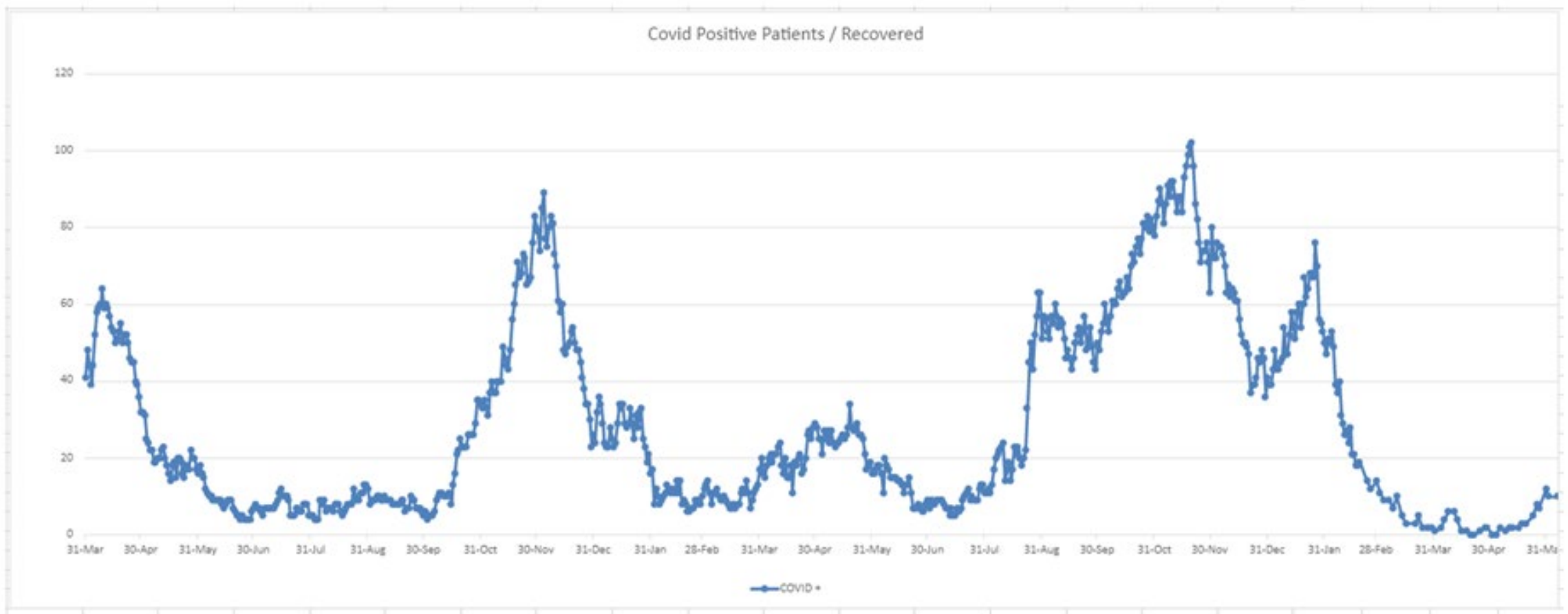


COVID, Workforce Changes, and Future Strategy

**Angela M. Mills, MD
Chief Medical Officer
North Colorado Medical Center**

Covid Positive Patients / Recovered





Covid Response

- **Communication**
- **Redeployment and upskilling of staff**
 - **Daily communication**
 - **PPE updates and acquisition**
- **Ventilator utilization and acquisition**
 - **Staffing resources**
 - **Predictive modeling**
 - **Transfers Center expertise**
- **Pharmaceutical resource updates**
 - **Public Health Attention**



Workforce Changes

- 2021 “Great Resignation”
- Contract RN labor costs hit an all-time high of \$200/hour
- Dramatic increase in high acuity ED visits and behavioral health
- Inflation --challenging due to hospitals’ inability to change pricing
- Cost of living in the area higher
- Violence amongst healthcare workers has increased significantly
- Many physicians took early retirement, transitioned to part time, moved out of state



52

Median age of RNs in the United States*

36

Number of students graduating from UNC each semester

87

Average number of days, regardless of specialty, to recruit an experienced RN.

11.77

Average # of sick calls per day

\$87.97

Average hourly pay for Med Surg Travel RNs

\$38.78

Average hourly rate for core Med Surg RN in Colorado

24%

National Average for RN turnover under 1 year

\$60k

Average cost to onboard a new graduate nurse

1%

Change in RN turnover costs or saves the hospital \$270,800/year

Future State

Workforce Development— Nursing Supply

Nurse Residency Program

Innovative Nursing models

Apprenticeships

Collaboration with school districts, colleges and universities

Wellness In Nursing

Career Development Support

Mentor programs



Future State

Nursing

**Health Care Industry
Innovation**

Health Care Industry Jobs

Physicians

- **Communication**
- **Redeployment and upskilling**
 - **Resource utilization**
 - **Staffing resources**
 - **Predictive modeling**
- **Transfers Center expertise**
- **Pharmaceutical resource**
- **Public Health Attention**

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