



HOW TO ATTRACT AND RETAIN HEALTHCARE TECHNOLOGY MANAGEMENT TALENT

Creating Opportunities that Stand Out

Yes, Money Matters. But What Other Factors Help You Win?

On top of existing talent shortages, healthcare technology management (HTM) jobs are expected to grow by 17% annually through 2031, faster than the average for all occupations¹ — while also facing the retirement of 46% of HTM professionals who are 50+.² But pay is not the only reason HTM professionals leave their jobs. Rather, HTM job satisfaction is increasingly defined by these intangibles:



Eliminate Tedious Burdens



Modern Technologies







Advancement Opportunities



Sense of Purpose

Leveraging Smart Equipment Processes to Empower HTM Teams

As hospitals look for innovative ways to manage the HTM staffing crisis, many are leveraging new, integrated equipment management programs that combine onsite managed services with flexible, supplemental biomed and clinical engineering support. These strategies enable hospitals to make the most of existing HTM staff while creating a culture of efficiency and opportunity that attracts new talent. Here are four tips to help address staffing challenges while building a culture that empowers HTM team members:

Tip	Why It Matters	Benefit
 <p>Eliminate time spent on non-core responsibilities.</p>	HTM staff spend 40% of their time on non-value-added work: searching for equipment, assessing unbroken assets and juggling the details of multiple vendor contracts. ³	Smarter equipment management practices optimize the flow of biomed equipment through the hospital and can eliminate many of these tasks — ensuring biomed techs are more productive and focused on core service responsibilities.
 <p>Modernize technologies to attract candidates.</p>	Organizations with modernized tools and technology get more responses to technical job postings.	Adding advanced technologies and innovative tools positions your hospital as a forward-thinking tech leader — attracting tech talent and building your brand.
 <p>Create paths for career development.</p>	Nearly half of HTM professionals say their employers provide poor opportunities for advancement. ²	Provide a clear path for biomed techs to progress through BMET roles and enable experienced staff to expand their skills and certifications by outsourcing general biomed equipment, which is 90% of the inventory and demands the majority of their time. By offloading this work, you create more advancement opportunities which are attractive to new talent.
 <p>Connect HTM teams with other departments.</p>	Employees want their work to have a sense of purpose and need to see how their work directly drives business value and connects to a greater good.	By aligning biomed and clinical engineering teams with clinical staff and supply chain teams within the hospital, it's easier to connect HTM goals and metrics with impacts on patient care, value-based reimbursement, cost reduction and other high-level business outcomes.