

# The Novia Difference

## Healthcare Staffing Challenges: Bridging the Gap

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### Shortages:

- Healthcare **CEO turnover hit 20% last year**, the highest percentage since ACHE started tracking the data over 30 years ago.
  - Healthcare **leaders are retiring at an alarming rate** as baby boomers move out of the work force.
  - Association of Medical Colleges projects a **shortage of 45,000 Primary Care Physicians** by 2020.
  - Additional nurse and doctor shortages are developing because current professionals are retiring and **new ones aren't being trained fast enough**.
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### Increased Patient Population:

- **More patients are entering the system** as a result of the Affordable Care Act.
- There are roughly 75 million Americans that make up the baby boom generation. About **3 million baby boomers will hit retirement age every year for the next 20 years**. These boomers will leave a large void in clinical care and healthcare management.
- By 2029 when the last round of boomers reaches retirement age the number of Americans 65 or older will climb to **71 million up from 41 million** in 2011, a 73% increase according to the Census Bureau.



**NOVIA**  
SOLUTIONS

Whether it is the CEO, Director of Perioperative Services or the ER Manager... Do you have a succession plan? What would you do in the interim while searching for the perfect permanent replacement?

Change is imminent. When it occurs and a gap is created within your management team, please remember Novia Solutions as your temporary service that will make a permanent difference.

One call today can bring your Management Solution tomorrow.  
It's that simple!

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