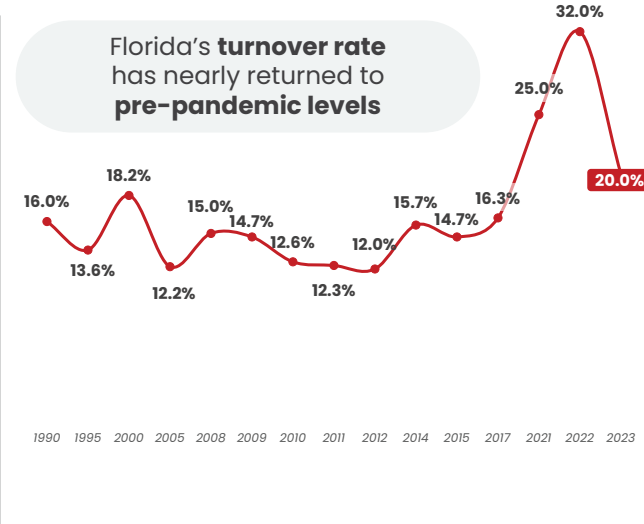
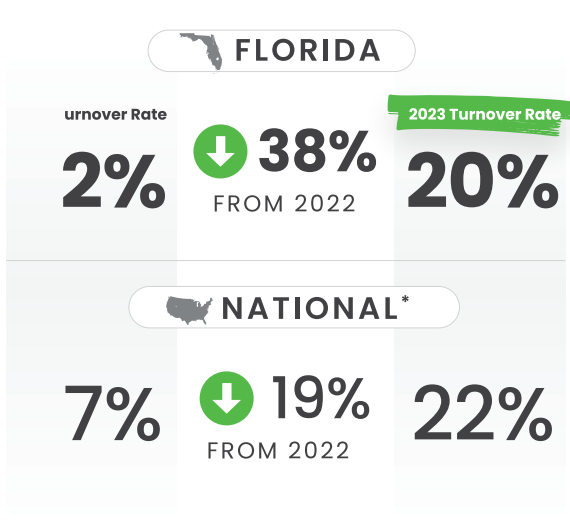
SOLVING WORKFORCE CHALLENGES

Hospitals' immense investments in recruitment and retention strategies are yielding positive results. New data released in August 2023 shows a substantial decrease in both vacancy and turnover rates for nurses. Florida's nurse vacancy rate is now 13%, down from the 2022 vacancy rate of 21% and below the national average of 16%.

RN NURSE VACANCY RATE



RN NURSE TURNOVER RATE



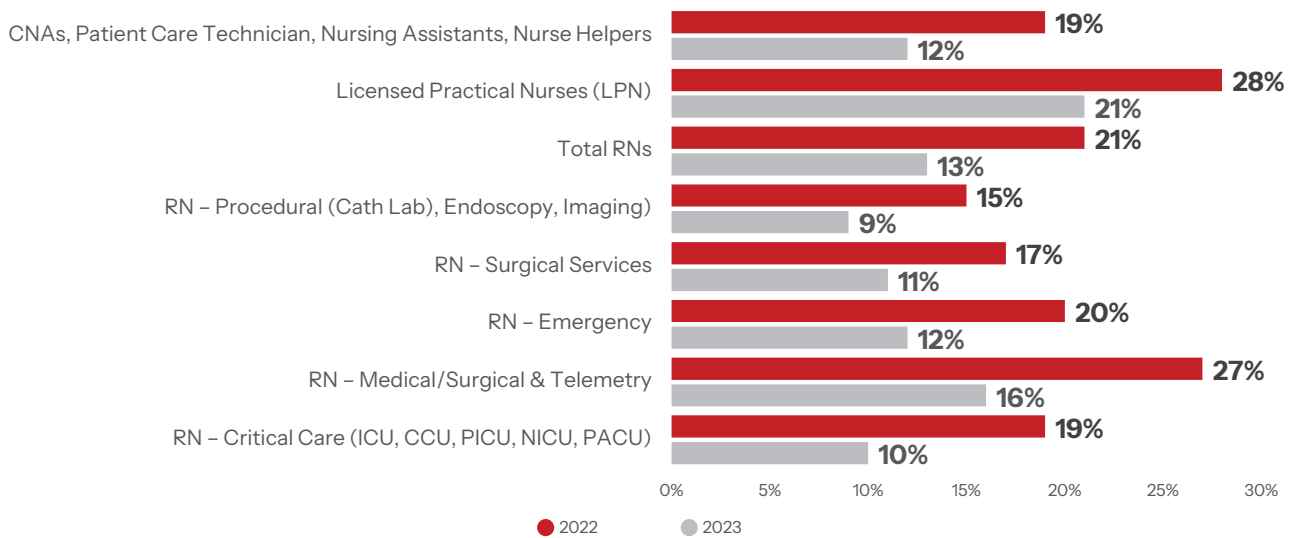
Similarly, Florida's nurse turnover rate dropped to 20% from 32% last year. That is 2 percentage points lower than the national rate. It is also important to note that Florida's nurse turnover rate has nearly returned to pre-pandemic levels.

