ways to relieve frontline healthcare worker pain points

Since the pandemic, frontline healthcare workers have a greater focus on well-being, want to work for an organization that values diversity, equity, inclusion, and sustainability, and are demanding flexible work and more autonomy.

With **47% of US healthcare workers** planning to leave their positions by 2025, healthcare providers need to redefine what best means for their workers by offering new ways to keep them engaged and inspired to stay.



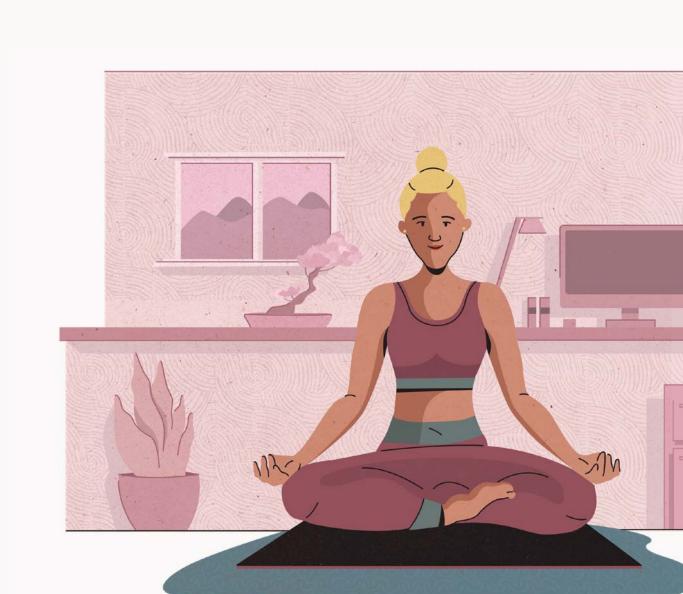


Help workers maintain work-life balance by offering flexibility, control, and support

44%

of frontline workers have left their jobs due to a lack of flexible work options.³

Give employees more control over their time and finances through **flexible scheduling** and payment options and **personalized guidance** to help them complete tasks.



2

Prioritize your workers' health and safety

US heathcare workers experienced a

249% increase

in injury and illness rates in 2020 while serving patients.⁵

Enable workers to complete **pre-shift health screenings on their mobile devices**, then guide
them through any next steps, such as reporting a
leave of absence if they don't pass the screening.
Safeguards such as this can help keep workers safe
and feeling cared for by their employer, which, in turn,
can help increase morale, loyalty, and productivity.



Show workers you value them by providing opportunities for career growth and development

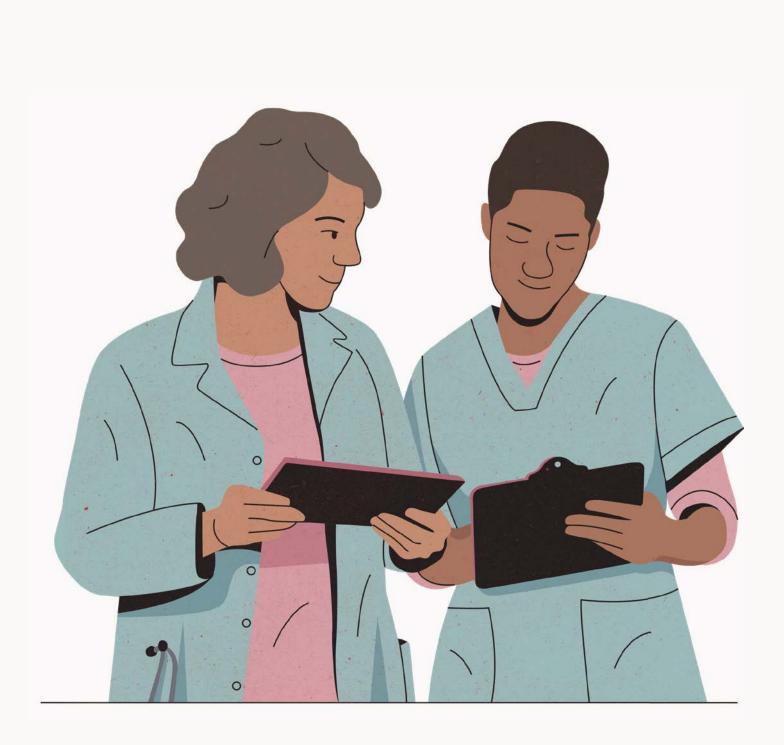
94%

of employees say they would stay at a company longer if it invested in helping them learn.⁶

53%

of healthcare workers say they're very interested or highly interested in upskilling.⁷

Help workers grow in their current role with comprehensive, **personalized learning experiences**, and improve internal mobility by **reskilling** workers to fill critically needed roles.





ongoing, two-way communication

Increase engagement through

85% of engaged employees

caring attitudes toward patients.⁸
Keep workers informed with clear and consistent

are more likely to have genuinely

share their thoughts and feelings from any device.

Provide workers with a sense of

communications while also giving them a place to



purpose, community, and connection

of employees said that their sense of purpose is defined by their work.9

Yet only...

15%

of frontline managers and frontline employees feel they're living their purpose in their day-to-day work.¹⁰

Encourage employees to **connect** with their coworkers by identifying common interests, and provide a channel for employees to share

continuous feedback with their managers so they can respond in the moment by taking recommended follow-up actions.



Redefine best for your frontline healthcare workers by letting them know they're supported, valued, safe, and in control.

Learn how Oracle Fusion Cloud HCM can help.

¹⁰ See note 9.

Visit our site

1 "Clinician of the Future Report 2022," Elsevier, March 15, 2022 (PDF).
 2 "Global strategy on human resources for health: Workforce 2030," World Health Organization, 2016 (PDF).
 3 Michael Brenzel, "Empowering Frontline Workers With People-First Technology," Forbes, May 24, 2022.
 4 "PwC's Global Workforce Hopes and Fears Survey 2022," PwC, May 24, 2022.

4 "PwC's Global Workforce Hopes and Fears Survey 2022," PwC, May 24, 2022.
 5 "Employer-Reported Workplace Injuries and Illnesses, 2020," U.S. Bureau of Labor Statistics, November 3, 2021.
 6 "2022 Workplace Learning Report: The Transformation of L&D," LinkedIn, 2022.
 7 "The American Upskilling Study: Empowering Workers for the Jobs of Tomorrow," Gallup, 2021.
 8 Matt Tenney, "How Healthcare Can Improve Employee Engagement," Business Leadership Today.

⁹ Naina Dhingra, Andrew Samo, Bill Schaninger, and Matt Schrimper, "Help your employees find purpose—or watch them leave," McKinsey, April 5, 2021.