



THE FLORIDA HOSPITAL ASSOCIATION

Opportunities for Continued Growth

Workforce Report



Bridging the Gap: Florida's Health Care Workforce

As the Sunshine State's population grows and retirees relocate, the demand for healthcare services will continue to skyrocket. Currently, Florida has over 4.5 million residents over the age of 65, which surges during the winter months. By 2036, the number of Floridians over the age of 65 is projected to reach 6.7 million, representing 26% of Florida's population. Nationally and here in Florida, as our baby boomer population ages, the demands on healthcare systems will intensify. Studies indicate that by 2036, the prevalence of diagnosed diabetes will increase by 22%, heart disease by 23%, and cancer rates by 20%. To meet this demand for healthcare services, Florida must have a robust healthcare workforce. However, many of today's healthcare professionals are themselves nearing retirement, as they belong to the baby boomer generation. Hospitals are responding by investing in workforce pipelines, improving recruitment and retention, and leveraging new initiatives and supportive policies. Together, these efforts demonstrate Florida's commitment to building a stable and resilient health care workforce for the future.

THE FLORIDA HOSPITAL ASSOCIATION 2025 ANNUAL WORKFORCE REPORT

To better understand how Florida's health care workforce is evolving, FHA conducted its **2025 Annual Vacancy and Turnover Survey** of member hospitals, capturing vacancy, turnover, and tenure for key nursing and allied health roles. Hospitals reported the number of open positions during the week of April 19–25, 2025, as well as all separations over the prior year—excluding contract labor—along with current full-time and part-time staffing levels, allowing FHA to calculate vacancy and turnover rates at both the hospital and statewide level. Consistent with the survey's five-year average, these data provide indicators of workforce health across nearly half of Florida's hospital beds.

The results tell a clear story: since 2022, hospitals have made real progress in reducing vacancy and turnover among registered nurses (RNs), nursing support roles which include Certified Nursing Assistants (CNAs), patient care technicians, nursing assistants, nurse helpers, and Licensed Practical Nurses (LPNs); and allied health professionals, such as medical technologists and surgical technologists. However, thousands of positions remain unfilled.

The data that follows will highlight where Florida is outperforming national benchmarks, where pain points persist, and how hospitals' recruitment, retention, and pipeline strategies are reshaping the nursing and allied health workforce that underpins patient care statewide.

THE PATH FORWARD

Looking ahead, this report will help to inform FHA and member hospitals as they direct resources to where they matter most: early-career retention, hard-to-fill specialties, and sustainable education and training pipelines. The path forward is to build on recent gains, strengthen partnerships with schools and community stakeholders, and align policy and payment with the realities of the bedside so Florida can recruit, retain, and grow the workforce needed to meet rising patient demand.



WORKFORCE DEVELOPMENT

In the workforce development section of [FHA.org](https://www.fha.org), you can find the survey results on [NURSING VACANCY AND TURNOVER](#) and [ALLIED HEALTH VACANCY AND TURNOVER](#).

SOURCE: Vacancy and Turnover Survey, Florida Hospital Association; Bureau of Economics and Business Research, & AAMC The Complexities of Physician Supply and Demand: Projections From 2021 to 2036

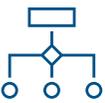
2025 FHA Workforce Report: Key Highlights



Robust, statewide snapshot: The 2025 Workforce Survey captured 12 months of vacancy, turnover, and tenure data for nursing and allied health roles (May 1, 2024-April 30, 2025), representing **48%** of all hospital beds (132 hospitals).



Nursing vacancy and turnover are moving in the right direction: Since 2022, RN vacancy rates have fallen **52%**, and turnover rates have decreased by nearly **47%**, reflecting the impact of targeted recruitment and retention strategies.



Pain points remain in key roles: Bedside and specialty nurses, charge nurses and other high-demand positions still have elevated vacancy and turnover, and can take significantly longer to fill, signaling persistent pipeline and retention challenges.



Allied health shows similar gains with critical gaps: Vacancy and turnover for allied health professionals have declined sharply, with vacancies dropping **21%** and turnover rates decreasing by **46%** between 2022 and 2025, yet certain roles remain difficult to staff.

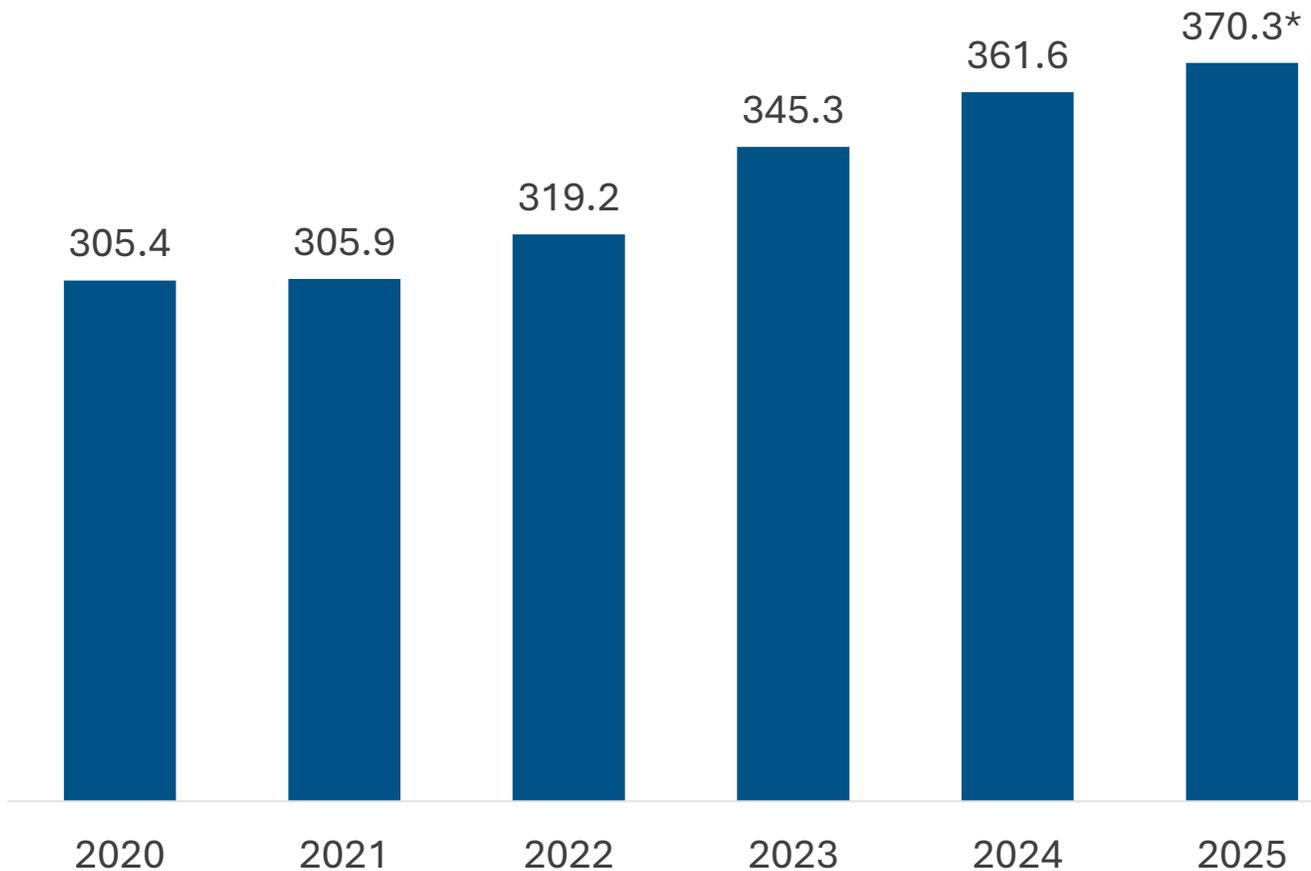


Early-career churn is a recurring theme: Of the **13,657** reported RN turnovers, **67%** left their positions in 24 months or less, and of the **5,855** reported nursing support staff turnovers, **79%** left their positions within 24 months. This highlights the importance of onboarding, career development, and retention support in the first few years of practice.

