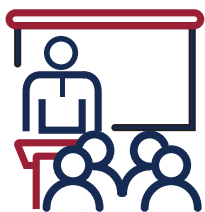


5 Steps to Strengthening the Health Care Workforce

Research by the American Hospital Association, which included focus groups and interviews with hospital leaders, examined ongoing workforce challenges since the onset of the COVID-19 pandemic. The findings include five key insights for strengthening the health care workforce to combat ongoing challenges.

1 Refresh Training & Onboarding



- Grow preceptor and mentor programs
- Focus on communication and leadership skills needed in a new hybrid environment

2 Focus on Recruitment and Retention



- Leverage technology
- Reexamine staffing patterns
- Get input from the front line

3 Reinforce the Culture



- Address psychological safety as a key factor in a strong culture
- Support open communication and reporting to reduce safety issues

“Some of the new graduate nurses are finding that they are not prepared so they feel overwhelmed and we have limited resources to support them.”

Registered nurse at a suburban community hospital

A longitudinal study found that four in 10 nurses who intended to leave the workforce indicated burnout and exhaustion as the primary reason.

4 Support Team Mental Health and Well-being



- Address trauma and burnout among staff using leadership-supported protocols
- Implement strategies to destigmatize mental health
- Remove perceived risk of accessing mental health resources among health care staff

5 Invest in Efforts to Mitigate Workplace Violence



- Evaluate, update, and promote organization’s plan to address workplace violence
- Advocate for legislation to protect staff from assault and intimidation

To download the whitepaper

“Supporting the Health Care Workforce: Lessons Following the COVID-19 Pandemic”
visit www.aha.org/system/files/media/file/2023/07/WorkforceWhitePaper.pdf