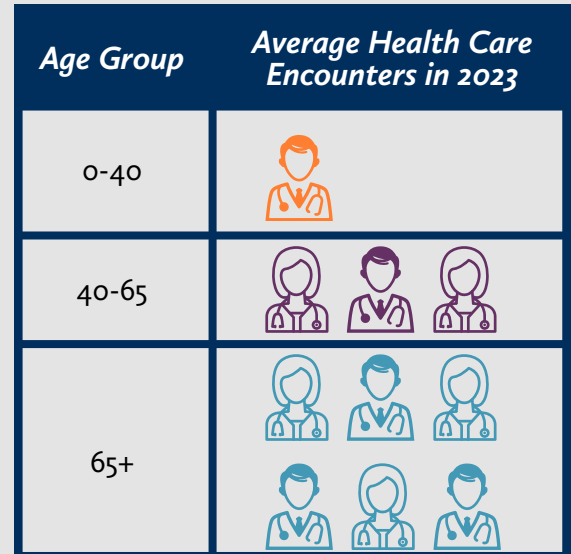
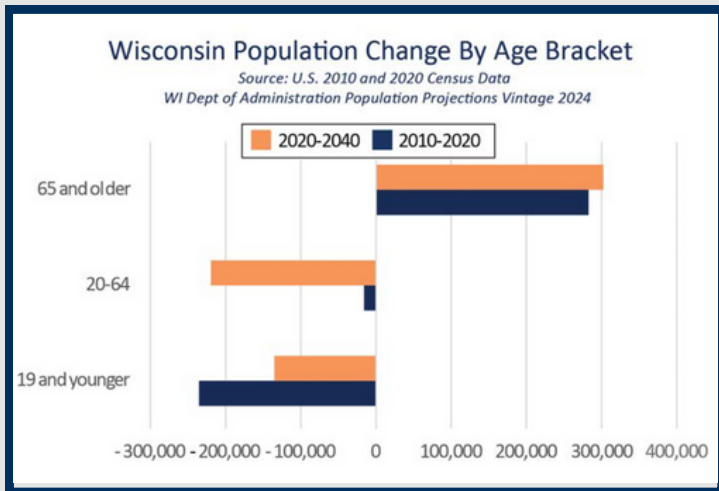


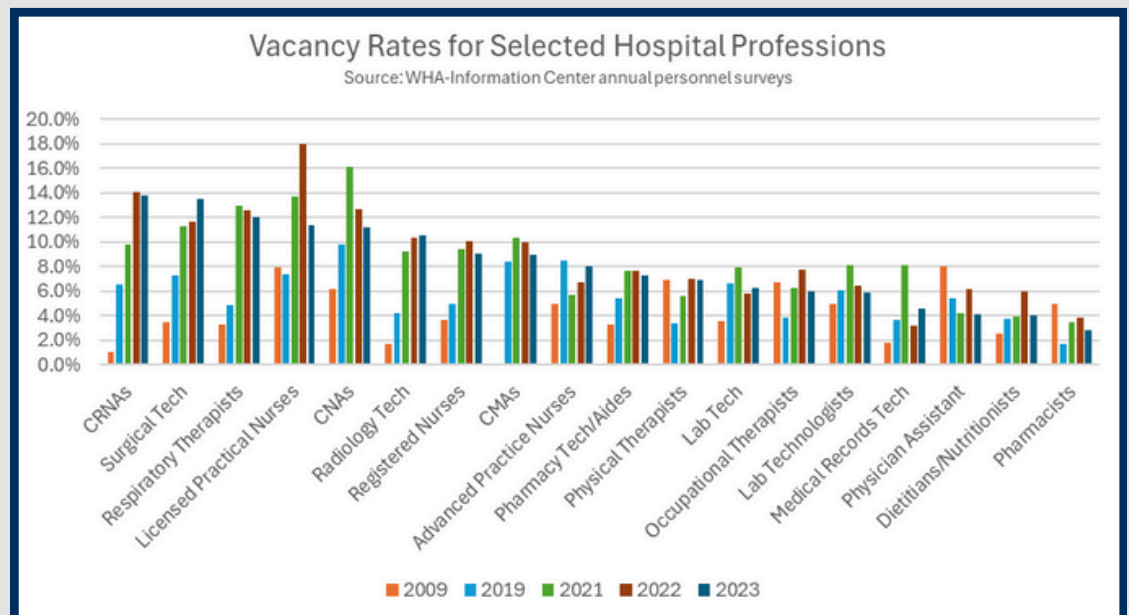
*Only Wisconsin's population older than 65 is projected to grow between now and 2040.*

*Caring for an aging population requires a larger health care workforce*  
(2023 WHA Information Center data - Visits by Age Group)



*The Silver Tsunami continues to surge through Wisconsin and the nation as 10,000 members of the baby boomer generation reach the age of 65 each day, creating surges of retirement and increased demand for health care.*


*As the Silver Tsunami shrinks the available workforce and creates increasing demand for health care, double digit vacancy rates remain in 6 of 18 professions.*



*The Silver Tsunami's impact will persist for at least another decade, requiring a workforce that can flex to demand in new ways, and innovation in recruitment, retention, education, regulation and reimbursement for a new generation of workers.*

*To meet growing demand, with a workforce that can't grow fast enough, both urgent action and long-term sustainable strategies are needed.*

*Policymakers, educators, employers and health care professionals should act to:*

 **Create, expand and support educational and occupational pathways**

- Provide interested individuals with health care career exposure, experience and support.
- Actively debate the pros and cons of adding time, requirements and costs to educational pathways.
- Create expanded faculty roles for experienced nurses to increase capacity at nursing schools.
- Sustain funding to “Grow Our Own” Wisconsin physicians, advanced practice clinicians and allied health professionals.

 **Break down barriers to entering and remaining in Wisconsin's health care workforce**

- Make reimbursement models and regulation more flexible to support unique patient and family needs within the bounds of available community resources and systems of care.
- Update state law to support patient and family decision-making as they seek post-acute care to bottlenecks in the continuum of care.
- Set reasonable requirements and ensure the added benefit outweighs the additional work required, or the barriers to access created, before creating new regulations or requirements.

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

- Recognize the potential of new models of care aided by technology, such as telehealth monitoring, recovery care at home and hospital at home through updated reimbursement and regulation.
- Identify opportunities to optimize the use of technology, simulation, and artificial intelligence to enhance educational pathways, care for patients and work for clinicians with needed guardrails but not unnecessary barriers.

