

A Message from the WHA Council on Workforce Development Chair



Eilidh Pederson

As the chief executive for a growing hospital that serves rural Wisconsin and chair of the Wisconsin Hospital Association (WHA) Council on Workforce Development, I have been part of efforts to support, sustain and grow the health care workforce. These efforts are essential to performing our mission of meeting the health care needs of the communities we serve.

WHA's 2024 Wisconsin Health Care Workforce Report, their 20th, analyzes state and national data. Additionally, this report leverages the expertise of hospital leaders to analyze the current and projected workforce and offers recommendations for needed action.

Health care is contending with sustained workforce shortages as demand for care increases. Bottlenecks in access to care leave hospitals and patients stuck in the middle. Additionally, reimbursement continues to lag escalating expenses. Amidst these challenges, hospitals have had to make difficult decisions about which services they can offer with finite resources. In most cases, workforce shortages are at the center of these concerns.

Wisconsin's demographic makeup and access to care challenges in pre- and post-hospital settings mean that hospital leaders must continue to urgently find the workforce needed to meet growing demands. Short- and long-term strategies are needed in the priority areas of growing, recruiting, retaining and sustaining the health care workforce needed to provide the high-quality health care that our Wisconsin residents deserve. To answer the call, we must work with educational partners to grow the educational pipeline to expand the number of health care professionals graduating each year.

I am confident that my fellow health care leaders, along with Wisconsin's fine educational institutions, and dedicated elected officials and policymakers, will work together on urgent and midterm workforce development strategies to meet the challenges that lie ahead.

Eilidh Pederson

Eilidh Pederson
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