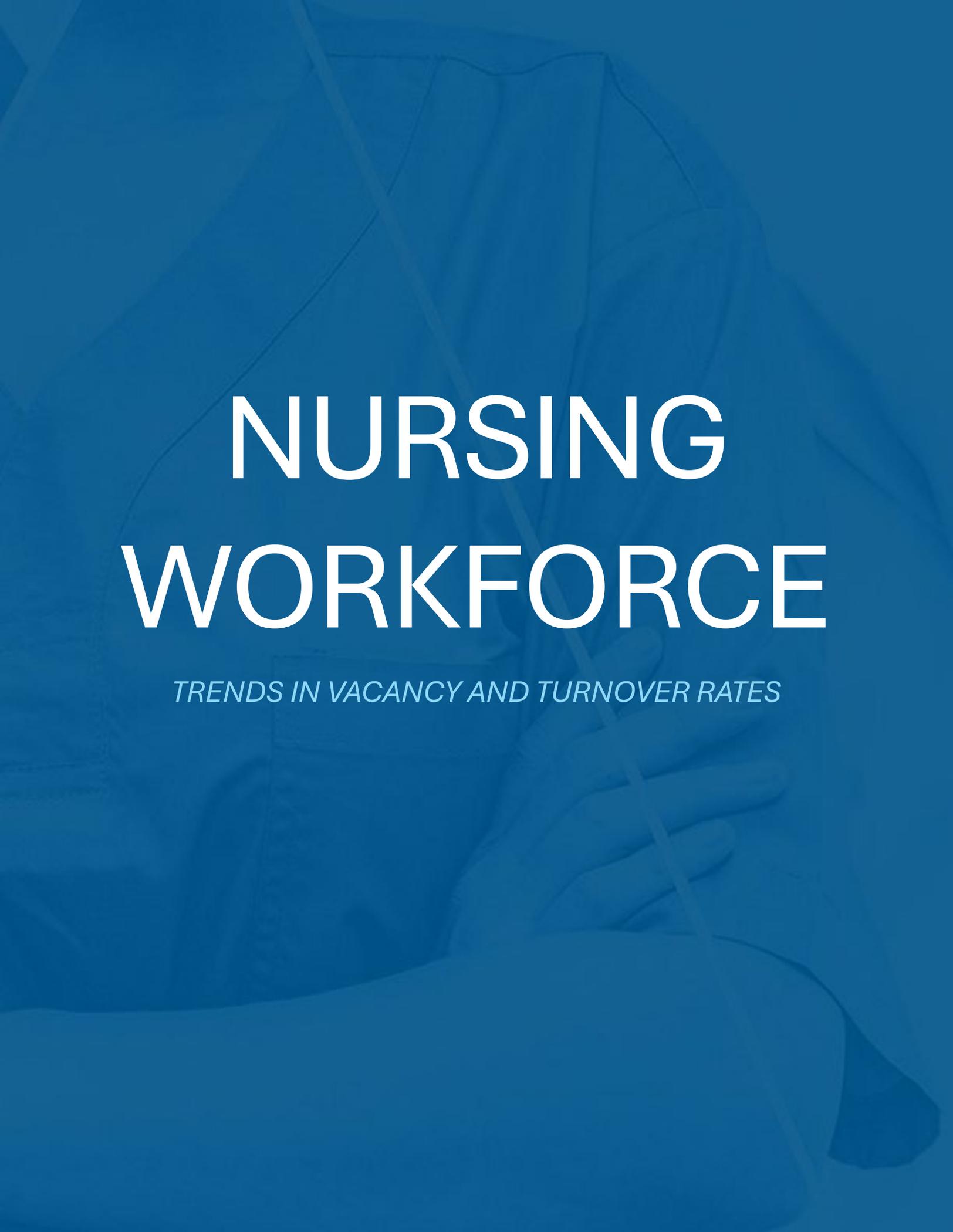
Florida's Hospital Workforce

Since 2020, Florida hospitals have added **64,900 jobs** and are among the largest employers in their service areas. They drive local economies by supporting ancillary jobs and generating local spending. This growth has occurred within a highly challenging financial landscape – both for the health care community and other sectors. **Hospitals have added jobs in key patient care positions even while other segments of the economy have been forced to scale back on core staff.**

Number of Florida Hospital Jobs
(in thousands)



SOURCE: Bureau of Labor Statistics, Annual Average Employment, 2025. Not seasonally adjusted. * Data for 2025 is preliminary

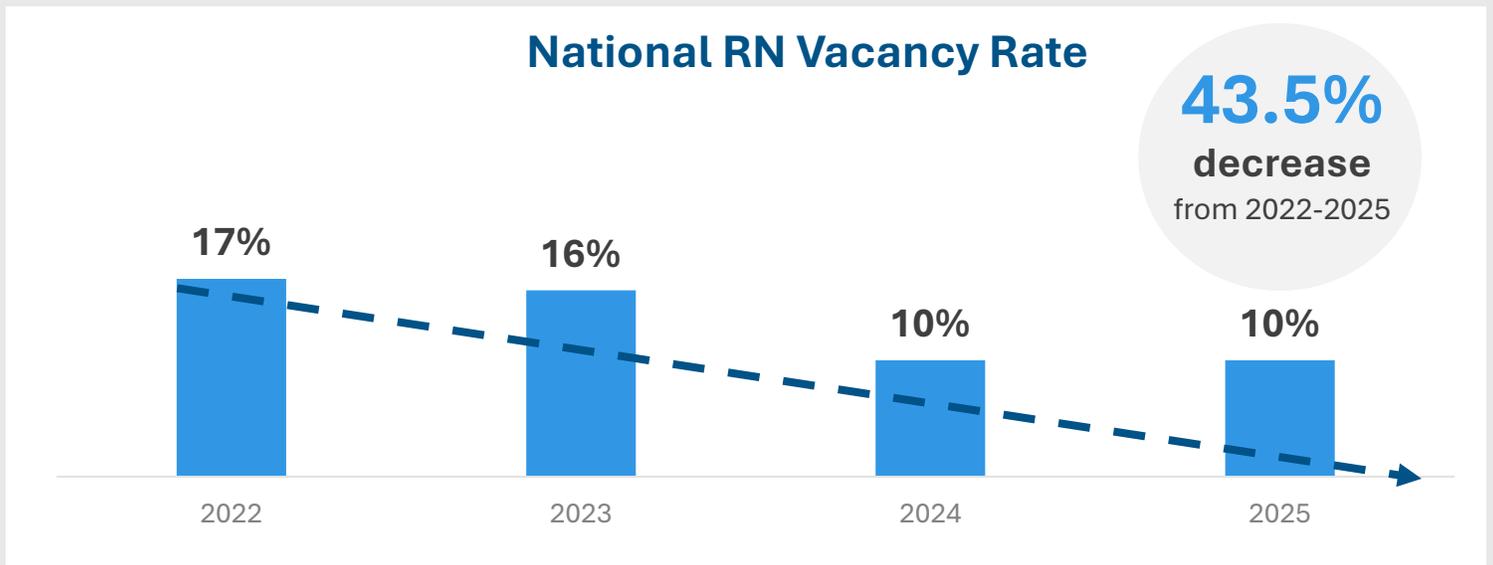
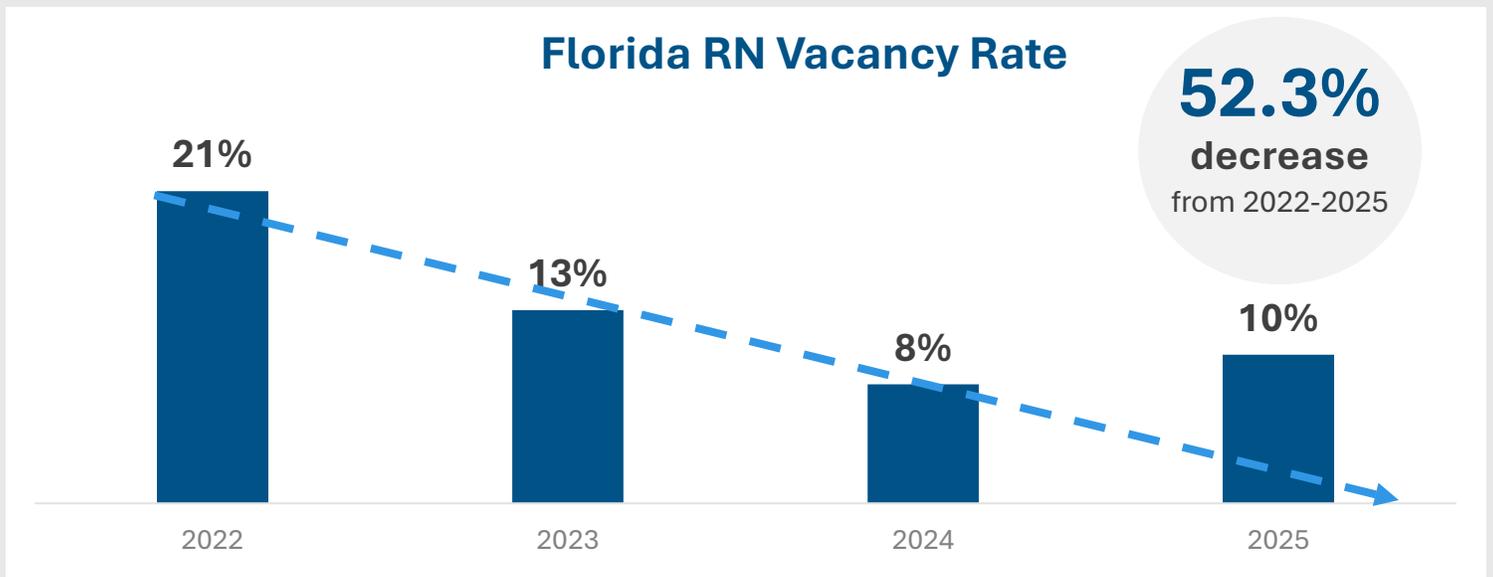


NURSING WORKFORCE

TRENDS IN VACANCY AND TURNOVER RATES

Nursing Vacancy Rates 2022-2025

Hospitals' hiring efforts have focused on a central component of the caregiving team: the RN workforce. Florida hospitals alone employ 205,295 licensee nurses, accounting for nearly half of the state's total. **Florida hospitals have steadily reduced RN workforce vacancy rates, decreasing by 52.3% since 2022. Notably, from 2022 to 2023 alone, Florida reduced vacancy rates by 38%. Florida's more pronounced decline in vacancy rates between 2022 and 2025 has closed the gap with the national average, now at 10%, underscoring the state's proactive commitment to overcoming workforce challenges. The ongoing improvements highlight the success of targeted recruitment and retention strategies.**

