

Healthcare Workforce Evolution

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“As healthcare team members, we are first and foremost human beings caring for human beings”



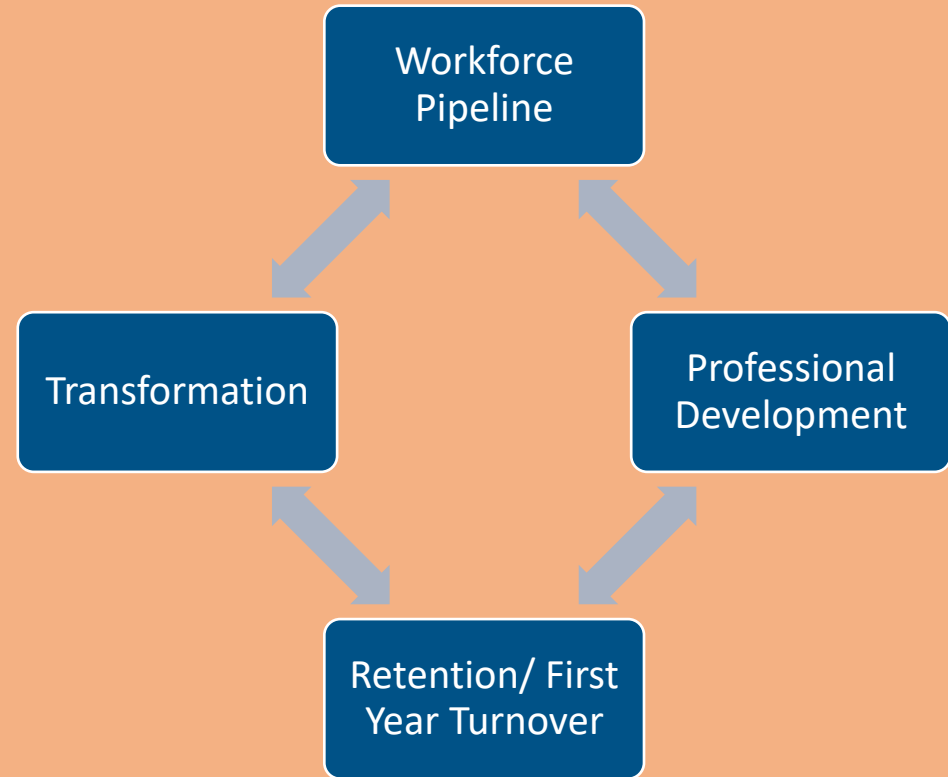
Wolf JA. The 3 Ps of patient experience. Fierce Healthcare. August 2014.
<https://www.fiercehealthcare.com/hospitals/3-ppatient-experience>. Accessed September 2, 2023

