1st Wave: Early Trends Predict Seismic Shifts

Dana Smetherman, MD, MPH, MBA, FACR
The Alpha Wave

- As we think about our Radiology work force:
  - What was our focus?
  - What else should we have been thinking about?
  - What underlying trends were accelerated by COVID & predicted the labor shortage we are seeing today?
What was our focus?

Safety
What was our focus?

Wellness

RLI Power Hour Webinar Series
What was our focus?

Job & Financial Security
What else should we have been thinking about?

Nearly 20% of healthcare workers have quit their jobs during the pandemic

WHY HEALTH-CARE WORKERS ARE QUITTING IN DROVES

About one in five health-care workers has left their job since the pandemic started. This is their story—and the story of those left behind.

U.S. Labor Force Participation Rate

Data: Bureau of Labor Statistics
What else should we have been thinking about?

How Working Parents Can Create a New Normal for Their Family
by Avni Patel Thompson
October 06, 2020

The Great Resignation or the Great Rethink?
by Ranjay Gulati
March 23, 2022

The Great Resignation Didn’t Start with the Pandemic
by Joseph Fuller and William Kerr
March 23, 2022

North America Teleradiology Market Size, 2015-2026 (USD Billion)
What should we have been thinking about?

The number of retired Baby Boomers rose more from 2019 to 2020 than in prior years

Annual increase in the retired U.S. Baby Boomer population (in millions)

Note: "Retired" refers to those not in the labor force due to retirement. Baby Boomers are those born between 1946 and 1964. Each year’s retired Boomer population is based on the average of the July, August and September estimate.

Source: Pew Research Center analysis of July, August and September Current Population Survey monthly files (IPUMS)

PEW RESEARCH CENTER

Millions of workers retired during the pandemic. The economy needs them to "unretire," experts say.

BY SARAH SPELLMANN
DECEMBER 5, 2021 / 3:30 AM / CBS NEWS
What else should we have been thinking about?

For some Louisiana nurses, COVID was the last straw

BY EMILY WOODRUFF | Staff writer

NURSING SHORTAGE

CONTRIBUTING FACTORS

Senior Citizens
Retiring Workforce
Limited School Capacity

1 Million Retiring in 10-15 years
79,659 Applicants Denied Admit
1 Million by 2022
Lessons Learned

 What underlying trends were accelerated by COVID & predicted the labor shortage we are seeing today?
   Remote work now feasible & “good enough” in many instances
   Workers desire flexibility & autonomy
   Managing work & family demands has become increasingly difficult
   Pre-existing nurse & radiologic technologist shortages