

AMERICA'S HEALTHCARE WORKFORCE BY THE NUMBERS

+ EDUCATION

- The US must boost enrollment, increase the capacity of educational programs, and improve academic preparedness.
- The most cited reason for students delaying or foregoing applying to a nursing program is a **lack of academic preparedness** and federal data shows reading and math scores remain substantially below pre-pandemic levels.
- Nursing schools turned away 65,766 qualified applications from nursing programs in 2023 alone due to an **insufficient number of faculty, clinical sites, classroom space, clinical preceptors, and budget constraints**.
- Roughly **42% of new graduates have considered leaving the field of nursing** and **68% of nurses** do not feel hopeful about the next generation of nurses.

+ WORKPLACE & RETENTION

- The US must preserve and retain America's current healthcare workforce to address the nation's healthcare staffing crisis.
- Approximately **35% of physicians indicate they are likely to leave their current roles** in the next 5 years, of which 60% say they are likely to leave clinical practice entirely.
- 23% of nurses said they were very likely to leave their role in 2024, up from 8% in 2023, and **88% of nurses say they believe that staffing shortages have a detrimental impact on care**.
- **85% of healthcare facilities are facing shortages of allied healthcare professionals**.
- **6.5 million+** professionals are estimated to permanently leave the allied health profession within five years.

+ INTERNATIONAL

- The US must recognize the critical role of international clinicians and nurses in the US through targeted legislative and policy solutions.
- Over **76 million Americans live in a Health Professional Shortage Area (HPSA)** for primary care and 122 million live in an HPSA for mental healthcare.
- The federal government projects a **shortage of 187,130 full-time equivalent physicians across all specialties by 2037**.
- The U.S. Bureau of Labor Statistics predicts **nearly 200,000 openings for registered nurses for each of the next 10 years**.
- **International professionals account for more than 18%** of the 15.2 million people in the United States in a healthcare occupation.
- **International professionals make up nearly one-third (31%) of the home care workforce and 21% of nursing assistants in the U.S.** On the whole, foreign-born healthcare workers **remain in long-term care roles longer** than people born in the U.S.