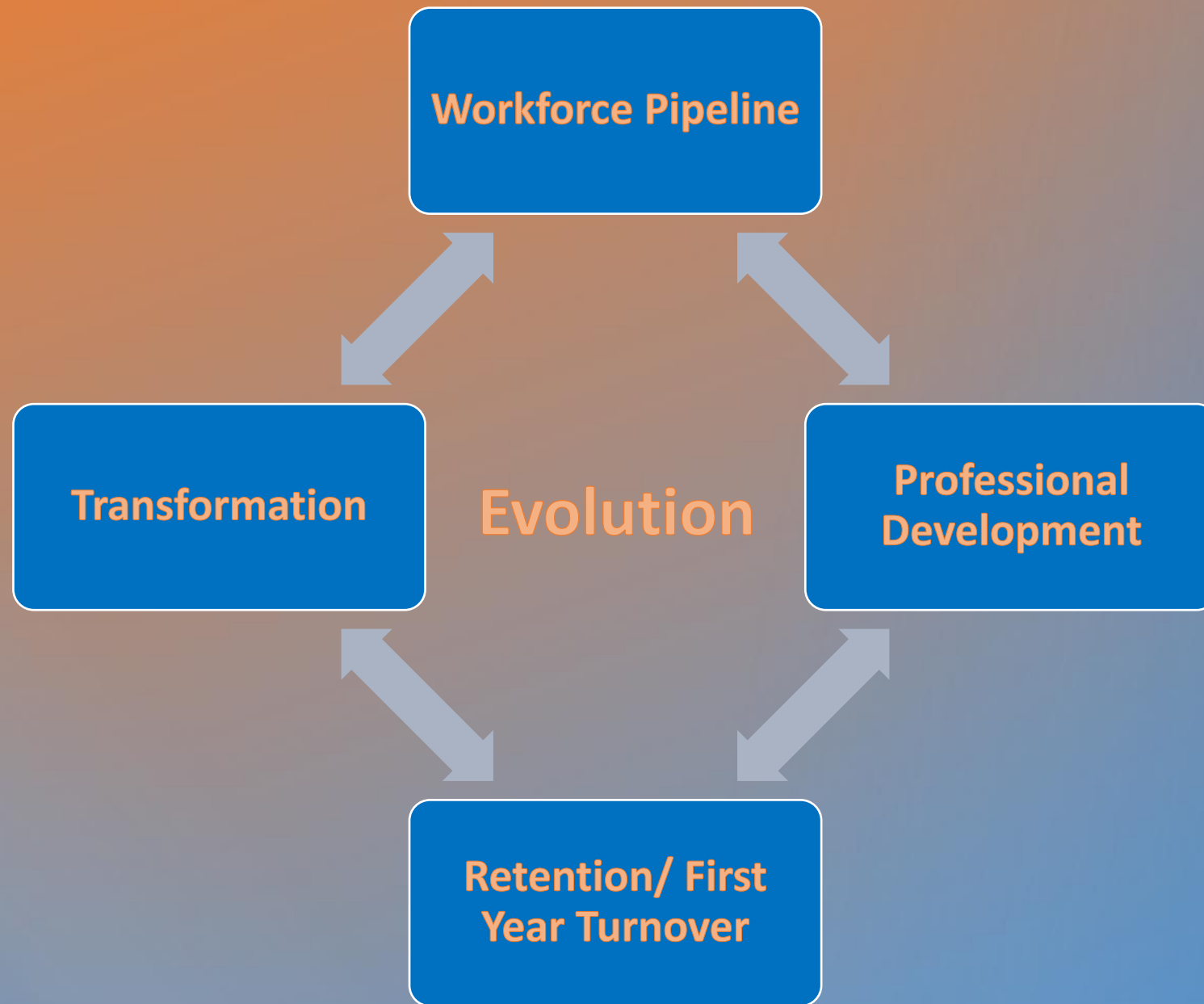
Then vs Now

Historical Approach

- ✓ Retention/ First Year Turnover
- ✓ Workforce Pipeline
- ✓ Transformation
- ✓ Professional Development

