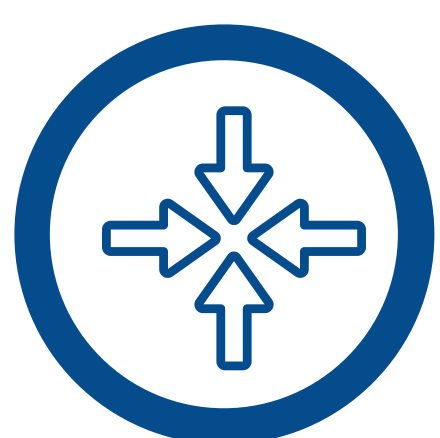


# Mental Health Disorders and Workforce Shortages in the Healthcare Sector

Before the pandemic, the healthcare sector was experiencing workforce shortages. Since then, this challenge has turned into a crisis. Government, industry, and communities all have a stake in the future of healthcare. Together, they must take steps to protect the health and well-being of the current workforce and invest in recruiting more talent to remedy this crisis.

Five key takeaways:



## 1. Healthcare in the United States is trending toward a perfect storm.

Workforce shortages are worsening, demand is rising, and costs are higher due to shortages, consolidation, and closures.



## 2. Pre-pandemic, workforce shortages were already a challenge.

Workforce shortages have been growing for the past decade, but COVID-19 accelerated losses. By 2030, approximately 13.6% of healthcare jobs are expected to be unfilled nationwide.



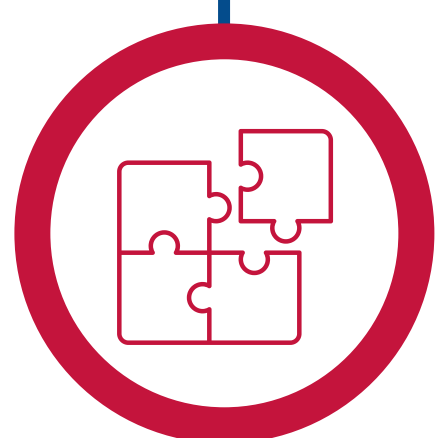
## 3. COVID-19 made the situation worse.

Nearly all healthcare workers have experienced severe stress and anxiety in the wake of the pandemic, resulting in higher burnout rates and the prevalence of mental health disorders like PTSD. These conditions not only impact the ability to work but also have high economic and social costs if left untreated.



## 4. Higher burnout rates lead to additional attrition.

Nearly one-third of healthcare workers are looking for new jobs, and 66% of acute care nurses are considering leaving their field. Increased burnout and turnover have a snowball effect. Turnover makes the workforce shortage more severe and adds to the stress on current workers, who are then more likely to burn out and quit.



## 5. A comprehensive strategy is needed to ensure the resiliency of the healthcare workforce.

Mental health issues and recruitment challenges threaten the reliability of the U.S. healthcare system. Using the U.S. military experience as a blueprint, a significant investment must be made in mental health and recruitment programs to ensure the resiliency of the healthcare workforce.



