

2019 Project Take-Aways

- Youngest workforce ever reported
- Highest exit rate (13%) ever reported...
- ... balanced by a strong new hire rate (12.6%)
- Highest turnover rate (7%) ever reported for low-tenure workers
- 5% Vacancy Rate

Introduction

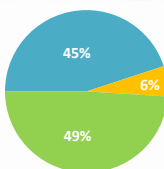
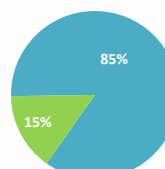
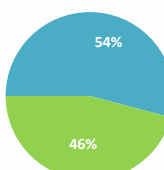
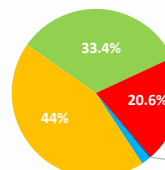
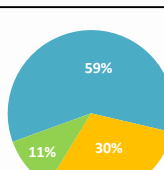
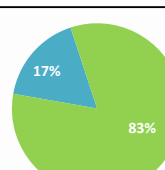
- MHA collects demographic and vacancy data on 40 direct patient-care jobs annually, as of December 31 of the prior year.
- **In 2019, 82% of members or 116 MN hospitals participated** (plus 3 out-of-state).
- The data include people employed at hospitals, clinics, and other facility types (laboratories, transportation, home health, and hospice services).

*Statewide calculations in this summary exclude out-of-state data.