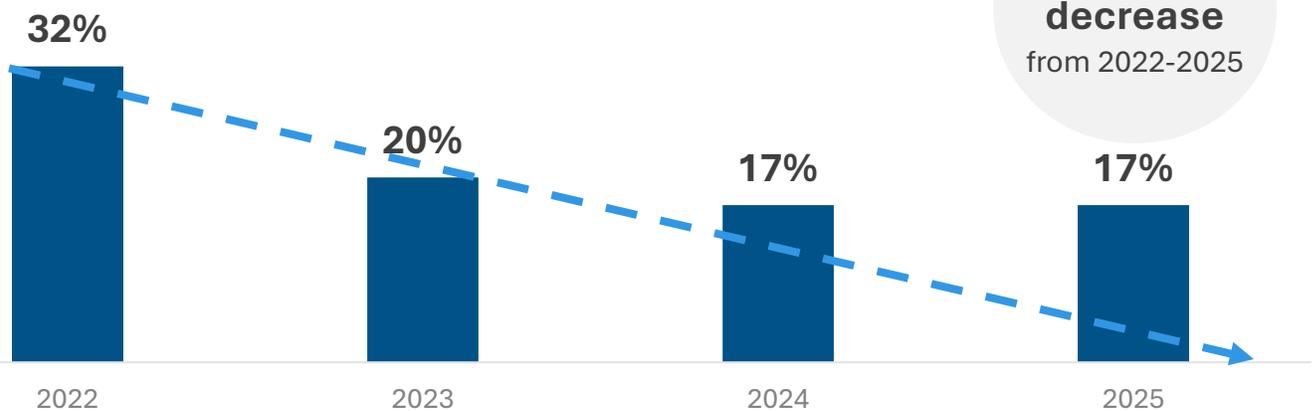


SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025; National Health Care Retention & RN Staffin Report, NSI, 2025

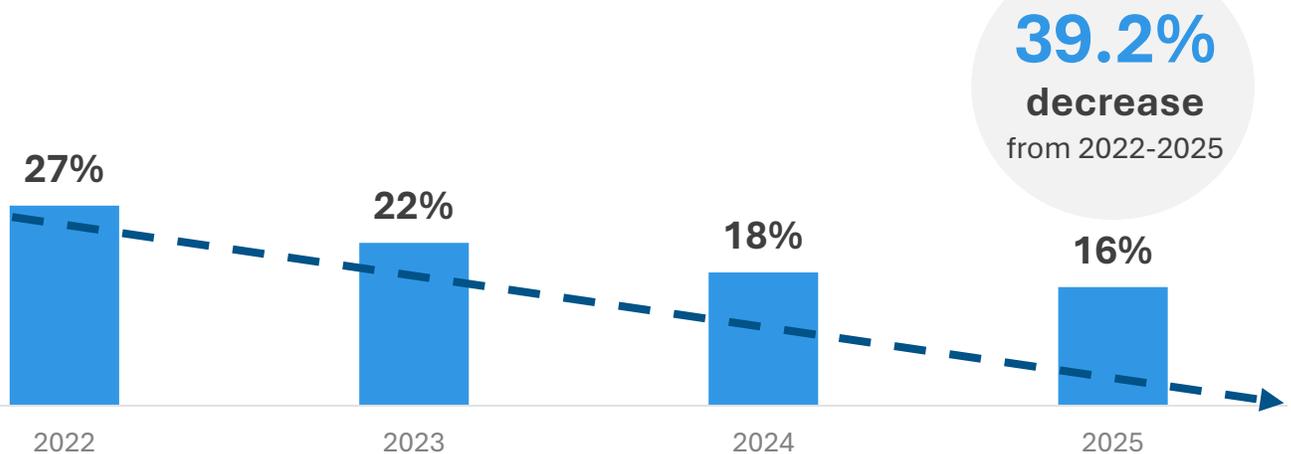
Nursing Turnover Rates 2022-2025

The COVID-19 pandemic contributed to a sharp spike in turnover rates. **Florida hospitals regained stability in the following years, achieving an impressive 46.8% overall decrease between 2022 and 2025. A sharp decline in turnover rates has brought Florida close to the national average (17% vs. 16%),** a testament to the innovative retention strategies such as tuition assistance, residency programs, and “Earn While You Learn” opportunities implemented by Florida hospitals. This remarkable progress highlights a meaningful shift toward a more sustainable nursing workforce.

Florida RN Turnover Rate



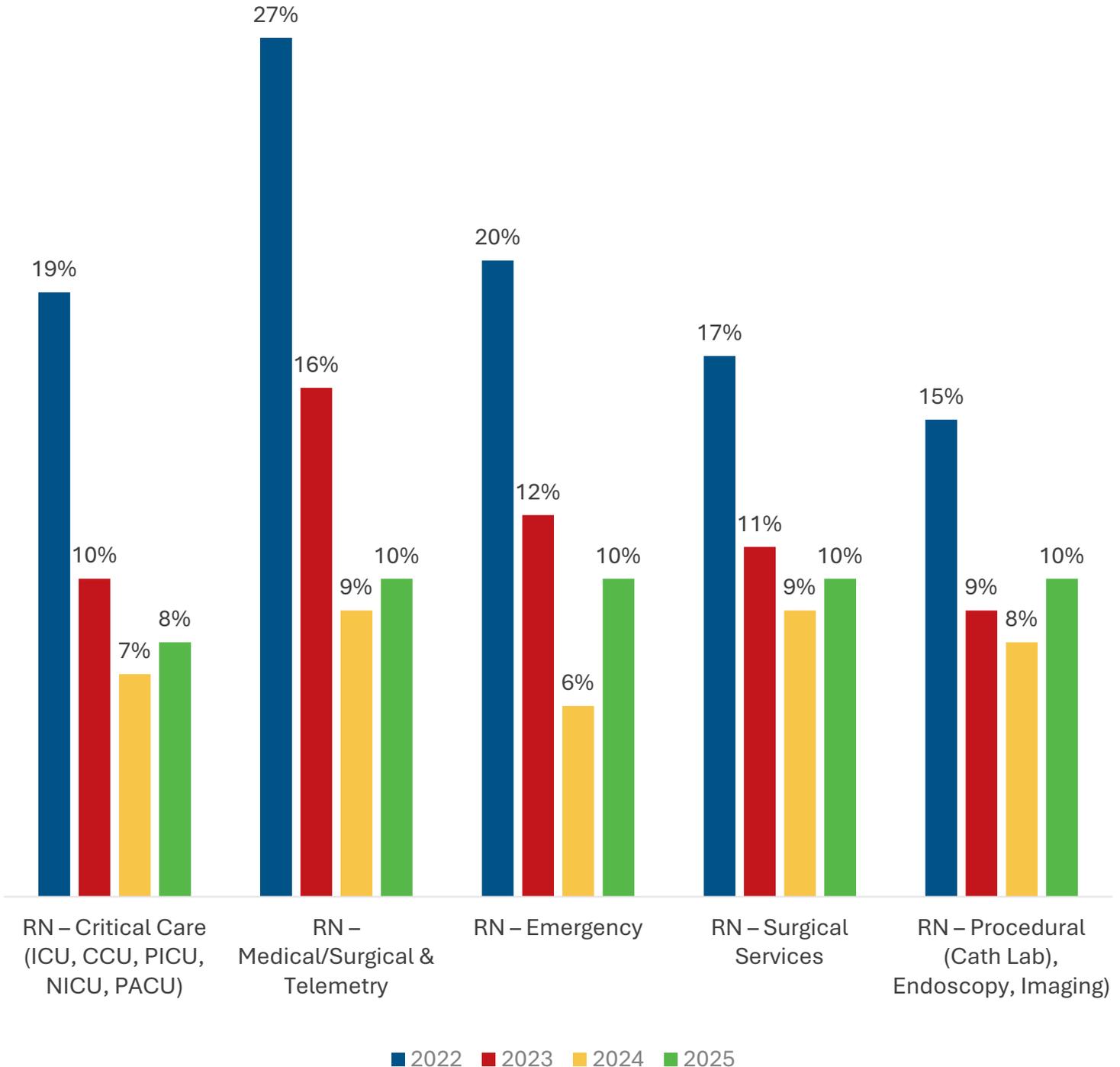
National RN Turnover Rate



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025; National Health Care Retention & RN Staffin Report, NSI, 2025

