

**KY COUNCIL ON POSTSECONDARY EDUCATION  
HWIF STEERING COMMITTEE**



July 24, 2024 – 1:00 p.m. ET

Location: CPE Office, Conference Room B, 100 Airport Rd., Frankfort, KY 40601

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- I. Call to Order**  
*LaDonna Rogers, HWIF Steering Committee Chair*
  
- II. Roll Call**  
*Michaela Mineer, CPE Senior Associate for Healthcare Workforce Initiatives*
  
- III. Approval of the Minutes** .....2  
*LaDonna Rogers, HWIF Steering Committee Chair*
  
- IV. Review of Mock HWIF Proposal** .....5  
*Michaela Mineer, CPE Senior Associate for Healthcare Workforce Initiatives*
  
- V. Overview of the HWIF Proposal Evaluation Process**  
*Michaela Mineer, CPE Senior Associate for Healthcare Workforce Initiatives*
  
- VI. Advisor Presentation** .....20  
*Kentucky Board of Emergency Medical Services Workforce Development Subcommittee*
  
- VII. Next Steps & September Meeting**  
*Michaela Mineer, CPE Senior Associate for Healthcare Workforce Initiatives*
  
- VIII. Adjourn**  
*LaDonna Rogers, HWIF Steering Committee Chair*

## MEETING MINUTES

*Draft for Approval by the Committee on July 24, 2024*

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Who: Kentucky Council on Postsecondary Education  
Type: Healthcare Workforce Investment Fund (HWIF) Steering Committee Meeting  
Date: March 20, 2024  
Time: 1 p.m. EST  
Location: CPE Office, 100 Airport Rd., Frankfort, KY 40601

### CALL TO ORDER

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The Healthcare Workforce Investment Fund Steering Committee met May 22, 2024, at 1:00 p.m. ET. The meeting occurred at the CPE Office's Training Room, 100 Airport Rd., Frankfort, KY 40601. Chair LaDonna Rogers presided.

### ATTENDANCE

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- Attended: Beth Brinly, Amy Mitchell Cowley, JP Hamm, Michael Muscarella, Vestena Robbins, Ladonna Rogers, Kelli Selvage, and Beth Shafer
- Did not attend: Mason Dyer and Cliff Maesaka

### INTRODUCTORY REMARKS

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Dr. Leslie Sizemore, CPE's Associate Vice President of Workforce and Economic Initiatives, welcomed members to the second meeting of the HWIF Steering Committee.

### ADVISOR PRESENTATIONS

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#### **Kentucky Society of Radiologic Technologists**

Joy Menser, Board Chair, presented a summary of radiography and its importance to the medical field. Dr. Menser discussed the requirements to become a radiologic technologist, the pathways one can take to enter the field, and what the field of study encompasses. She also provided statistics explaining Kentucky's opportunities in radiography, needs by modality, and compensation of full and part time R.T.s. She provided percentages of enrollment and findings from the 2023 Radiologic Science Workplace and Staffing Survey.

#### **Advocacy Action Network**

Sheila Schuster, Executive Director, discussed findings from the Deloitte Study of Kentucky's Healthcare Workforce in 2013, highlighting significant deficits and variability in data across professional licensing boards. It identified shortages in Mental Health Providers, especially in rural areas, and made recommendations to address workforce adequacy. A 2023 study expanded on this, focusing on various categories of behavioral health professionals and their distribution across Kentucky's Administrative Districts. Dr. Schuster's presentation

emphasized ongoing challenges in recruiting and retaining behavioral health professionals, particularly in light of increased demand post-pandemic and for special populations. Future steps include legislative efforts to enhance workforce education, improve data collection, and promote careers in behavioral underrepresented groups.

## **ONBOARD OVERVIEW**

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Heather Faesy, CPE Boards Liaison and Chief Events Planner, provided members with a tutorial on how to use OnBoard. This is the board management platform the HWIF Steering Committee will be using as a repository for all related documents and meeting details.

## **DISCUSSION – HWIF PROPOSAL FORMS**

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Michaela Mineer, CPE Senior Associate for Healthcare Workforce Initiatives presented the Healthcare Training Scholarship Proposal Evaluation forms that include sections for data-driven evaluations based on Tableau Dashboard metrics, Likert-scale assessments to gauge agreement on proposal specifics, and opportunities for evaluators to provide insightful comments. Each criterion, from addressing workforce shortages to increasing diversity and serving underserved regions, contributes to a composite score that guides decision-making and funding allocations.

## **INTRODUCTION TO THE HWIF DASHBOARD**

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Mr. Blake Nantz, CPE's Senior Associate for Data and Advanced Analytics, introduced the committee to the HWIF Tableau Dashboard that will be used during the proposal evaluation process. Data from KYStats, HRSA, and CPE were pulled together to create a single, comprehensive data base that houses key student success and workforce metrics that were identified as priorities in the statutes.

## **FUTURE MEETINGS & CLOSING REMARKS**

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Ms. Mineer provided closing remarks and reminded the committee that the next meeting will be on July 24, 2024, at 1:00 p.m. EST, at the CPE office in Frankfort, Kentucky.

## **ADJOURNMENT**

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The meeting adjourned at 3:20 p.m. EST.





## Higher Education Matters

Healthcare Workforce Investment Fund  
*Healthcare Training Scholarship Proposal Evaluation*

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### SCORES & FEEDBACK

**Proposal:** \_\_\_\_\_

**Evaluator:** \_\_\_\_\_

## **Evaluation Form Instructions**

### **Data-Based Items**

These items will be completed using the HWIF Tableau Dashboard or through other relevant data sources.

### **Likert-Scale Items**

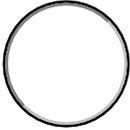
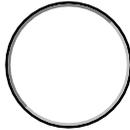
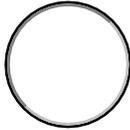
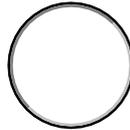
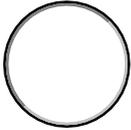
Read each item carefully to ensure you understand what is being asked. Carefully examine each criterion listed under the relevant qualitative assessment level. Determine how well the proposal meets the criteria. Based on your assessment, assign a rating from the five levels—Outstanding, Very Good, Acceptable, Marginal, and Poor. Refer to the descriptions below for each level to ensure your rating accurately reflects the proposal’s quality.

<b>Qualitative Assessment</b>	<b>Description</b>
Outstanding	Criterion is fully addressed, highly developed, and thoroughly substantiated
Very Good	Criterion is well addressed with necessary details and clear support
Acceptable	Criterion is addressed but lacks necessary detail and/or support
Marginal	Criterion is minimally addressed and lacks necessary detail and/or support
Poor	Criterion is not addressed <u>or</u> does not meet the legislative intent of KRS 164.0403.

### **Comments**

Evaluators should provide additional insights or specific observations in the 'Comments' box, which can help CPE staff in discussions and decision-making.

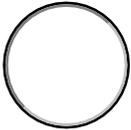
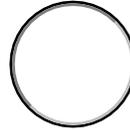
## Supply/Demand of Credential

<b>Data-Based Item</b>	<b>0% - 4% (2 points)</b>	<b>5% - 9% (4 points)</b>	<b>10% - 14% (6 points)</b>	<b>15% - 19% (8 points)</b>	<b>≥ 20% (10 points)</b>
Based on the Labor Workforce Area data, what is the percent change in demand for the healthcare credential in the geographic area? <i>Note: Award 0 points if there is a negative percent change.</i>					
<b>Evaluation Criteria (Likert-Scale Items)</b>	<b>Poor (2 points)</b>	<b>Marginal (4 points)</b>	<b>Acceptable (6 points)</b>	<b>Very Good (8 points)</b>	<b>Outstanding (10 points)</b>
The proposal provides a comprehensive analysis of local healthcare workforce shortages and projects future trends.					
The proposed partnership is directly aligned with the specific needs of local, regional, or state healthcare employers.					

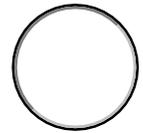
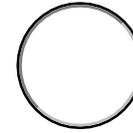
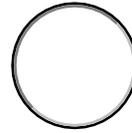
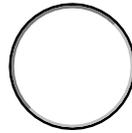
**Points Total (out of 30)** \_\_\_\_\_

Comments:

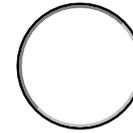
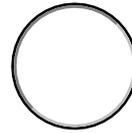
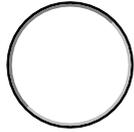
**Focus on Increasing Diversity in Credential/Licensure Area OR Geographic Area of Partnership**

<b>Evaluation Criteria</b> <i>(Likert-Scale Items)</i>	<b>Poor</b> <b>(2 points)</b>	<b>Marginal</b> <b>(4 points)</b>	<b>Acceptable</b> <b>(6 points)</b>	<b>Very Good</b> <b>(8 points)</b>	<b>Outstanding</b> <b>(10 points)</b>
The partnership proposal identifies a viable plan for how the funds will be used to increase diversity in the credential/licensure area <b>and/or</b> serve students from a geographically underserved county or region.					

The proposed plan to increase diversity in the credential/licensure area **and/or** serve students from a geographically underserved county or region aligns with the needs evident in the labor market.



The proposed plan to increase diversity in the credential/licensure area **and/or** serve students from a geographically underserved county or region aligns with the needs evident in the student completion data.



