The Staffing Burden in Healthcare

How Nursing Shortages Impact Your Bottom Line

The healthcare industry is one of the fastest growing sectors in the U.S., currently employing over 18 million workers.

Nursing professionals make up the largest part of this sector.

- **3.9 million registered nurses (RNs)**
- **4 million home care aides**
- **270,000 nurse practitioners (NPs)**
- **724,500 licensed practical nurses (LPNs) & licensed vocational nurses (LVNs)**

Nursing employment opportunities will grow **15%** between 2016 and 2026, **the fastest rate of any other occupation**.

But with all of this growth, there's still a gap in the number of nursing professionals available. Numerous reports say this shortage is expected to reach epidemic proportions in the coming years.

Over 1 million
RNs will be needed by 2022

A 446,300 deficit
of home health aides by 2025

A shortage of 125,000
NPs and nursing assistants by 2025.

- About 1 million RNs are set to retire in the next 10–15 years
- More than 56,000 nursing school applicants were recently turned away due to a lack of openings
- The annual national faculty vacancy rate is over 7%

As more nurses retire and fewer nurses enter the workforce, the work is piling up for those still practicing.

94%
of nurse supervisors say scheduling and staffing problems have a negative impact on morale

70%
are concerned about the effects on a patient's experience and satisfaction

40%
report last-minute schedule changes are the most frequently occurring staffing problem

Even though there's a need for more nurses, workplace violence and injuries are some of the factors contributing to these shortages.

- Nurses report over **35,000 back injuries** every year
- Direct and indirect costs, such as absenteeism and employer medical costs, associated only with back injuries are estimated to be **$20 billion annually**

Workplace violence is
4x more common
in healthcare than in the private industry.

Nearly all nurses have experienced lateral violence, a pattern of confrontational behavior targeted at one person by a peer

- Almost **half of nursing students** in clinical placements experienced or observed lateral violence
- Nurses are likely to **leave their jobs within six months** after they've experienced lateral violence for the first time
- Hospitals lose anywhere between **$300,000 and $4 million**, including the costs of recruiting, hiring, retaining and training each nurse who leaves

14 states including **California**, **Massachusetts**, **Ohio** and **Texas**, currently address nurse staffing issues in hospitals through laws and regulations.

- California is the **only state that requires a minimum nurse-to-patient ratio** maintained at all times by any hospital unit
- Massachusetts' law mandates **ICUs have a 1:1 or 1:2 nurse-to-patient ratio**, depending on the patient's stability

The shortage of nurses is impacting the daily business operations of some hospitals and healthcare organizations. Empower nurses to be engaged in their own personal safety and discover what tools nurse managers and supervisors can use to address staffing needs.

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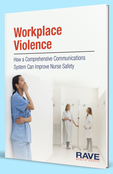

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