Nursing Position Vacancy Rates

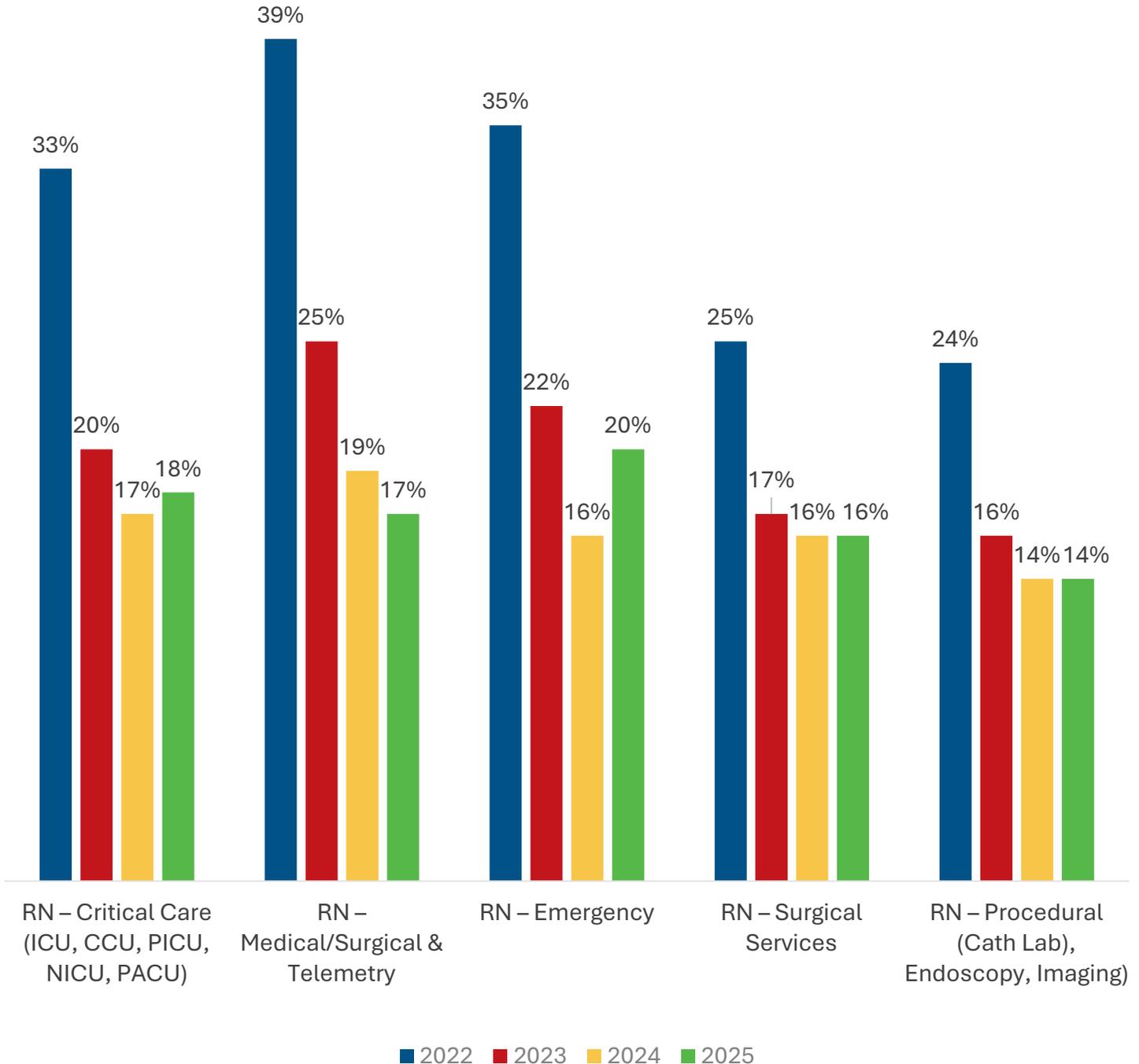
Across nursing professions, hospitals have achieved a substantial reduction in nursing vacancies by 52.3%. Over three years, Medical/Surgical and Telemetry RNs experienced the largest improvement, with a 63% decrease in vacancies, demonstrating the success of targeted workforce initiatives.



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Nursing Position Turnover Rates

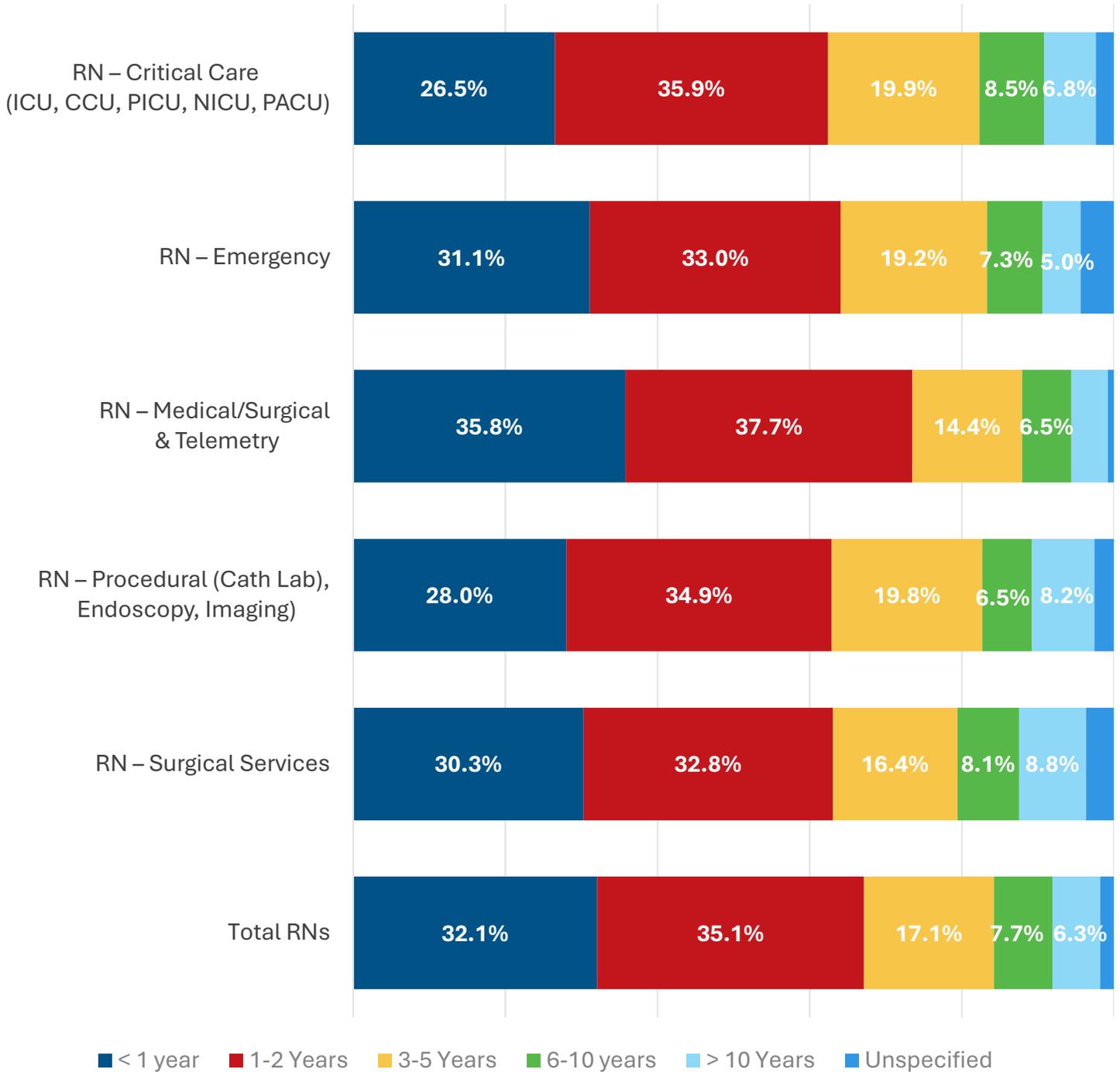
RN turnover rates have shown improvement, with a **46.8% decrease across all surveyed RN professions**. However, certain specialties continue to struggle with retention. Notably, **emergency RNs experienced a 25% increase in turnover rates over the past year**, highlighting the ongoing need for targeted retention strategies to address workplace stressors and support staff in these high-pressure environments.



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Nursing Employment Duration Before Departure

Of the 13,657 reported nursing turnovers, 9,175 nurses (67%) left their positions within just 24 months, underscoring the challenge of early-tenure turnover. Nurses may transition due to promotions, unit transfers, or opportunities at other organizations.

