



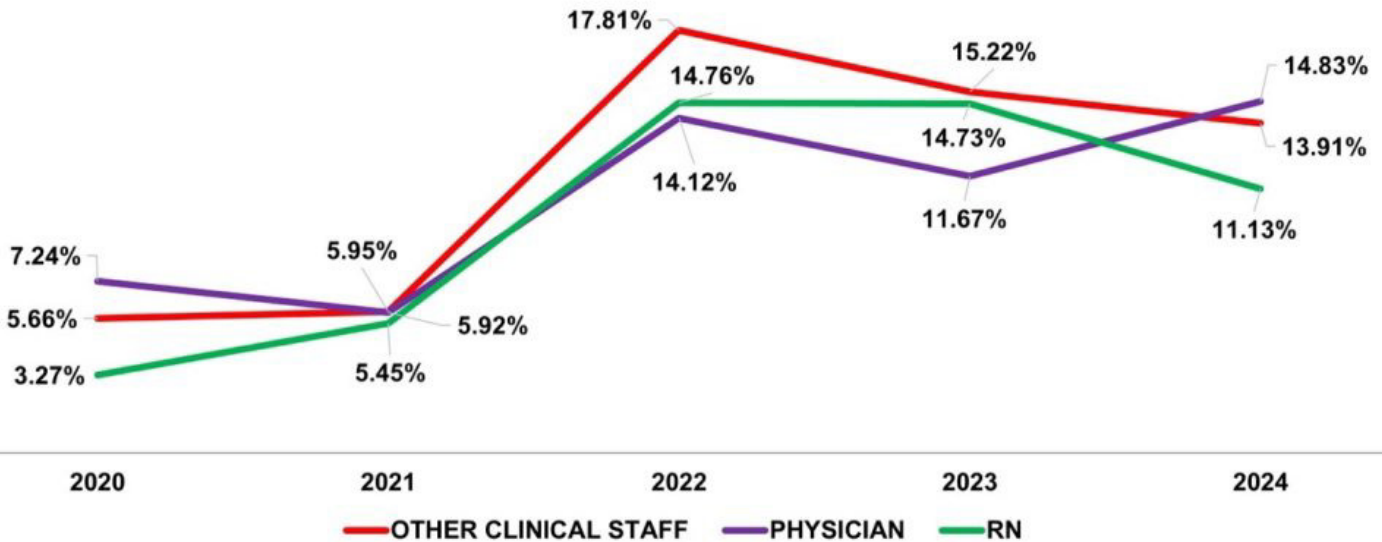
# Workforce Shortages Reduce Access to Patient Care in Minnesota

## Overview:

Minnesota’s hospitals and health systems have a staffing shortage, hospitals are still recovering from the pandemic, exponentially rising labor and supply costs, and the need to rely on temporary staffing, causing an intense strain on the state’s hospitals and health systems.

## Minnesota Impact:

### Health Care Workforce Vacancy Rates Over Time



The overall health care vacancy rate in 2024 was about 13%, compared to only 6% in 2021. There has been improvement in recent years, but still demonstrates persistent staffing needs.

2021

6%

Overall health care vacancy rate

2024

↑ 13%

Overall health care vacancy rate



**More health care professionals are opting for a part-time work schedule.**

More than half (59%) of registered nurses (RNs) are opting not to work full-time.



**Physicians are projected to be the top occupational group** at or above

retirement age within 10 years, followed by licensed practical nurses (LPN) and peri-anesthesia RNs.

**Retirements are adding more stress to health care delivery, as demographic factors reshape Minnesota's workforce.**

## Policy solutions:



**Expand current programs**

such as the Health Care Loan Forgiveness program, the Dual-Training Pipeline, and the Summer Health Care Internship Program.



**Establish a one-time scholarship program**

for students enrolling in a Minnesota accredited allied health technician program, supporting students pursuing a career as a medical laboratory professional, respiratory therapist, radiology technician, or surgical technician.



**Accelerate entry into the professional workforce** through

simplification of the administrative processes at the health care licensing boards.

## Contact us

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