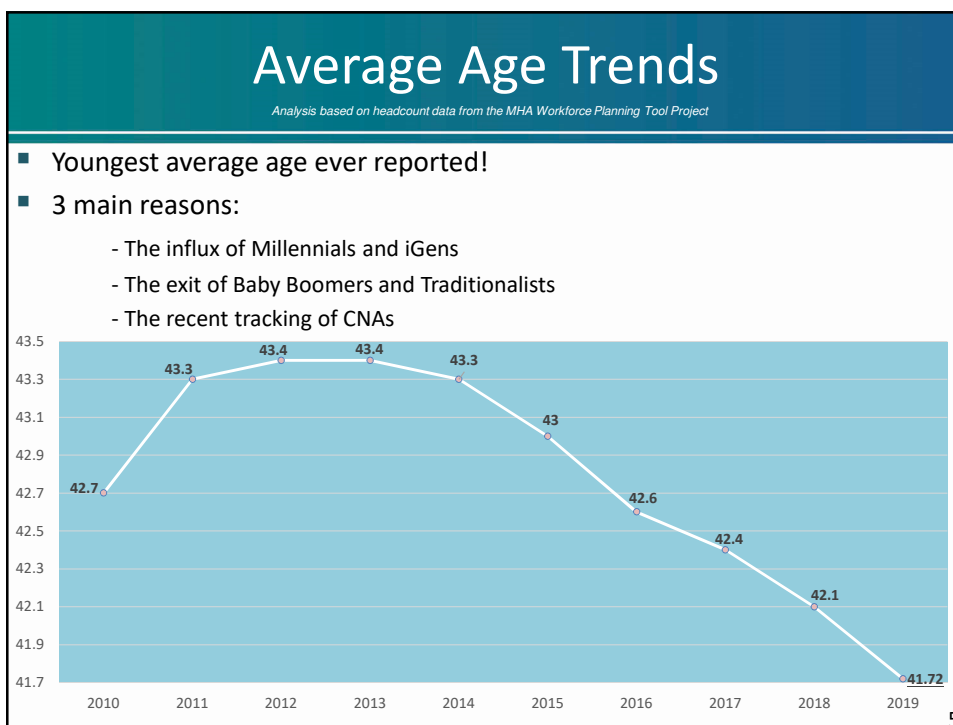
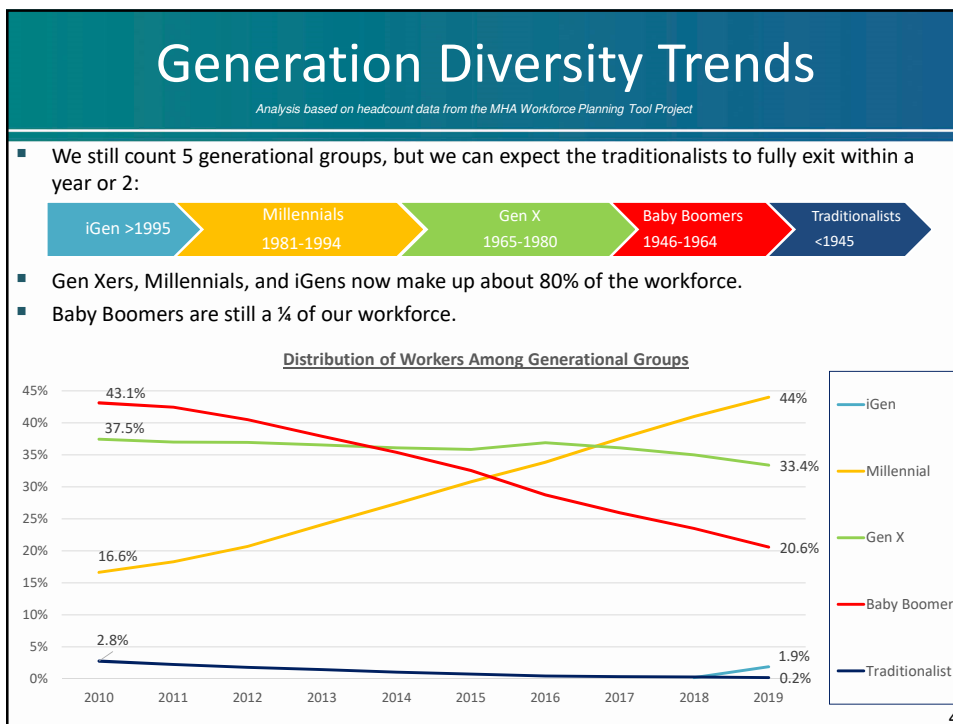
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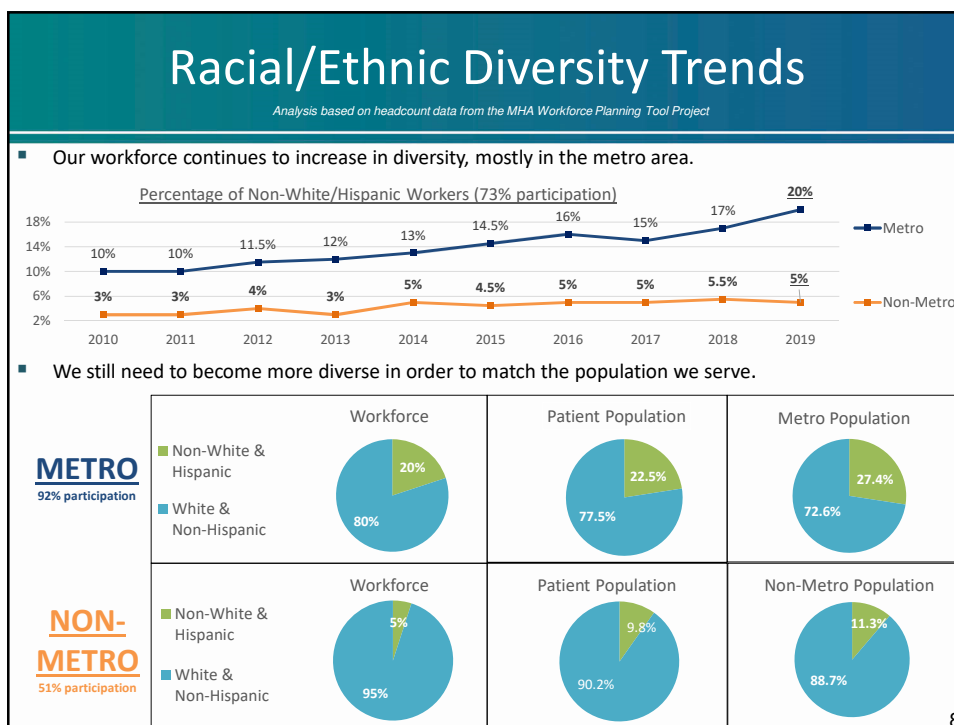
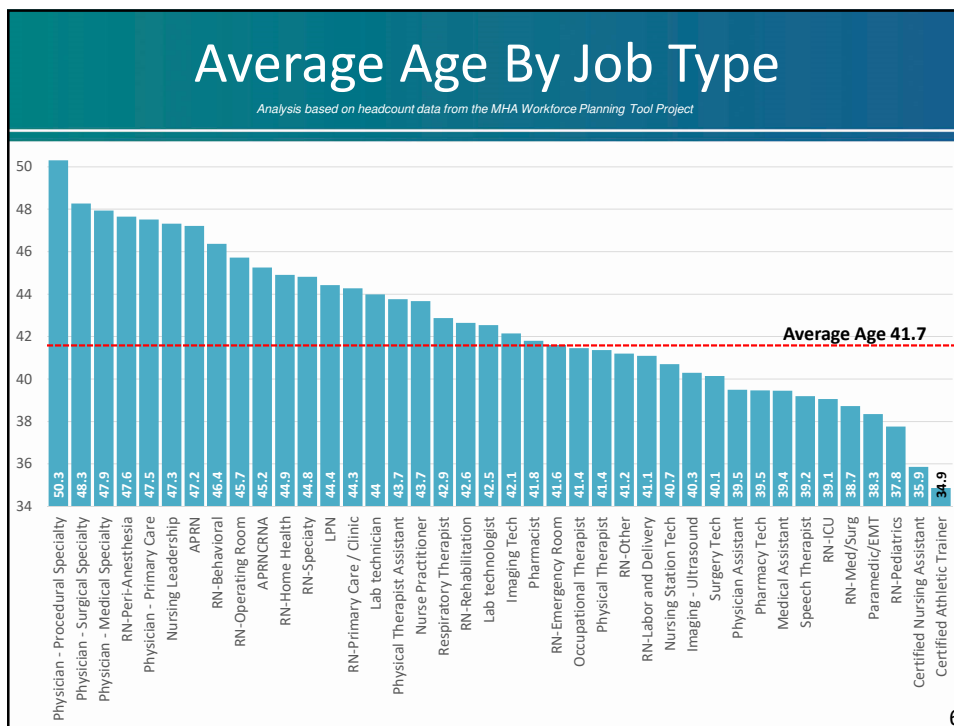
2019 At-A-Glance

