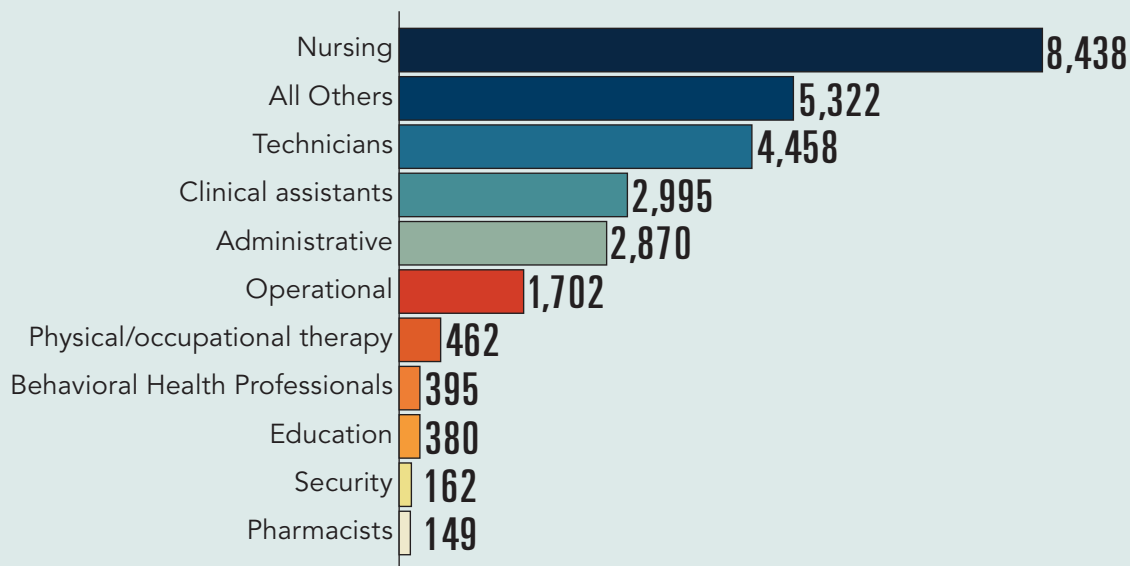


2023 Hospital Workforce Vacancies

Michigan hospitals and health systems continue to experience staffing shortages that became more severe due to the pandemic. Many vacancies were due to unscheduled and abrupt employee retirements, resignations and reduced hours due to burnout and increased rates of violence against healthcare workers. State workforce grants have significantly assisted hospitals in reacting to the healthcare workforce crisis and provided stability to the industry. However, a survey completed March 2023 by 95% of the MHA membership continues to show the significant staffing vacancies in hospitals throughout Michigan. Overall, hospitals have more than 27,000 current job openings, including nearly 8,500 open nursing positions. These vacancies are specific to hospitals and do not include nursing homes, physician practices or other healthcare providers.

Hospital Workforce Vacancies by Job Category



27,400

Total Number of Michigan Hospital Vacancies

Hospitals have significant job openings in both clinical and non-clinical positions. The number of job openings creates a cascade of problems, from longer wait times in the emergency department, reduced services and more difficulty transferring patients to the appropriate care setting.

