As the largest employer in many communities throughout Michigan, hospitals and health systems play a crucial role in the economic vibrancy of the state. Healthcare careers provide stable, good paying jobs in an environment that helps and positively impacts lives every day.

572,000 Total direct jobs in Michigan from healthcare.
$44.2 billion Total in wages, salaries and benefits earned by direct healthcare workers in Michigan.
1.1 million Total workers in and associated with the healthcare sector.
$15.2 billion Contribution in local, state and federal taxes from all healthcare-affiliated workers.

Healthcare Workforce Challenges

Despite employing the most workers in the state, healthcare has experienced a shortage of healthcare employees for several years and the COVID-19 pandemic caused a sudden loss of workers. As the competition for staff increased, labor expenses rose, which for most hospitals account for more than 50% of their total expenses. According to the American Hospital Association, labor expenses per patient increased by 19% through 2021 compared to 2019.

<table>
<thead>
<tr>
<th>NUMBER OF JOBS</th>
<th>COMPENSATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Nursing and Residential Care</td>
<td>↓ by 11,000</td>
</tr>
<tr>
<td>Hospitals</td>
<td>↓ by 7,000</td>
</tr>
</tbody>
</table>
Over the past year, the MHA and member hospitals have been active in implementing myriad strategies and solutions to improve the recruitment and retention of healthcare workers.

With the help of partners in elected office, efforts to improve the healthcare workforce include:

- **Achieving $300 million in state funding** for healthcare recruitment, retention and training in Public Act 9 of 2022, which provided a crucial lifeline to ensure hospitals could keep and recruit staff to combat billions of dollars in increased personnel costs.

- **Allowing licensed, out-of-state providers** who are in good standing the ability to render clinical care in Michigan without a Michigan license during an “epidemic-related staffing shortage” as currently identified by the Michigan Department of Health and Human Services (MDHHS) and signed into law as Public Act 167 of 2021.

- **Modernizing the scope of practice for certified registered nurse anesthetists** and allowing flexibility for each hospital to choose the anesthesia care model that best fits its location, staffing and resources under Public Act 53 of 2021.

- Raising the issue of severe workforce shortages during the Fall/Winter 2021 COVID-19 surge to MDHHS which results in requests to the federal government for **Department of Defense medical response team support**. During this period, 61 hospitals reported critical staffing shortages.

- Developing and offering workplace safety posters for member hospitals at no charge to articulate that **violence against healthcare workers in hospitals will not be tolerated**.

- Offering **de-escalation trainings and safety webinars** to healthcare workers through the MHA Keystone Center.

For more information about Michigan hospitals, visit [www.mha.org](http://www.mha.org).