

BRIEF

Leading change: Academic health centers innovate to address workforce challenges and create sustainability

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<https://www.chartis.com/insights/leading-change-academic-health-centers-innovate-address-workforce-challenges-and-create>

Leaders from numerous academic health centers (AHCs) discussed the workforce landscape, current shortfalls, and how to prepare for a sustainable future at the most recent annual Blue Ridge Academic Health Group meeting.

This latest Blue Ridge report highlights several opportunities to ensure the viability and sustainability of the nation's healthcare delivery system by addressing workforce-related challenges. The following approaches have moved the needle in the right direction:

- Expanding education and training programs to build the workforce pipeline.
- Improving engagement and retention through compensation adjustments and incentives, and by fostering a supportive culture.
- Implementing new clinical care delivery models to improve efficiency, reduce burnout, and elevate patient outcomes.
- Investing in artificial intelligence (AI) and other machine learning tools to support clinical and administrative operations.

As centers of innovation in research, education, and clinical care, AHCs play a leading role in exploring and developing new solutions to address the current workforce challenges and shortages.

"Now is the time to invest in meaningful changes that can build a sustainable healthcare workforce for the future. Even if AHCs and other health systems can climb out financially from the effects of the workforce shortage in the near-term, longer-term solutions are needed to protect and ensure the viability of the nation's healthcare system."

Chartis is pleased to have had the opportunity to assist with planning and facilitation of the Blue Ridge Group's annual meetings for more than 10 years. [Past reports](#) are available on the Blue Ridge Academic Health Group's website.

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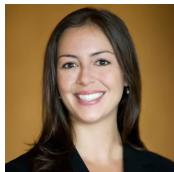
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