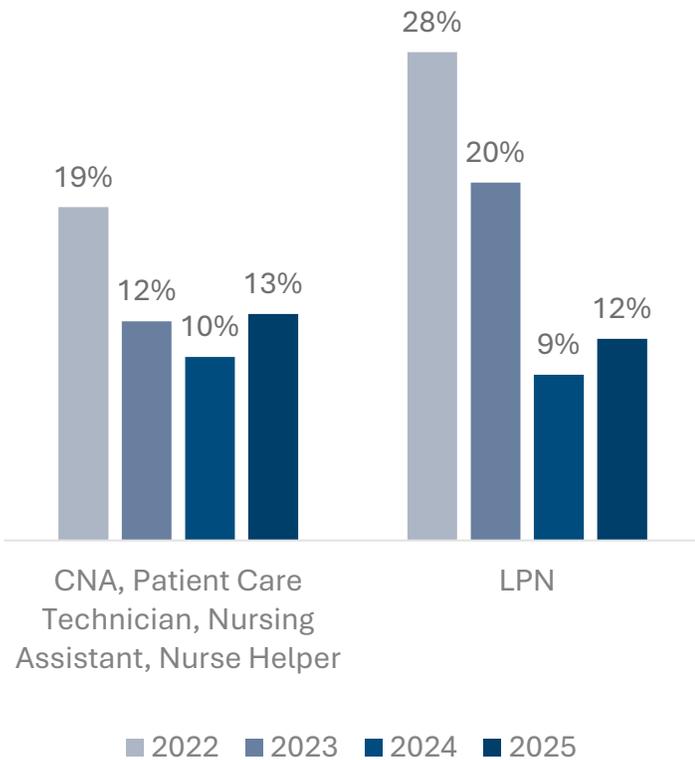


SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

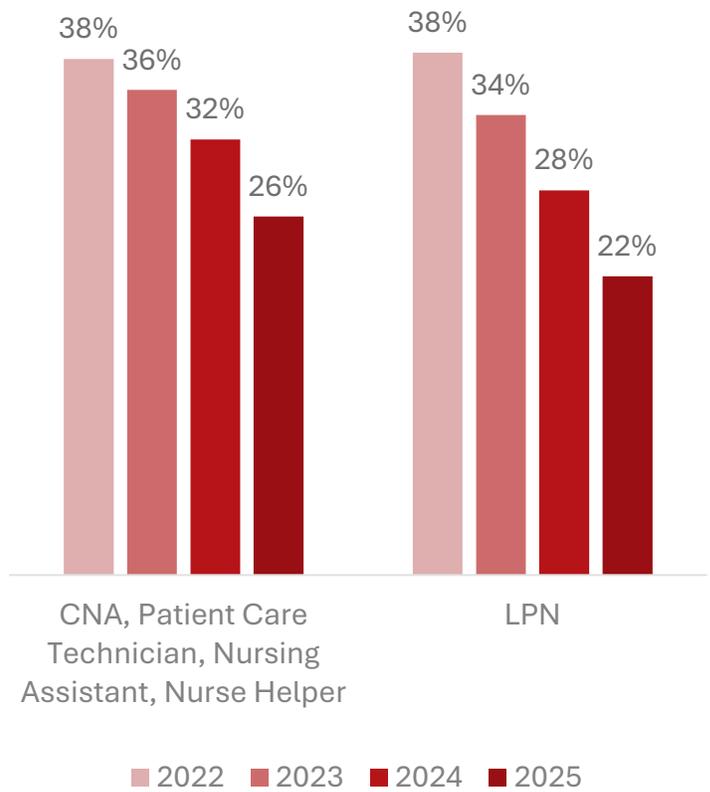
Nursing Support Staff Vacancy and Turnover

Overall, vacancy rates for nursing support staff have improved since 2022 with CNAs and related support roles decreasing by 32%, and LPN rates decreasing by 57%. Both CNAs and LPNs experienced declines in vacancies through 2024, followed by a slight uptick in 2025. In contrast, turnover rates have steadily declined across both roles, with the CNA turnover rate decreasing by 32% and the LPN rate by 42%.

Vacancy Rate



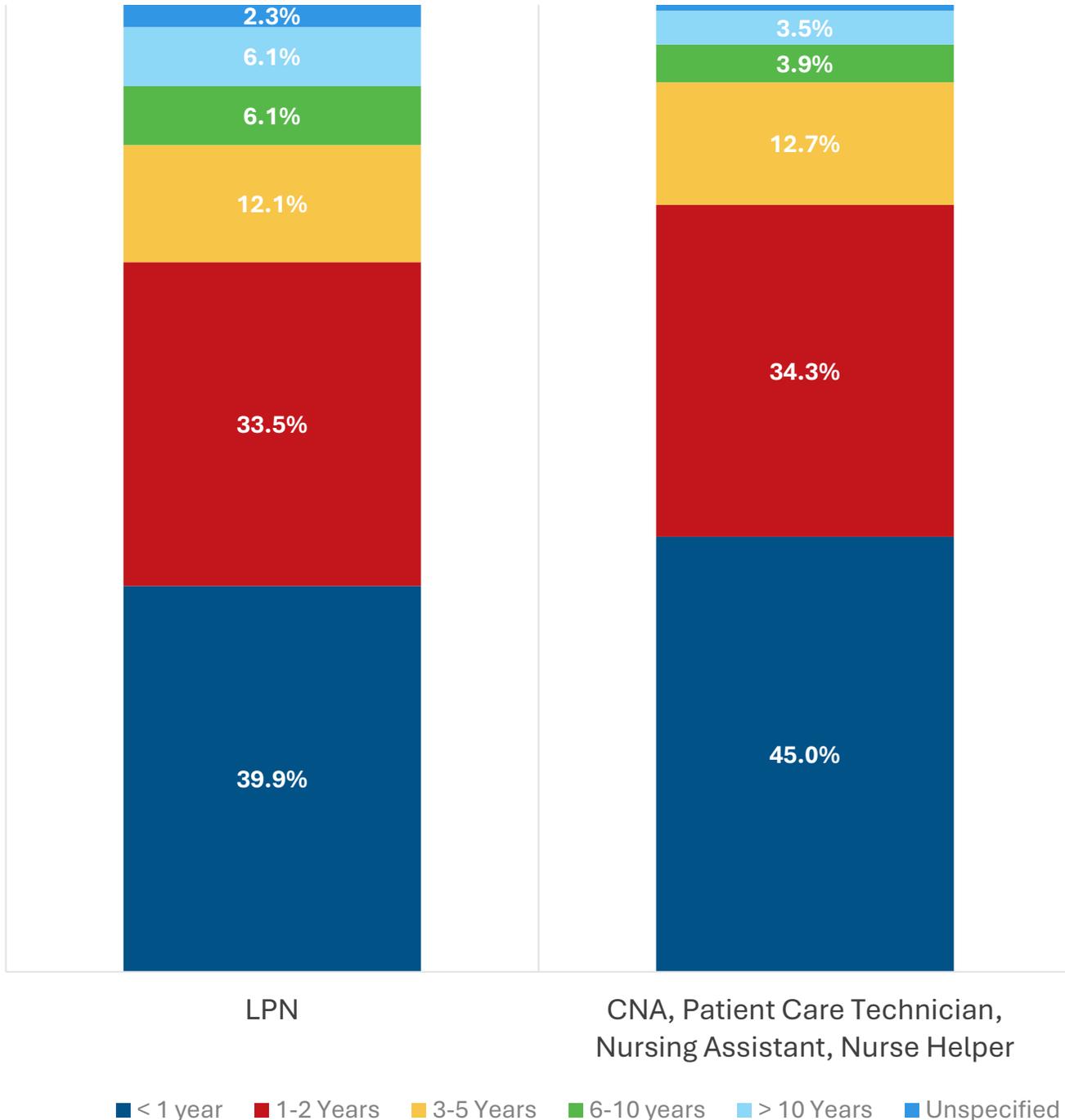
Turnover Rate



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Nursing Support Staff Employment Duration

Of the 5,855 reported nursing support staff turnovers reported, 4,602 (79%) left their positions within just 24 months, underscoring the challenge of early-tenure turnover. Despite their high turnover rates, these positions are often filled within 60 days.



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025



ALLIED HEALTH WORKFORCE

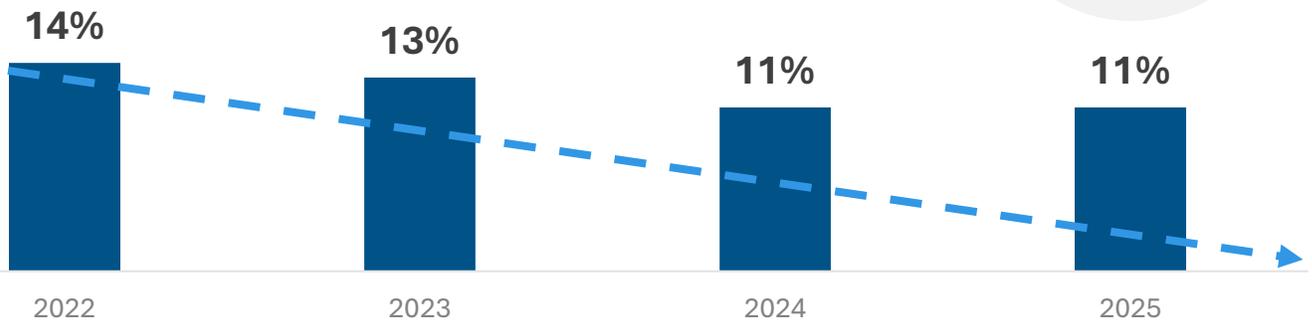
TRENDS IN VACANCY AND TURNOVER RATES

Allied Health Vacancy and Turnover 2022-2025

Allied health professionals work as part of the health care team to deliver vital health care services for patients in all areas of the hospital. **In recent years, efforts to address staffing challenges have proven effective, as vacancy rates decreased by 21.4% and turnover rate decreased by 45.8%.**

