

# HOSPITAL INVESTMENTS IN THE WORKFORCE



## SHAPING THE HEALTH CARE WORKFORCE

Florida's health care workforce starts with education and professional development. Data from FHA's 2024 survey, representing 32% of Florida's licensed hospital beds, highlights how partnerships with educational institutions and community organizations are driving recruitment and retention efforts that benefit both employees and students in residency.

**\$96 MILLION**  
contributed

## EDUCATION & PROFESSIONAL DEVELOPMENT

Florida hospitals have made significant investments in workforce development, including funding for tuition assistance, student loan support, and programs like student internships and externships. These initiatives are crucial for attracting and retaining health care professionals.

### TUITION ASSISTANCE

**\$22.7 million**  
contributed

**13,166** hospital  
employees  
benefited

### SCHOLARSHIPS AND GRANTS

**\$3.2 million**  
contributed

**519** hospital  
employees  
benefited

### NURSE RESIDENCY PROGRAM

**\$51.2 million**  
contributed

**4,588** hospital  
employees  
benefited

### EARN WHILE YOU LEARN PROGRAM

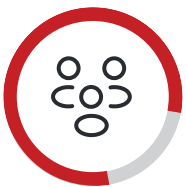
**\$5.2 million**  
contributed

**529** hospital  
employees  
benefited

## ACADEMIC PARTNERSHIP

Partnerships with academic institutions play a key role in strengthening the health care workforce, as hospitals invest in initiatives that are best practices for building an adequate and qualified health care workforce.

**\$12.8 MILLION**  
contributed



**79%**  
PRECEPTOR  
PROGRAMS



**61%**  
EXPANDED CLINICAL  
PLACEMENT  
OPPORTUNITIES



**39%**  
SHARED STAFF  
AND FACULTY



**29%**  
DEDICATED  
EDUCATION UNITS



**18%**  
MENTORSHIP  
PROGRAMS



**14%**  
OTHER  
PROGRAMS

Source: Data based on FHA's 2024 Hospital Partnerships and Investments in the Health Care Workforce survey. The survey respondents represent 32% of Florida's licensed hospital beds.

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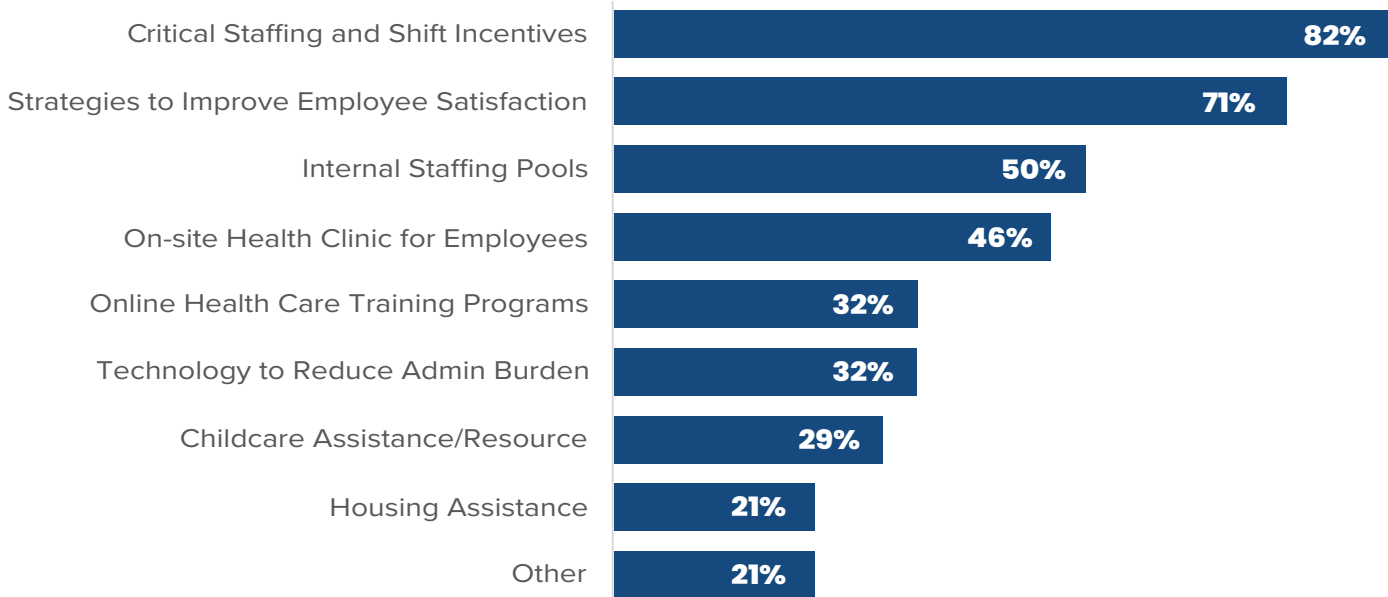
Mission to Care. Vision to Lead.

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**\$138 MILLION**  
contributed

## RECRUITMENT & RETENTION STRATEGIES

Top strategies for recruiting and retaining health care workers include critical staffing initiatives, flexible scheduling, and internal staffing pools. Additional efforts also focused on reducing administrative burdens, improving satisfaction through work-life balance, and offering resources like online training, childcare, and on-site clinics.



## STRENGTHENING THE WORKFORCE

Hospitals reported significant improvements in nurse and allied health professional turnover and vacancy rates in 2024. Since 2022, **vacancy rates have decreased by 63%**, while **turnover rates dropped by 45%**. These trends highlight meaningful progress in stabilizing Florida's health care workforce and reflect the success of ongoing efforts by the state's hospitals.

### 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 55% of all hospital beds.

**2022**  
**21%**

**2024**  
**7.8%**

**↓ 63%**  
FROM 2022

**2022**  
**32%**

**2024**  
**17.6%**

**↓ 45%**  
FROM 2022

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