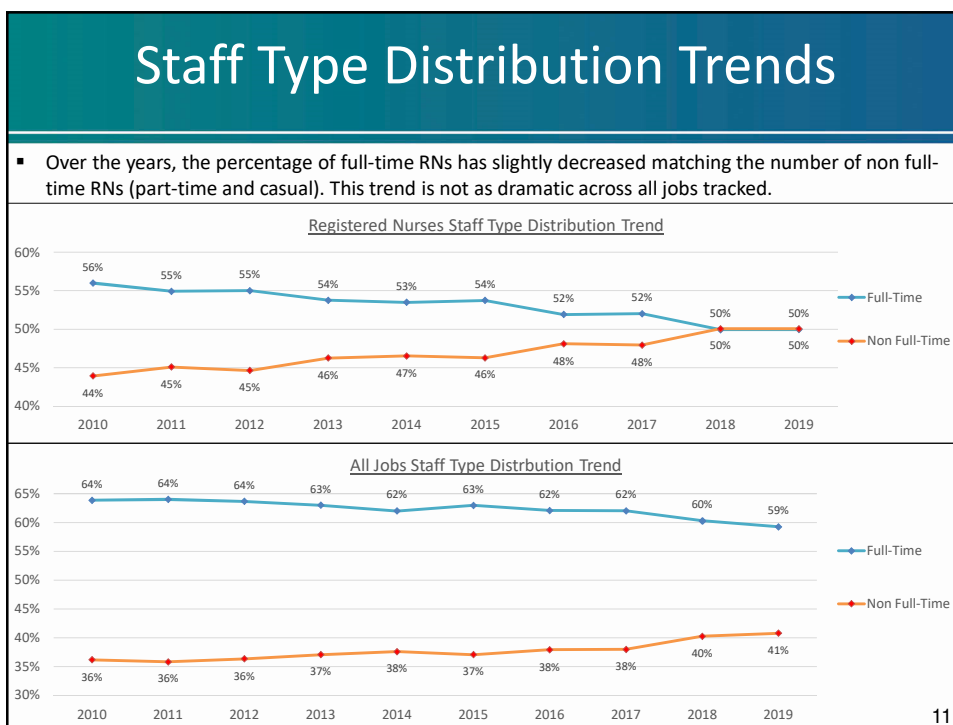
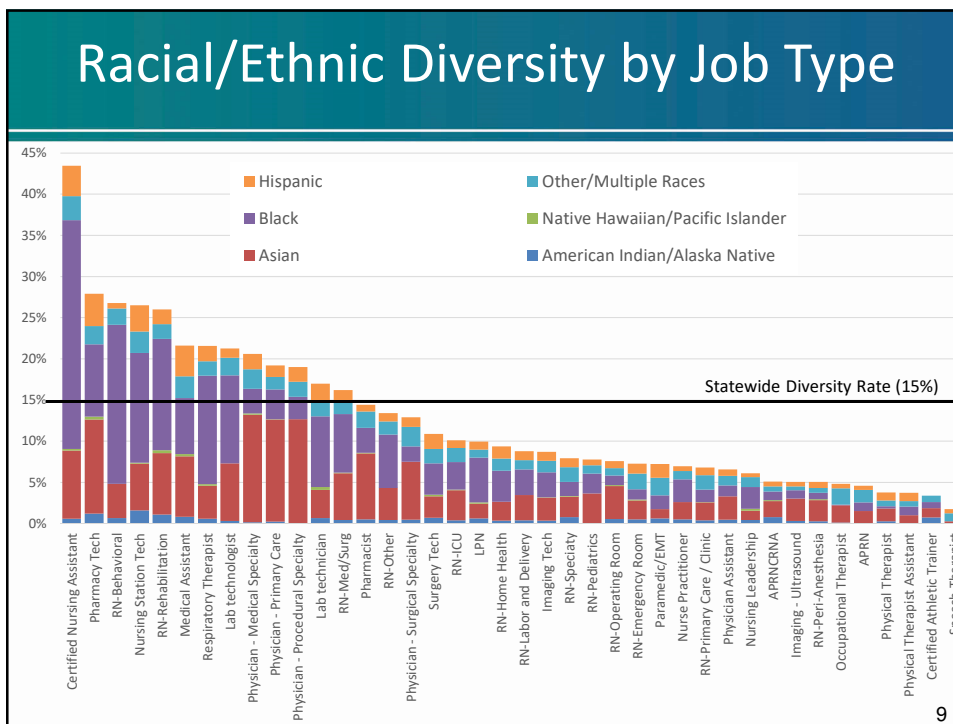
Analyses based on headcount & FTE data from the MHA Workforce Planning Tool Project

