



RLI Power Hour

Presentation Date

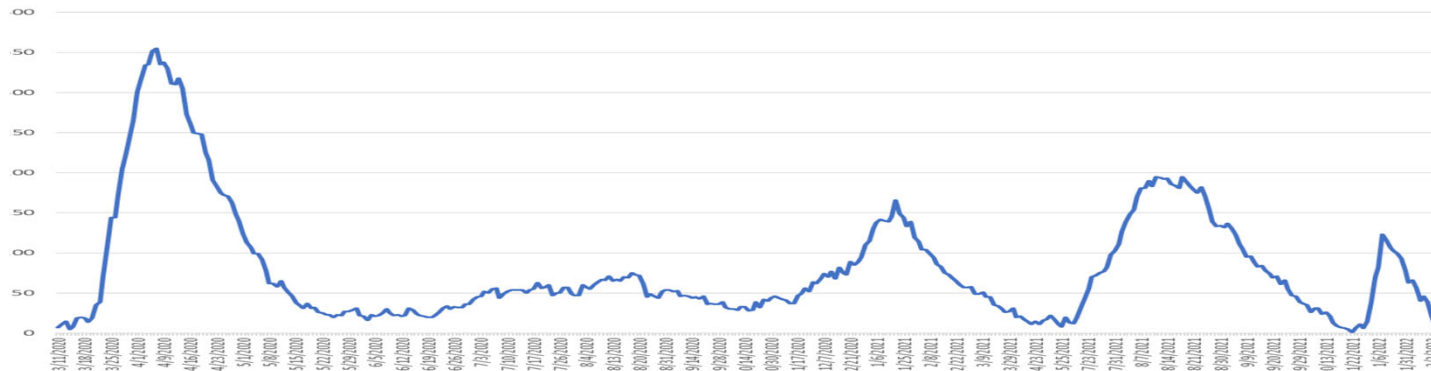


1st Wave: Early Trends Predict Seismic Shifts

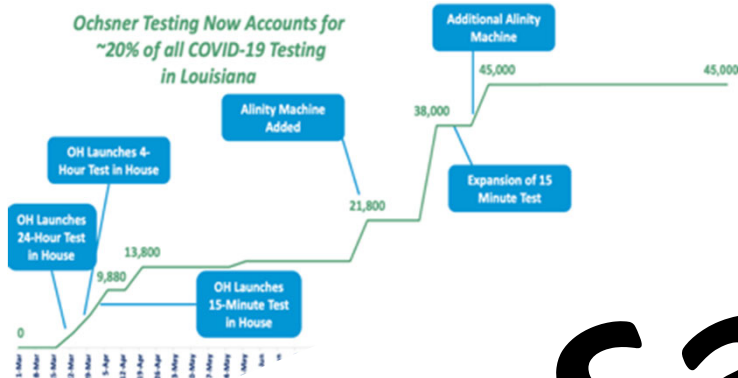
Dana Smetherman, MD, MPH, MBA, FACR

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








NEWS
New Orleans workshops help build PPE for healthcare workers



What was our focus?



Being Well Together

 <p>Psychologist COVID unit rounding on staff. Targeted interventions when needed Team and unit debriefing</p>	 <p>Dedicated quiet space for staff to take a moment during/after shift and decompress Staff led stretching, seated yoga and mindfulness exercises</p>	 <p>Staffed support lines by behavioral health professionals (English and Spanish) for crisis intervention</p>	 <p>A peer support network designed to provide emotional first-aid to healthcare workers who have tested positive for COVID-19</p>	 <p>Leader resources for helping staff cope with stress of COVID response</p>
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What was our focus?



What else should we have been thinking about?

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



HEALTH

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, 2021



Illustration by Cecilia Castelli

The Great Resignation or the Great Rethink?

by Ranjay Gulati

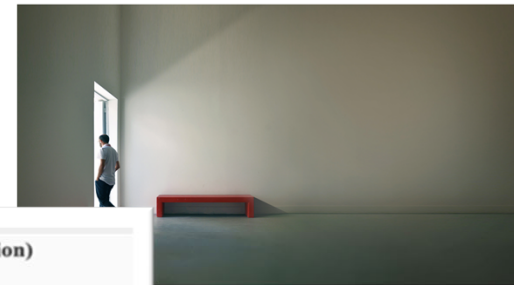
March 22, 2022



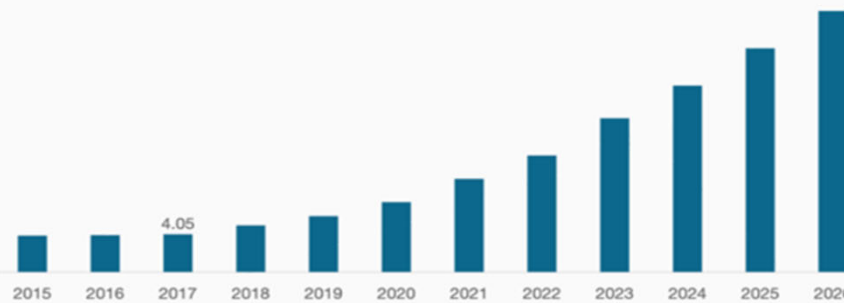
The Great Resignation Didn't Start with the Pandemic

by Joseph Fuller and William Kerr

March 23, 2022



North America Teleradiology Market Size, 2015-2026 (USD Billion)