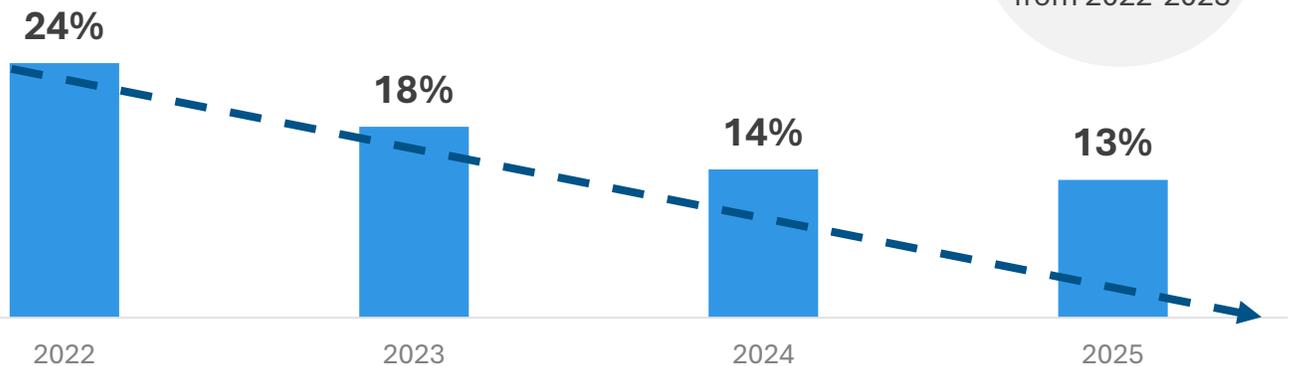
Allied Health Vacancy Rate

21.4%
decrease
from 2022-2025



Allied Health Turnover Rate

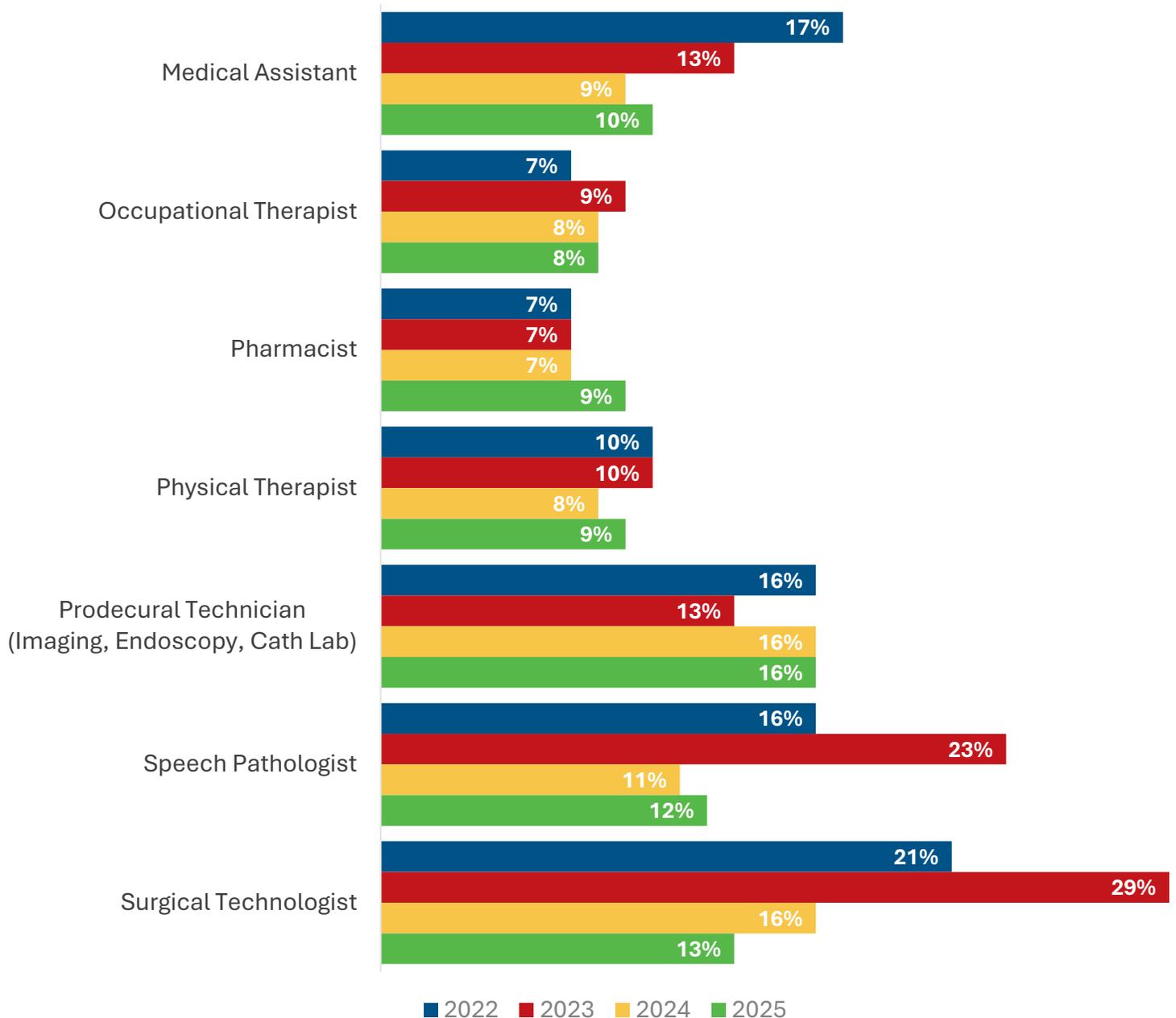
45.8%
decrease
from 2022-2025



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Allied Health Vacancy Rates By Position

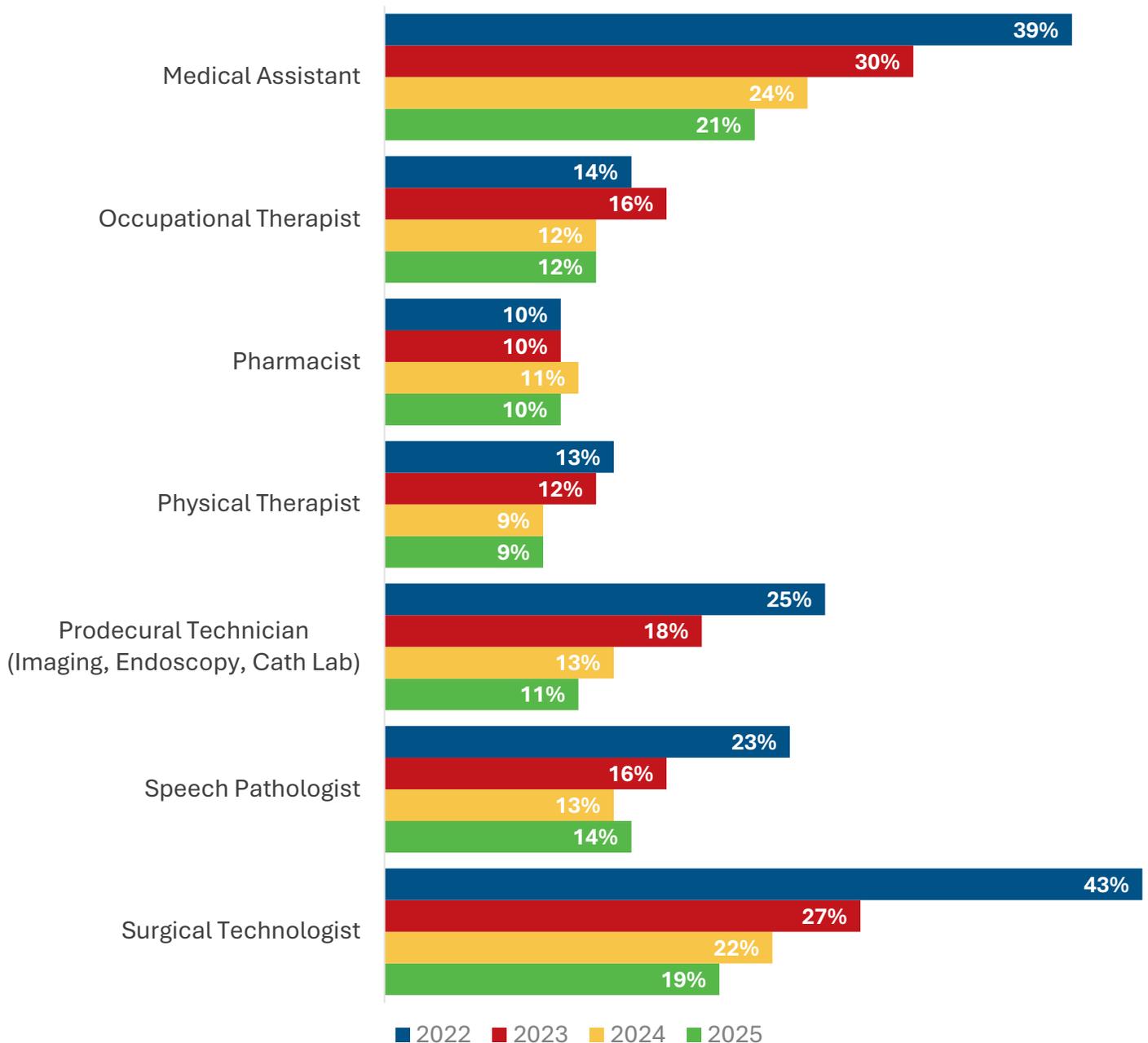
Vacancy rates across most roles remained relatively stable or saw modest improvements from 2022–2025. **Speech Pathologists and Surgical Technologists show noticeable increases in 2023 before improving in the following years. Procedural Technicians consistently experienced high vacancy rates over time, indicating sustained workforce challenges. In contrast, roles such as Medical Assistants, Occupational Therapists, Physical Therapists, and Pharmacists showed lower and more stable vacancy trends, suggesting comparatively better workforce stability.**



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Allied Health Turnover Rates By Position

Turnover rates were highest in 2022 across nearly all roles, followed by a consistent decline through 2025, suggesting improvement in workforce retention over time. **Medical assistants and surgical technologists experienced the most pronounced turnover levels throughout the period, though both show steady improvements with 46% and 56% decreases in turnover rates. In contrast, pharmacists and physical therapists maintained comparatively low and stable turnover rates, suggesting stronger retention.**



