Saint Joseph Health System, a member of Trinity Health, is a multiple hospital health system in North Central Indiana. 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
Saint Joseph Health System continues to see a shortage of health care workers that has led to difficult service line decisions and ability to offer the full range of services we are capable of providing to the community. The lack of physicians, nurses, medical assistants, lab technicians and more has created challenges to meet the needs of the community. Saint Joseph Health System is committed to addressing this challenge and grow the community impact of local hiring at the health system.

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.

Innovative Care Delivery Models
Saint Joseph Health System has pursued 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.

In March 2023, Saint Joseph Health System launched TogetherCare to bring virtual connect care to Indiana. Virtual nursing has increase nurse retention by retaining seasoned nurse leaders who are not ready to retire but also ready to pass along their skills and knowledge to the next generation of health care workers.

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. Saint Joseph Health System 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.

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