NURSING POSITIONS BY VACANCY AND TURNOVER RATE

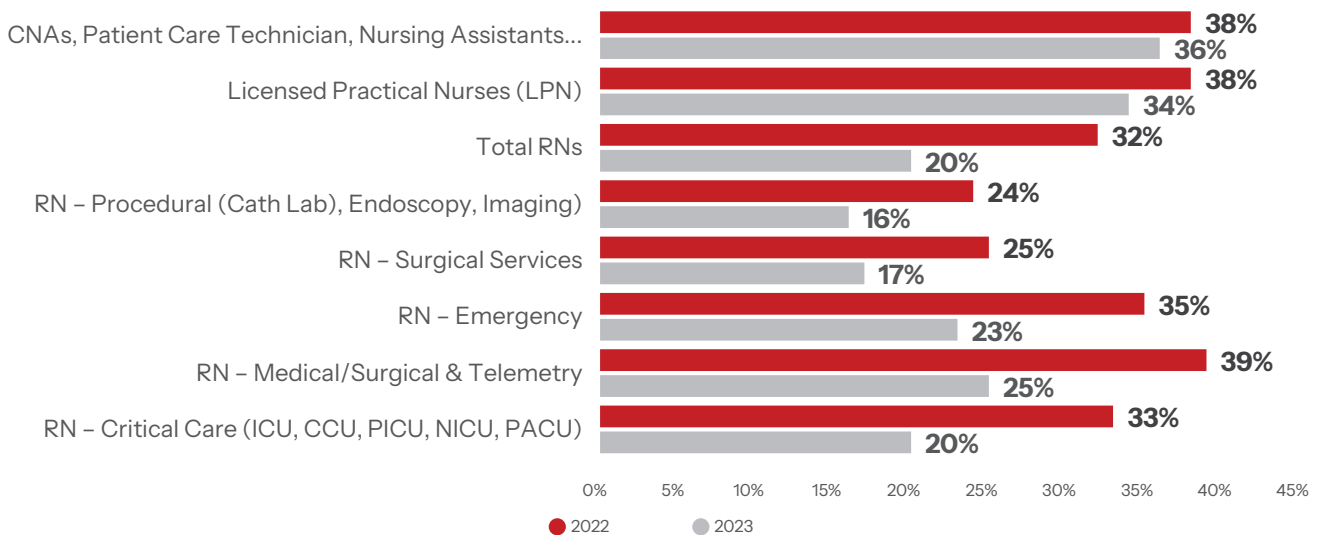
While we see a significant decrease in vacancy and turnover for nursing, it is important to remember that nursing specialties can create their own unique challenges in meeting the needs of the hospital nursing workforce.

The top 3 vacancy rates for nursing specialties include LPN's at 21% , Critical Care RNs at 19% and Medical/Surgical/Telemetry at 16%. Top 3 nursing turnover rates in 2023 belong to LPNs at 34%, Medical/Surgical/Telemetry at 25% and Emergency Room at 23%.

NURSING POSITIONS BY VACANCY RATE



NURSING POSITIONS BY TURNOVER RATE



While FHA's vacancy and turnover survey reveals RN turnover has been reduced by 38% in 2023, there continues to be a shortage of RNs to fill the vacancies. According to the 2023 NSI National Health Care Retention and RN Staffing Report, the cost of turnover has a significant impact on hospital margins if not managed effectively. In the recent NSI survey, it is reported that the average cost of turnover for an RN at the bedside is \$52,350. This translates to the potential for an average hospital to lose between \$6.6M–\$10.5M.

The financial impact, as well as the capacity to deliver safe, quality care can suffer when nurses choose to leave the work environment. This underscores the importance of prioritizing turnover in an organization as a strategy to reduce vacancies and improve job satisfaction.

