

# FLORIDA HOSPITALS IN 2023 BUILDING A STRONGER WORKFORCE

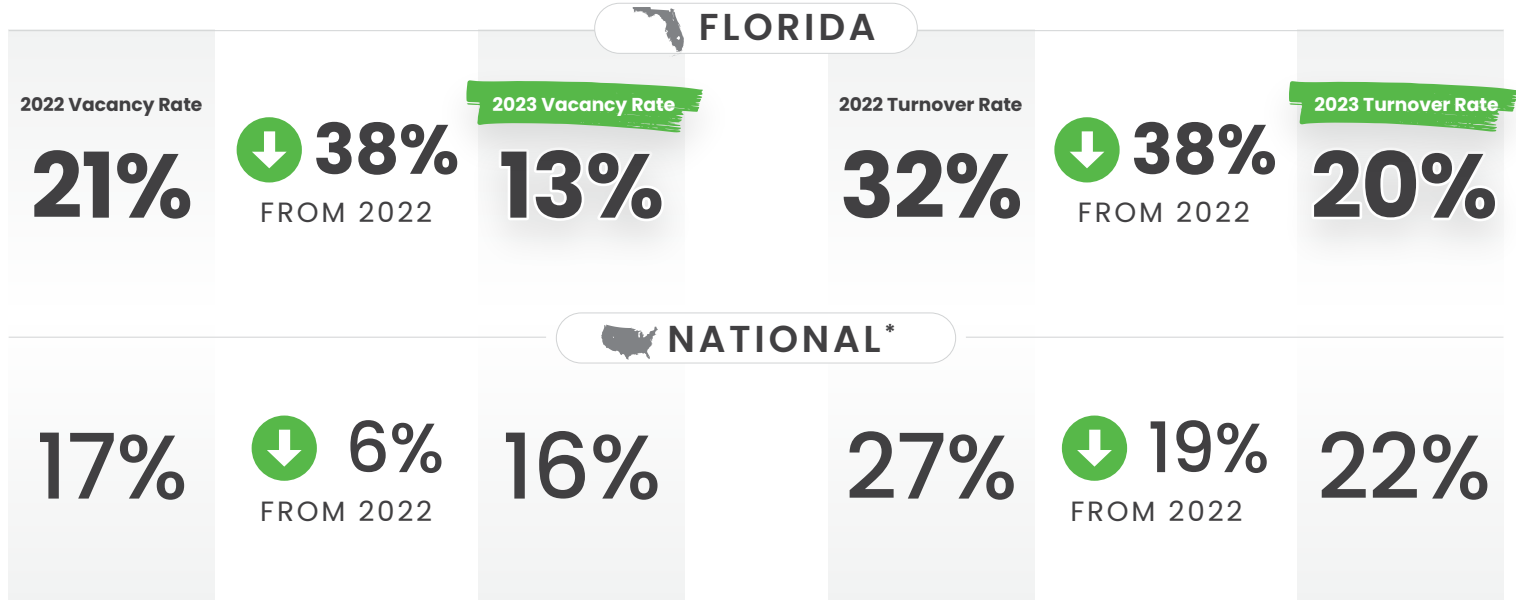
## KEY TAKEAWAYS

- ✓ 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.**

### RN NURSE VACANCY RATE

### RN NURSE TURNOVER RATE

The following presents results from the FHA Vacancy and Turnover survey of all Florida hospitals, with a response rate that reflects 56% of all hospital beds.



\*NSI Nursing Solutions 2023 Retention and Staffing Report

## RECRUITMENT AND RETENTION STRATEGIES

The goal of recruitment and retention strategies is to build a labor workforce that will implement the hospital's mission. An example would be offering alternative employment models to team members seeking flexible staffing options. The key outcome for this strategy is a reduction in turnover and vacancies which can positively impact contract labor spending.