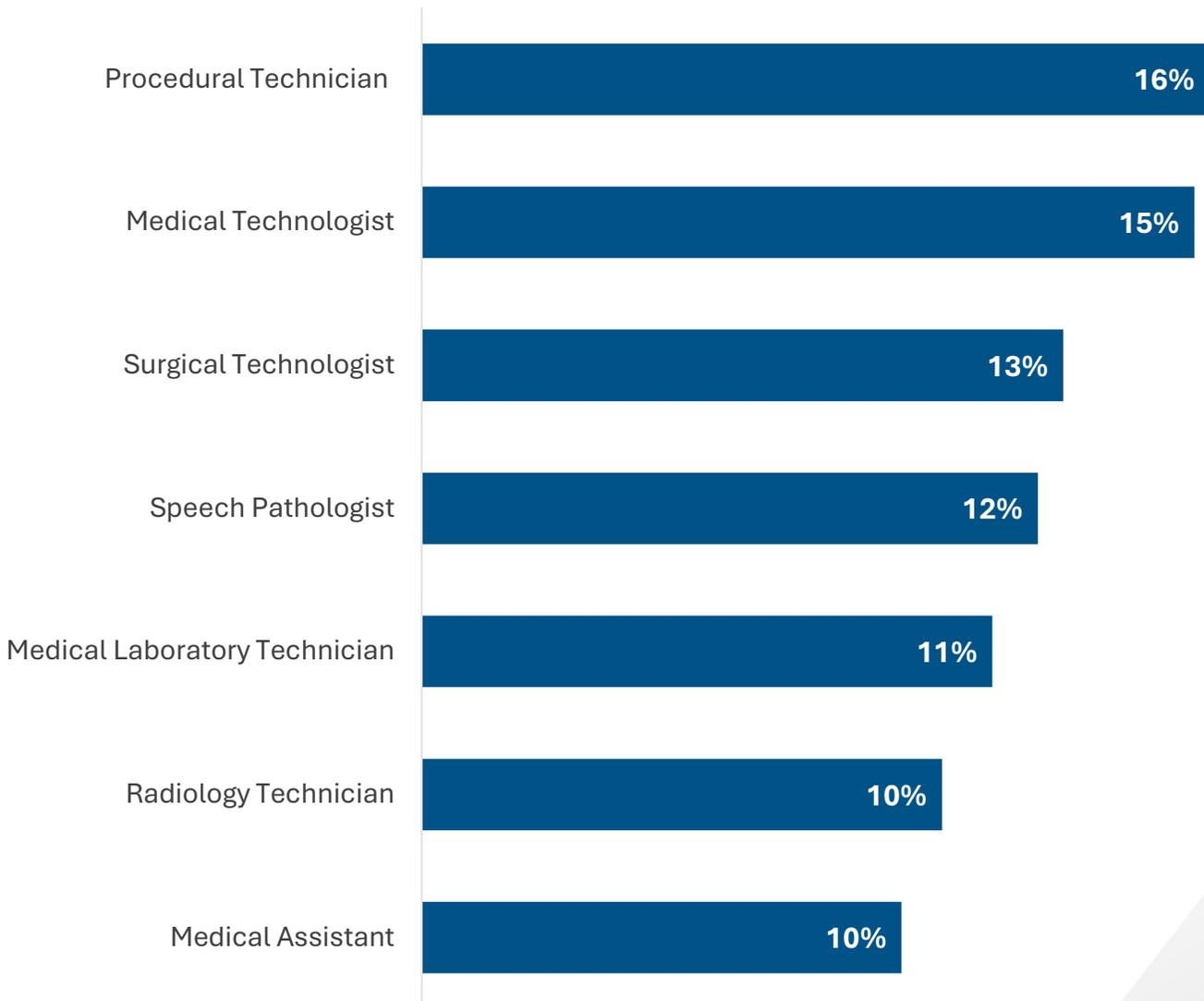
SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Vacancy Rates for Allied Professions



Allied health professionals make up nearly 60% of the workforce, yet our surveyed hospitals face almost 5,000 vacancies. The persistent demand for allied health professionals creates critical challenges for hospitals aiming to deliver quality, comprehensive care.

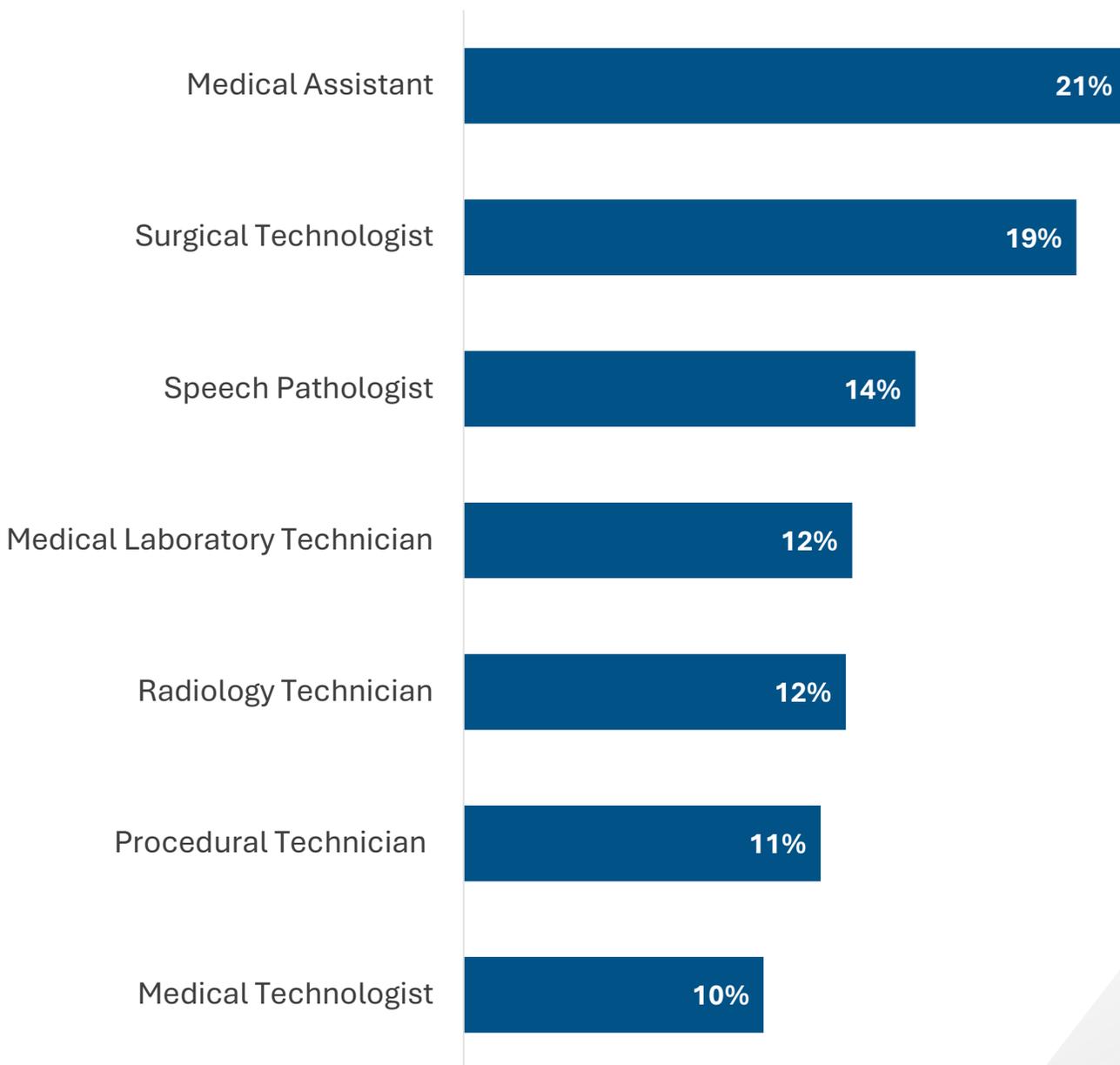
Medical technologists and procedural technicians had the highest vacancy rates among the surveyed allied health professions, at 16% and 15%, respectively. This is above the overall average of 11%. These positions take more than 60 days to fill.



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025 & American Journal of Medicine : Allied Health Professionals, 2025

Turnover Rates for Allied Professions

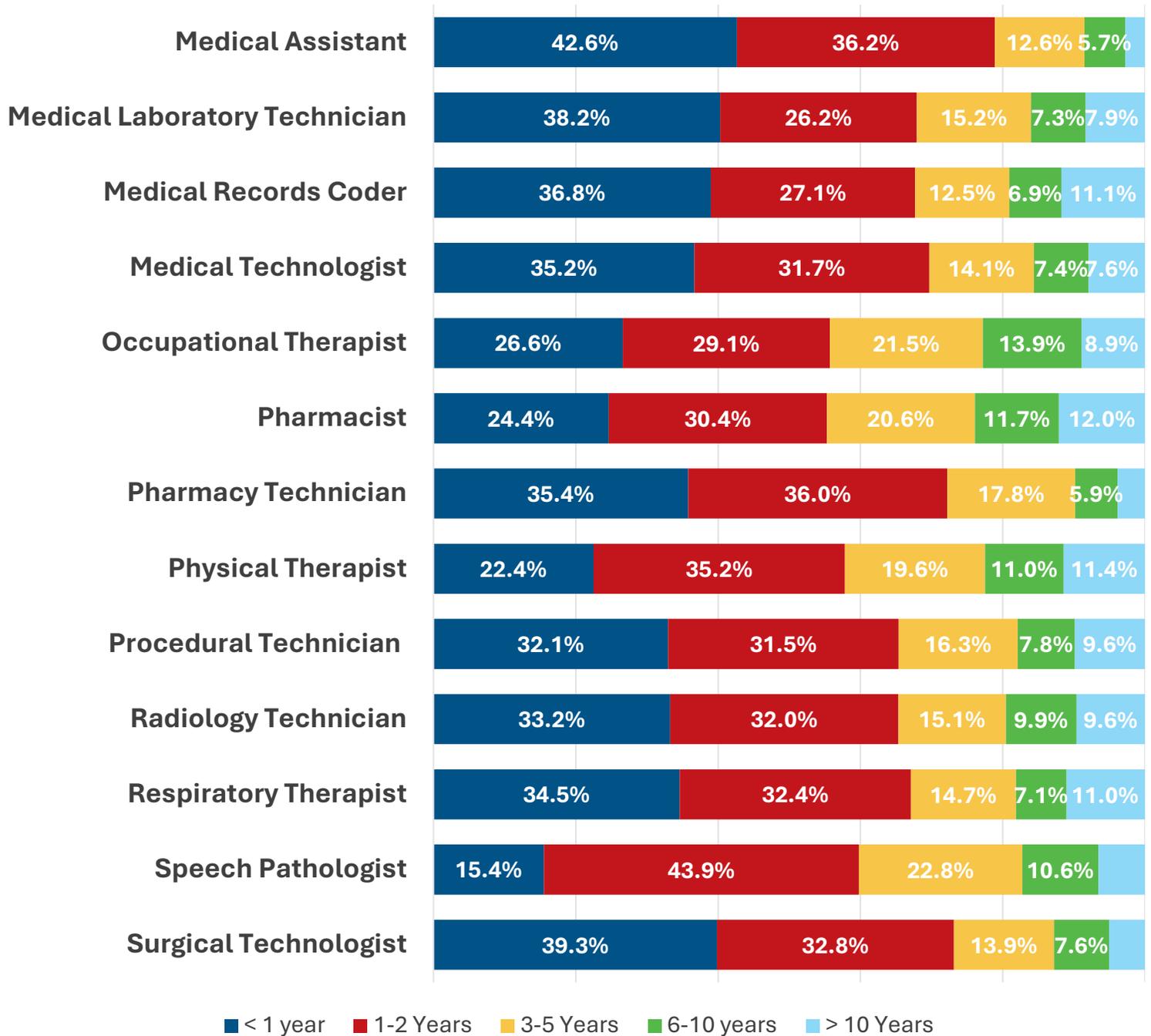
In 2025, the turnover rate for allied health professionals decreased by 28% from the 2023 rate, indicating significant progress in employee retention within the field. However, despite this improvement, certain roles, such as **medical assistants, surgical technologists, and speech-language pathologists, continue to experience high turnover rates**, highlighting the need for targeted investments in these fields.



