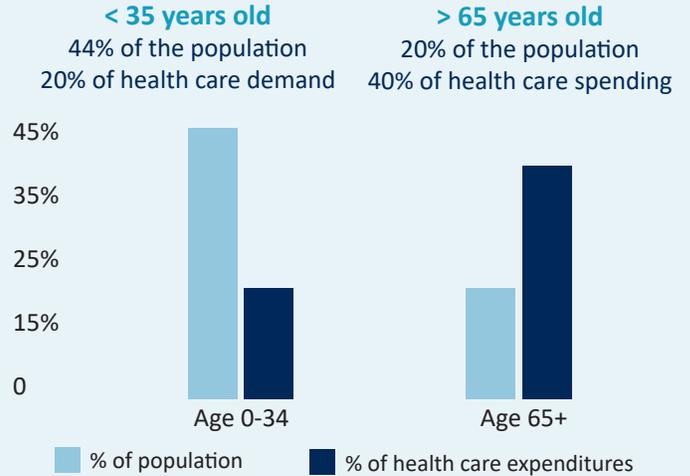


## Wisconsin Workers at Retirement Age



Wisconsin's aging workforce means health care workers are retiring faster than they can be replaced.

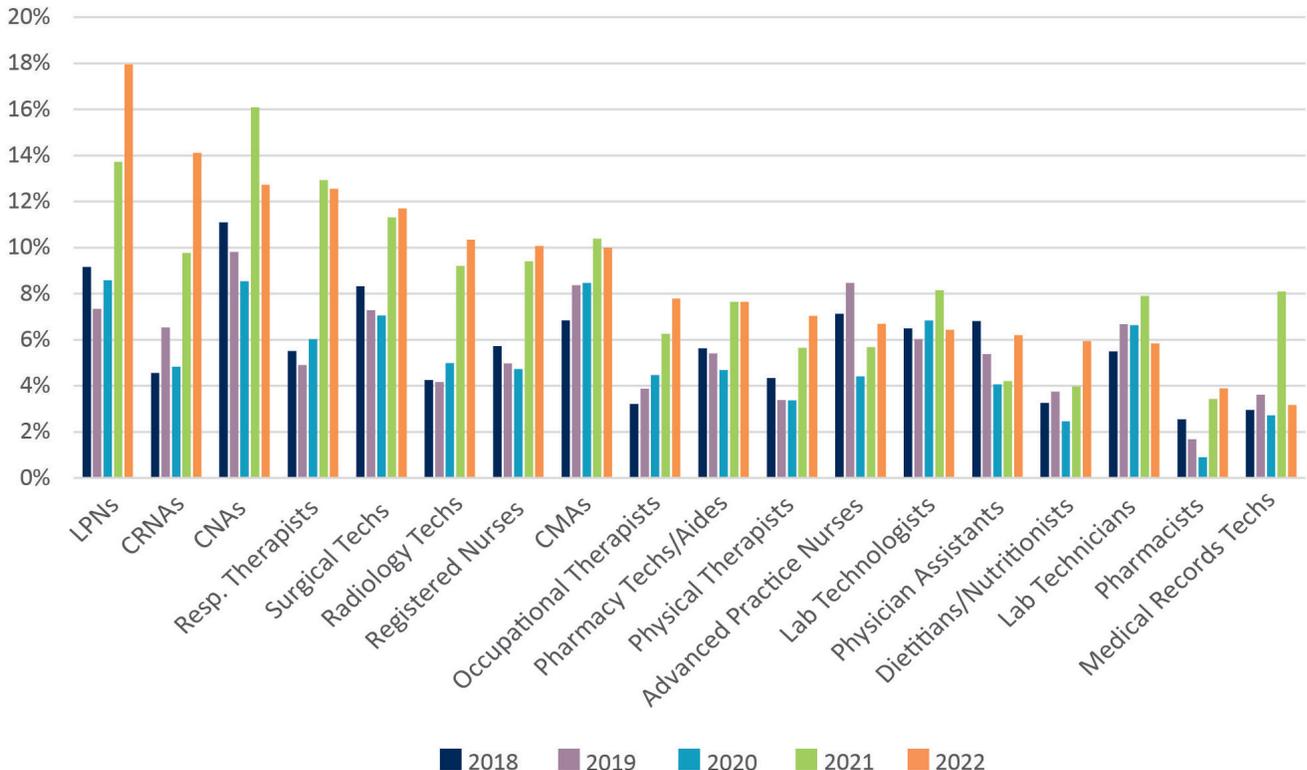
## The Need for Health Care Goes Up as We Age



Health care workforce vacancy rates that skyrocketed between 2021 and 2022 are stabilizing, but still critical, in 2023, with high vacancy rates for 8 of 18 health care professions. Wisconsin's nursing workforce vacancy rate crossed over to the double digits in the course of a year to 10.1%.

## Vacancy Rates for Selected Hospital Professions

Source: WHA Information Center annual hospital survey



## #1 Create educational pathways.

*Create, expand and support educational and occupational pathways to attract new entrants to in-demand positions in the health care workforce.*

## #2 Reduce regulatory burden.

*Break down obstacles to entering and remaining in the health care workforce, including legal, regulatory and payer barriers, burden and burnout.*

## #3 Identify practice, policy and payment reforms.

*Identify practice, policy and payment reforms to allow health care professionals and teams to reach their full potential.*

## #4 Support the use of technology.

*Support the use of technology for the benefit of patients and the health care workforce.*



Click to view the 2024 Wisconsin Health Care Workforce Report.

Lagging behind the growth needed to meet current and future demand, public and private partners need to work together to promote interest in health professions, make sure classroom seats are available and expand career pathway options to grow Wisconsin's health care workforce.

Clearly defined, accessible and satisfying career pathways play an important role in growing the health care workforce and provide an advantage for health care over other industries. In February 2024 WHA and the WHA Foundation launched a digital media campaign and a hospital career exploration website highlighting the many career options hospitals and health systems provide. The campaign, called So Many Options, is aimed at middle and high school students and their adult influencers, such as parents and teachers.

