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Critical Factors Driving Professionals Out of Healthcare



The turnover rate in healthcare has risen nearly 5% across all jobs over the last decade.



1 Low Pay



\$13.48
an hour

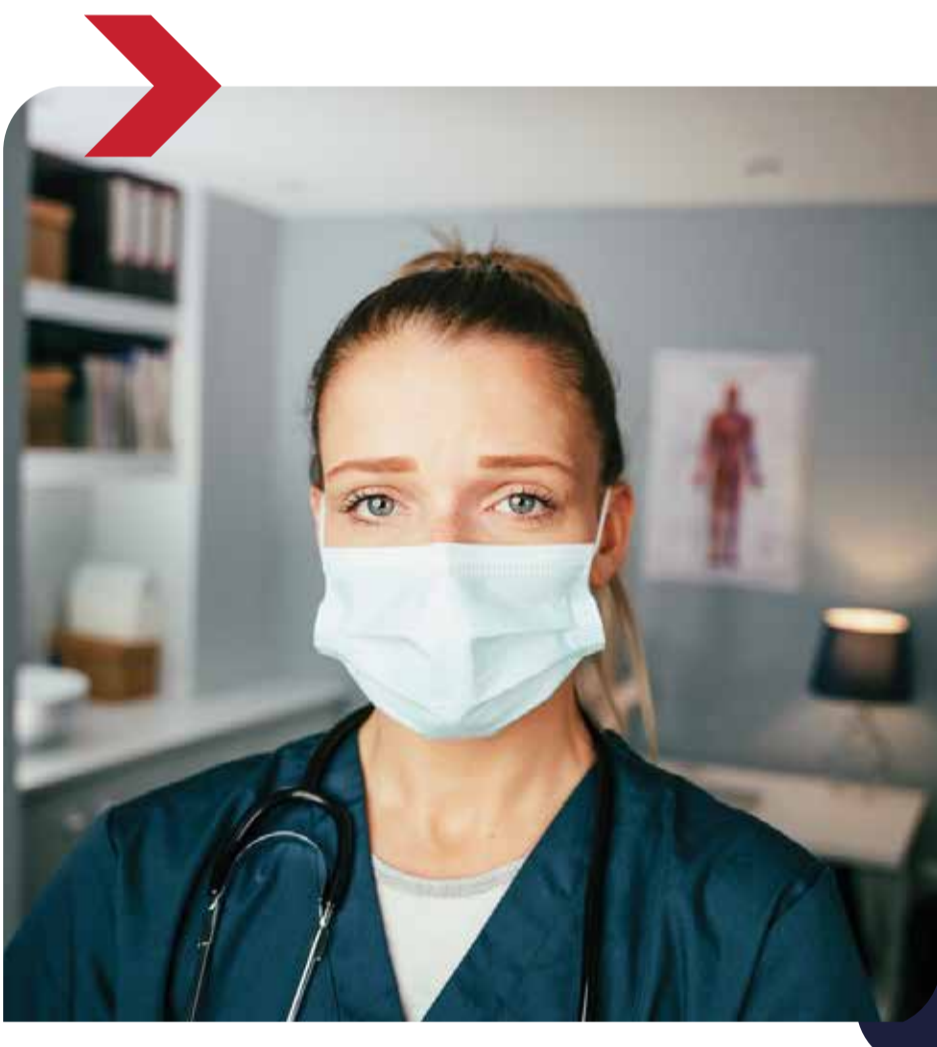
Estimates indicate that nearly 60% of the U.S. healthcare workforce may be classified as Allied Health. Yet median wages in healthcare support, service, and direct care jobs **were just \$13.48** an hour in 2019.² And they haven't improved much in the last 36 months, falling woefully short of a living wage—and dramatically lower than the median pay of doctors (over \$100 per hour).

2 Excessive Burnout

Approximately 80% of healthcare workers say they suffer from some degree of burnout.³ That's because most healthcare teams are understaffed, forcing current employees to work more hours, cover more shifts, and flex beyond their abilities.



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3 Poor Engagement

There's a great number of factors that contribute to poor engagement: unreasonable performance expectations, lack of support, and weak benefits—just to name a few. According to an HR solutions case study, 85% of engaged employees displayed a genuinely caring attitude toward patients, compared to **only 38% of disengaged employees**.⁵

4 Limited Career Development

MRINetwork has found that 72% of candidates are driven by career advancement opportunities—and most health systems fail to provide consistent on-the-job training opportunities.⁴



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5 Nebulous Culture

Culture is the beating heart of any successful healthcare organization. While this may seem relatively obvious in today's employee-focused world, **many health systems struggle to build an atmosphere of appreciation, support, and community**. This ultimately leads to frustration, apathy, and poor job satisfaction.

Discover, Train, and Retain

Only 21.6% of hospitals have retention strategies in place.⁶

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