



D I R A

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Dane County Health & Human Needs Committee
HEALTH CARE & PUBLIC HEALTH WORKFORCE SUBCOMMITTEE
Workforce Trauma Recovery & Training Program
June 14, 2022

**At DIRA, we believe health care is a human right and
a central issue in this country.**

About DIRA

- **Women-owned partnership**
- **Two decades of experience in health care and workforce**
- **Worked in over 30 states**

Our Story

DIRA's Core Approach and Passion

- **Identifying the real issues**
- **Bringing people together to share a vision of the solution**
- **Funding that vision to deliver concrete solutions**



Healthcare Workforce in Crisis



The Crisis Continues for Dane County's Healthcare Workers



The pandemic traumatized Dane County healthcare workers and the data is significant from a Dane County Survey of Healthcare Workers.

- **85% feel like they're working in a war zone,**
- **82% experienced depression or anxiety**
- **30% are relying on substances to cope**
- **19% know a healthcare worker who considered suicide**

Healthcare Workforce in Crisis



Workers in Dane County are leaving the Health Care Profession at an Alarming Rate

Modern Healthcare

February 4, 2022

Health systems are grappling with one of the biggest workforce upheavals in decades.

UW recently had 3,600 RN shifts to fill over a 6-week period, after offering a \$100 bonus to existing employees, 90% shifts were covered.

“Now our nurses are making close to what travelers’ bring home, but just addressing this issue from a day-to-day standpoint is woefully insufficient—we also have to strategically plan for the intermediate and long term.” Dr. Alan Kaplan, UW Health CEO

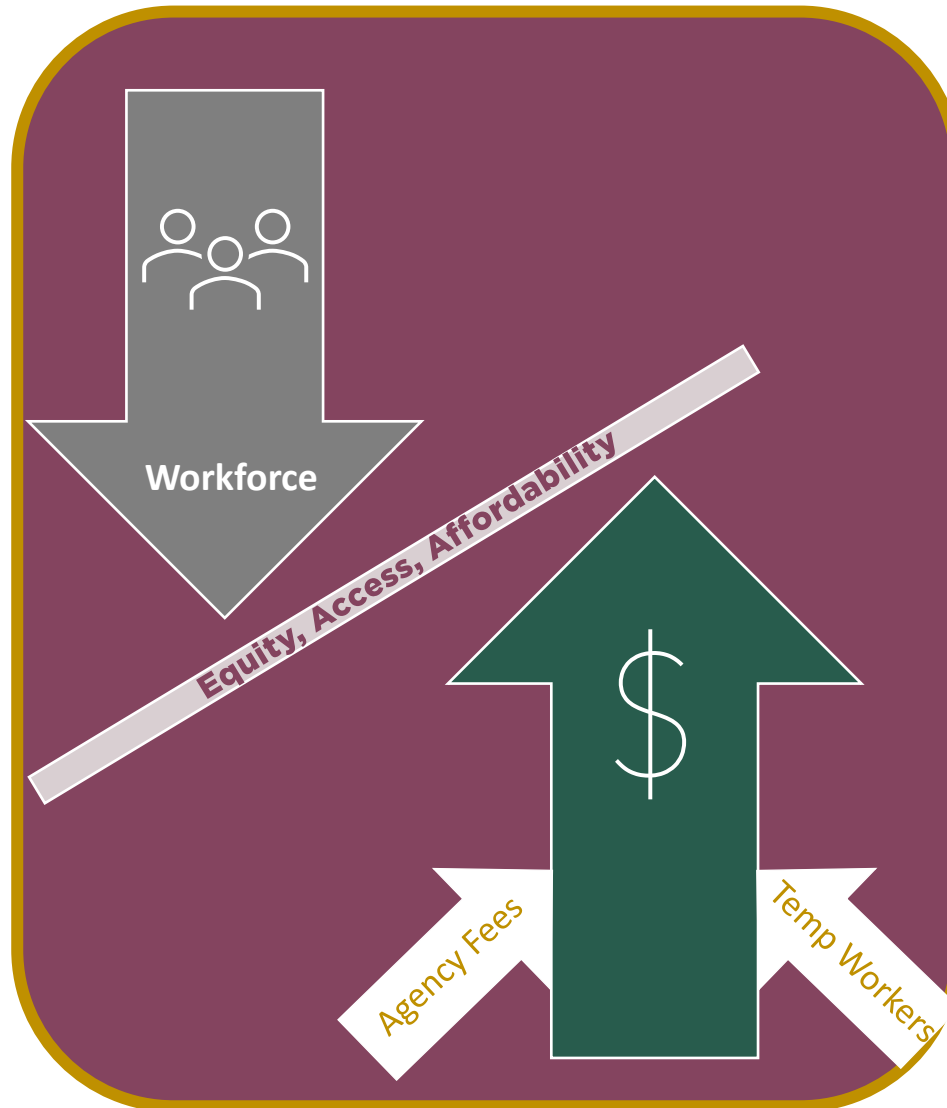
82% of healthcare workers in Dane County have considered leaving healthcare and/or know a co-worker who has considered leaving²

- **Within 25 years, one out of every five persons in Dane County will be age 65 or older³**
- **In Wisconsin, 32,000 nurses are expected to leave direct care in less than 10 years⁴**

Healthcare Workforce in Crisis



The Healthcare Workforce Crisis is Everyone's Problem



Labor challenges result in an average 8% increase in daily clinical labor costs for hospitals, ~ \$24B in national spending:

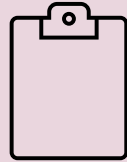
- **52% increase in overtime hours**
- **~130% increase in agency and temporary labor**

Both sources cost hospitals ~50% or more than a typical employee.