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025

Allied Health Employment Duration Before Departure

Of the 6,104 reported turnovers, 4,223 allied health professionals left their positions within 24 months, highlighting early-tenure turnover as a significant challenge. **Medical assistants and surgical technologists are the most impacted professions, with nearly 80% departing within two years.**



SOURCE: Vacancy and Turnover Survey, Florida Hospital Association, 2025



THE PATH FORWARD

PROGRESS THROUGH ADVOCACY

The Path Forward: Innovative Workforce Initiatives

Improvements in hiring are the direct result of targeted investments from providers, their partners, and state government.

Florida hospitals have developed partnerships with local colleges, universities, and high schools to support innovative programs. These initiatives include certificate programs in high schools, flexible training opportunities, nurse residency programs, scholarships, tuition reimbursement, Earn While You Learn, and various other creative strategies designed to meet the needs of students and staff pursuing advanced degrees.

The 2024 Live Healthy package marked a transformational expansion in the state's investment in its health care workforce. This package consisted of various legislation intended to strengthen the health care workforce by modernizing licensure pathways, expanding training avenues, and reducing barriers to support recruitment and retention efforts.

STATEWIDE WORKFORCE EFFORTS:

Safety & Violence Prevention

- FHA championed legislative efforts of [HB 825](#) to protect all health care staff from violent incidents and repeat offenders.
- 
- Biennial workforce summits help to disseminate best practices and emerging workforce topics.
 - FHA recently launched **Hospitals United for Safe and Healing Workplaces**, an initiative focused on reducing workplace violence through increased awareness, best practices, and a strengthened culture of safety across hospitals.

Recruitment & Retention

- Florida hospitals invest in workforce development through tuition assistance, loan support, internships, and externships.
- In 2024, hospitals contributed \$138 million to recruitment and retention.
- Since 2022, more than \$500 million was invested through LINE and PIPELINE funding for nursing education and workforce development.



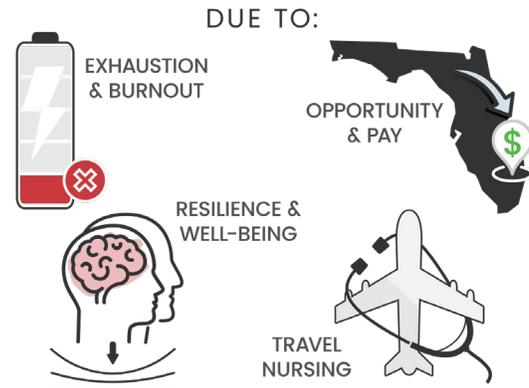
State Investments

- In 2023, SB 102 added \$100 million to Hometown Heroes, providing \$89.6 million to 6,050 individuals.
- FHA advanced the 2024 Live Healthy package with targeted workforce funding and innovative programs.
- The Live Healthy package allocated over \$700 million to expand training, recruitment, retention, and ease licensure barriers.



The Path Forward: Innovative Workforce Initiatives

In 2021, FHA’s Florida Nurse Workforce Projections report highlighted an urgent reality: **by 2035, Florida is expected to face a shortage of 59,100 nurses.**



This critical finding served as a catalyst for major state investments, prompting the launch of the **LINE and Performance Incentives for Nursing Education (PIPELINE) nursing funding programs to strengthen the nursing workforce and proactively address the growing demand for care.** Florida’s vital investments in the health care workforce over the past few years have yielded undeniable results. Since 2020, 64,900 hospital jobs have been added, while vacancy rates have decreased by 26% within two years. These trends are a testament to what can be accomplished through the leadership and innovation of Florida’s health care organizations, the bold actions of policymakers, and the partnership of organizations across the continuum of care.

\$130 MILLION for LINE and PIPELINE Programs

\$100M for PIPELINE nursing education,
\$25M for LINE collaboration fund,
\$5M for Live Healthy program



The Path Forward: Policy for Progress

Florida must maintain this momentum. These are just a few of the reforms and initiatives the state embraced to support existing health care workers and draw new talent into key roles:



POLICY REFORMS | Protect, grow, and innovate the workforce by passing legislation to:

- ✓ **Live Local Act** ([SB 102](#), 2023) provided a significant investment in workforce housing to increase opportunities for our workers to find attainable housing close to their communities.
- ✓ **Assault or Battery on Hospital Personnel** ([HB 825](#), 2023) was an FHA-led legislative effort that enhanced penalties for those who assault or batter a hospital employee or volunteer anywhere in the facility.
- ✓ **The Psychology Interjurisdictional Compact** ([HB 33](#), 2023) authorized Florida to enter into the compact, enabling eligible Florida-licensed psychologists to provide services to out-of-state patients through either telehealth or temporary authorization to practice.
- ✓ **Health Care Expansion Programs** ([SB 7016](#), 2024) was a broad reform package designed to expand capacity, enhance training and retention, and improve care coordination and access.
- ✓ **Health Care Innovation** ([SB 7018](#), 2024) established the health innovation council, which will administer a revolving loan program over the next 10 years for health care innovations in Florida.
- ✓ **Behavioral Health Teaching Hospitals** ([SB 330](#), 2024) created a new designation for behavioral health teaching hospitals, and the Florida Center of Behavioral Health was charged with assessing the behavioral health workforce and developing solutions to bridge the gap.
- ✓ **MOBILE Act** ([HB 1299](#), 2025) lowered barriers to licensure by reducing active practice requirements, paving the way for more health care practitioners to serve in Florida's hospitals and communities.

The Path Forward: A Comprehensive Commitment



TARGETED STATEWIDE & REGIONAL PLANS | Fill care gaps for key clinical roles, including nursing specialties and allied health professionals, through:

- ✓ Supporting the Florida Center for Nursing in leveraging data-driven statewide reports that anticipate future demand for essential roles and inform targeted strategies to grow the workforce pipeline.
- ✓ Establishing early college programs with health care-recognized credentials and stackable credits.
- ✓ Building and strengthening regional partnerships with community colleges to expand faculty and seats for high-need roles in rural and underserved areas.
- ✓ Expanding high school health career pathways and industry certifications through dual-enrollment, career academies, and apprenticeship programs that connect students directly to hospital careers.
- ✓ Exploring the expansion of regional clinical training sites to make preceptorship more convenient and less costly.
- ✓ Investing in innovative training such as simulation as a bridge to practice and innovative care models like virtual and group sitting.



HOSPITAL INVESTMENTS & STRATEGIES | Florida hospitals have had success in building nursing and allied health workforce by focusing on the advancements of these patient facing roles, through:

- ✓ Expanding Nurse Residency programs to support new graduates with comprehensive onboarding, mentorship, and clinical training opportunities, ensuring a smooth transition into the workforce and continued professional growth.
- ✓ Pursuing a state-hospital matching program for allied health, modeled on the nursing LINE fund, to scale scholarships, stipends, and “Earn While You Learn” opportunities.
- ✓ Identifying new clinical training funding sources through tuition assistance programs, scholarships and grants, and mentorship programs.
- ✓ Promoting health care as the best sector and economic driver for stable and meaningful careers with significant career ladder and growth opportunities through flexible staffing and shift incentives.
- ✓ Investing in technology and automation that reduce administrative burden and documentation time so providers, nurses, and allied health professionals can focus on direct patient care.

Together, these strategies show that Florida’s path forward rests on comprehensive commitment: sustained state and legislative action to protect, grow, and innovate the workforce; and continued hospital-led investments that expand pipelines, strengthen training, and support staff at the bedside.