

Introduction

- The Minnesota Hospital Association (MHA) collects demographic data on **40 direct patient-care jobs** annually. This is the 9th year we've done this.
- The data collected represent workers employed **as of December 31, 2017**.
- **111 organizations** participated, including information about staff from hospitals, clinics and other services.
- **New in 2018**, MHA began collecting **vacancy rates** for these positions
- The full report is available on the MHA website
- Participating hospitals have access to an online tool to compare their hospital's performance against state and regional benchmarks

2018 Main Take-Aways

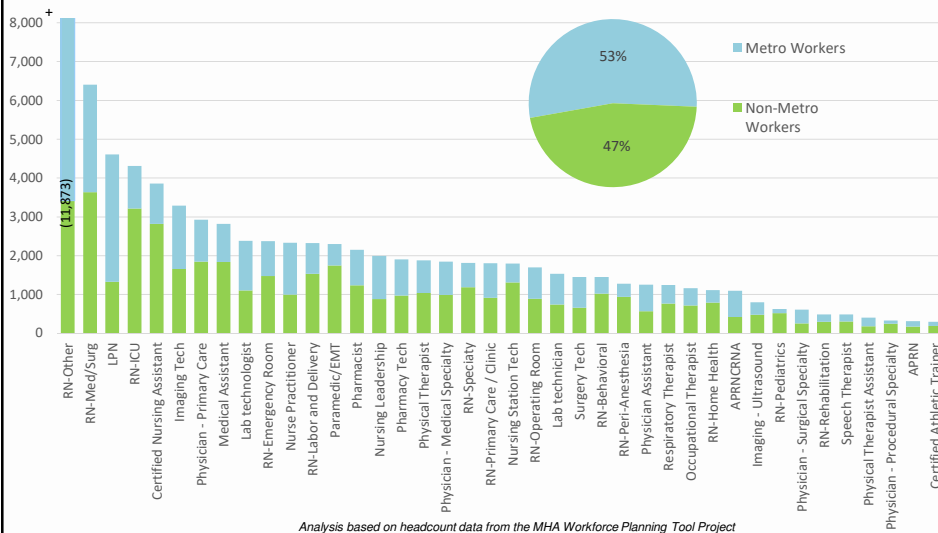
- Millennials are now the top generation in the workforce
- Trend toward younger workforce continues
 - Not all positions – physician workforce is aging
- Racially more diverse - especially in metro area
- 80% of MN workers travel less than 20 miles to their job
- Slightly more exits than hires in the past 12 months
 - Greatest risk of shortages among Medical Assistants & Nursing Leadership
- 6.8% vacancy rate reported*