Source: NSI National Health Care Retention Report (nsinursingsolutions.com)



Pictured above: Nurses from our esteemed FHA member hospitals: Jupiter Medical Center (top), Lake Butler Hospital (left) and Northwest Florida Community Hospital (right)

ALLIED HEALTH PROFESSIONALS

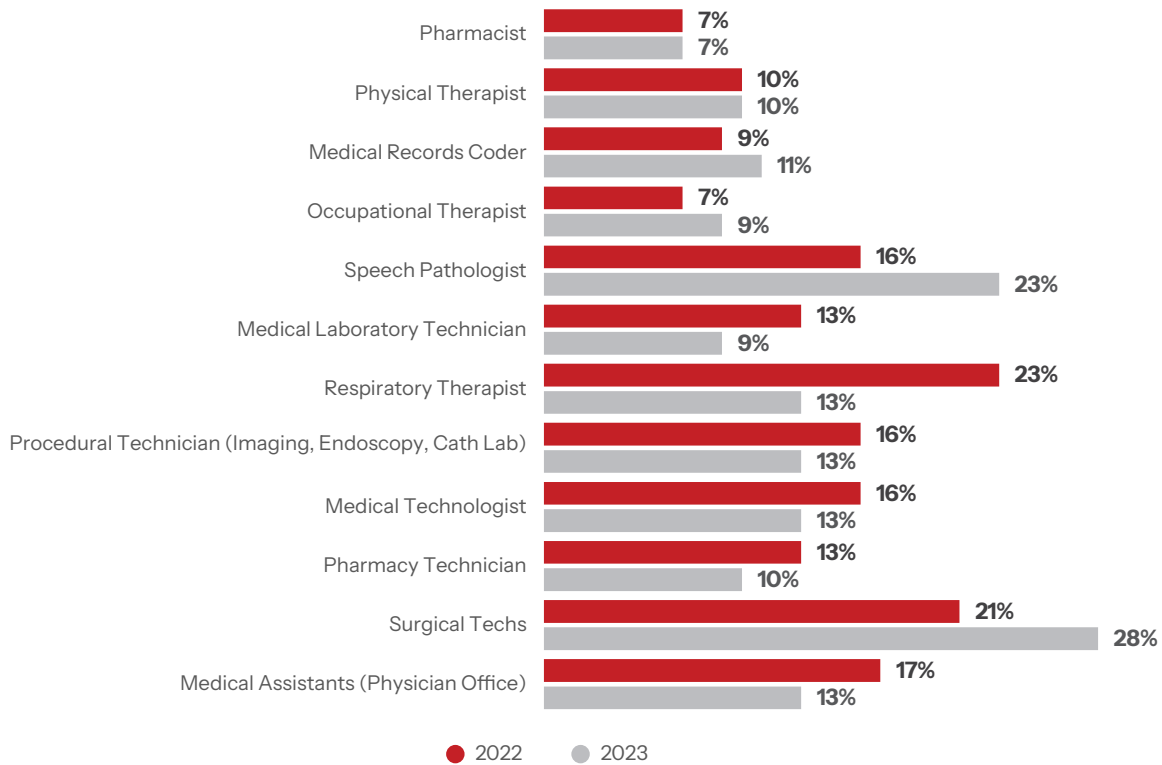
Hospitals have been simultaneously responding to financial stressors and challenges to health system capacity while meeting current demands for care, as well as making critical investments to ensure the health care delivery system can continue the path to being the most advanced and high-quality.

Allied Health professionals are also a critical part of the healthcare team and comprise nearly 60% of the workforce. When there is a shortage of allied health professionals, care delivery is redistributed and can potentially limit health care professionals from working at the “top of license”. Turnover can be significant with Allied Health professionals as an outcome of health care workforce shortage.



