

# Excellence in People



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# State of the Workforce - Nation

- 3.5% Unemployment Rate
- 62.1% Labor Force Participation Rate
- 60.0% Employment-Population Ratio

# Factors Impacting

## Size and Composition of the Workforce

- 1 Million deaths from pandemic
  - ¾M over 65
- Biggest decline in labor force among those > 55
  - Deaths
  - Early retirements
  - Concerns about health

## Size of the workforce is shrinking

- Oldest baby boomers are 75 years old
- Fewer workers in lower age brackets
- Women leaving workforce due to childcare issues
- Reduced flow of net international migration to US since 2016

## Automation

# State of the Workforce - Wisconsin

- 2.8% Unemployment Rate (record low)
- 66.5% Labor Force Participation Rate
- 64% Employment-Population Ratio  
(2021)

# Factors Impacting

- Growth rate in population is declining
- Population of our youth is not enough to replace retiring baby boomers
- By 2030 nearly 1 in every 4 people in Wisconsin will be retirement age
- Automation

# State of the Workforce - SPH

- Overall
  - Avg 640 employees
  - 520 are FTE employees
  - 120 are per diem
- Add an avg 60 vacancies
  - 48 FTE positions
  - 12 per diem positions

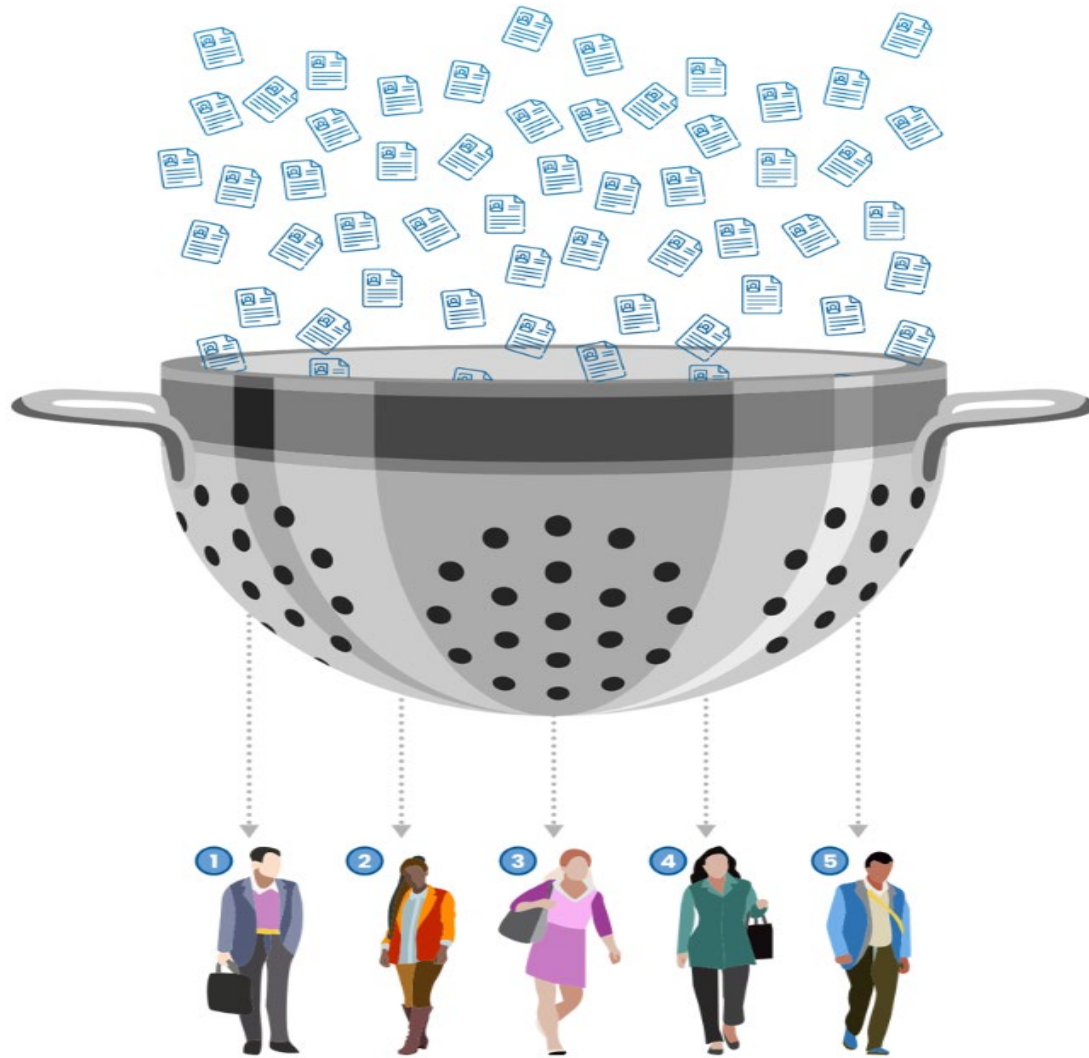
# Turnover

## 2021 Total

- 19% overall
- 120 people

## 2022 Total

- 13.3% overall
- 85 people





# What to Do?

- Pay More
- Hire more
- Hire faster
- Improve retention
- Eliminate services
- Innovate
- Retain marginal employees

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# Improve Retention

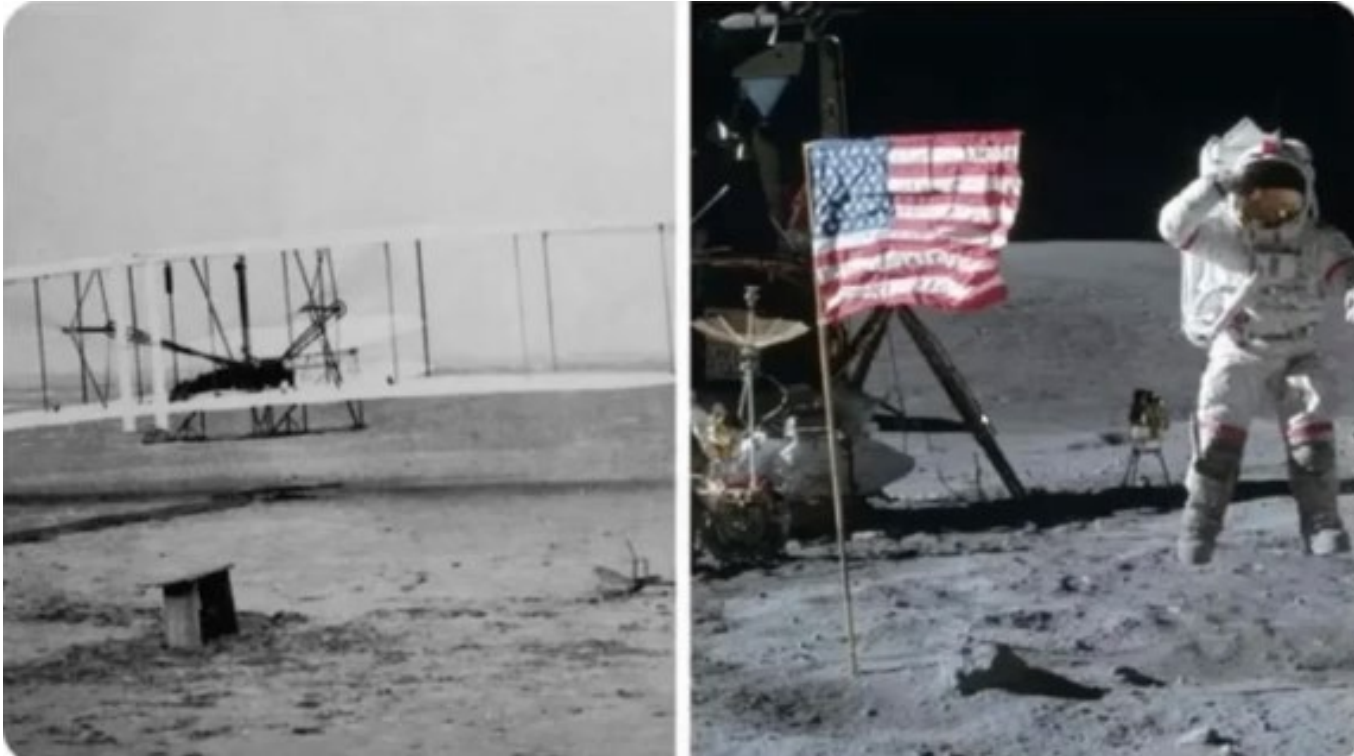
## Understand Why People Leave

- Retirement
- Pay
- Relocation
- Misconduct
- Leaving industry
- Burnout

# Strategies

- Workforce Planning
- Targeted Compensation
- Targeted Hiring & Selective Separating
- Implement Purpose Campaigns
- Be Visible
- Don't Forget the Little Things

# Innovate



# Thank You!