*based on 41% participation rate

2

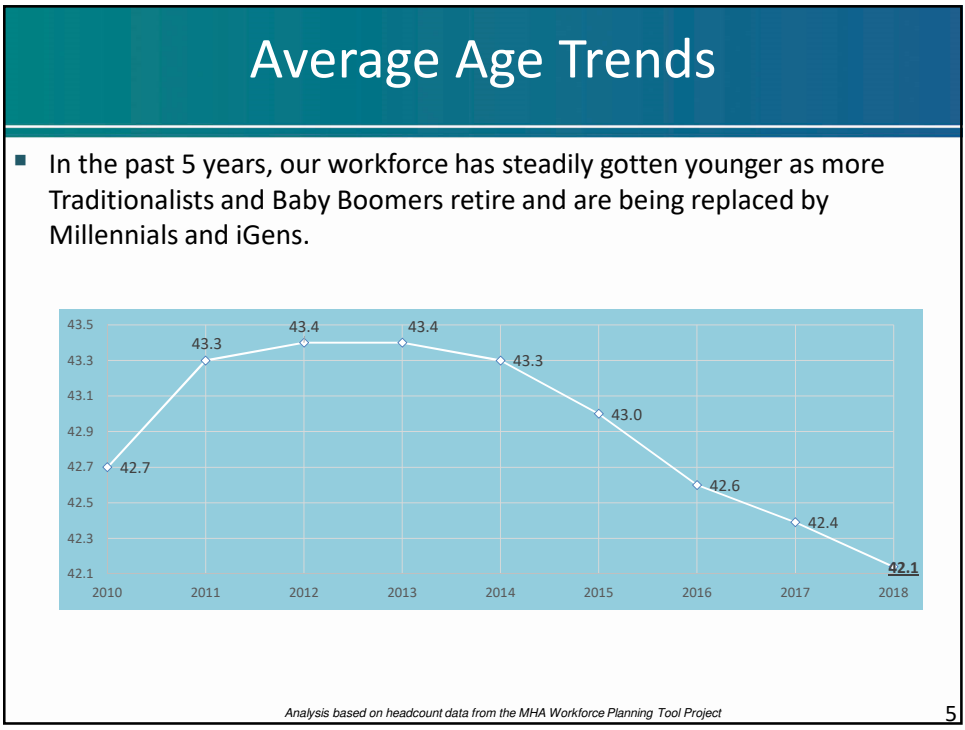
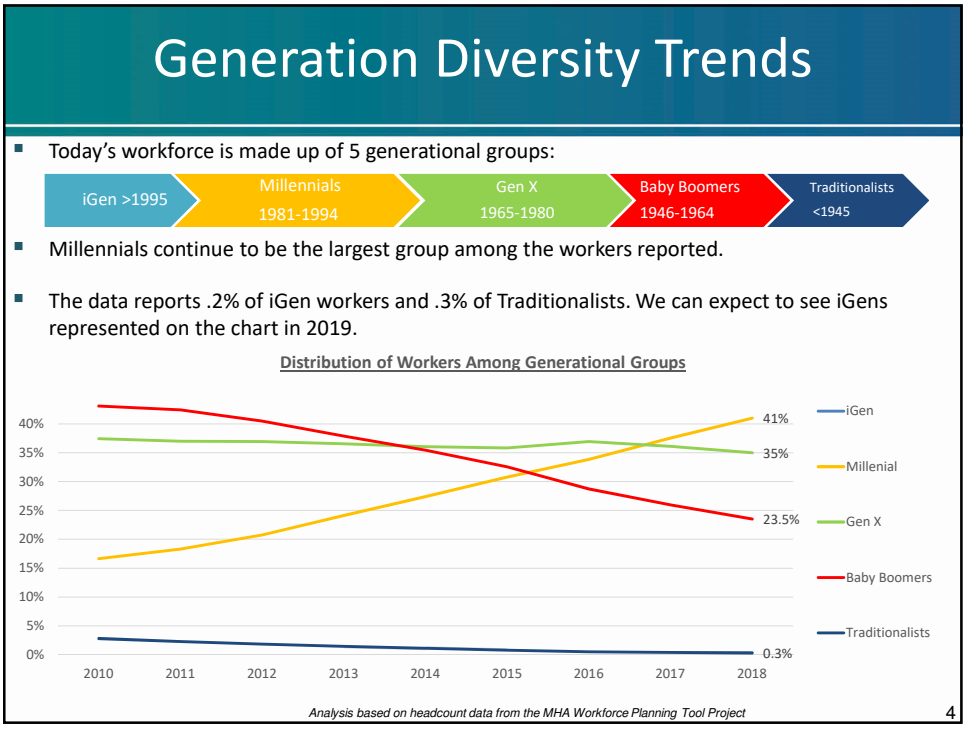
MN Workers By Job Type

