

A Snapshot of Kentucky Hospitals



**Kentucky
Hospital
Association**

October 2023



Importance of Kentucky Hospitals

- There are **128 hospitals in Kentucky**, 96 are acute or critical access
- **56% of KY hospitals are rural**– 20 points higher than the U.S. average
- **70% are the only hospital in their county**

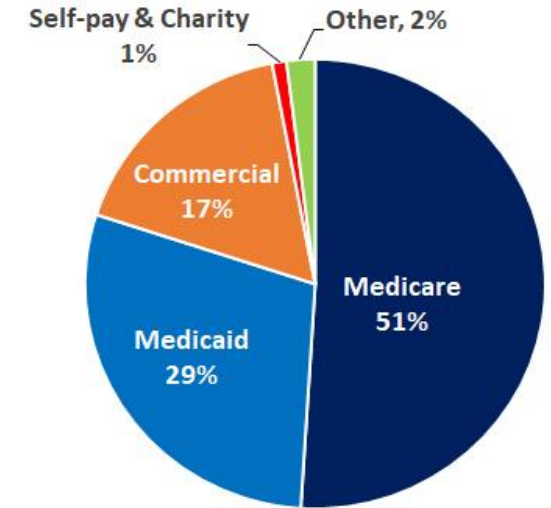
Hospitals employ more than **77,000 employees** and are often the largest employer in their county

Hospitals create nearly **\$13.5 Billion in economic benefit** to local communities

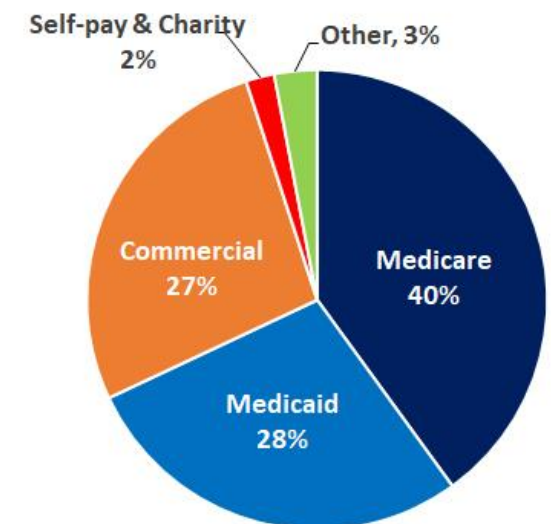
Kentucky Hospitals Treat a Vulnerable Population

- **70% - 80%** of Kentucky hospital patients are Medicare or Medicaid
 - **10% - 20% higher** than the U.S. average
 - KY has the 7th highest percent of inpatient Medicare/Medicaid patients
 - Medicare and Medicaid **pay BELOW COST**
 - Rural hospitals **serve more government patients**
- Kentuckians carry a higher disease burden
 - **Fifth lowest life expectancy**

Rural Hospitals



Urban Hospitals





Kentucky Nurse Workforce Projections: 2022-2035

Prepared for The Kentucky Hospital Association
by GlobalData Plc

KENTUCKY HOSPITAL ASSOCIATION

2022 WORKFORCE SURVEY REPORT

The Status of Kentucky's Hospital Workforce

DATA CENTER



Published August 2022



Today



Kentucky Hospital Workforce Crisis By the Numbers

- ▶ There were 12,790 vacancies (15%) at the end of 2022
- ▶ There has been a **slight reduction in nursing vacancies**

	2021		2022 (estimated)	
	Vacancies	Vacancy Rate	Vacancies	Vacancy Rate
RNs	5,060	21.9%	4,752	19.1%
LPNs	331	25.6%	300	20.7%

- ▶ **Turnover Has Not Improved**

	2021	2022
All positions	24.2%	26.7%
RNs	22.0%	22.8%

Hospital Nursing Shortage

- ▶ **59% of RN vacancies remain in:**
 - Med/Surg (30.4%)
 - Critical Care (27%)
 - ED (16%)
 - OR/PACU (16%)
- ▶ **There remains a shortage of experienced nurses**
 - 60% of hospital nurses are between 21 and 40 years old
 - 13% of RNs nearing requirement age
 - Two shortage areas have high rates: OR/PACU (27%); Med/Surg (15%)

Vacancies in Other Key Positions

Lab, Imaging, and Respiratory Therapy continue to have the highest vacancies outside of nursing

Top Vacancies – Non-Nursing (> 10%)

	2021		2022 (<i>reported</i>)	
	Vacancies	Rate	Vacancies	Rate
Laboratory	339	14.2%	249	11.5%
Imaging	333	10.4%	339	11.6%
Respiratory Therapy	286	17.7%	224	15%

Future



Findings

- ▶ **Substantial challenges** to ensure sufficient supply of nurses
- ▶ The state's projected demographics are **unfavorable**
- ▶ **Large and persistent shortfall** of RNs, and a growing shortfall of LPNs

Demand and Supply by 2035

RNs:

Demand: **58,950 FTEs** by **2035**

Supply: **53,160 FTEs** by **2035**

Fewer University Applicants & Graduates

Half the demand growth driven by hospitals

LPNs:

Supply affected by retirement and career change, and is projected to decline by 360 FTEs (-3%)

Supply Adequacy by 2035 (Status Quo)

- No appreciable improvement over 13 years
- **Current shortfall of 6,190 RNs** statewide, and current RN supply meeting only **89% of demand**
- **By 2035, RN shortfall of 5,790**; RN supply meets **90% of demand** (national average level of care)
- **Severe shortfall of LPNs will develop by 2035**, the current shortfall will grow from **760** to **3,190**
- **Will need +21% (630) RNs and +63% (370) LPNs annually to close gap**

What Hospitals are Doing for Workforce Development

- **Collaborating with Local Schools** (High school/ colleges/ clinicals)
- **Supporting Education** (scholarships, clinical faculty, preceptors)
- **Career Pathways**
- **Retention** (flexible schedules, virtual nursing)
- **Work Redesign**
- **Safe work environment**

Recommendations for Educators and Policymakers

For Educators

- Expand LPN training in high school
- Increase the number of faculty to provide more seats in nursing and allied health professions in demand
- Improve the admissions process to nursing school
- Explore standard curriculum for nursing
- Collaborate with organizations to encourage more students to pursue a health care career

For Legislators

- Protect HCW from Workplace Violence
- Fund HCW scholarships (HB 200 matching program)
- Funding for classroom and clinical faculty
- Funding to support wrap around services for students
- Support provider-based apprenticeships as an alternate path toward certification
- Address socio-economic factors that impact workforce participation
- Incentives to attract and retain HCW in KY
- Support reduction in administrative burden on providers
- Mandate more robust data collection from licensure boards to mirror KBN

Thank You