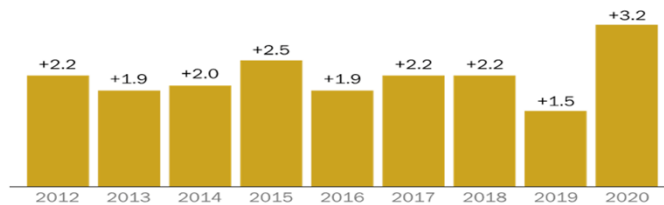


www.fortunebusinessinsights.com

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

BY SARAH EWALL-WICE
DECEMBER 8, 2021 / 7:38 AM / CBS NEWS

The stock market keeps climbing despite real-world turmoil

S&P 500 Index

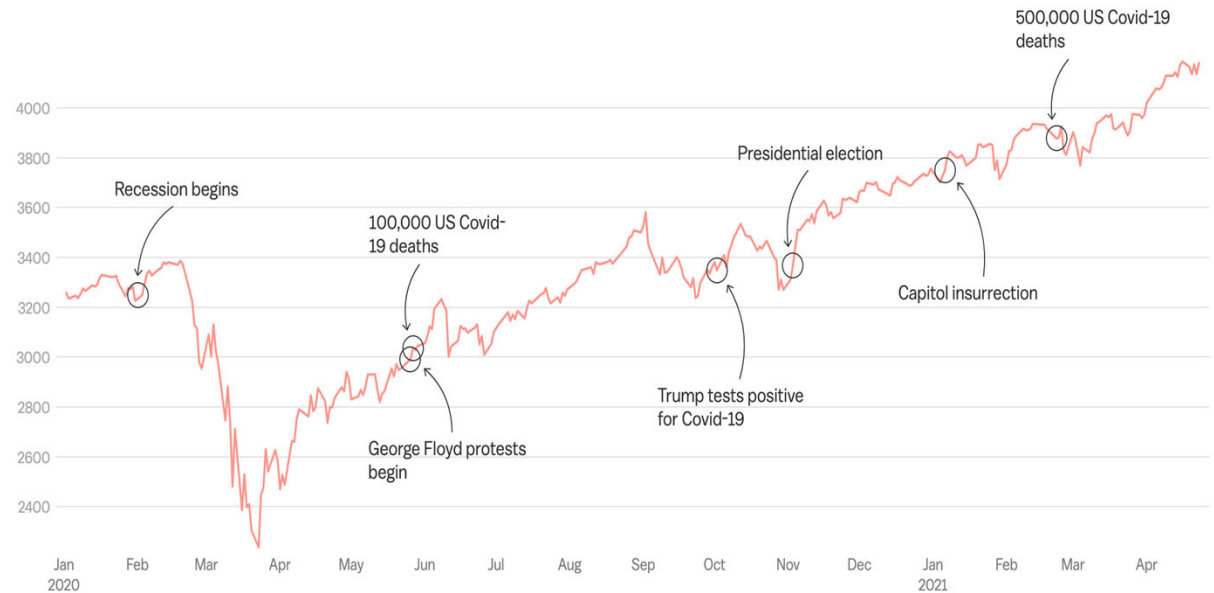
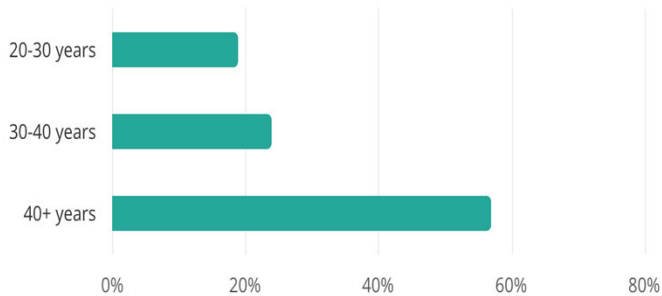


Chart: Rani Molla • Source: Sentieo

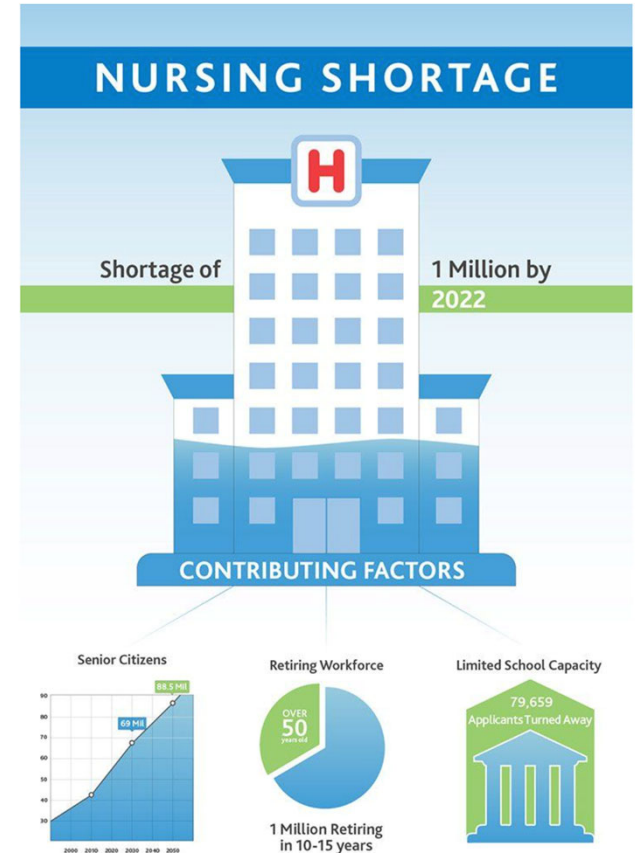
Vox

What else should we have been thinking about?



For some Louisiana nurses, COVID was the last straw

BY EMILY WOODRUFF | Staff writer



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