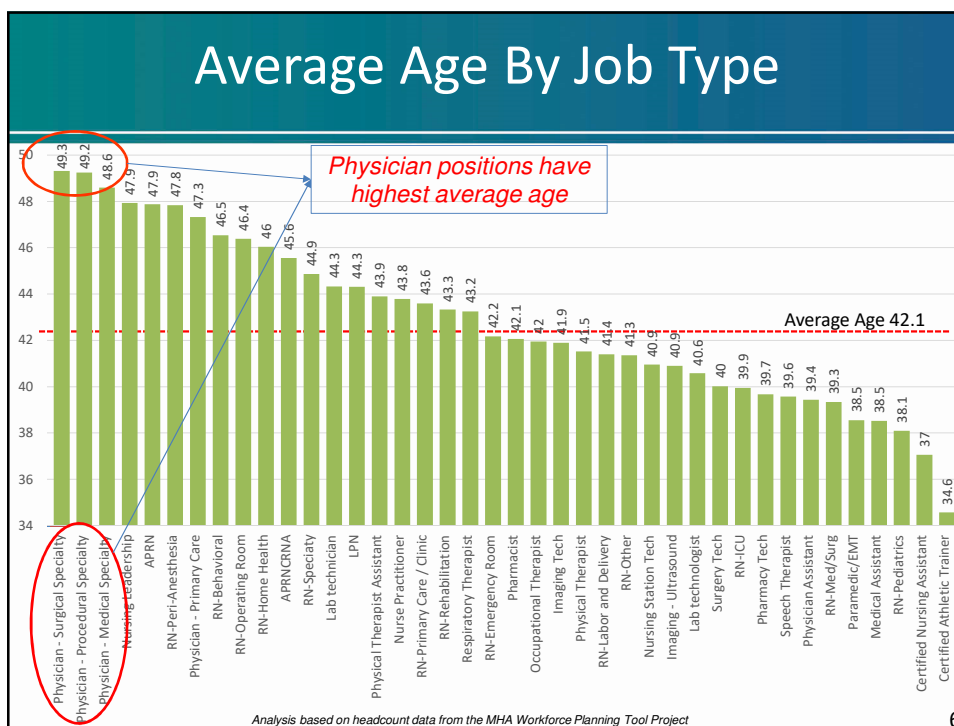
- MHA collected demographic data on 84,514 Minnesota workers (62,242 FTEs).
- 44% of these workers are registered nurses.



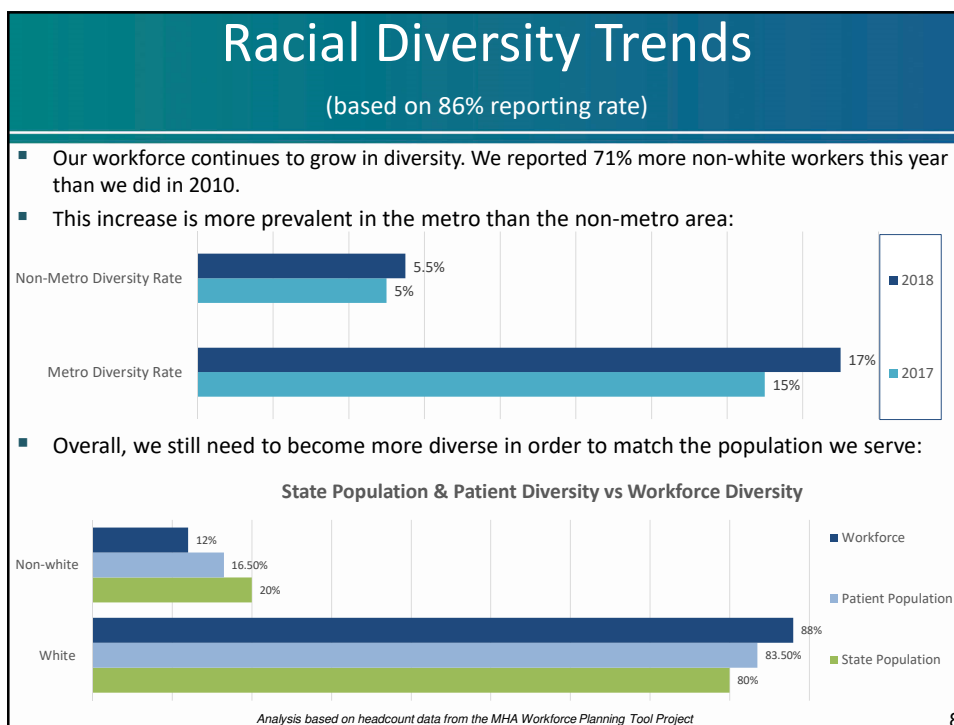
Analysis based on headcount data from the MHA Workforce Planning Tool Project