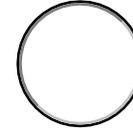
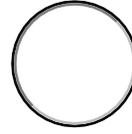
**Points Total (out of 30)** \_\_\_\_\_

**Comments:**

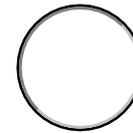
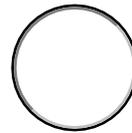
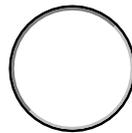
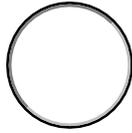
## Dedication to Student Success

Evaluation Criteria <i>(Likert-Scale Items)</i>	Poor (1 point)	Marginal (2 points)	Acceptable (3 points)	Very Good (4 points)	Outstanding (5 points)
The partnership proposal identifies a plan for student recruitment that includes viable strategies to meet the goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The partnership proposal details how the healthcare will increase student enrollment and identifies viable strategies to meet their goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The partnership proposal details how the healthcare program will increase student completion and identifies viable strategies to meet their goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The partnership proposal identifies the scholarship criteria that will be used and viable strategies for the scholarship selection process.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

The proposal outlines how the healthcare partner will onboard and retain graduates and outlines viable strategies that will be used.



The partnership proposal identifies how graduates will be supported by the healthcare partner through their service obligations and outlines viable strategies that will be used.



**Points Total (out of 30)** \_\_\_\_\_

**Comments:**

Size of Healthcare Partner		
Data-Based Items	More than 50 employees (0 points)	50 employees or less (10 points)
How many employees does the healthcare partner have?		
		Points Total (out of 10) _____
Comments:		

TOTAL COMPOSITE SCORE			
Supply/Demand of Credential <i>(Page 3 Total Score)</i>	Focusing on Increasing Diversity & Geographic Area of Partnership <i>(Page 5 Total Score)</i>	Dedication to Student Success <i>(Page 7 Total Score)</i>	Size of Healthcare Partner <i>(Page 8 Total Score)</i>

Maximum Composite Score = 100

# Healthcare Workforce Investment Fund Partnership Proposal



Healthcare Training Scholarships  
Deadline – August 15, 2024

Completed applications can be submitted via email to [cpeworkforce@ky.gov](mailto:cpeworkforce@ky.gov).

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## Required attachment:

Upon proposal, please attach a copy of the total proposed budget for the program. The budget needs to include the healthcare partner contribution and the amount of healthcare workforce investment funds requested for match.

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## Identify the participating healthcare program.

Sullivan University – Associate of Science in Nursing

## Identify the participating healthcare partner(s).

Norton Healthcare

## How many employees does the healthcare partner(s) have?

20,000+

## Please provide the amount of funds requested for match.

\$205,000.00

**How does the healthcare program plan to use the healthcare partner’s contribution and match from the fund to award healthcare training scholarships in the eligible healthcare credential?**

The funds will be used to provide comprehensive scholarships covering tuition and fees for 10 students for 2-years (at \$40,170 per student) enrolled in Sullivan University’s associate of science in nursing program. Norton Healthcare will contribute \$205,000 and this partnership proposal requests a match of \$205,000 from the HWIF appropriation. By reducing financial barriers, we aim to attract a diverse pool of students, particularly from underserved communities in west Louisville. This financial support aligns with the priorities outlined in Kentucky’s HB 200 (2023), which emphasizes the importance of increasing access to education for underserved populations and addressing workforce shortages in critical sectors.

**How will the healthcare program increase student enrollment in the eligible healthcare credential, program completion, and meet local, regional, or state workforce demands? In your response, identify strategies that will be used.**

The partnership will implement targeted recruitment efforts focused on west Louisville and surrounding areas. Data indicates that Jefferson County has a high demand for registered nurses, with over 1,200 job postings in the past year and a projected growth rate of 15% over the next decade. By partnering with local high schools, community organizations, and using social media campaigns, we will attract students from diverse backgrounds who are committed to serving their communities.

Flexible learning options will be provided to accommodate working adults and non-traditional students. Evening and a few online classes will be available, ensuring that education is accessible to more adult learners. Support services such as tutoring, mentoring, and career counseling will be offered to enhance student retention and success.

**What is the healthcare program's plan for student recruitment, the scholarship award criteria, and the selection process? In your response, identify any strategies that will be used during these processes.**

Our recruitment plan will leverage data-driven strategies to identify and attract a diverse applicant pool. Community events, social media, and partnerships with organizations like AHEC will play a key role in reaching potential students. According to the Bureau of Labor Statistics, minorities make up only 19% of the nursing workforce, highlighting the need for increased diversity. Scholarships will be awarded based on financial need, academic achievement, and a demonstrated commitment to serving in underserved areas after graduation. The selection process will be rigorous and fair, with a committee of faculty and healthcare professionals reviewing applications to ensure the best candidates are chosen. This approach aligns with HB 200's focus on increasing diversity and providing educational opportunities for underserved communities.

**How will the healthcare partner onboard and retain graduates? In your response, identify any strategies that will be used.**

Graduates will undergo a structured onboarding program at Norton Healthcare, including orientation, mentorship, and continuing education opportunities. This comprehensive onboarding process is designed to integrate new nurses smoothly into the workforce, reducing turnover and enhancing job satisfaction. According to the American Association of Colleges of Nursing, structured onboarding programs have been shown to increase nurse retention by 25%. Retention strategies will include competitive salaries, benefits, and career advancement opportunities, ensuring that graduates have the support they need to thrive in their careers. These initiatives support HB 200's emphasis on retention and career development for healthcare professionals.

Specifically, onboarding and retention will include:

1. Comprehensive Orientation: A thorough introduction to hospital policies, procedures, and culture.
2. Structured Preceptorship: Assign experienced nurses to provide hands-on training and support.

3. Clinical Skills Training: Use simulation labs and workshops to enhance practical skills.
4. Regular Check-ins: Scheduled meetings with supervisors to address concerns and provide feedback.
5. Professional Development: Offer access to continuing education courses and certifications.
6. Peer Support Groups: Facilitate support networks among new hires to share experiences and advice.

**How will graduates be supported through their service obligations? In your response, identify any strategies that will be used.**

Mentorship programs will pair graduates with experienced nurses who can provide guidance and support throughout their service obligations. Continuous professional development opportunities will be available, helping graduates to enhance their skills and advance their careers. Specifically, the following strategies will be used:

1. Mentorship Programs: Pairing new nurses with experienced mentors provides guidance, support, and a smoother transition into the workforce.
2. Continuing Education: Offering access to courses, certifications, and advanced degrees.
3. Leadership Development: Programs focused on developing leadership skills and career advancement.
4. Clinical Simulation Training: Hands-on practice in a controlled, realistic environment.
5. Professional Networking: Encouraging participation in professional organizations and conferences.

By investing in our scholarship recipients as they enter the workforce, we aim to build a loyal and skilled workforce committed to improving healthcare outcomes in west Louisville. This aligns with HB 200's goals of fostering professional growth and ensuring long-term workforce stability.

**How will this partnership improve diversity within the specific healthcare credential and/or plan to address the specific needs of a historically underserved county or region? In your response, identify strategies that will be used.**

This partnership is dedicated to improving diversity in the nursing workforce. By targeting students from racially and ethnically diverse backgrounds, we aim to create a healthcare workforce that reflects the community it serves. Scholarships and support services will be specifically targeted at students that are interested in working in west Louisville, an area identified as medically underserved. According to the Health Resources and Services Administration, increasing the diversity of the healthcare workforce improves patient outcomes and reduces health disparities. This approach will ensure that the benefits of the partnership reach those who need it most and is in direct alignment with HB 200's legislative intent to serve underserved populations and promote equity in education and employment.

**Optional: Please provide any additional details on how this partnership will serve the priorities set forth in KRS 163.0403.**

The proposed partnership aligns with legislative priorities by addressing critical workforce shortages, enhancing diversity in the healthcare sector, and supporting economically disadvantaged regions. By creating sustainable pathways for students to enter the healthcare field, we aim to improve health outcomes for Kentucky residents and ensure a stable, skilled healthcare workforce for the future. This directly supports the mandates of HB 200 by fostering educational access, promoting workforce development, and enhancing community health.

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**Identify the designated points of contact for both the healthcare program and healthcare partner(s).**

