HOW HAS THE WORKFORCE CHANGED?

HOSPITALS CONTINUE TO FACE AN UNPRECEDENTED SHORTAGE OF NURSES

Florida hospitals and health care providers continue to face a workforce crisis with critical staffing shortages, exponential increases in labor costs, and an ongoing dependency on temporary staffing and travel nurses.

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 presents the very dire situation Florida's hospitals are facing.

FLORIDA

RN NURSE VACANCY RATE **21%**

FROM 2021

NATIONAL*

17%

FROM 2021

RN NURSE TURNOVER RATE

32%

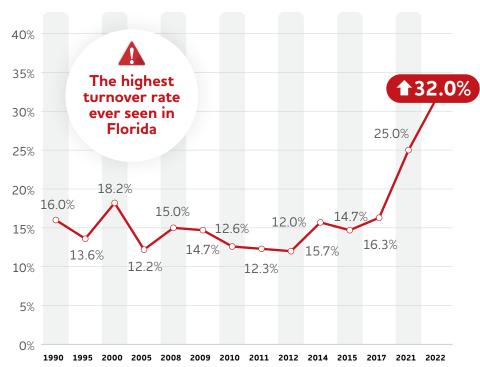
FROM 2021

27%

FROM 2021

*NSI Nursing Solutions 2022 Retention and Staffing Report

RN TURNOVER RATES IN FLORIDA HOSPITALS 1990-2022



NURSING POSITIONS BY RATE

TURNOVER VACANCY RN—Medical/Surgical 27% 39% & Telemetry Licensed Practical 38% 28% Nurses (LPN) CNAs, Patient Care Technician, 38% 19% Nursing Assistants, **Nurse Helpers** 35% 20% RN—Emergency RN—Critical Care 33% 19% (ICU, CCU, PICU, NICU, PACU) RN—Procedural 24% 15% (Cath Lab), Endoscopy, Imaging) 17% 25% RN—Surgical Services TOTAL RNS 21% **32**%

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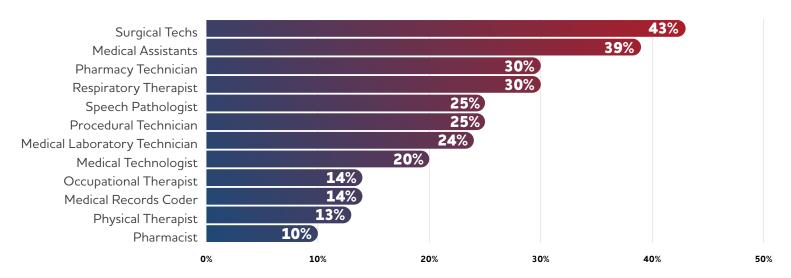




Mission to Care, Vision to Lead,

HOW HAS THE WORKFORCE CHANGED?

TURNOVER RATES BY HOSPITAL HEALTH CARE PROFESSIONALS



TOP FIVE
MOST DIFFICULT
NURSING POSITIONS
TO FILL

- 1 Surgical Services
- 2 Critical Care (ICU, CCU, PICU, NICU, PACU)
- 3 Emergency
- 4 Medical/Surgical & Telemetry
- Procedural
 (Cath Lab), Endoscopy, Imaging

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



- Pharmacy Technician
- CNAs, Patient
 Care Technician,
 Nursing Assistants,
 Nurse Helpers
- Occupational Therapist

GREATER THAN 60 DAYS



- Respiratory Therapist
- Medical Technologist
- Medical Records Coder

FLORIDA'S PROJECTED SHORTAGE BY 2035*



+37,400 RNs +21,700 LPNs

