



Nursing's Shortage Goes Way beyond Headcount

Ron Hoppe

Chief Executive Officer of Worldwide Health Staff Solutions Ltd.

Abstract:

Abstract Details: Hospitals and health systems across the U.S. face a new kind of shortage among the nursing workforce; an experience shortage.

The workforce is becoming increasingly novice as experienced nurses retire. At the same time the care complexity is rising and shows no signs of abating. These two countervailing forces create a gap between the experience of the workforce and the complexity of care provided.

This session will present 4 strategies that can be practically implemented to deal with the quality and financial implications that will result from the 'Experience-Complexity' gap. The four strategies can be categorized as Teach, Redistribute, Differentiate and Innovate.

Biography:

Ron leads an international team of Human Resources and Immigration professionals who are dedicated in bringing long-term, sustainable workforce solutions to US and international health care organizations. Over the past 25 years Ron has been involved in starting a number of health care enterprises. Always in response to antici-



pated trends and projected future needs in the health care system. Ron has been invited to speak to health stakeholder groups in Canada, China, Germany, India, Philippines, Saudi Arabia, Thailand and the United Kingdom. Outside of work, Ron serves on several non-profit, missions focused Boards that serve people around the world Ron and his wife Sherry currently reside in Charlotte, North Carolina, where they enjoy entertaining friends and neighbors and looking for the next great BBQ restaurant.

Publication of speakers:

1. Ron Hoppe: The U.S. Nursing Shortage
2. Ron Hoppe: Healthcare Talent Acquisition