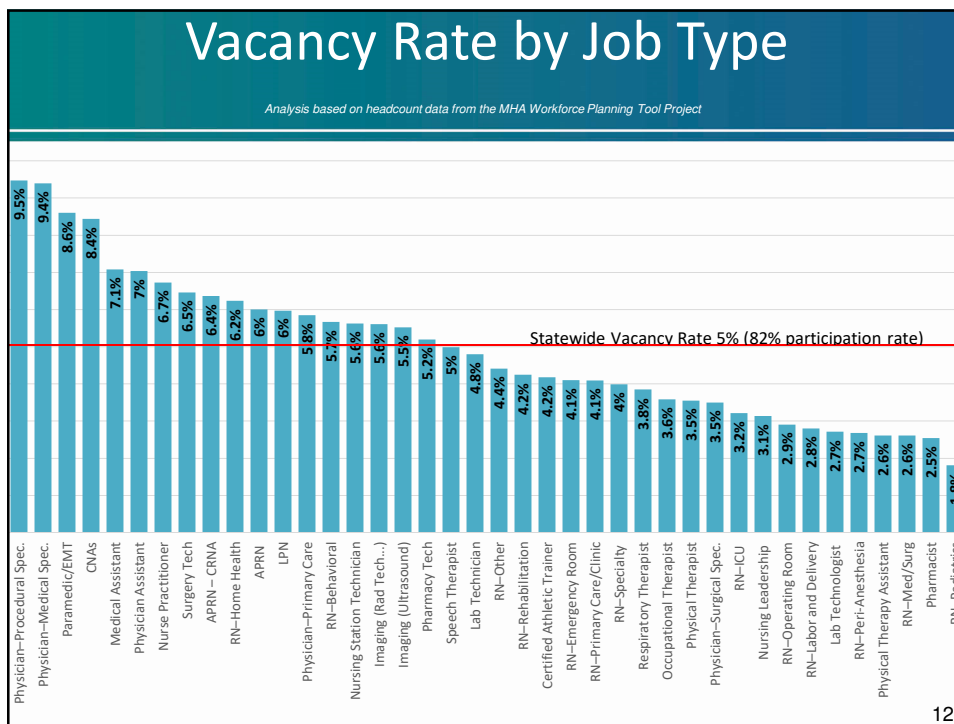
<ul style="list-style-type: none"> ■ RNs (13 specialties) ■ Physicians (4 specialties) ■ Others (23 job types) 		<ul style="list-style-type: none"> ■ White/Non-Hispanic ■ Non-White/Hispanic <p style="text-align: center; font-size: x-small;">(73% participation rate)</p>	
<ul style="list-style-type: none"> ■ Metro Workers ■ Non-Metro Workers 		<ul style="list-style-type: none"> ■ iGen (<24) ■ Millennial (25-38) ■ Gen Xers (39-54) ■ Baby Boomer (55-73) ■ Traditionalist (74+) 	
<ul style="list-style-type: none"> ■ Full Time Workers (32+ hrs/wk) ■ Part Time (8 to <32 hrs/wk) ■ Casual Workers (<8 hrs/wk) 		<ul style="list-style-type: none"> ■ Male Workers ■ Female Workers 	