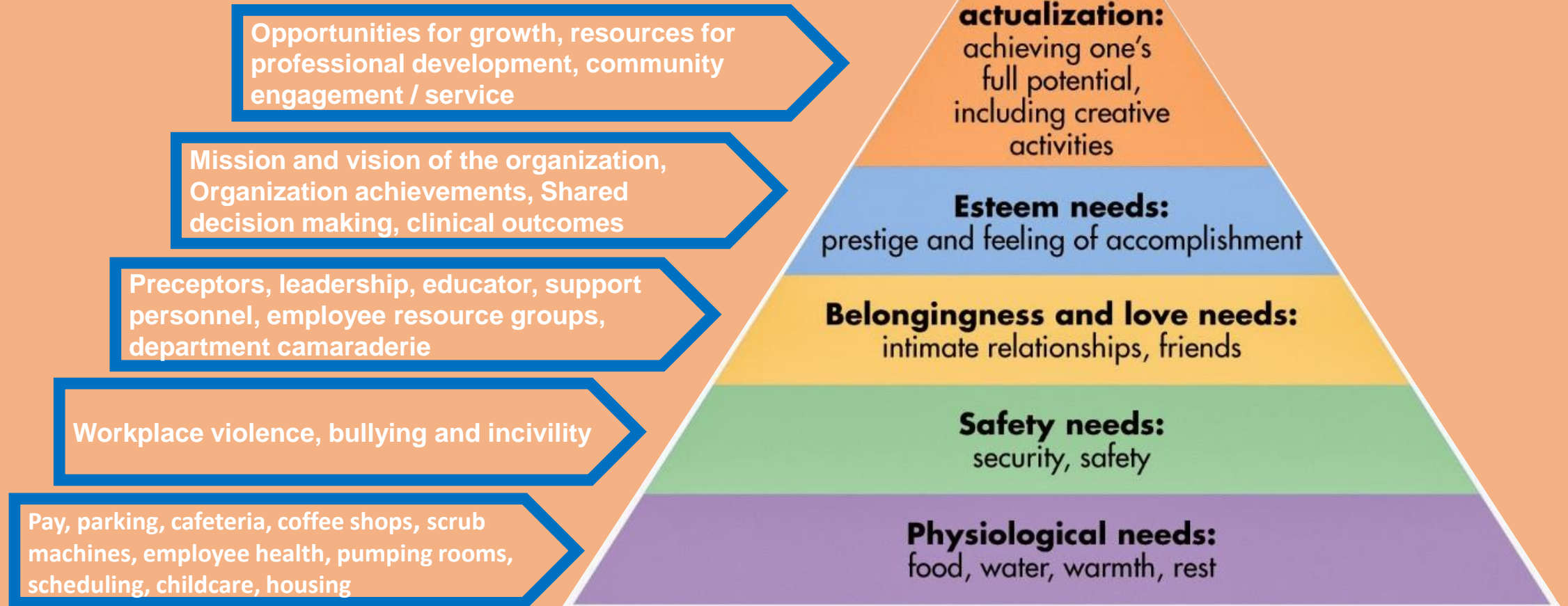
Dynamic of Current State





Retention

The things we know but often forget



Maslow's Hierarchy of Needs

Workforce Pipelines

*People from the community served
caring for the people of the community*

Change the narrative

Internal and External
Opportunities

Career Pathways 2.0

Hire to Retire

Upfront Tuition support

Environment of Belonging

K-12 Partnership

Marginalized communities



Care Delivery Transformation

We cannot keep doing things the same way we have for decades and expect different outcomes.

Fewer Nurses and...

Virtual clinical positions

Changing landscape of
Higher Education

Non- traditional clinical
positions

Challenging financials



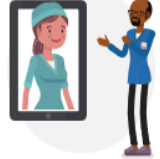
Successful virtual nursing pilot guides workforce transformation

On-site

Patient seeks hospital care



Nurse performs physical assessment

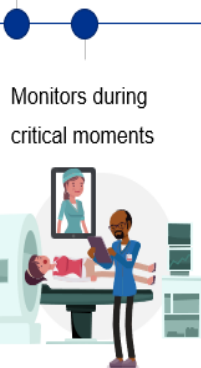


New Grad RN gets guidance from experienced virtual nurse

Patient leaves hospital



Patient admitted and checked in



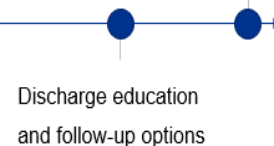
Monitors during critical moments



Case Manager coordinates discharge planning



Provides guidance to New Grad RN



Discharge education and follow-up options

Virtual



55% decrease in all staff turnover



73% decrease in RN turnover



0.2 days decrease in LOS



80 min average time to discharge



Decrease in total cost of care

Professional Development

Resources from hire to retire

Grow your own

Career pathways 2.0

- Include non-clinical
- Grow your own
- Internships
- Apprenticeships
- K-12

At the elbow educational support (psychological safety)

Your future is bright. Your goals are big. Let us ease your way.

How we can help you today?

I want to learn about options based on my role:

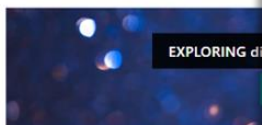


I am a clinical caregiver



I am a non-clinical caregiver

I am looking



Your future is bright. Your goals are big. Let us ease your way.

Find your path & explore next steps

- Learn about nursing career paths that may be right for you
- Understand the requirements for each path
- Get connected to mentors
- Find resources offered by Providence and other programs to support your journey



Nursing Career Pathways

What will your next step be?



Nursing Pathways

Ⓞ CERTIFICATION

Ⓞ CHARGE NURSE

Ⓞ MENTOR

Ⓞ PRECEPTOR

My Career Center (Rise)



My Career Center

Want to move into a **new role**? Interested in **growing** in your current role?

My Career Center can help!

- Assess your interests and skills
- Explore jobs across Providence
- Plan your path forward
- Put your best foot forward during the exploration process
- Connect to others who are at the same stage of their career development journey

Ready to get started?

Click the photo or visit [My Career Center](#)

Not to Them, With Them

Over communicate the why

Transparent about workforce data and financial situation
Where does the money go? Who profits in Healthcare?

If not this then what?

We must evolve, we cannot go backward