




The Five P's

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Addressing the issues through the Five P's:




Partnerships




Pathways



Process



Pipelines



Potholes

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We all know the issues.

COVID-19 emergency declaration has ended, but Kentucky's health care worker crisis hasn't

BY AARON MUDD
MAY 24, 2023 7:00 AM



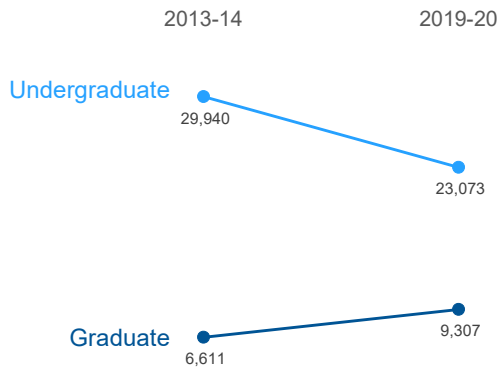
Though the federal public health emergency for COVID-19 ended earlier this month, hospital officials in Lexington say the pandemic remains a threat. ARNULFO FRANCO AP

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Our pipeline of undergraduate health majors had decreased significantly prior to the pandemic

Enrollment in health-related majors at Kentucky public and AIKCU institutions



- Undergraduate health enrollments declined by almost 7,000 students, or 41%, by AY 20.
- Graduate-level enrollments increased by 41%, or 2,696, for the same period.
- While upskilling is good, this contributes to a large deficit in staffing of entry- to mid-level healthcare professions.

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Low-income student enrollment was a contributor to overall declines in undergraduate health programs

Undergraduate enrollment in health-related majors at Kentucky public and AIKCU institutions
2013-14 | **2019-20**

Minority students



Low-income students

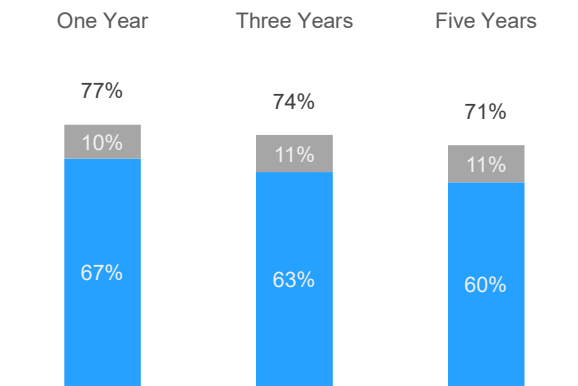


- Underrepresented minority student enrollment declined 13%.
- Low-income student enrollment declined 38%.
- Low-income students make up one-third of undergraduates enrolled in health majors.

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The longer healthcare majors are in the workforce, the less likely they are employed in Kentucky

Employment outcomes of health majors after graduation
Location: **In-State** | Ohio, Indiana, Tennessee



- Five years after graduation, 40% of health graduates of Kentucky's public or AIKCU campuses are either
 - not employed or
 - are working outside Kentucky and its bordering states.
- Of those employed in contiguous states, most are in Ohio.

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Healthcare Workforce Collaborative

Working together to be innovative in recruitment and retention of workers and removing the barriers people encounter when entering the profession.

We have a lot to celebrate....

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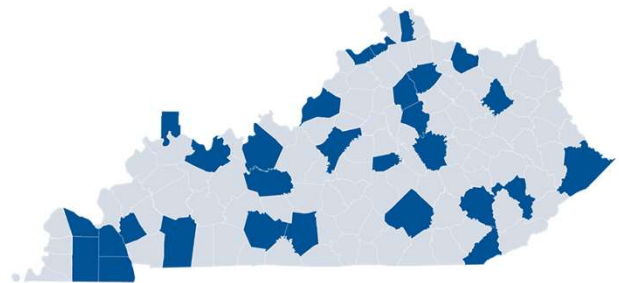
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Partnerships

48

healthcare organizations across Kentucky have committed their money, staff, time and equipment to assist in CPE's healthcare workforce initiatives.



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Pathways

We've facilitated pathways between

- KCTCS campuses and universities.
- Campuses and employers.

We've also increased financial pathways

- WorkReady, dual credit scholarships.
- Performance funding (for our campuses)



Processes

House Bill 200 will benefit all partners

- Creates a sustainable, systematic framework for public/private partnerships
 - Scholarships.
 - Campus incentives for recruitment and retention.

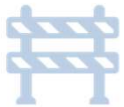
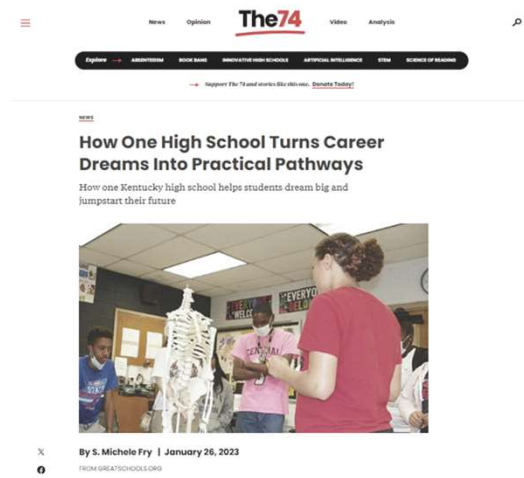




Pipelines

We've worked with high schools to provide more opportunities for

- Job shadowing and experiential learning.
- Dual credit and dual enrollment courses.
- Earning undergraduate certificates during high school.



Potholes

Things we still need to tackle:

- Migration of graduates.
- Increasing capacity to both train and hire graduates in rural and low-income areas.
- Addressing the growing mental health needs of our healthcare graduates.
- Issue of opportunities.

Caregiver shortage hits rural areas the hardest



Photo: Pascal Richard / Casabianca/RF via Getty Images

States in the Southeastern U.S. have the highest percentage of adults with conditions that interfere with daily activities like dressing or getting around – and the fewest personal care aids per capita to help them, according to a study in [Health Affairs](#).

CPE's work supports even stronger HWC outcomes

- **Kentucky Advising Academy**
Providing career development best practices and support to high school advisors.
- **Academic Program Approval and Review**
Working with campuses to ensure new programs meet market demand.
- **Cultural Competency**
Integrating training to prepare graduates for working with diverse coworkers and patients.
- **Kentucky Graduate Profile**
Aligning curriculum to teach essential skills for better employment outcomes.