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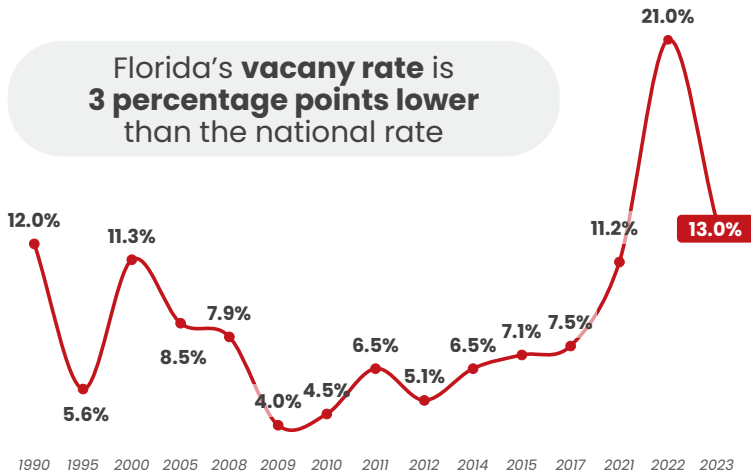
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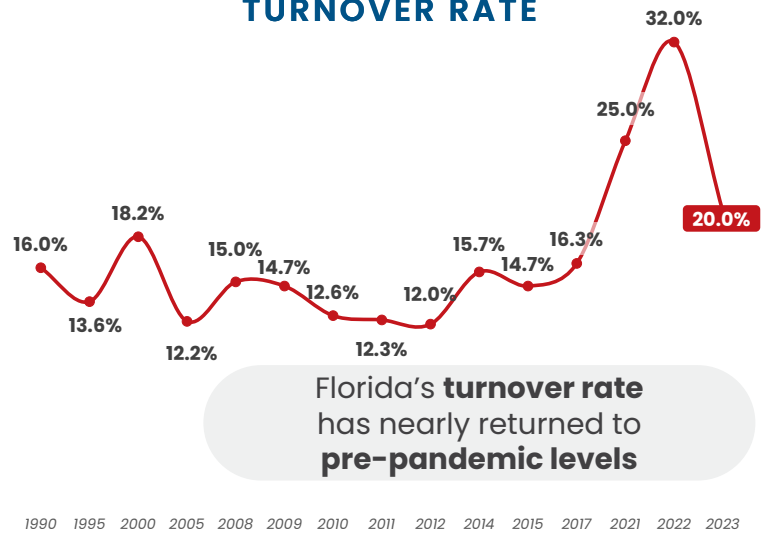
Mission to Care. Vision to Lead.

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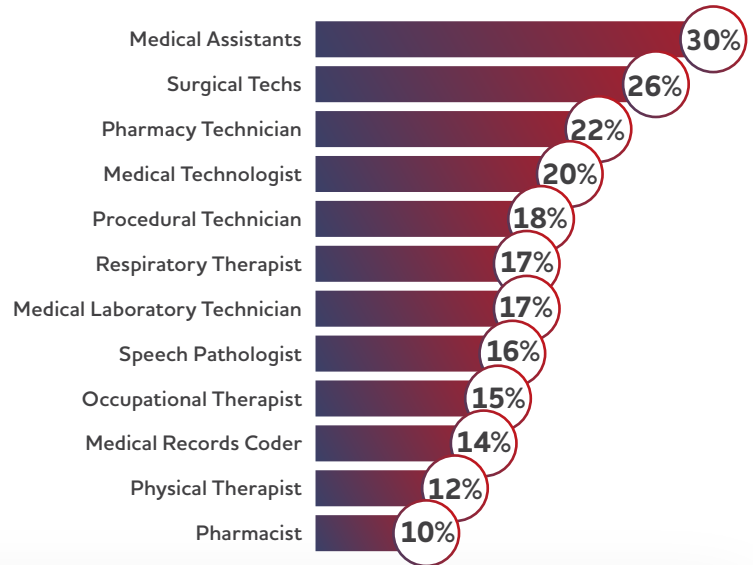
## HISTORICAL RN NURSE VACANCY RATE



## HISTORICAL RN NURSE TURNOVER RATE



## TURNOVER RATES BY ALLIED PROFESSIONS



● Turnover ● Vacancy

RN—Critical Care (ICU, CCU, PICU, NICU, PACU)



RN—Medical/Surgical & Telemetry



RN—Emergency



RN—Surgical Services



RN—Procedural (Cath Lab), Endoscopy, Imaging)



Total RNs



Licensed Practical Nurses (LPN)



CNAs, Patient Care Technician, Nursing Assistants, Nurse Helpers



## 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

- CNAs, Patient Care Technician, Nursing Assistants, Nurse Helpers)
- Pharmacist
- Pharmacy Technician



### GREATER THAN 60 DAYS

- RN – Procedural (Cath Lab), Endoscopy, Imaging)
- Medical Technologist
- Procedural Technician (Imaging, Endoscopy, Cath Lab)

## FLORIDA'S PROJECTED SHORTAGE BY 2035\*

**59,100**  
**NURSES**

**↓ 37,400 RNs**  
**↓ 21,700 LPNs**

### READ THE REPORT HERE



\*IHS Markit 2021 | Florida Nurse Workforce Projections—2019 to 2035