



# Support Wisconsin's Healthcare Workforce

Wisconsin Has Worked Hard to Keep Up with Rising Demand; More Must Be Done

## WHA Workforce Recommendations for Lawmakers

1. Break down workforce barriers, including: licensure, regulatory, and insurance company barriers like prior authorization that delay care and unnecessarily stress our health care system.
2. Invest in proven strategies such as the "Grow Our Own" grants that increase residency slots to grow WI health care practitioners.
3. Pass AB 598/SB 578 - the "Next-of-Kin" legislation to support patient and family decision-making that will help ensure WI hospital staff are not unnecessarily caring for patients that would be better served in a post-acute care setting.

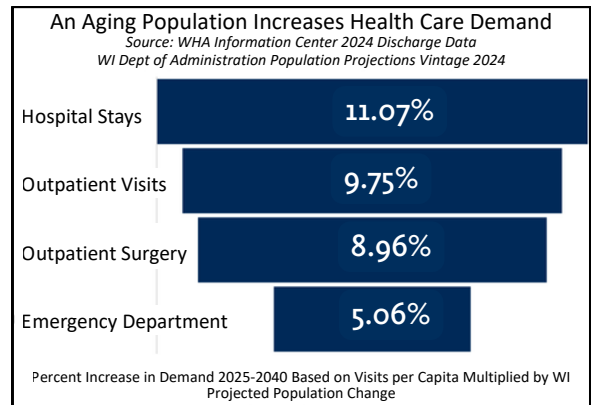
### WHA Staff Contacts:

Abbey Rude  
VP Government Relations  
[arude@wha.org](mailto:arude@wha.org)

Jon Hoelter  
VP Federal Affairs & Advocacy  
[jhoelter@wha.org](mailto:jhoelter@wha.org)

Wisconsin's 2026 Health Care Workforce Report shows that we continue to make progress in reducing vacancy rates, but demographics are not working in our favor. Policy makers must continue to find ways to do more, as the trajectory indicates there will be fewer younger workers to care for an ever-growing elderly population that continues to require more care.

- Overall vacancy rates as of September 30, 2024 decreased to 7.2% - down from 10% in 2022, but still higher than the pre-pandemic rate of 3.4%.
- Additionally some professions like LPNs, CRNAs and surg techs continue to experience very high vacancy rates.
- Patients aged 65 and up account for nearly 1/2 of all WI hospital stays while making up less than 1/5 of the population.
- By projecting this information onto expected population trends, we can see that demand will continue to grow over the next 15 or so years. Meanwhile, working aged people continue to shrink as a percentage of Wisconsin's overall population.



## "Grow Our Own" Success Continues

Wisconsin 2013 Act 20 created "Grow Our Own" grants to increase training opportunities in Wisconsin.

- This has led to 193 new residency training opportunities for physicians who would have otherwise trained in other states.
- These programs now graduate 86 new physicians (and growing) ever year!

