

Healthcare workforce optimization

Closing the gap between workforce labor supply and demand



**Projected shortage of
over 100,000 healthcare
workers in the U.S. by 2028**

[Future of the U.S. Healthcare Industry: Labor Market Projections by 2028](#), Mercer

Be prepared with AI-powered workforce planning

Tune out the noise


Our AI-driven approach, supported by proprietary models, cuts through the complexity and offers tailored results and recommendations to optimize staffing, planning, and operations specific to each healthcare clients' needs.

Simulate staffing solutions

Using AI, we forecast workforce transformation with practical, healthcare-specific solutions to simulate policy impacts, estimate ROI, and deliver optimized, data-driven insights and predictive staffing solution models.

Evolve with every insight

AI algorithms learn continuously from healthcare data and feedback to refine models on real-world outcomes, identify workflow patterns, and enable accurate predictions to enhance staffing efficiency and operational effectiveness.



With a looming shortage of healthcare workers who are plagued by stress and burnout, organizations must adopt AI-powered workforce optimization now to ensure they remain resilient and capable of meeting the changing demands of the industry.

Brian Stucky, PhD, Senior Principal, Workforce Strategy & Analytics, Mercer



Using advanced analytics to solve healthcare staffing challenges



Understand turnover

- Understand the market forces behind workforce dynamics
- Optimize your workforce and chart the path towards long-term goals
- Customize EVPs to target what matters for each critical staff member



Create capacity

- Balance external labor market factors with internal needs
- Explore targeted solutions for pain points and model cost-effectiveness
- Overcome workforce innovation barriers



Redesign work

- Simulate solutions for more efficient job roles and skill levels
- Create fit-for-purpose EVPs
- Bend the supply/demand curve by working differently

Ready to optimize your healthcare workforce?

Build workforce resiliency and agility, while streamlining staffing processes and creating efficiencies.

[Contact us](#) today to find out how.

A business of Marsh McLennan



Get the interactive map, uncover healthcare worker shortages by occupation and local markets, and benchmark your organization.



[Access the Report](#)

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