# New York State and the Rochester Metro Area

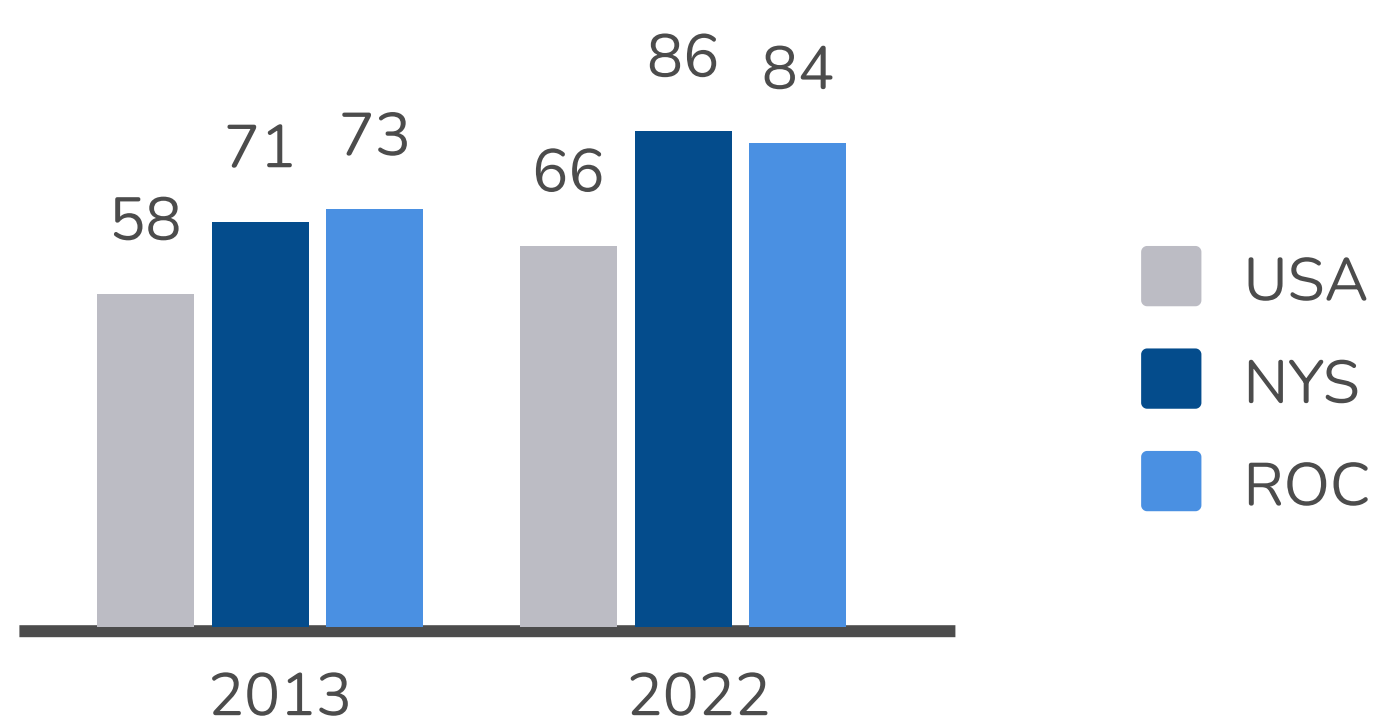


## A PERFECT STORM SCENARIO

Increasing workforce shortages, high rates of mental health disorders, and increased demand for healthcare services are creating a perfect storm that threatens to compromise the availability and quality of healthcare in the United States

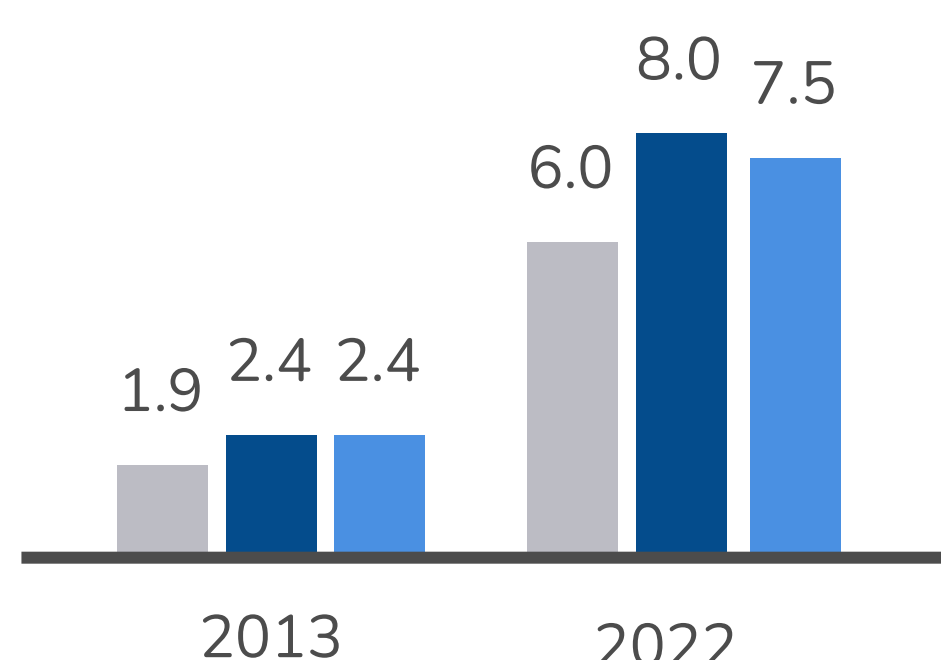
Demand for healthcare workers is rising as the population ages