3

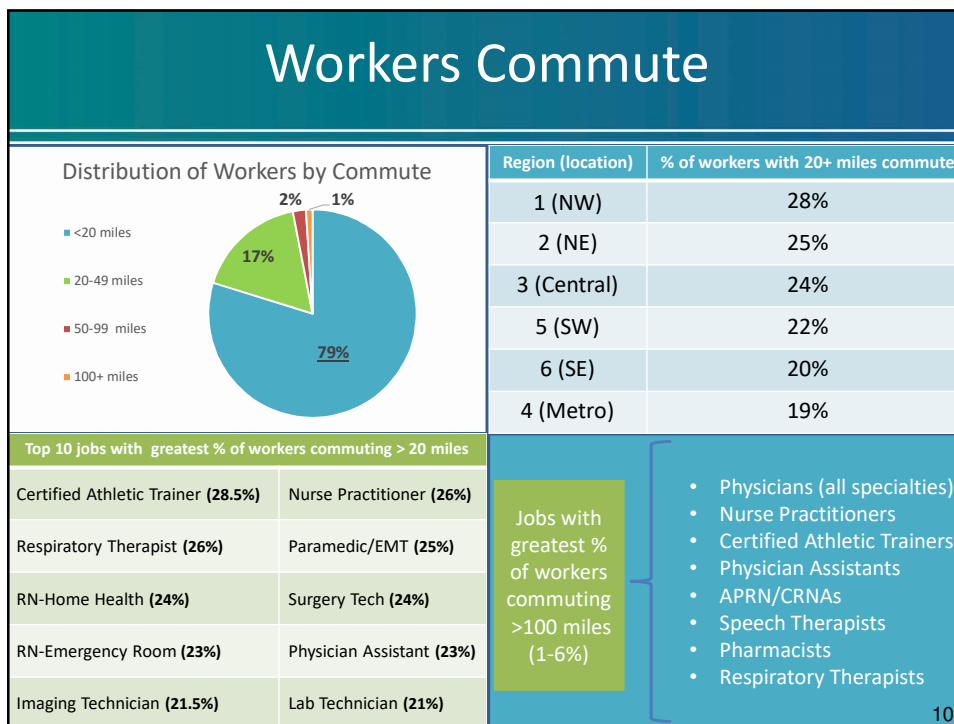




6

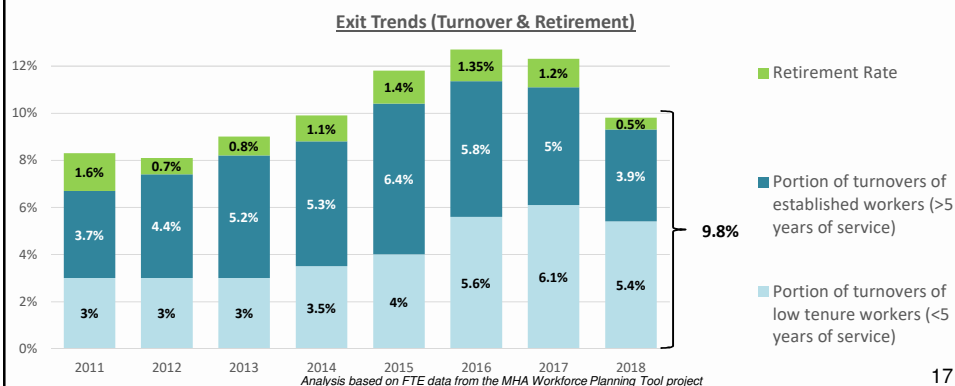


8



Exit Rate Trends

- Please note that the retirement rate presented in 2018 is for exits of employees 65 and over; prior years' retirement rates were for exits of employees 62+.
- Despite the addition of workers (62-64) to the turnover rate, it continues to decrease slightly:
 - For 2 years in a row, low tenure workers count for the majority of turnovers
 - Simultaneously, the portion of turnovers from low tenure workers decreased for the first time in past 7 years



