

Trends & Responses to Healthcare Workforce Shortages across the Country

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Familiar shortages across the country in Nursing and Allied Health (MAs, DAs, Techs – Surg, Resp, Pharm, Imaging)

Obvious barriers to an adequate pipeline:

- Lack of nurse faculty limits number of nursing students/grads
- Limited clinical placement capacity stalls student ability to complete
- Extreme burnout and exits by new and experienced nurses
- COVID may be fueling a fear of entering the field; affordability and attractability of nursing and allied health positions in question



Interconnected Problems Require Interconnected Solutions

- 1. Enrollment:** Targeted recruitment of faculty, subsidized compensation → increased nursing student numbers + collaborative placement of “near-accepted”
- 2. Completion:** Ramped up capacity for clinical placements/preceptors + increased and shared simulation equipment/staff + policy support for simulation credit
- 3. On-boarding & Advancement:** Retooled nursing residency pathways + aggressive expansion of community nurse paths + accelerated specialty training + scale up apprenticeships in allied health