**Healthcare Program**

Full name: \_\_\_\_\_

Email address: \_\_\_\_\_

Phone number: \_\_\_\_\_





**Healthcare Workforce Investment Fund  
Healthcare Training Scholarship Partnership Proposal  
Proposed Budget**

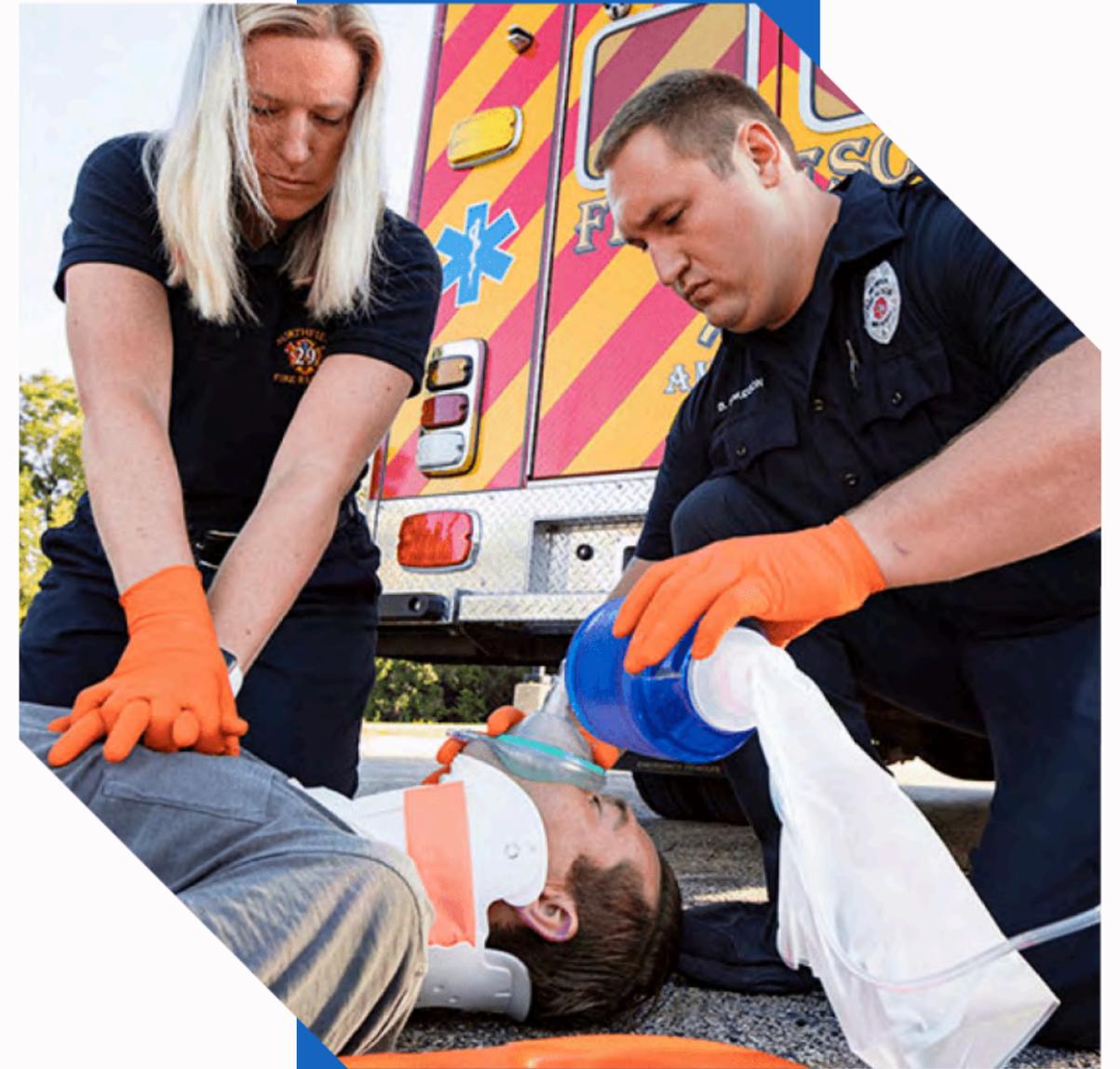
Item	Amount
Tuition per Student (2 years)	\$40,170
Number of Students Supported	10
Total Tuition Cost for 10 Students	\$401,700
Remaining Funds	\$410,000 - \$401,700 = \$8,300

**Note:**

The remaining funds of \$8,300 will be used if tuition increases the second year. If the funds used, the scholarship amount will be increased for each student to use for textbooks.



Healthcare Workforce  
Development 2024  
Presentation



# EMERGENCY MEDICAL SERVICES

# Content

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**02**

**Educational Pathways**

**03**

**Shortages Across our  
Commonwealth**

**04**

**The Impact of the Shortages**

**05**

**Future Goals**

**06**

**Conclusion**



WHEN

# EMS Overview

EMS providers across the commonwealth stand at the front lines in order to provide safe, quality and effective emergency care.

01

EMS comprises a system of coordinated response and emergency medical care involving numerous people and agencies intended to ENHANCE community health and safety

Scopes of practice are advancing throughout Kentucky providing citizens with critical interventions quickly and efficiently

02

03

Providers work in 911 settings, fire departments, interfacility transport services, emergency rooms and various speciality areas like community paramedicine

EMS offers a unique, dynamic, adaptive and ever evolving practice when it comes to Emergency Medicine. We are the link in the CHAIN!

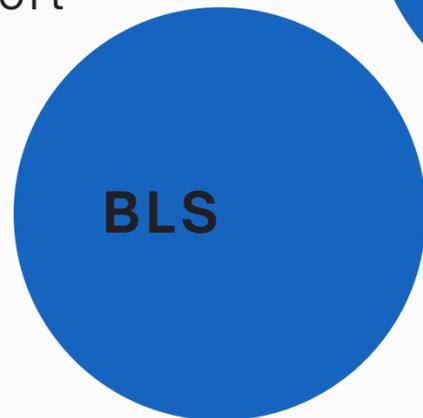
04



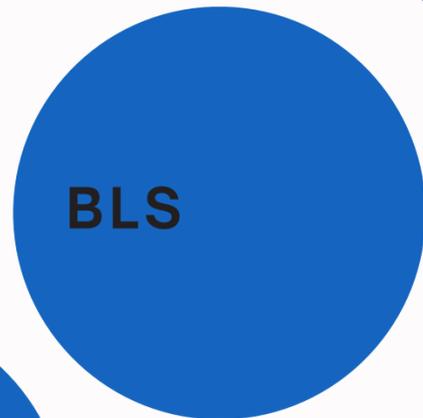


# EMS Certification Levels

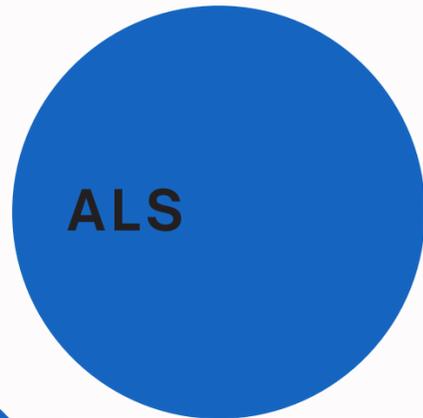
Scope of practice tiered system-Basic Life Support to Advanced Life Support



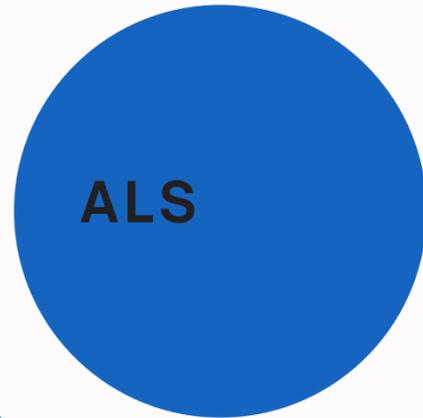
**BLS**



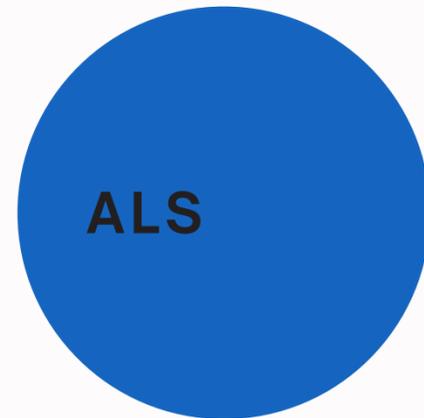
**BLS**



**ALS**



**ALS**



**ALS**

**EMR**  
Very few EMR courses-Most start with EMT

**EMT**  
Educational Programs range from 1 month-3 months. Does NOT require accreditation

**AEMT**  
Enhanced Scope-Courses approximately 6 months-Does NOT require accreditation

**Paramedic**  
Various pathways- Approximately 1 or 2 year programs depending on certificate or diploma level. DOES require Accreditation

**Advanced Practice Paramedic**  
Critical Care-Community-Wilderness-Continuing Education

# Paramedic Educational Pathways

## Pathway 1

Certificate Programs offered via non college institutions by way of satellite or consortium



## Pathway 2

Certificate Programs offered via college institutions



## Pathway 3

Associate Degree Programs



## Pathway 4

Bachelor Degree Programs



A photograph of paramedics loading a patient into an ambulance. The scene is overlaid with a blue tint and red geometric patterns on the left and right sides. The paramedics are wearing dark uniforms with reflective yellow stripes. One paramedic's vest has an American flag patch and the text "IFSAVE KENTUCKY" visible. The ambulance is white with red and blue emergency lights on top. The patient is lying on a stretcher, covered with a white blanket. The background shows an outdoor setting, possibly a hospital parking lot or airfield.