13%

Current Vacancy Rate of Hospital Workforce

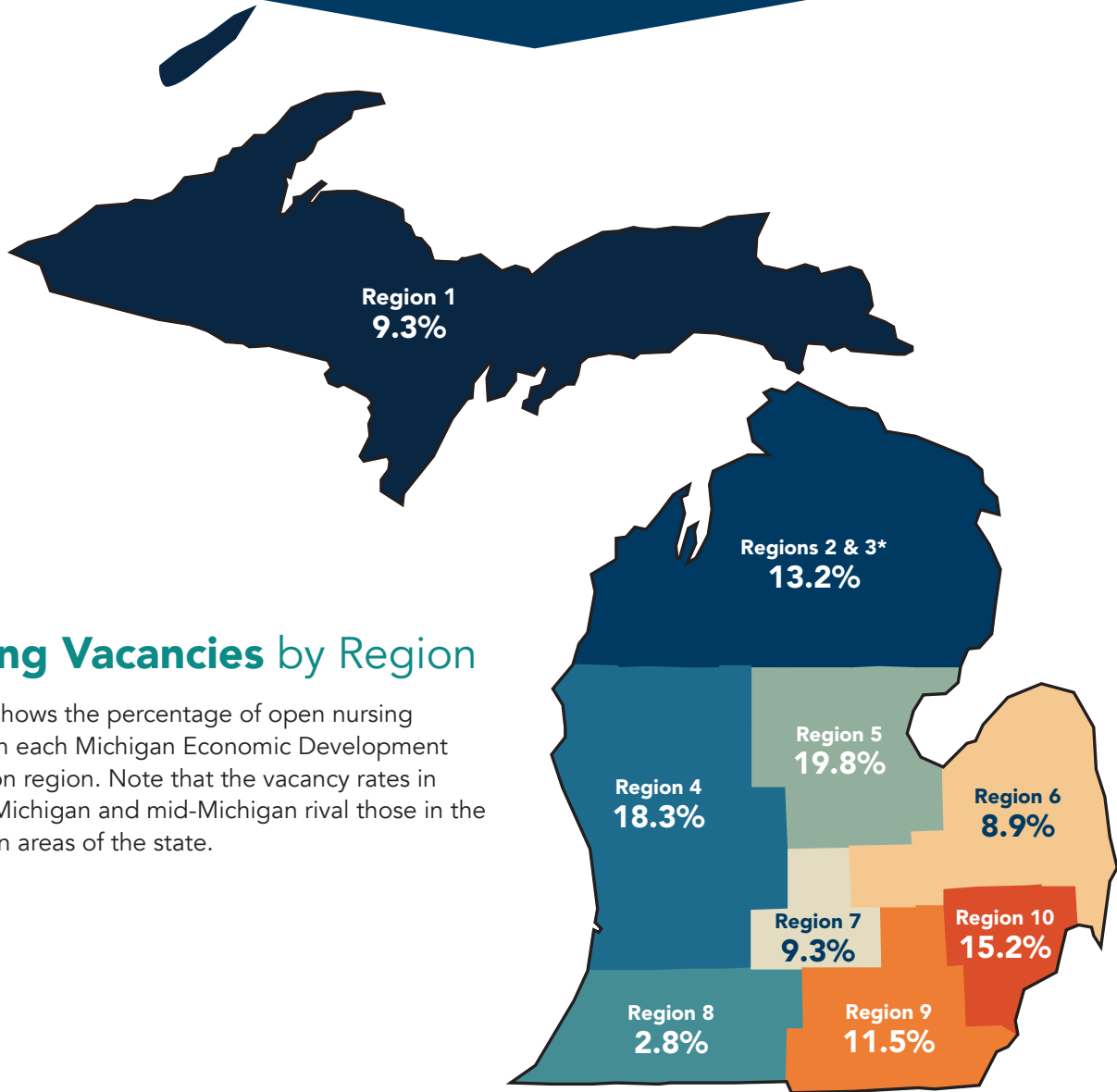
Michigan hospitals are missing 13% of the workforce they need, including in areas that are critical to patient care. These include behavioral health professionals, nursing, patient care techs and clinical assistants.

208,000

Total Number of Michigan Hospital Employees

Hospitals are one of the largest employers in many Michigan communities. Collectively, they employ 208,000 full and part-time employees.

2023 Hospital Workforce Vacancies



Nursing Vacancies by Region

This map shows the percentage of open nursing positions in each Michigan Economic Development Corporation region. Note that the vacancy rates in Northern Michigan and mid-Michigan rival those in the more urban areas of the state.

**Regions 2 and 3 are combined due to a limited number of hospitals in the regions.*



8,500 / 62,000

Nearly 8,500 nursing positions are currently vacant out of the 62,000 nursing positions in Michigan hospitals. Hospitals and health systems remain committed to solving this crisis and are investing in innovative programs to address and improve the supply of nurses through higher education partnerships. They are committed to increasing the number of new professionals entering the workforce, offering current employees opportunities for higher education and skills advancement, and increasing workplace flexibilities.



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