Loyola Medicine, a member of Trinity Health, is a nationally ranked academic, quaternary care system based in Chicago's western suburbs. We advocate for public policies that promote care for the common good and advance our mission, including fair payment, a strong workforce, coverage for all that bridges social care, and total cost of care payment models.

Our Challenge
Loyola Medicine is an academic medical center focused on growing the next generation of physicians, nurses, and other health care professions. In fact, the reason Loyola Medicine exists is because of the physician shortage President John F. Kennedy faced to staff the Edward Hines Veteran Administration (VA) Hospital. At that time, the Kennedy administration turned to the Archdioceses and Loyola University to build a medical campus next to Hines VA and have the medical campus help staff the VA to care for our nation's veterans. To this day, the physicians at Loyola Medicine serve and care for our nation's heroes. Even as a teaching hospital, Loyola sees the same persistent workforce shortages like all health care facilities in this country.

Without pipeline expansion, health care workforce shortages are projected to grow. More than 40% of active physicians in the United States will be 65 years or older within the next decade. Approximately 20% of registered nurses (RNs) are projected to leave the health care workforce by 2027, deepening the current 1,000,000 nurse shortage. Additionally, the United States is facing a shortage of 95,000 nursing assistants and 98,700 medical and lab technicians by 2025.

Strong Workforce Pipeline
Loyola Medicine has a strong history of providing the highest standard of care to our patients. Loyola University Medical Center has been recognized by the American Nurses Credentialing Center for three consecutive surveys resulting in Magnet designation, which means the core of environments that attract and retain qualified nurses who are focused on high quality of care. Thousands of nursing and medical students rotate through Loyola Medicine every year to receive the highest level of education and training.

Innovative Care Delivery Models
Loyola Medicine continues to innovation care delivery models to meet the needs of patients and provide the best care. With the expansion of Certified Medical Assistants (CMAs) and Certified Nursing Assistants (CNAs) through our community college partnerships, we have added CMAs and CNAs into the staffing models so that every registered nurse is anchored with an assistant on every shift to help the nurse practice at the top of license and best care for patients to improve quality and safety.

Loyola Medicine is pursuing new transformational team care models to improve patient care and staff retention. One such model creates a new care team that includes an experienced virtual RN, a bedside RN and a nurse partner. The new virtual role for the experienced nurse allows them to care for patients, coordinate complex care and provide mentoring to early career nurses. The model fosters retention for both early career and experienced nurses. It is innovative in that it allows us to quickly bring new care resources to the bedside, increase the diversity of our caregiving team and create new opportunities for advancement. This model benefits those we serve and those we serve with. We believe that innovative models like this will decrease turnover and improve quality of care and patient experience.
Workplace Violence

Workplace violence is a serious problem in health care settings that has been on the rise in recent years. Studies indicate that 44% of nurses report experiencing physical violence and 68% reported experiencing verbal abuse during the COVID-19 pandemic. Loyola Medicine is combatting the escalating violence toward colleagues through de-escalation and workplace violence prevention training, enhanced security, tools that early identify patients with elevated risk of violence, and behavioral health emergency response teams.

As workplace violence continues to rise in health care, Loyola Medicine is proactively working to protect our workers and patients by identifying high-risk individuals, flagging violence issues in our electronic medical records, and ensuring our public safety officers are included in the care team to protect clinical staff.

For more information, please contact Shana Crews, Vice President of Advocacy & Government Relations at Shana.Jo.Crews@trinity-health.org or 309.645.6909.