# SHORTAGES

Across Kentucky

### Area Development Districts

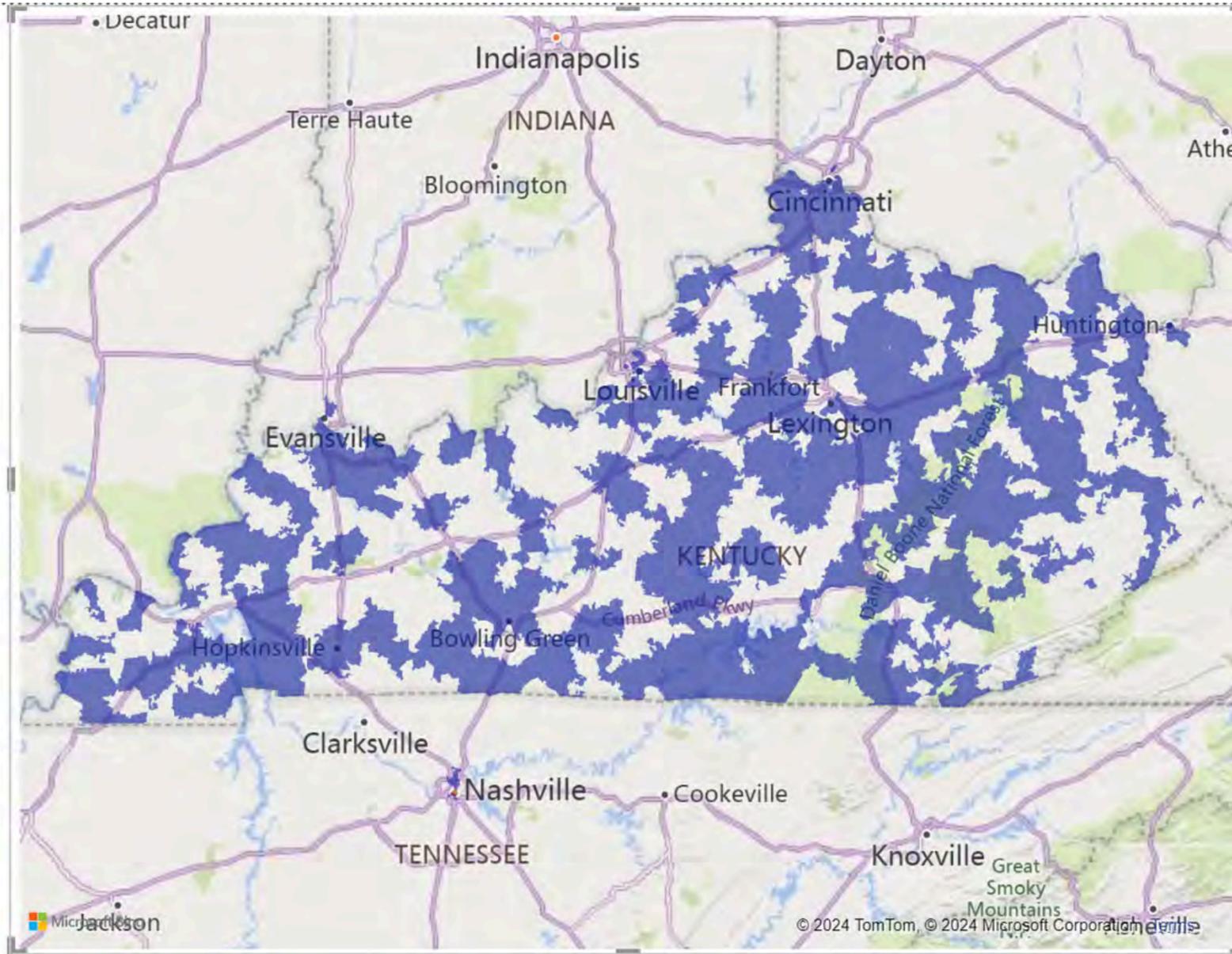
All

County Population

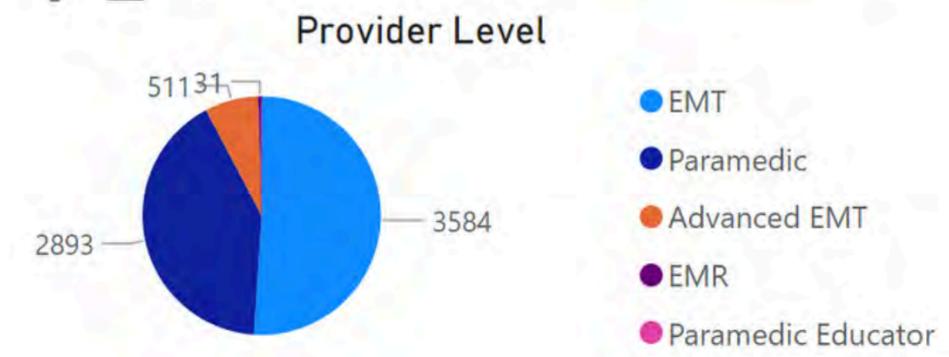
Adair	18903
Allen	20588
Anderson	23852
Ballard	7728
Barren	44485
Bath	12750
Bell	24097
Boone	135968
Bourbon	20252
Boyd	48261
Boyle	30614
<b>Total</b>	<b>4505836</b>

Agency County # Active Provider

ADAIR	28
Allen	49
ANDERSON	38
BALLARD	22
BARREN	63
BATH	24
BELL	75
BOONE	351
BOURBON	42
<b>Total</b>	<b>7020</b>



Agency	# of Providers
LEXINGTON FIRE DEPT. AMBULANCE SERVICE	536
ANCHORAGE MIDDLETOWN FIRE & EMS	182
Alpha Partners LLC	145
Alpha Event Medicine (8001)	133
Alpha Event Medicine (8006)	132
AIR EVAC LIFETEAM	131
PLEASURE RIDGE PARK FIRE PROTECTION DISTRICT	130
Fern Creek Fire & EMS	129
LOUISVILLE-JEFFERSON CO METRO GOV	127
COM CARE, INC.	120
COVINGTON FIRE DEPT. AMBULANCE SERVICE	116
MED-TRANS OF SOMERSET DBA SOMERSET PULASKI CO FIRE/EMS	101
SOMERSET PULASKI COUNTY EMS	101
BULLITT COUNTY EMS	100
HOPKINSVILLE/CHRISTIAN COUNTY EMERGENCY AMBULANCE	99
OKOLONA FIRE PROTECTION DISTRICT	96
Patriot EMS (1639)	93
PATRIOT EMS (2022)	92
THE MEDICAL CENTER EMS	92
FRANKFORT FIRE & EMS	91
HARDIN COUNTY EMS (1082)	91
HARDIN COUNTY EMS (2017)	91
<b>Total</b>	<b>7020</b>

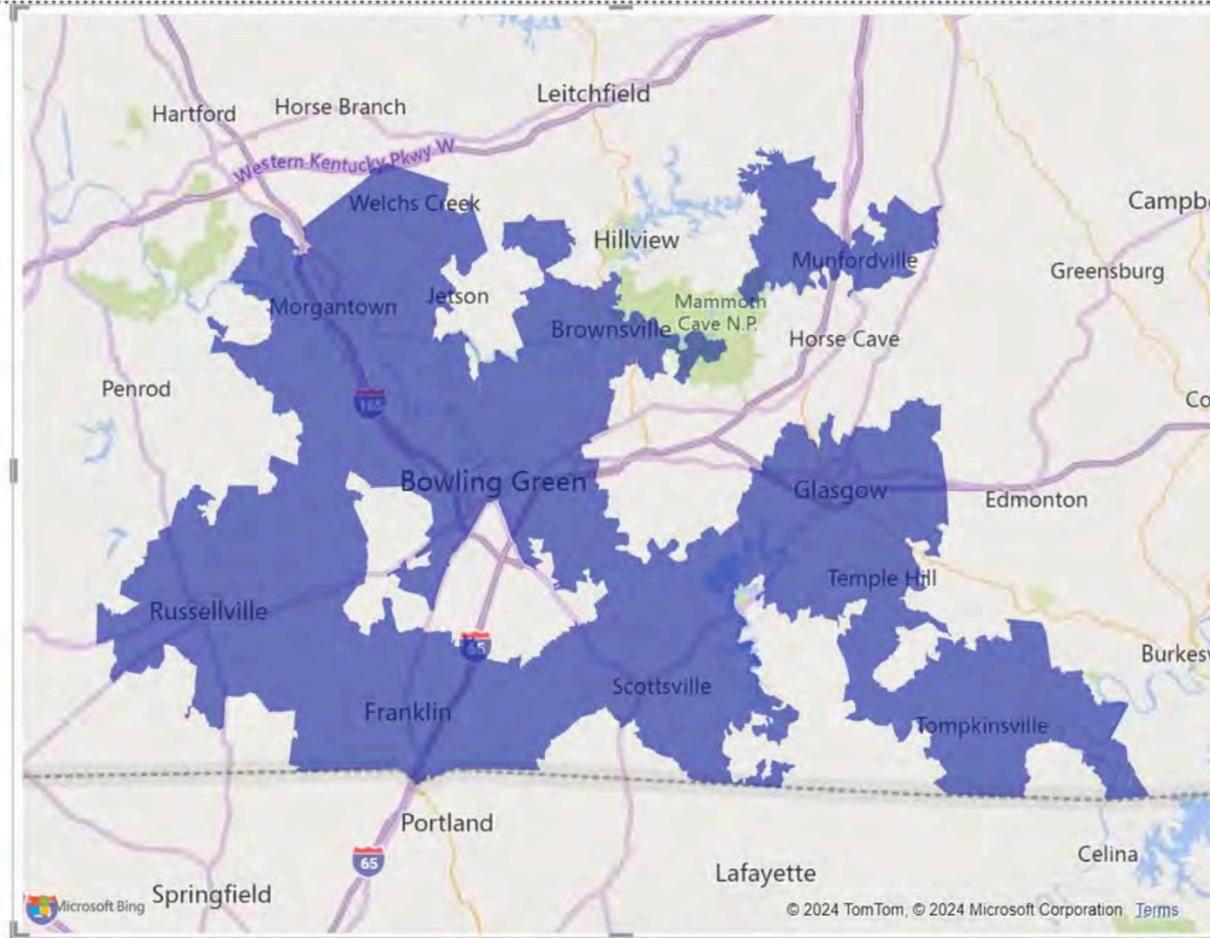


Area Development Districts

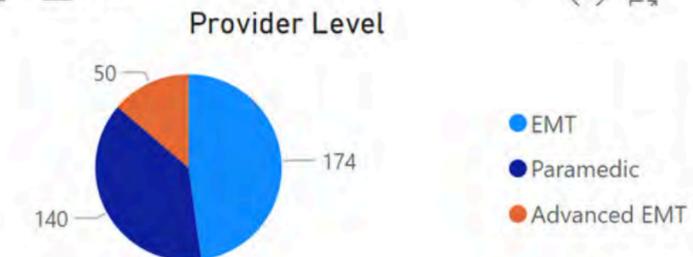
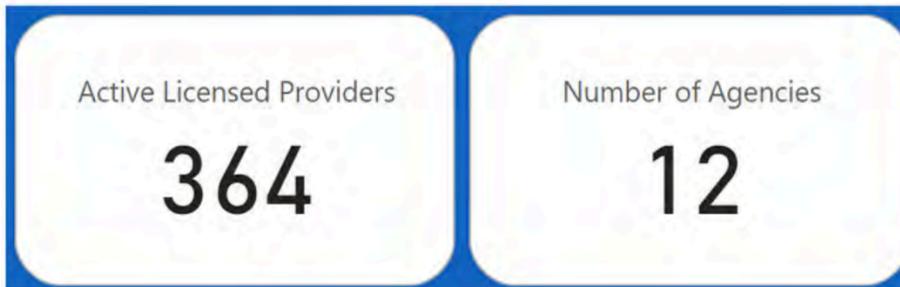
Barren River

