

Hospital CEOs' workforce concerns can be alleviated with the right tech

Article

The news: Workforce challenges came in as [hospital CEOs' No.1 concern](#) for the second consecutive year, according to the American College of Healthcare Executives' annual survey.

- 281 hospital CEOs ranked 11 issues from most pressing to least.
- Workforce challenges—which include personnel shortages—got the top spot, followed by financial challenges, which are directly related to staffing issues.

How we got here: The pandemic pushed frontline providers to quit and drove all-time high rates of clinician burnout.

- The healthcare industry lost **over 500,000 employees per month in 2022**, according to the US Bureau of Labor and Statistics.
- **47% of US clinicians plan to leave their current role** in the next 2-3 years, per Elsevier Health.
- **63% of physicians** reported at least one symptom of **burnout**—the highest burnout rate ever recorded—in winter 2021-2022, per Mayo Clinic.

These workforce issues have caused disruptions in patient care while sounding the alarm on patient safety in hospitals. In fact, **staffing shortages** in healthcare organizations ranked as the **top patient safety concern in 2022** since they cause long waits for consumers, sometimes in life-threatening emergencies, per ECRI.

Travel nurses were only a Band-Aid: Hospitals turned to temporary travel nurses to address workforce shortages. But nurse staffing agencies began overcharging, and are no longer a necessity as patient volumes cool down.

- For example, **Nomad Health**, a startup specializing in **connecting travel clinicians** with temporary work, recently **laid off 17% of its staff**, Forbes reported.
- This year, Staffing Industry Analysts is projecting travel nurses to be the lone healthcare staffing segment that will experience a market decline, per Forbes.

Virtual nursing to the rescue? Health systems are pivoting toward virtual nursing programs to address workforce gaps.

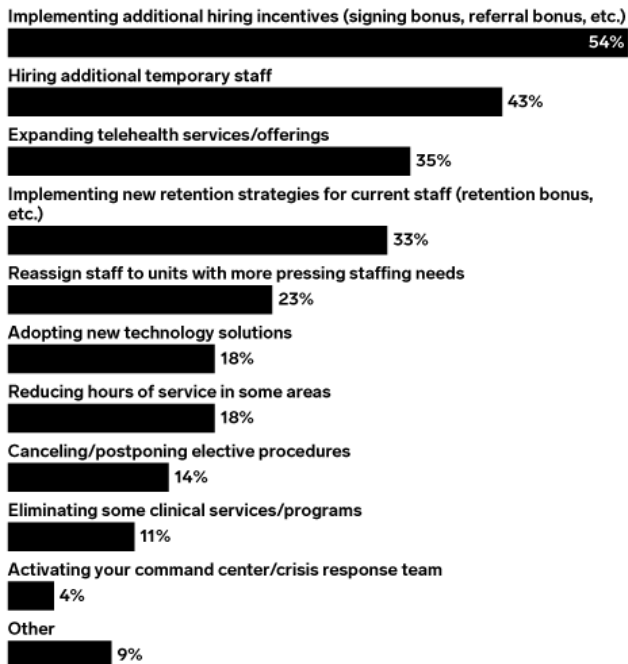
- **Virtual nursing programs** in the US increased **34%** in the past year, according to a September 2022 HealthTech Magazine article.

In these programs, virtual nurses give bedside nurses additional support by performing hands-off tasks like admission evaluations remotely, even for multiple patients. This reduces

the chance that on-site nurses will be burned out, while allowing nurses who otherwise may have retired or are out on short-term injury leave to still work.

Steps Taken by US Healthcare Facilities to Proactively Address Provider Staffing Shortages According to US Healthcare Facility Executives/Managers, March 2022

% of respondents



Source: AMN Healthcare, "2022 Survey of Locum Tenens Staffing Trends," May 13, 2022
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