Healthcare Workforce in Crisis



Employers Alone Cannot Solve the Problem



Survey of Dane County Workers Reports:

- **97% believe Dane County should utilize ARPA funding to act in support of healthcare worker needs from the pandemic.**
- **62% are dissatisfied with the pandemic-related support provided by their employer.**

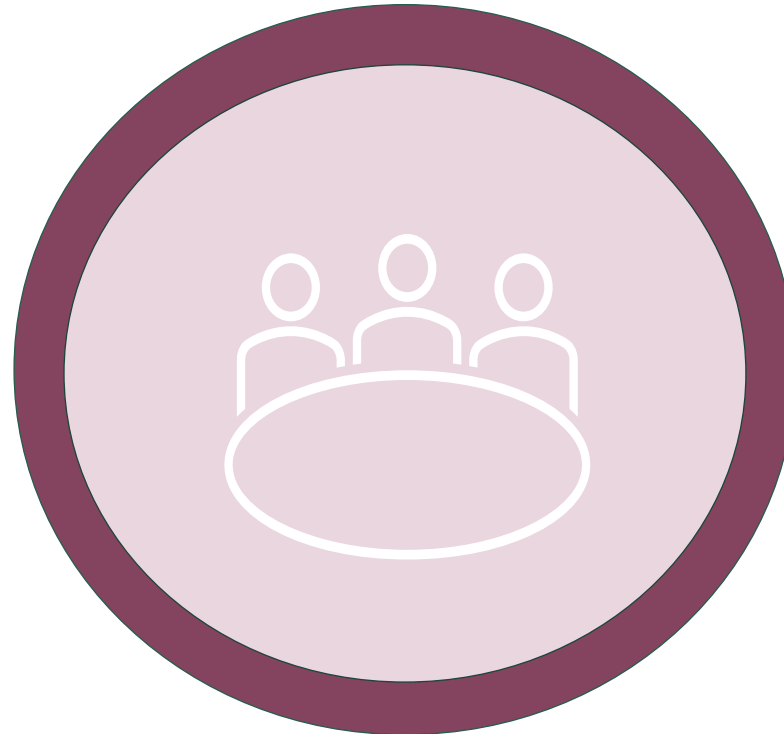
The American Rescue Plan Act of 2021 (ARPA) was created to respond to the negative health and economic impacts of the pandemic.

Dane County received \$106M in ARPA funds for solutions to respond to the pandemic.

Solution



Healthcare Workforce Trauma Recovery & Training Program



Bring together stakeholders to establish and fund a

Healthcare Workforce Trauma Recovery & Training Program

After the Program is established and funded:

Deeper
Assessment

Identify &
Prioritize Issues

Create structures
for solutions

Healthcare Workforce Trauma Recovery and Training Program



Program Framework



Mental Health & Wellness

**Warm lines, crisis
response centers,
peer-to-peer
programs to support
the needs of
workforce**



Employer Sponsored Health Insurance (ESI) Supplements

**Support mental
health services
such as
counseling, as
well as longer
term
investments in
ESI that results
in retention of
the workforce**



Continuing Education & Training

**Ongoing paid
continuing
education,
training and
upskilling of the
workforce
including wrap-
services such as
childcare and
health insurance
to reduce barriers
to entering
training programs**

Healthcare Workforce Trauma Recovery & Training Program

**Develop &
Fund the
Program**



The first step is bolstering funding for this Program – it's the building block for broader transformation.



References

Slide 3:

1 *Survey of COVID Impact on Dane County Healthcare Workers*, Elevated Public Affairs & Victoria Research, January 2022

Slide 4:

1 [*Recruitment and Retention is the Top Priority, Hospital Execs Say*](#), Modern Healthcare, February 4, 2022

2 *Survey of COVID Impact on Dane County Healthcare Workers*, Elevated Public Affairs & Victoria Research, January 2022

3 [*A report on the effects of the “Baby Boomer” generation and how this will influence the social, economic, community, and political developments to come*](#), Task Force on the Aging of Dane County, 2020

4 [*Wisconsin Registered Nurse Supply and Demand Forecasts Result Report 2018 – 2040*](#), State of Wisconsin Department of Workforce Development, May 2020

[*Wisconsin 2022 Health Care Workforce Report*](#), Wisconsin Hospital Association, March 2022

Slide 5:

1 Mercer US Healthcare Labor Market Report, 2021

Slide 6:

1 *Survey of COVID Impact on Dane County Healthcare Workers*, Elevated Public Affairs & Victoria Research, January 2022