



Vermont Association of  
Hospitals and Health Systems

# Hospital Workforce Needs



# Vermont's Hospitals

- 24/7/365 Access to Care for all Vermonters
- Emergency care for 235,000 visits
- Delivered 5600 babies
- Performed 106k surgeries
- Served 127k children



# Hospitals Hiring Travelers to Meet Needs

“Recruitment and retention of health care professionals at all levels is a risk” –Northeastern Vermont Regional Hospital

Data from 8 hospitals:

Position	RNs	Techs and Others	Physicians, PA, NP, CRNA
# of Travelers	158	34	30
Cost	\$21.1M	\$4.5M	\$9.8M



# Workforce Shortage Affects Hospitals Large and Small

- Mt. Ascutney Hospital and Health Center and Dartmouth-Hitchcock Medical Center each have about a 10% vacancy rate



# Primary Care Providers

- Provider turnover significant with average length of time spent in first primary care job as 3-5 years
- ACGME survey data for new residency graduates show strong preference for urban/suburban practices with population bases greater than 100k
- Trailing partner stresses
- Wage pressures because all institutions want more primary care
- Physician/provider burnout—due to EMR and clerical workload

Information from Mt. Ascutney Hospital and Health Center FY19 Budget Presentation



# Support for Training and Education

- Hospitals are looking to partner with schools and other programs, but those programs are also facing economic pressures

## SVHC and SVC Announce Affiliation

### *Partnership Looks to Address Healthcare Education, Workforce Development, and Community Need*

Southwestern Vermont Health Care (SVHC) and Southern Vermont College (SVC) are pleased to announce their formal affiliation to enhance healthcare education and workforce opportunities for college-bound high school students as well as working professionals interested in pursuing a Bachelor of Science degree in nursing. The strategic alliance looks to first address the growing nursing shortage expected to be experienced in Vermont, and is expected to grow to include other academic programs at the college.



# Creative Solutions

- Hospitals are using J-1 visa waiver to recruit employees
  - Allows foreign medical graduates studying in the U.S. on a J-1 visa to waive the 2 year home country residence requirement in exchange for a 3-year service commitment.
  - There is a 70% retention rate and room for growth
- Tax credits to entice Vermonters into the field and out-of-state residents into Vermont