County	Population
Allen	20588
Barren	44485
Butler	12371
Edmonson	12126
Hart	19288
Logan	27432
Metcalfe	10286
Monroe	11338
Simpson	19594
Warren	134554
<b>Total</b>	<b>312062</b>

Agency County	# Active Provider
Allen	49
BARREN	63
BUTLER	29
EDMONSON	16
HART	28
LOGAN	77
MONROE	19
SIMPSON	34
WARREN	102
<b>Total</b>	<b>364</b>



Agency	# of Providers
THE MEDICAL CENTER EMS	92
BARREN-METCALFE EMS	63
ALLEN COUNTY AMBULANCE SERVICE	49
LOGAN ALUMINUM AMBULANCE SERVICE	35
FRANKLIN-SIMPSON CO. AMBULANCE SERVICE	34
LOGAN COUNTY EMS (1681)	34
LOGAN COUNTY EMS (1680)	32
BUTLER COUNTY AMBULANCE SERVICE	29
HART COUNTY AMBULANCE SERVICE	28
MONROE CO. AMBULANCE SERVICE	19
EDMONSON CO. AMBULANCE SERVICE	16
NCM Motorsports Park EMS	13
<b>Total</b>	<b>364</b>

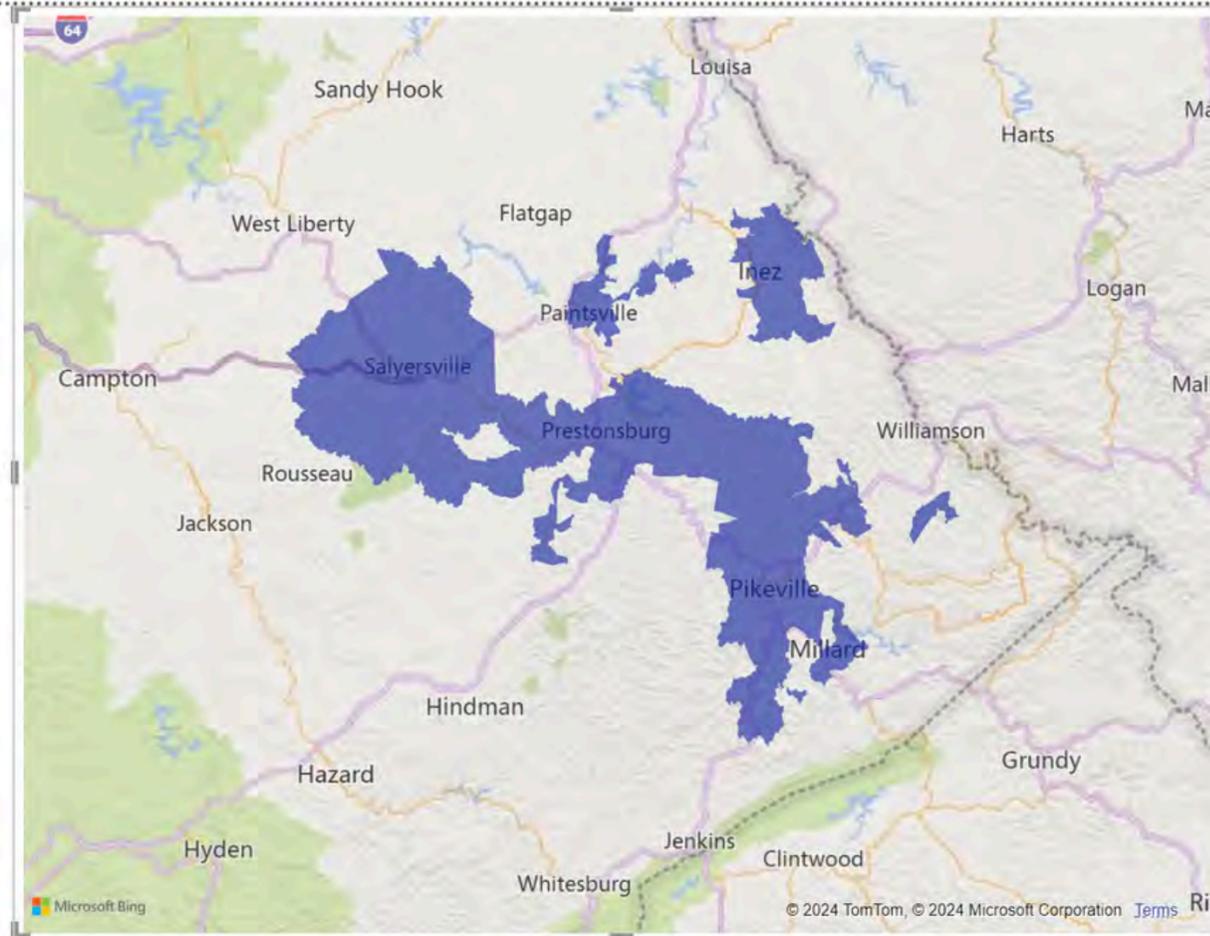


Area Development Districts

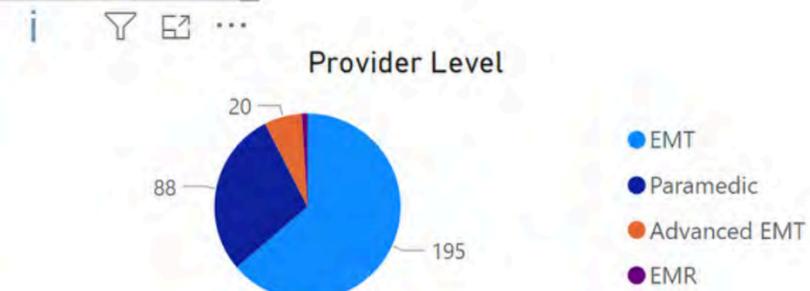
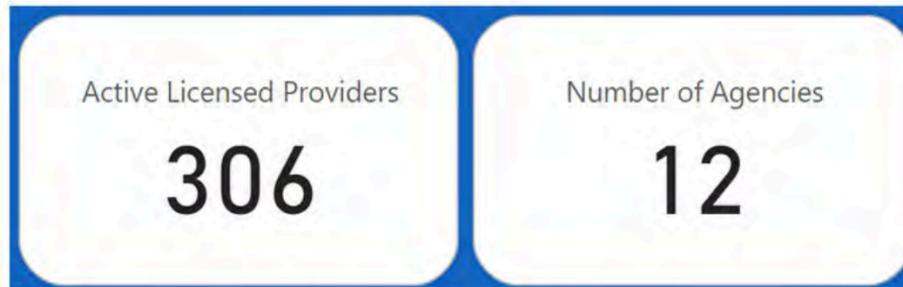
Big Sandy

County	Population
Floyd	35942
Johnson	22680
Magoffin	11637
Martin	11287
Pike	58669
<b>Total</b>	<b>140215</b>

Agency County	# Active Provider
Floyd	89
JOHNSON	45
MAGOFFIN	27
MARTIN	94
Pike	112
<b>Total</b>	<b>306</b>



Agency	# of Providers
Patriot EMS (1639)	93
Patriot EMS (1690)	51
LIFEGUARD EMERGENCY MEDICAL SERVICES (1611)	46
CITY OF PAINTSVILLE FIRE-RESCUE-EMS	45
Prestonsburg Fire EMS	42
LIFEGUARD EMERGENCY MEDICAL SERVICES (1188)	40
CITY OF PIKEVILLE AMBULANCE SERVICE	35
MAGOFFIN COUNTY AMBULANCE SERVICE	27
APPALACHIAN 1ST RESPONSE EMERGENCY SERVICES, INC.	24
LIFEGUARD EMERGENCY MEDICAL SERVICES (3010)	23
EMERGENT CARE EMS	13
Pikeville Medical Center Transport	8
<b>Total</b>	<b>306</b>



