BACKGROUND

- Rural communities are facing challenges in recruiting healthcare professionals. There is a need for an improved educational pipeline and strengthened partnerships between academic and medical institutions.

OBJECTIVES

- The objective of this poster is to highlight important emerging trends in workforce planning by sharing the compelling results of three Mayo Clinic case studies utilizing the framework by National Institutes of Health:
  - American Hospital Association (AHA) surveyed healthcare leaders to identify key workforce planning issues, top demand and supply issues should be designed to annually assess growth, turnover, retirement projections and proactively project talent needs.
  - Workforce planning processes and staffing models need to be dynamic and iterative in nature.
  - Relationship are pivotal to forge partnerships with internal or external academic centers to mitigate a labor/skill mismatch and proactively build a talent pipeline. Engaging all appropriate stakeholders increases the likelihood of successful outcomes.

ANALYZE YOUR TALENT SUPPLY

- Analyze competitive market salary, job market data, job market data, job market data, job market data.
- Analyze the issue
- Determine key gaps
- Identify the solutions
- Find the solution

STRATEGIC WORKFORCE PLANNING: LESSONS FROM THE LAND OF 10,000 LAKES

- Strategy: direction, demand analysis, supply analysis, talent analysis, control analysis, monitoring progress.
- Community Hospital Internal Medicine
  - Has over 100 cardiac sonographers
  - Employs over 200 physicians
  - Performs approximately 3.5 million inpatient lab tests
  - Employs over 400 phlebotomists

- Laboratory Medicine
  - Inpatient team experienced high turnover in 2018
  - Staffed with approximately 25 provider admissions per year; staffed with approximately 25 provider admissions per year; staffed with approximately 25 provider admissions per year.

- Community Hospital Internal Medicine
  - Community Hospital Internal Medicine recruited seven new NP/PAs to rural communities in less than six months, Community Hospital Internal Medicine were resolved by exploring division of labor among team members.
  - CardiacSonography
  - Mayo Clinic SEMN staffs five hospitals with close to 10,000 admissions per year.
  - CardiacSonography successfully been deployed at each site, limited utilization of NP/PA providers existed.

CASE STUDIES

- Rural communities are facing challenges in recruiting healthcare professionals.
- Recruitment and retention strategy; initiatives launched during staffing shortages, identify root causes of dissatisfaction and focus on enhanced recruitment tactics and retention tactics may be effective for technicians.
- Relationships are pivotal to forge partnerships with internal or external academic centers to mitigate a labor/skill mismatch and proactively build a talent pipeline. Engaging all appropriate stakeholders increases the likelihood of successful outcomes.

- Be proactive and intentional about designing a staffing model to fill critical in-demand positions. The model should be designed to annually assess growth, turnover, retirement projections and proactively project talent needs.