The Hiring Ripple

How a hospital's staffing needs affect pay, benefits, and growth

SS24.E.6b "Explain how the supply and demand of labor influence wage and non-wage benefits and affect economic growth."

NAME _____ DATE _____

1 READ AND MARK

Read it twice

YOUR JOB Underline changes in demand for nurses, circle changes in their supply, and number two places where labor conditions affect pay, benefits, or economic growth.

A New Emergency Wing

1. When a regional hospital opens a new emergency wing, it needs more registered nurses. If nearby hospitals are also hiring, demand for nurses rises while the number of qualified applicants may stay nearly the same. To fill shifts, employers may raise hourly pay or offer a signing bonus. Higher pay can draw nurses from other jobs or regions, but training new nurses takes time, so the supply of qualified workers cannot increase overnight.

2. Pay is not the only way to compete. One hospital might offer predictable schedules, paid leave, or help with child care. These non-wage benefits can attract nurses who value time and stability, even if another hospital offers a slightly higher wage. If a local nursing program graduates more students, the supply of qualified applicants grows. Hospitals may then fill openings without raising wages as sharply, although competition for nurses with specialized skills may remain strong.

3. Staffing choices reach beyond workers' paychecks. With enough nurses, the new wing can treat more patients and reduce delays. Workers may return to their jobs sooner, supporting production across the region. The hospital may also purchase more supplies and hire support staff. These effects can contribute to economic growth, an increase in the goods and services produced. Yet higher labor costs may limit expansion if the hospital cannot cover them through revenue or funding.

2 ANSWER WITH EVIDENCE

Use the passage

1. Why might nearby hospitals hiring nurses cause the new wing to raise pay?

2. How could more nursing graduates change the pressure on hospitals to raise wages?

3. Why might predictable schedules help a hospital compete with one that pays slightly more?

4. How could filling the new wing's jobs support growth, and what labor cost might limit that effect?

3 YOUR TURN

Your own words

A town plans a battery-recycling plant, but few trained technicians live nearby. In three sentences, predict effects on wages, a non-wage benefit, and local economic growth, and include one way the supply of technicians might change.

ANSWER KEY

The Hiring Ripple

GRADE 12 · SS24.E.6b

PART 1 · READ AND MARK

Underline changes in demand for nurses, circle changes in their supply, and number two places where labor conditions affect pay, benefits, or economic growth. Accept any marking that follows this job and points at the right text.

PART 2 · ANSWERS

#	QUESTION	ANSWER
1	Why might nearby hospitals hiring nurses cause the new wing to raise pay?	**Demand for nurses rises while qualified applicants remain scarce, so the hospital may raise pay to fill shifts.**
2	How could more nursing graduates change the pressure on hospitals to raise wages?	**More graduates increase the supply of qualified applicants, so hospitals may fill openings without raising wages as sharply.**
3	Why might predictable schedules help a hospital compete with one that pays slightly more?	**Some nurses value time and stability, so predictable schedules can attract them despite a lower wage.**
4	How could filling the new wing's jobs support growth, and what labor cost might limit that effect?	**More nurses allow the wing to treat more patients, helping workers return to their jobs and supporting regional production. Higher labor costs could limit expansion if the hospital cannot cover them.**

PART 3 · YOUR TURN (SAMPLE ANSWER)

With few trained technicians available, the plant may offer higher wages to attract workers. It might provide paid training as a non-wage benefit, increasing the supply of qualified technicians over time. If the plant fills its jobs and processes more batteries, its added output and related hiring could support local economic growth.

Accept other passage-supported cause-and-effect explanations. For Part 3, accept plausible changes in technician supply and growth, provided the response links them to the plant's hiring choices.