Area Development Districts

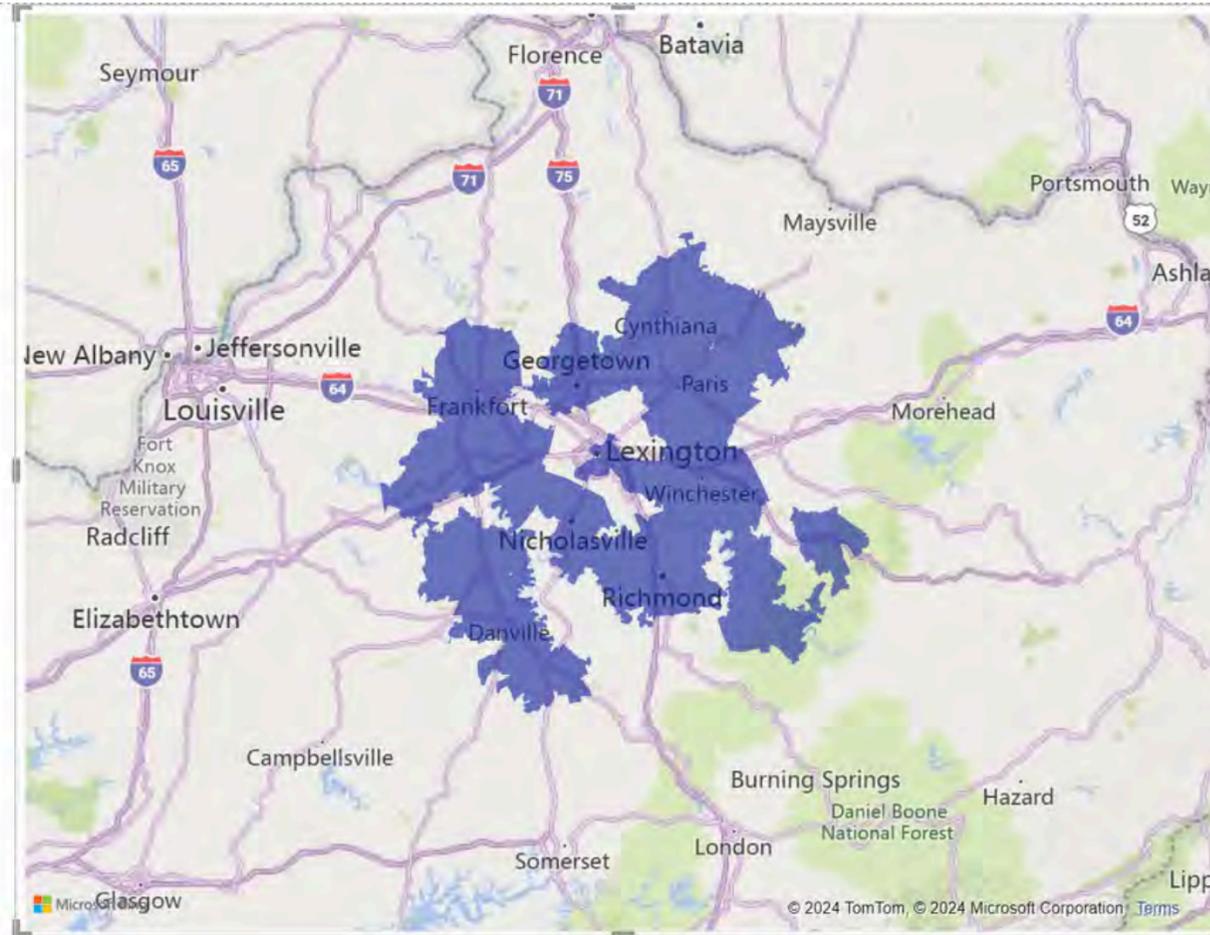
Bluegrass

County Population

Anderson	23852
Bourbon	20252
Boyle	30614
Clark	36972
Estill	14163
Fayette	322570
Franklin	51541
Garrad	16953
Harrison	18692
Jessamine	52991
Lincoln	24275
<b>Total</b>	<b>832909</b>

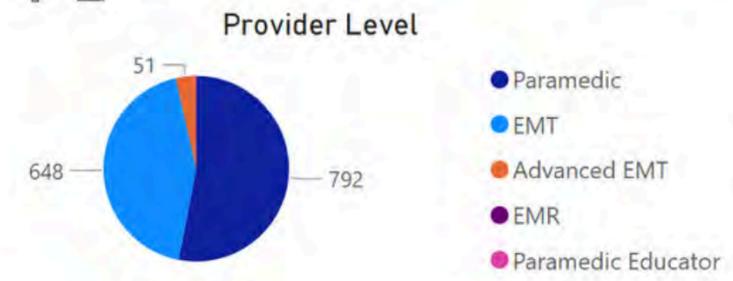
Agency County # Active Provider

ANDERSON	38
BOURBON	42
Boyle	42
Clark	117
ESTILL	33
FAYETTE	828
FRANKLIN	98
HARRISON	25
JESSAMINE	44
<b>Total</b>	<b>1493</b>



Agency # of Providers

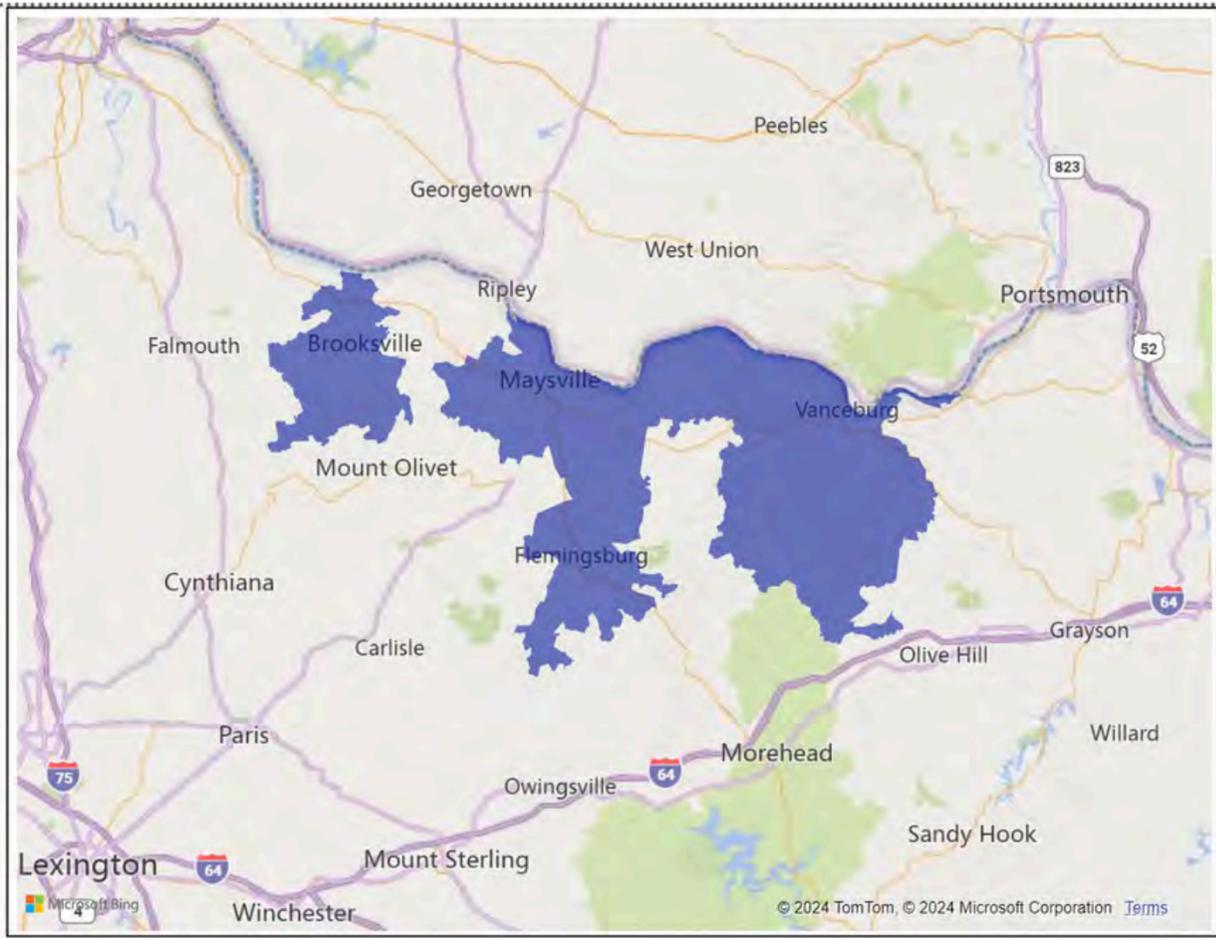
LEXINGTON FIRE DEPT. AMBULANCE SERVICE	536
Alpha Partners LLC	145
Alpha Event Medicine (8001)	133
Alpha Event Medicine (8006)	132
FRANKFORT FIRE & EMS	91
MADISON COUNTY EMS	88
WINCHESTER FIRE-EMS	76
UNIVERSITY OF KENTUCKY HOSPITAL/EMERGENCY TRANSPORT (1687)	61
UNIVERSITY OF KENTUCKY HOSPITAL/EMERGENCY TRANSPORT (3004)	61
GEORGETOWN-SCOTT CO. EMS	58
Baptist Health Lexington EMS	49
JESSAMINE CO. AMBULANCE SERVICE	44
BOYLE COUNTY EMS	42
PARIS-BOURBON COUNTY EMS	42
BREATHITT-WOLFE EMS, INC. dba CROSS MEDICAL RESPONSE (1700)	41
ANDERSON COUNTY EMS	38
STANFORD EMS AND RESCUE dba LINCOLN COUNTY EMERGENCY MEDICAL SERVICES, INC.	37
WOODFORD COUNTY AMBULANCE SERVICE	37
AmeriPro EMS of Kentucky LLC (1705)	36
ESTILL COUNTY EMS	33
BAPTIST HEALTH LEXINGTON	31
<b>Total</b>	<b>1493</b>



