Solving Health Care Workforce Challenges
Improves Access, Quality, Safety & Timely Care
Congress Must Act

- 92% of nursing homes report shortages.¹
- Hospitals report an increase in adverse safety events after years of steady decline.²

**Trinity Health Responds:**
Implemented a team care model that includes an experienced virtual RN, a bedside RN and a care partner resulting in enhanced clinical roles and advanced patient care.

**Congress must:**
Fund care delivery models and advance top-of-licensure practice.

- 40% of physicians at retirement age in the next decade.³
- 20% of RNs projected to leave by 2027.⁴
- 95K nursing assistants and nearly 99K medical and lab techs shortage by 2025.⁵

**Trinity Health Responds:**
Instituted 12 apprenticeship programs, resulting in $1M in economic wage increases for entry-level positions; and expanding programs at Mount Carmel College of Nursing to attract and accelerate workers from other industries.

**Congress must:**
Address faculty shortages; residency and allied-heath expansion; cross-state and foreign-born worker opportunities.

- 44% of nurses report experiencing physical violence.⁶
- 68% of nurses report experiencing verbal abuse.⁶

**Trinity Health Responds:**
Investing in deescalation training, early identification of violent patients, safety training and security to retain staff.

**Congress must:**
Enact protections for workers against violence and intimidation and fund prevention programs and improvements.

² The impact of coronavirus disease 2019 (COVID-19) on healthcare-associated infections in 2020: A summary of data reported to the National Healthcare Safety Network | Infection Control & Hospital Epidemiology | Cambridge Core