Healthcare workers **needed** for every 1,000 residents



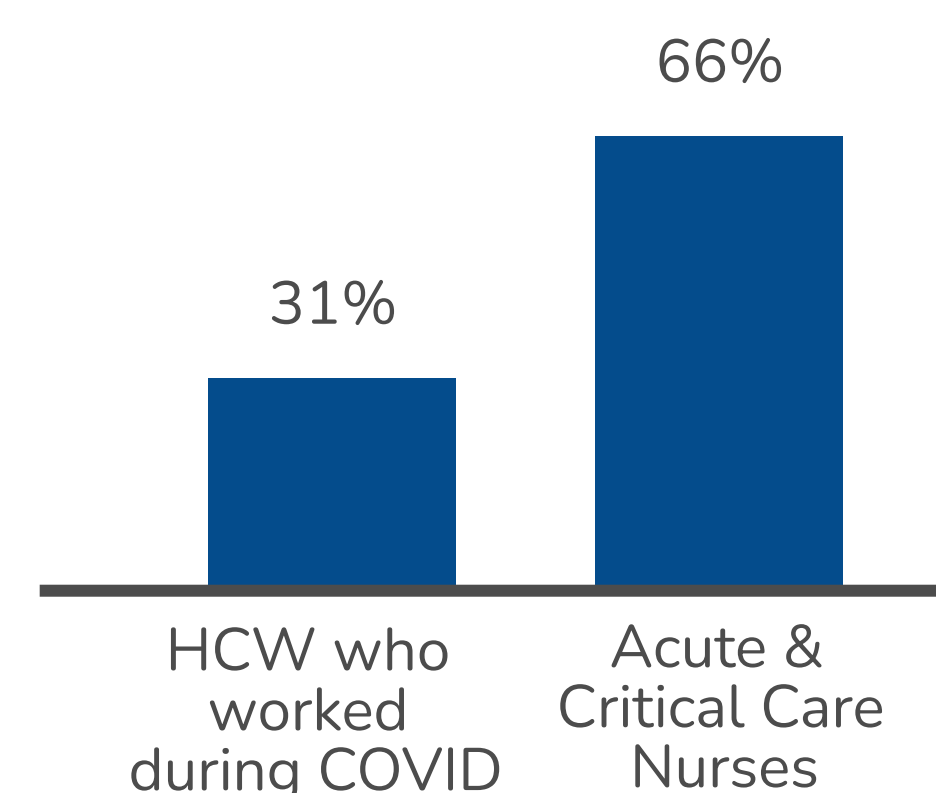
Healthcare Worker Shortages are Worsening

Unfilled healthcare jobs for every 1,000 residents



Burnout & mental health concerns are increasing attrition

Healthcare workers considering leaving their jobs



By 2030, 14.5% of healthcare jobs in New York State is expected to be unfilled. In Rochester, its even higher, 18%. Both are more severe than the national level, 13.6%.

## NEGATIVE IMPACTS OF WORKFORCE SHORTAGES

Workforce shortages have negative consequences for American households and communities, the healthcare industry, and the state as a whole.

**\$7B**

### Higher costs of mental health disorders

Severe stress and anxiety have led to more mental health disorders among healthcare workers. **22% have suffered from pandemic-related PTSD.** The economic and social costs of PTSD, if unaddressed, are over \$21,000 per case. **This impact could reach \$7.4B in New York and \$379M in the Rochester area**

**5X**

### Higher healthcare costs

To fill vacancies, healthcare organizations pay premium rates for contract workers via staffing agencies. Hospital labor expenses have increased by one-third nationwide; **contract labor as a share of total labor costs is 5X higher than pre-pandemic levels.** These costs raise prices for everyone.

**53%**

### Fewer options, lower access and quality of care

Hospitals, especially in rural or disadvantaged areas, struggle to operate due to workforce gaps and high labor costs. **In New York, 53% of rural hospitals are at risk of closing in the near future, others may consolidate or cut services** leaving patients with fewer options and reduced access to care. Also, **workforce strains increase the risk of error and lower the quality of care.**

## CALL TO ACTION

The U.S. military experience serves as a blueprint for addressing mental health and recruitment challenges in the healthcare sector.

DoD Program Funding per Active-Duty Servicemember, 2021

**\$1,249.20**  
Recruitment & Advertising

**\$32.60**  
Mental Health & Suicide Prevention

Equivalent funding required to address the healthcare crisis

**NYS: \$2.1B**

**ROC: \$106M**