

# 5 Critical Factors Driving Professionals Out of Healthcare [Infographic]



## As the Need For Healthcare Jobs Increases, Turnover Also Rises

*Why are Professionals Leaving Healthcare Jobs to Pursue Other Opportunities?*

Allied Health is an industry that never stops. It moves fast, barreling forward at an incredible pace. Trends shift, technologies advance, and each new medical discovery or breakthrough helps us all live healthier, happier lives.

Employment opportunities are through the roof, too. According to the U.S. Bureau of Labor Statistics, healthcare is one of the fastest-growing economic sectors. **2.6 million healthcare jobs** need to be filled over the next ten years. That's good news for professionals looking for a career path that offers a level of stability and security that other industries struggle to provide.

### However, there's just one problem: Well-trained, fully qualified job candidates are hard to find.

The rapid growth, increasing job dissatisfaction, an under-trained workforce, and high turnover make it all but impossible for health systems to keep their teams fully staffed. And with each vacancy taking an average of **49 days to fill**, hiring managers often find themselves caught in an endless cycle of attrition.

But why?

### What's pushing people to leave their healthcare jobs behind to explore other opportunities?

The answer is multifaceted and layered with nuance—and likely to evolve over time. But that doesn't mean we can't pinpoint key drivers and take massive strides to combat the issue.

Our infographic below outlines five of the most significant factors limiting every health system's ability to attract, develop, and retain star talent.



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## 5 Critical Factors Driving Professionals Out of Healthcare

The turnover rate in healthcare has risen nearly 5% across all jobs over the last decade.

### 1 Low Pay

\$13.48  
an hour

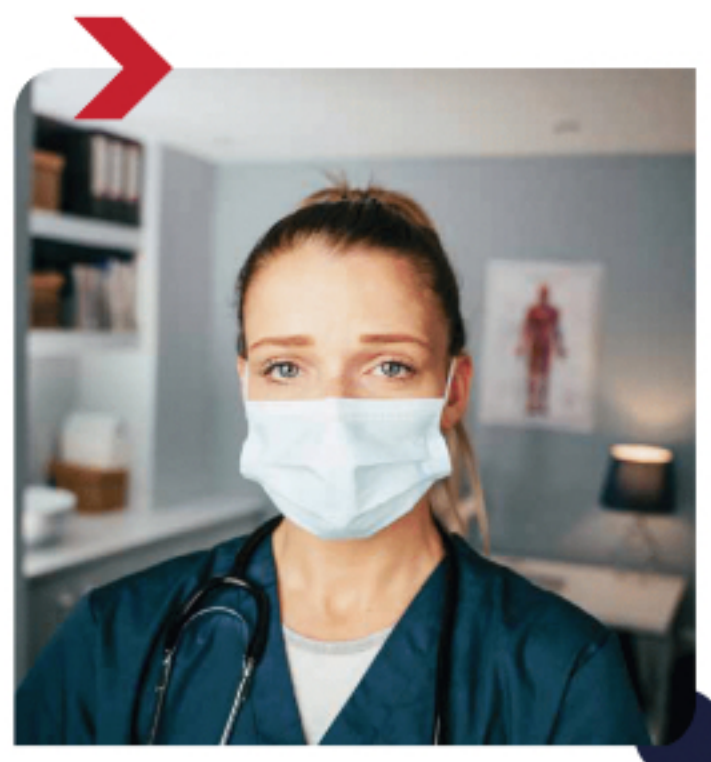
Estimates indicate that nearly 60% of the U.S. healthcare workforce may be classified as Allied Health. Yet median wages in healthcare support, service, and direct care jobs were just **\$13.48** an hour in 2019.<sup>2</sup> And they haven't improved much in the last 36 months, falling woefully short of a living wage—and dramatically lower than the median pay of doctors (over \$100 per hour).

### 2 Excessive Burnout

Approximately 80% of healthcare workers say they suffer from some degree of burnout.<sup>3</sup> That's because most healthcare teams are understaffed, forcing current employees to work more hours, cover more shifts, and flex beyond their abilities.



80% of healthcare workers say they suffer from some degree of burnout.



### 3 Poor Engagement

There's a great number of factors that contribute to poor engagement: unreasonable performance expectations, lack of support, and weak benefits—just to name a few. According to an HR solutions case study, 85% of engaged employees displayed a genuinely caring attitude toward patients, compared to **only 38% of disengaged employees.**<sup>5</sup>

### 4 Limited Career Development

MRINetwork has found that 72% of candidates are driven by career advancement opportunities—and most health systems fail to provide consistent on-the-job training opportunities.<sup>4</sup>



72% of candidates are driven by career advancement opportunities.



### 5 Nebulous Culture

Culture is the beating heart of any successful healthcare organization. While this may seem relatively obvious in today's employee-focused world, **many health systems struggle to build an atmosphere of appreciation, support, and community.** This ultimately leads to frustration, apathy, and poor job satisfaction.

### Discover, Train, and Retain

Only 21.6% of hospitals have retention strategies in place.<sup>6</sup>

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## What This Means For Health Systems and Hiring Managers

However, here's where things get real. The ever-increasing demand for healthcare jobs coupled with a **widening middle-skills gap** just perpetuates the cycle. The proof, as they say, is in the numbers. **Roughly 23.8%** of new Allied Health employees leave their employer after just one year, **while 53.8%** leave within two years.

And the impact is significant, hitting health systems hardest in two key areas:

#### The Bottom Line

Industry experts estimate the **average cost of turnover** is around **\$60,000 per employee.** This is across all occupations in the healthcare industry, and results in multi-million dollar losses.

#### Quality of Patient Care

Understaffing results in greater workloads for existing employees. Additionally, it increases the potential for medication errors, patient mortality, and permanent disability.

## The Next Phase of Allied Healthcare Jobs

High turnover throughout the industry shouldn't come as a surprise. Job dissatisfaction, too.

Moreover, these rates have climbed steadily since 2012. And without a solution, experts predict these numbers will continue to trend in the wrong direction. Therefore, health systems across the country are exploring **integrative job technology** as a way to increase employee engagement, attract qualified talent, and provide **upskilling** opportunities.

### Think: automated credential tracking, skills analytics, and even workforce placement.

And there are plenty of **exciting use cases emerging** as this new approach becomes more and more mainstream for modern health systems.

For instance, using the Carrus Skills Development learning library, the Medical University of South Carolina (MUSC) (named the No.1 hospital in South Carolina by the U.S. News & World Report for six years in a row) **doubled overall productivity and cut hiring costs by upwards of \$300,000.**

Those are promising numbers. However, MUSC is just scratching the surface of what these innovative tools can do. In conclusion, it's all a testament to the fact that with the right platform, you can formulate an **end-to-end strategy** designed to flip all these troubling stats on their head and build a stronger workforce—one that's bursting at the seams with motivated talent.

Want to learn more about how **digital solutions** can help meet the demand for healthcare jobs?

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