



2024 HEALTH CARE WORKFORCE SCAN



What is the AHA Health Care Workforce Scan?

- ❖ **An annual snapshot** of health care employment.
- ❖ **Expert recommendations** on recruiting, developing, retaining, supporting and protecting health care workers.
- ❖ **A roadmap for hospitals** navigating familiar and emerging workforce challenges.



2024 AHA Health Care Workforce Scan

**Thriving in today's health care environment
requires the vision and commitment to:**

Reimagine...

workforce roles and
responsibilities.

Redesign...

care delivery and
practices.

Transform...

workforce culture
and patient care.



Fundamental Factors Transforming the Health Care Workforce

- ❖ Traditional staffing models need to be **reexamined and modernized**.
- ❖ **Technology** plays a growing role clinically and administratively.
- ❖ Health care continues to move **beyond hospital walls** into patient homes and the community.
- ❖ **Hybrid workforce** policies are gaining traction.



On the Front Burner: *Providing Quality Care with a Changing Clinical Workforce*

- ❖ The health care workforce will be **configured and distributed differently.**
- ❖ **Team-based care 2.0** models increase agility and productivity.
- ❖ **Flexible resource pools and gig initiatives** fill staffing gaps, reduce costs and boost satisfaction.
- ❖ **Virtual nursing** models free up bedside nurses for direct patient care.
- ❖ Consider opportunities to bring **team members and unlicensed care staff into workflows.**





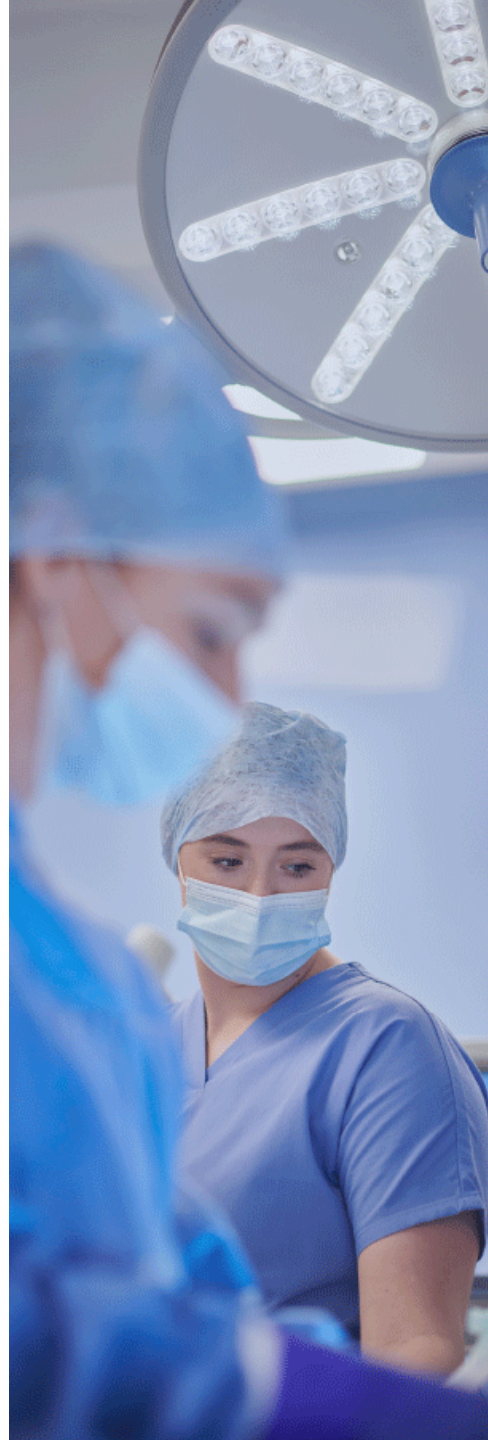
On the Front Burner: *Building a Sustainable and Adaptable Talent Pipeline*

Growing and retaining our health care workforce requires a multipronged approach that includes:

- ❖ **Partnering with government and academia** to recruit, train and support workers from historically underserved communities.
- ❖ **Innovatively reconfiguring clinical training.**
- ❖ **Purposefully engaging teens.**
- ❖ **Upskilling** through coaching and mentoring.
- ❖ Investing in **nurse residency** programs.

On the Front Burner: *Supporting Well-being, Satisfaction and Safety*

- ❖ Burnout, disengagement, incivility and violence **take a huge toll.**
- ❖ Hospitals must **nurture positive work environments** and cultures.
- ❖ Implement a structured yet adaptable framework to **address trauma and well-being needs.**
- ❖ Invest in operational and policy initiatives **that bolster workplace safety.**
- ❖ **Use AI** to streamline clinical documentation.



Act Innovatively to Grow, Retain and Support Our Dedicated Workforce

- ❖ Reimagine care delivery models, workflows and workforce roles.
- ❖ Focus on understanding what people want and need.
- ❖ Embrace new opportunities.
- ❖ Support, empower and protect the workers at every level of our organizations who put patient needs front and center.
- ❖ Rely on the AHA Health Care Workforce Scan to help you plan strategically and act innovatively.



Download a full copy of
the 2024 AHA Health Care Workforce Scan at
www.aha.org/aha-workforce-scan.