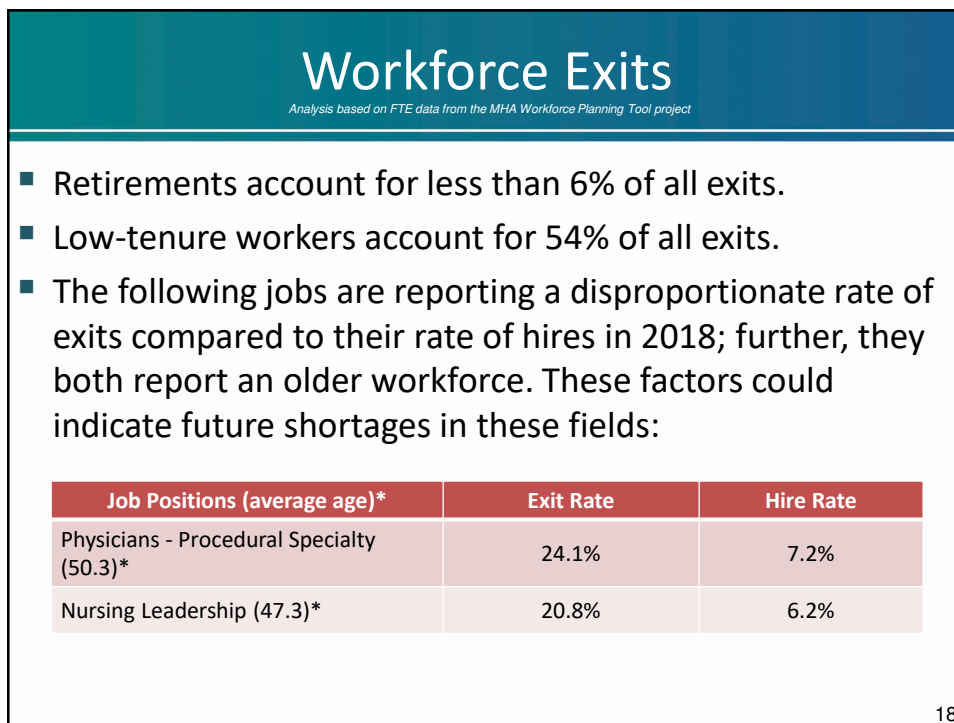
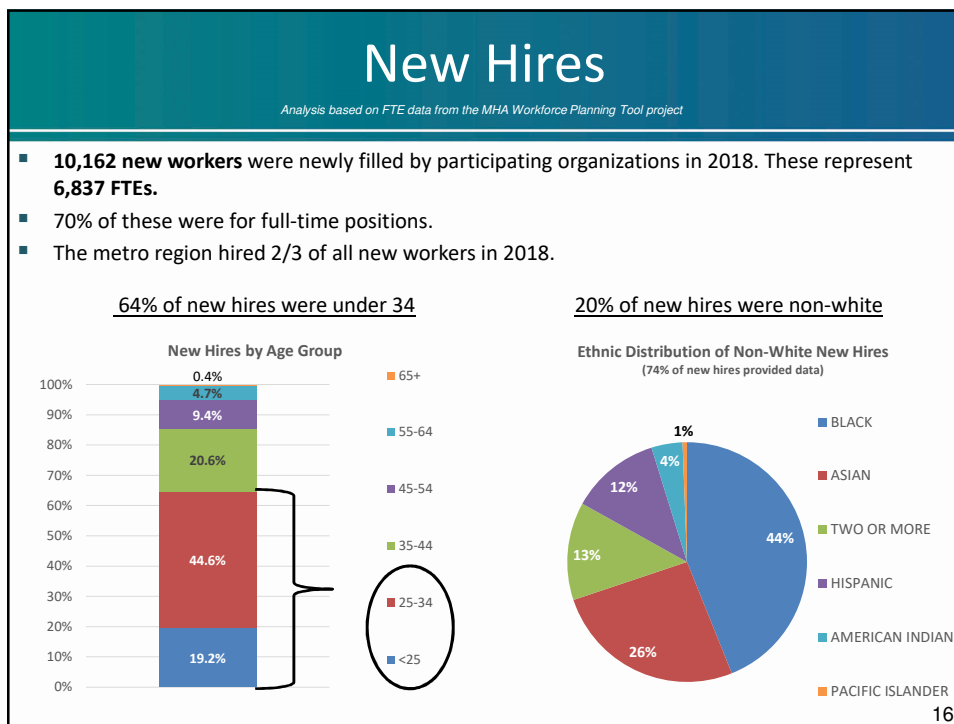
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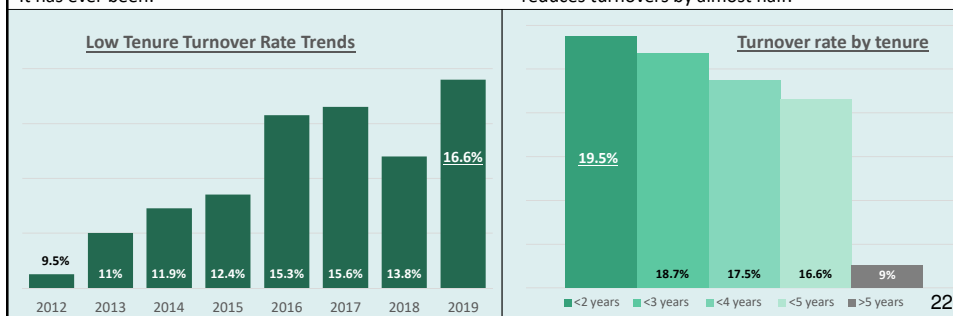
Low Tenure Workers Exits

