

Ensuring Care for All Californians Requires Strengthening the Health Care Workforce

The health care system for all Californians does not have enough nurses, physicians, pharmacists, behavioral health professionals, lab scientists, home health aides, and more.

11 million+

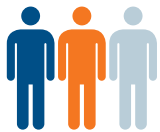
Californians live in an area without enough primary care providers.



The state's nursing shortage gap won't be closed **until 2026**.

500,000

New allied health care professionals — medical assistants, imaging specialists, and other non-nursing staff — are needed in CA by 2024.



People of color will be a majority of Californians by 2030 but are woefully underrepresented in the health workforce.



COVID-19 has pushed many health care workers to leave their profession, and hospitals now struggle with the worst staffing shortages in memory.

1 in 5 physicians and **2 in 5** nurses intend to leave practice within two years.

78% of CA hospitals report an increase in staff turnover from pre-pandemic to Q2 of 2021.

The staff vacancy rate in California hospitals has jumped **98%** since the end of 2019, just before the COVID-19 pandemic.



Closing the health care workforce gap requires:

- Retaining the current health care workforce
- Eliminating barriers to entry for in-state and out-of-state health care workers
- Building a pipeline for a more robust and diverse future workforce