17

Workforce Exits

- 5,606 FTEs exited their organizations in 2017. These represent 8,975 workers.
- The following 2 jobs are reporting a much greater rate of exits than hiring which may indicate future risks of shortage:

Job Positions	Exit Rate	Hire Rate	Tenure of exits	Potential Reasons
Medical Assistant	26.7%	11.6%	Majority <5 years	Competitive Market/Career Change/Burnout
Nursing Leadership	15.6%	5.6%	Majority >5 years	Retirement/Burnout/Competitive Market

Analysis based on FTE data from the MHA Workforce Planning Tool project

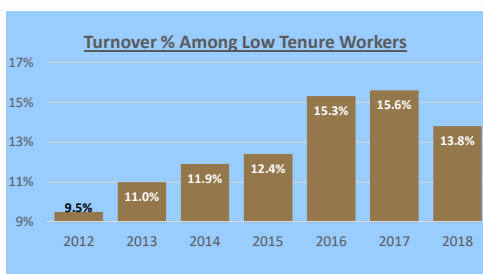
16

Low Tenure Workers

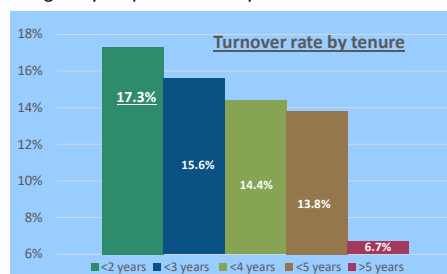
- As of January 1, 2018, the turnover rate of low tenure workers is 13.8% compared to 9.5% across all workers.
- In 2017, the following 5 jobs experienced the highest rate of turnovers among their low tenure workers:

Job Positions	< 5 year of service turnover rate
Medical Assistant	30%
Nursing Leadership	22%
Pharmacy Tech	21%
Surgery Tech	17.5%
Respiratory Therapist	17%

The turnover rate among low tenure workers decreased for the first time since 2012:



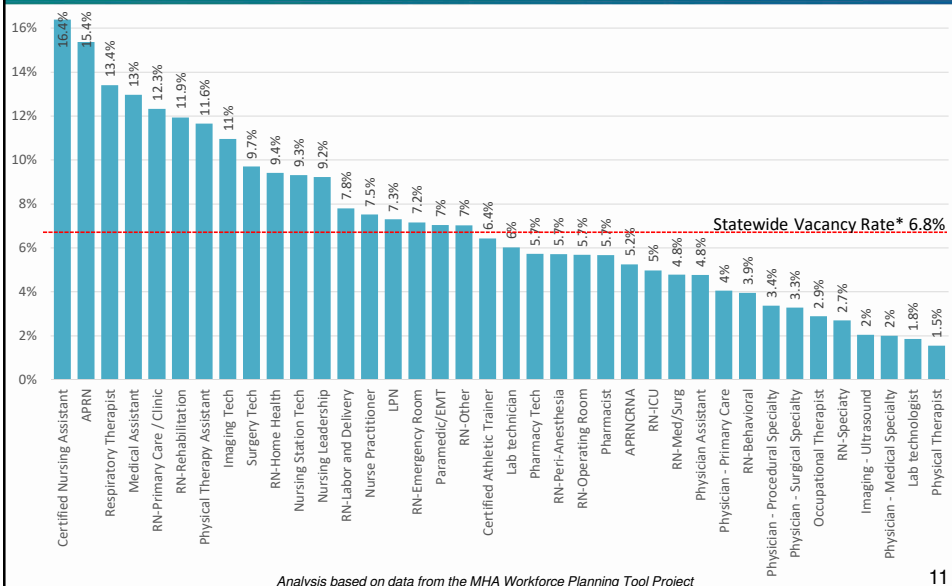
Risk of exits is greatest within the first 2 years of hiring and greatly drops after the 5-year tenure mark:



Analysis based on FTE data from the MHA Workforce Planning Tool project

Vacancy Rate by Job Type

(*41% of participants provided vacancy data)



Analysis based on data from the MHA Workforce Planning Tool Project

Contact:

Mark Sonneborn

msonneborn@mnhospitals.org

651-659-1423