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

- On January 1, 2019, the turnover rate of low tenure workers was 16.6% compared to 12.2% across all workers.
- In 2018, the following 5 jobs experienced the highest rate of turnovers among their low tenure workers:

Job Positions	< 5 year of service turnover rate
Nursing Station Technician	31.7%
Nursing Leadership	30%
Physician - Procedural Specialty	26.4%
LPN	25.2%
Medical Assistant	24.7%

The turnover rate among low tenure workers is the highest it has ever been: The 5-year tenure mark (10,000 hours of service) reduces turnovers by almost half:



Other info

Participants have access to the MHA online tool, where you can create your own report. Contact us to find out more!

A link to the full report can be found on the members only portion of MHA website at <https://www.mnhospitals.org/member-resources/priority-issues/workforce>.

For questions: Mark Sonneborn (msonneborn@mnhospitals.org) or Nathalie Squire (nsquire@mnhospitals.org)





MHA Workforce Planning Tool: 2019 Statewide Summary – Mark Sonneborn

Please take a moment to answer the following questions to earn 0.25 credits MHA Board Certification credits under the strategic planning and positioning category. Return the completed form to Christy Hammer at chammer@mnhospitals.org.

Name:

Hospital:

Email:

1. The direct patient care workforce in Minnesota is getting:

Older and less racially/ethnically diverse

Older and more racially/ethnically diverse

Younger and less racially/ethnically diverse

Younger and more racially/ethnically diverse

2. The generation with the highest percentage of workers in direct patient care in Minnesota is:

Generation

Millennials

Baby Boomers

iGen

3. Which of the following is true of the direct patient care workforce:

The racial diversity of the workforce is less than the diversity of both the patients and overall population of both the metro and non-metro portions of Minnesota

The racial diversity of the workforce is greater than the diversity of both the patients and overall population of both the metro and non-metro portions of Minnesota

The racial diversity of the workforce is less than the diversity of both the patients and overall population in the non-metro area, but greater in the metro Minnesota

The racial diversity of the workforce is greater than the diversity of the patient population, but not the overall population of both the metro and non-metro portions of Minnesota

(over)

4. What percentage of RNs work full-time?

33%

66%

50%

75%

5. The percentage of people who exited the workforce was a record 13% this year. Which group represents the highest percentage of these exits?

People who retired

Nurses

Gen X workers

Low-tenure workers