fountain

The Modern Hiring Guide for Healthcare

Recruitment Strategies and Solutions for Today's Healthcare Workforce





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The state of today's healthcare workforce

By the numbers

14.7 million

Number of people employed in healthcare occupations in the United States in 2022, accounting for 9.3% of total employment[1]

446,000

Projected shortage of home health aides by 2025[2]

40%

Registered nurses who reported an intent to leave their jobs in March 2023[3]

94%

Turnover rate for nursing homes in 2022; rates were 19.5% at hospitals and 65% for at-home care providers[4]

Healthcare is changing

Out of all the industries that were impacted by the COVID-19 pandemic, healthcare was arguably the most rattled. Staff shortages, worker burnout, and sooner-than-anticipated retirements are just a few issues that emerged on the heels of this global crisis.

More than 14 million people were employed in the healthcare industry in 2022[1], but this figure may be at risk of dropping. Turnover rates reached 94% at nursing homes, 65% among at-home care providers, and 19.5% at hospitals that same year.[4]

Resulting staff shortages have prompted a huge demand for workers, while employers have been trying to juggle the tasks of finding new talent and retaining existing staff or risk losing them to skyrocketing turnover.

Meanwhile, healthcare workers have new expectations of their employers, especially when it comes to flexible work arrangements and mental health. According to a survey from the Workforce Institute at UKG, 60% of workers reported their job to be the most significant factor in the state of their mental health, and 70% want their employers to do more to support their mental health.[5]

Despite this new landscape, one fact holds true: Humans will never stop needing healthcare. So in order to address staff shortages, high turnover, and dissatisfied workers, hiring teams need to thoroughly assess how they recruit, hire, and retain this ever-important workforce.