Area Development Districts  
Buffalo Trace

County	Population
Bracken	8400
Fleming	15082
Lewis	13080
Mason	17120
Robertson	2193
<b>Total</b>	<b>55875</b>

Agency County	# Active Provider
BRACKEN	30
FLEMING	29
Lewis	86
MASON	112
<b>Total</b>	<b>165</b>



Agency	# of Providers
PORTSMOUTH EMERGENCY AMBULANCE SERVICES (1676)	79
PORTSMOUTH EMERGENCY AMBULANCE SERVICES (1677)	79
MAYSVILLE-MASON COUNTY AMBULANCE SERVICE	33
BRACKEN COUNTY EMS	30
FLEMING COUNTY EMS	29
Lewis County Fiscal Court EMS	9
<b>Total</b>	<b>165</b>

Active Licensed Providers

# 165

Number of Agencies

# 6

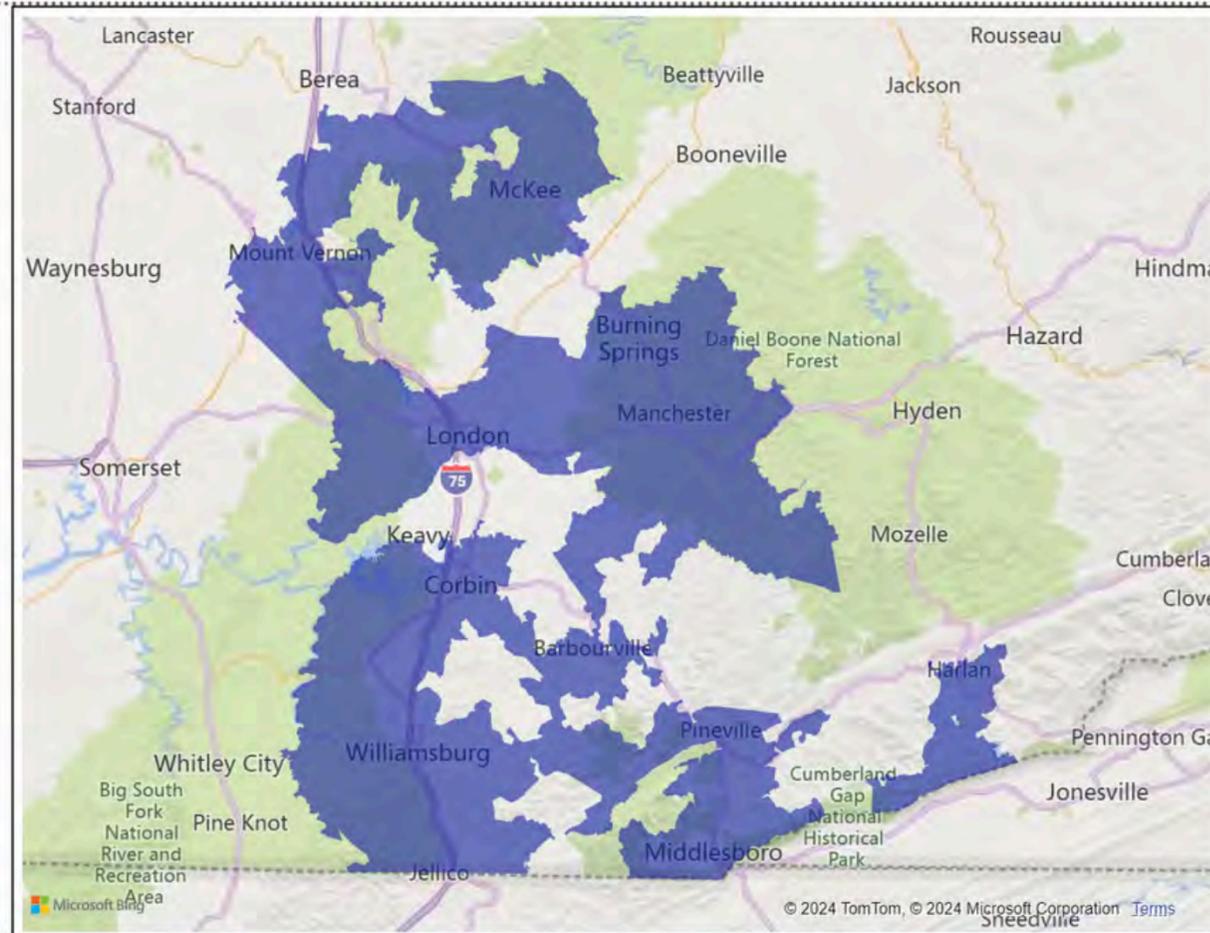


Area Development Districts

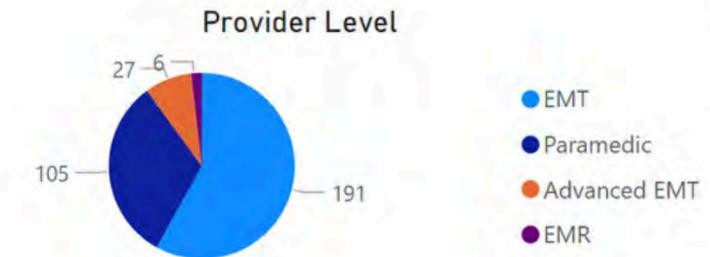
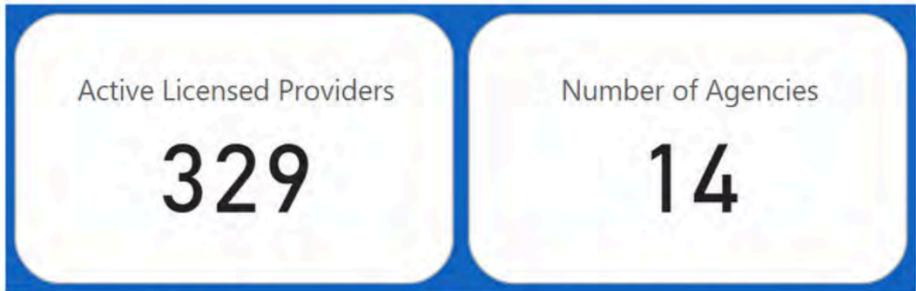
Cumberland Valley

County	Population
Bell	24097
Clay	20345
Harlan	26831
Jackson	12955
Knox	30193
Laurel	62613
Rockcastle	16037
Whitley	36712
<b>Total</b>	<b>229783</b>

Agency County	# Active Provider
BELL	75
CLAY	21
HARLAN	26
JACKSON	21
KNOX	44
LAUREL	69
Rockcastle	30
WHITLEY	75
<b>Total</b>	<b>329</b>



Agency	# of Providers
AMBULANCE INC. OF LAUREL COUNTY	69
WHITLEY COUNTY EMS	41
CUMBERLAND GAP TUNNEL AUTHORITY	35
LIFEGUARD EMERGENCY MEDICAL SERVICES (1303)	26
MED-TRANS CORP DBA UT LIFESTAR	24
KNOX COUNTY AMBULANCE SERVICE	23
MIDDLESBORO FD AMBULANCE SERVICE	23
ROCKCASTLE CO. AMBULANCE SERVICE	22
CLAY CO. EMERGENCY AMBULANCE SERVICE	21
JACKSON COUNTY AMBULANCE SERVICE	21
KNOX CO. AMBULANCE SERVICE	20
BELL COUNTY EMERGENCY AMBULANCE SERVICE	17
Baptist Health Corbin EMS	16
ROCKCASTLE REGIONAL HOSPITAL & RESPIRATORY CARE CENTER, INC.	11
<b>Total</b>	<b>329</b>