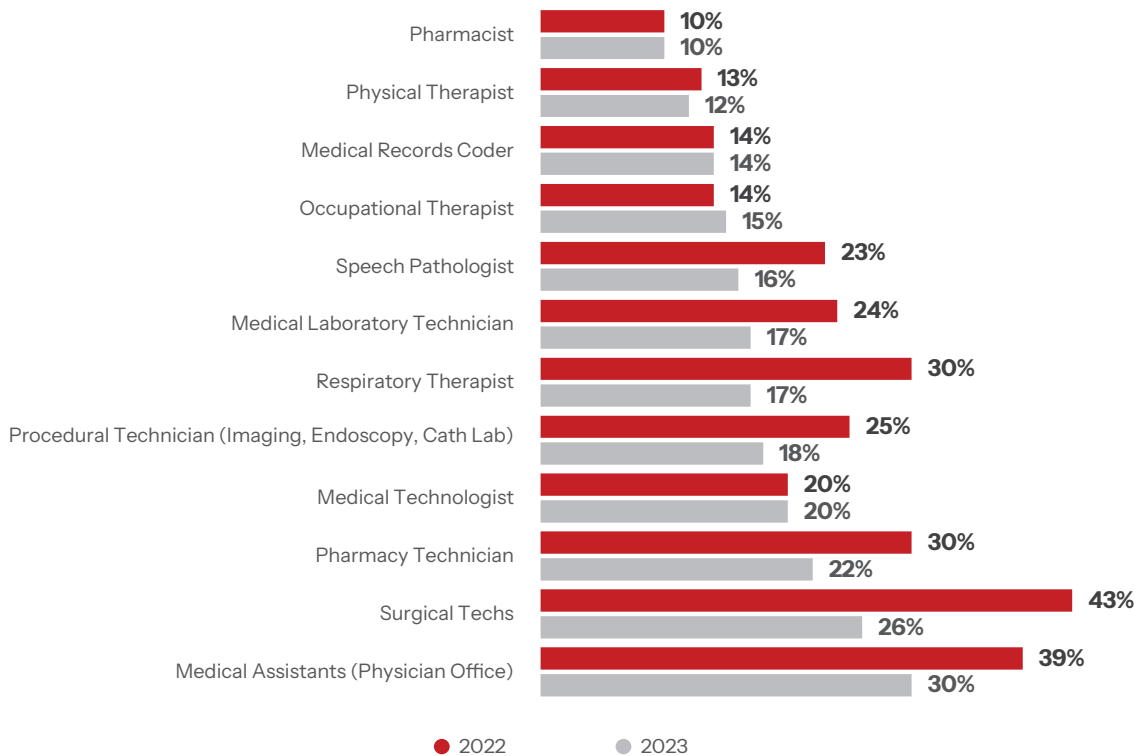
Florida Nurse Workforce Projections: 2019 to 2035

VACANCY RATES BY ALLIED PROFESSIONS COMPARISON







TURNOVER RATES BY ALLIED PROFESSIONS COMPARISON

Surgical Techs and Medical Assistants continue to have the highest turnover rates for allied health professions from 2022 to 2023.



AVERAGE TIME TO HIRE FOR VACANT HEALTH POSITIONS

Difficulties in hiring these positions are due to the training requirements necessary to work in these areas.

	LESS THAN 60 DAYS		GREATER THAN 60 DAYS
	<ul style="list-style-type: none"> • CNAs, Patient Care Technician, Nursing Assistants, Nurse Helpers • Pharmacist • Pharmacy Technician 		<ul style="list-style-type: none"> • RN – Procedural (Cath Lab), Endoscopy, Imaging) • Medical Technologist • Procedural Technician (Imaging, Endoscopy, Cath Lab)

HOSPITAL WORKFORCE STRATEGIES

Florida's hospitals are unrelenting in their commitment to solving staff recruitment and retention challenges. While each hospital is unique and has different factors and variables that influence its workforce plan, each hospital has deployed innovation, creativity, and strategic thinking to address the challenge.

HOSPITAL RECRUITMENT AND RETENTION STRATEGIES



CAREER ADVANCEMENT AND PROFESSIONAL DEVELOPMENT

- ✓ Build talent pipelines through creating professional development pathways
- ✓ Offer Nurse Residency Programs/ Transition to Practice
- ✓ Preceptors
- ✓ Career Ladders
- ✓ Adopt shared governance to engage staff

Florida's hospitals have developed partnerships with local colleges, universities, and technical schools.

These collaborative efforts have provided an extension of the environment for learning to include shared faculty and preceptors and “earn while you learn” programs for nursing, allied health professionals, and entry level positions.



RESILIENCE, WELL-BEING AND SAFETY

- ✓ Wellness resources and support
- ✓ Positive practice environment
- ✓ Prevention of workplace violence
- ✓ Workplace safety programs

FHA and hospitals worked together to pass legislation during the 2023 session that expands the scope of workplace violence protections for hospital staff throughout the entire hospital and increased penalties for assault and battery against hospital personnel.



LEVERAGE TECHNOLOGY

- ✓ Utilize data for an informed approach to address workforce issues (vacancy, turnover, job satisfaction)
- ✓ Employers apply to candidates; data analytics; and custom job matching
- ✓ Optimize virtual environment in a hospital for access, monitoring, and care delivery
- ✓ Productivity
- ✓ Manage contract labor costs

Hospitals have invested in technology that efficiently captures qualified candidates. This improves the efficiency of identifying and hiring a quality candidate that is more likely to stay. Once hired, many can also offer on-demand staffing platforms that have helped to improve retention and reduce labor costs.



