

# INCREASING HEALTH CARE WORKFORCE RETENTION

## Leadership Challenges

One of the most significant challenges for health care leaders is the recruitment and retention of the health care workforce. Each organization is unique and has many complexities that influence their recruitment and retention plan. In the next 10-15 years, the projected demand for health care workers will exceed the supply and is expected to outpace the growth of other industry sectors.

### Recruitment and Retention Requires:

✓ innovation

✓ creativity

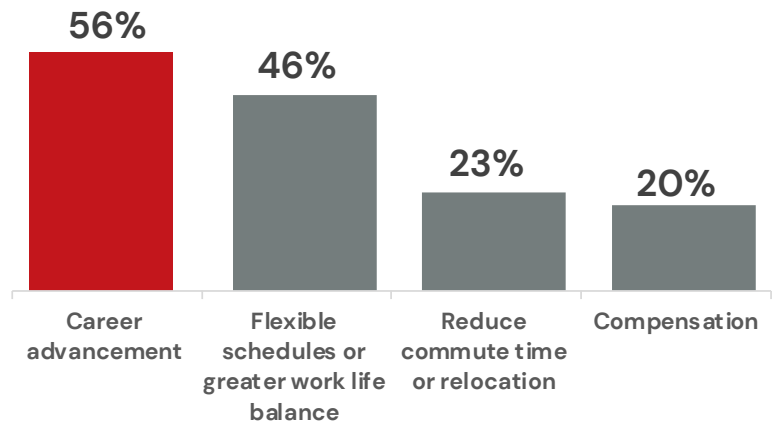
✓ planning



# 10-15 YEARS

the demand for health care workers will exceed the supply

## Top Four Reasons Why Nurses Leave Jobs



## Retention Strategies

The goal of 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 who seek flexible staffing options. The key outcomes for this strategy is a reduction in turnover, building talent pipelines, providing flexible workforce options, and a resulting reduction in contract labor spend.



Professional Development



Work Life Balance



Health and Safety



Innovation



Resources

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# INCREASING HEALTH CARE WORKFORCE RETENTION

## Retention Interventions

Leadership support, worker trust, psychological safety, and empowerment are key elements of a positive work environment that enable safe, high-quality care to be delivered. They are prerequisites for preserving organizational resilience, patient safety, and staff retention.

## CAREER ADVANCEMENT AND PROFESSIONAL DEVELOPMENT



- ✓ Build talent pipelines through creating professional development pathways
- ✓ Offer Nurse Residency Programs/ Transition to Practice
- ✓ Preceptors
- ✓ Career Ladders
- ✓ Adopt shared governance to engage staff

## RESILIENCE, WELL-BEING AND SAFETY



- ✓ Wellness resources and support
- ✓ Positive practice environment
- ✓ Prevention of workplace violence
- ✓ Workplace safety programs

## FLEXIBILITY/WORK LIFE BALANCE



- ✓ Flexible schedules/remote shifts
- ✓ Self-scheduling
- ✓ Float Pools
- ✓ Internal Travel Group/Staffing Agency
- ✓ Enable internal mobility between health system locations

## ORGANIZATIONAL RESOURCES



- ✓ External Marketing Campaigns
- ✓ Expand recruitment resources with knowledge and experience with nursing, allied health and entry-level health professions
- ✓ Career Advisors to support professional development pathways
- ✓ Shift and weekend differentials
- ✓ Compensation and benefits
- ✓ Rewards and Recognition

## LEVERAGE TECHNOLOGY



- ✓ Utilize data for an informed approach to address workforce issues (vacancy, turnover, job satisfaction)
- ✓ Employers apply to candidates; data analytics; and custom job matching
- ✓ Optimize virtual environment in a hospital for access, monitoring, and care delivery
- ✓ Productivity
- ✓ Manage contract labor costs

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