Wisconsin's Health Care Workforce Challenge: Growing Demands on a Shrinking Pool of Workers

While Wisconsin's 75+ population grows and demands more health care services, the state's health care workforce is shrinking.
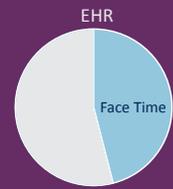
Age 75+

2017

2032

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

Electronic health records (EHR) and health care regulations, while well-intentioned, result in less time for patient care.

Pre-EHR

Face Time

EHR

Face Time

In addition to spending inordinate amounts of time with EHR entry, the average-size U.S. hospital devotes 59 full-time employees to regulatory compliance per year.

WHA-Recommended Strategies to Support Wisconsin's Health Care Workforce

#1 Build public-private partnerships to "grow our own" health care workforce.

Schools and hospitals are partnering to create more training opportunities to grow and retain a skilled Wisconsin health care workforce.

#2 Break down barriers to top-of-skill practice.

Key to enhancing care for patients and capacity for the workforce is allowing all team members to perform at the top of their skill level.

#3 Bolster acceptance and utilization of telemedicine and technology.

By increasing access points and redistributing expertise where it's needed, telehealth can address disparities and improve health outcomes.

#4 Reduce regulatory burden and increase regulatory flexibility.

Patients have less time with their caregivers and must navigate unnecessary hurdles to receive care amidst a growing regulatory morass.

#5 Support care in the best setting — inpatient, outpatient, or post-acute.

Patients spent 38,000 "avoidable days" in Wisconsin hospitals in 2017 due to factors outside the hospital's control, requiring support for care in the best setting.

Learn more about WHA's recommendations for health care organizations, educators and policy makers to maintain and grow the state's health care workforce and sustain the excellent health care Wisconsin is known for at www.wha.org/workforce-report.

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