ORGANIZATIONAL RESOURCES

- ✓ External Marketing Campaigns
- ✓ Expand recruitment resources with knowledge and experience with nursing, allied health and entry-level health professions
- ✓ Career Advisors to support professional development pathways
- ✓ Shift and weekend differentials
- ✓ Compensation and benefits
- ✓ Rewards and Recognition

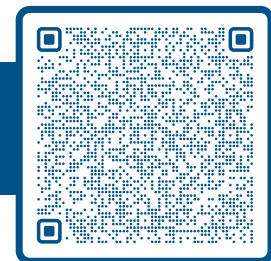
Partnering with regional CareerSource boards has provided additional support to hospitals in their efforts to build the health care workforce in their communities.

FHA'S 2023 VACANCY & TURNOVER SURVEY ANALYSIS INFOGRAPHIC

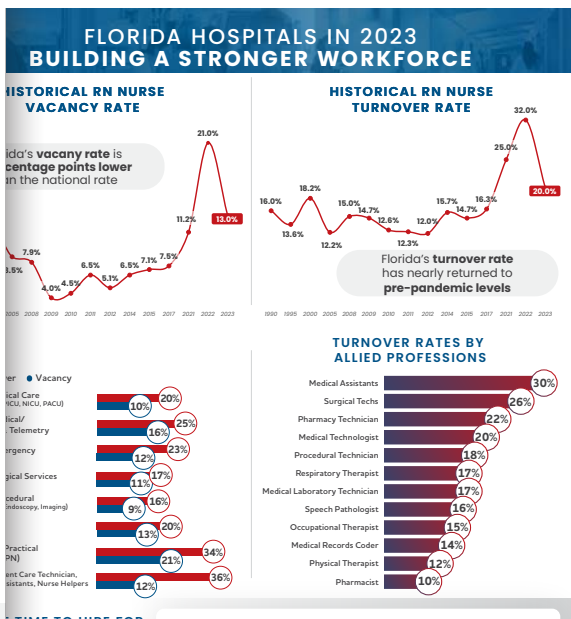
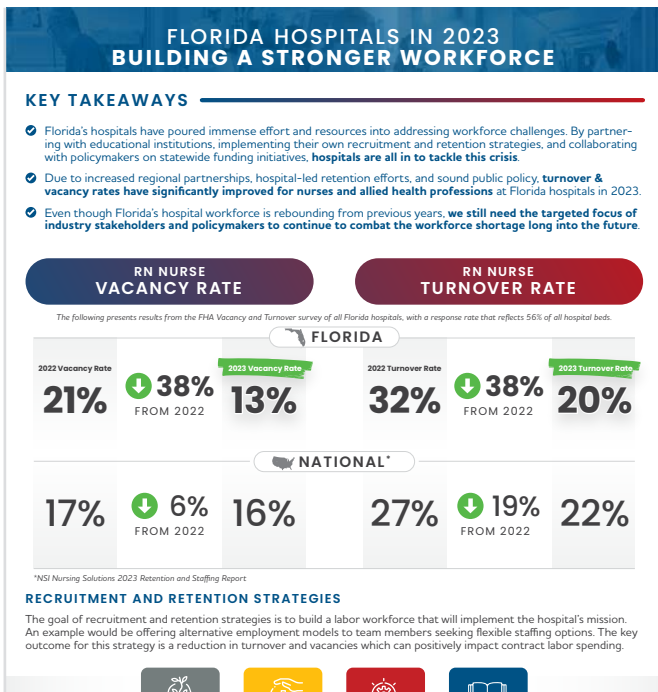
Florida hospitals and health care providers are showing signs of improvement in the workforce compared to last year, but continue to face challenges with critical staffing shortages, exponential increases in labor costs, and an ongoing dependency on temporary staffing and travel nurses. While there has been progress, the situation remains concerning.

The analysis presented here was surveyed from Florida hospitals to gather data on hospital workforce staffing issues such as vacancy and turnover rates. This data highlights the strides made since last year but also underscores the persistent and very dire situation Florida's hospitals are still facing.

- Florida's hospitals have poured immense effort and resources into addressing workforce challenges. By partnering with educational institutions, implementing their own recruitment and retention strategies, and collaborating with policymakers on statewide funding initiatives, **hospitals are all in to tackle this crisis.**
- Due to increased regional partnerships, hospital-led retention efforts, and sound public policy, **turnover & vacancy rates have significantly improved for nurses and allied health professions** at Florida hospitals in 2023.
- Even though Florida's hospital workforce is rebounding from previous years, **we still need the targeted focus of industry stakeholders and policymakers to continue to combat the workforce shortage long into the future.**



View and download the FHA Vacancy & Turnover Survey Analysis at <https://bitly.fha.org/vacancy-turnover> → → → →





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