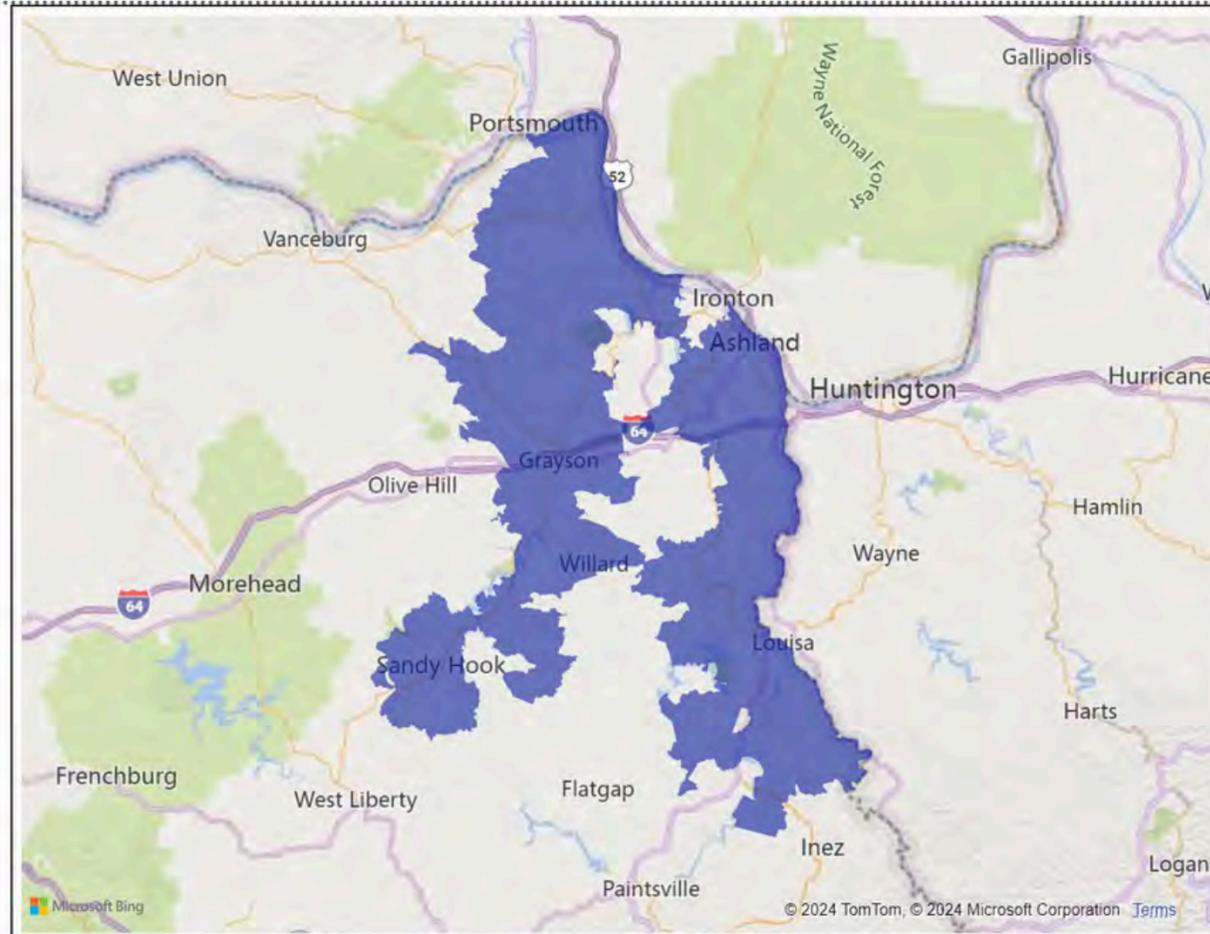


Area Development Districts

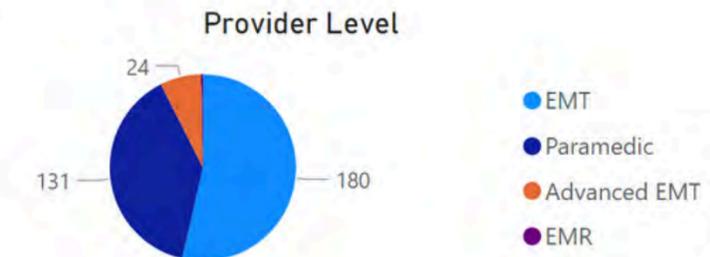
FIVCO

County	Population
Boyd	48261
Carter	26627
Elliott	7354
Greenup	35962
Lawrence	16293
<b>Total</b>	<b>134497</b>

Agency	County	# Active Provider
BOYD		255
CARTER		34
ELLIOTT		21
GREENUP		123
LAWRENCE		86
<b>Total</b>		<b>336</b>



Agency	# of Providers
PATRIOT EMS (2022)	92
PATRIOT EMS (1622)	86
Patriot EMS (1675)	86
PATRIOT EMS (1653)	83
PORTSMOUTH EMERGENCY AMBULANCE SERVICES (2024)	80
PORTSMOUTH EMERGENCY AMBULANCE SERVICES (1686)	73
Greenup County Ambulance Authority	51
GREENUP EMERGENCY AMBULANCE SERVICE, LLC	45
BOYD COUNTY EMERGENCY AMBULANCE SERVICE	41
CARTER COUNTY EMERGENCY MEDICAL SERVICE	34
KINGS DAUGHTERS MEDICAL TRANSPORT	34
ELLIOTT COUNTY AMBULANCE SERVICE	21
SPECIAL METALS EMS	10
<b>Total</b>	<b>336</b>

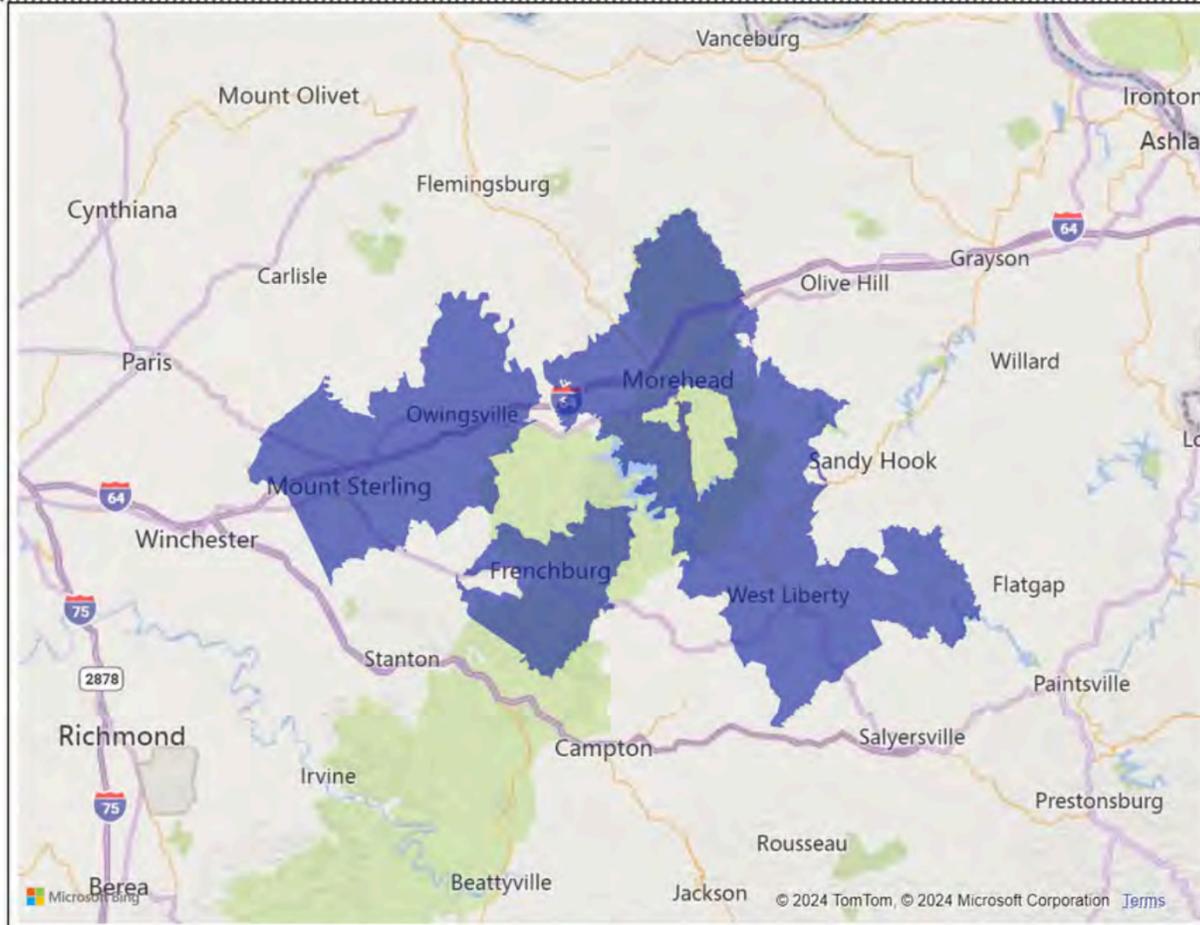


Area Development Districts

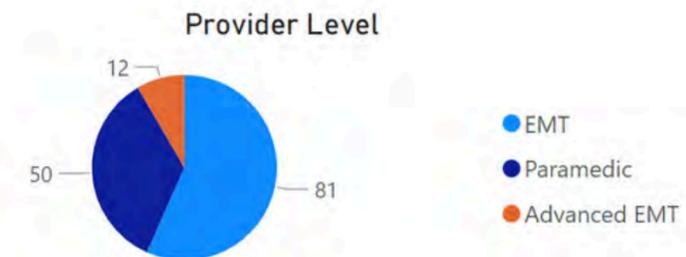
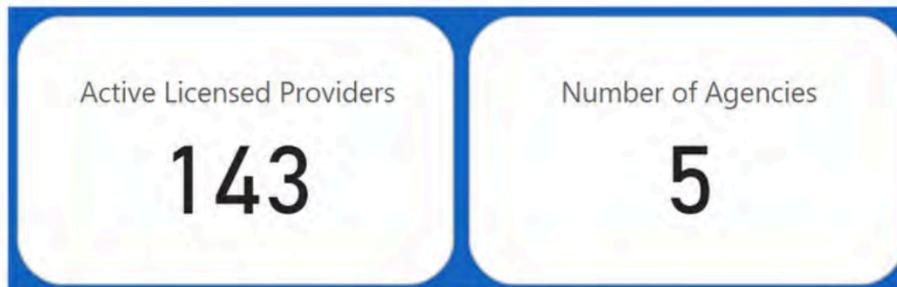
Gateway

County	Population
Bath	12750
Menifee	6113
Montgomery	28114
Morgan	13726
Rowan	24662
<b>Total</b>	<b>85365</b>

Agency County	# Active Provider
BATH	24
MENIFEE	16
MONTGOMERY	47
MORGAN	21
ROWAN	44
<b>Total</b>	<b>143</b>



Agency	# of Providers
MONTGOMERY CO. AMBULANCE SERVICE	47
MOREHEAD-ROWAN CO. EMS	44
BATH COUNTY EMS	24
MORGAN CO. EMERGENCY AMBULANCE SERVICE	21
MENIFEE COUNTY AMBULANCE SERVICE	16
<b>Total</b>	<b>143</b>

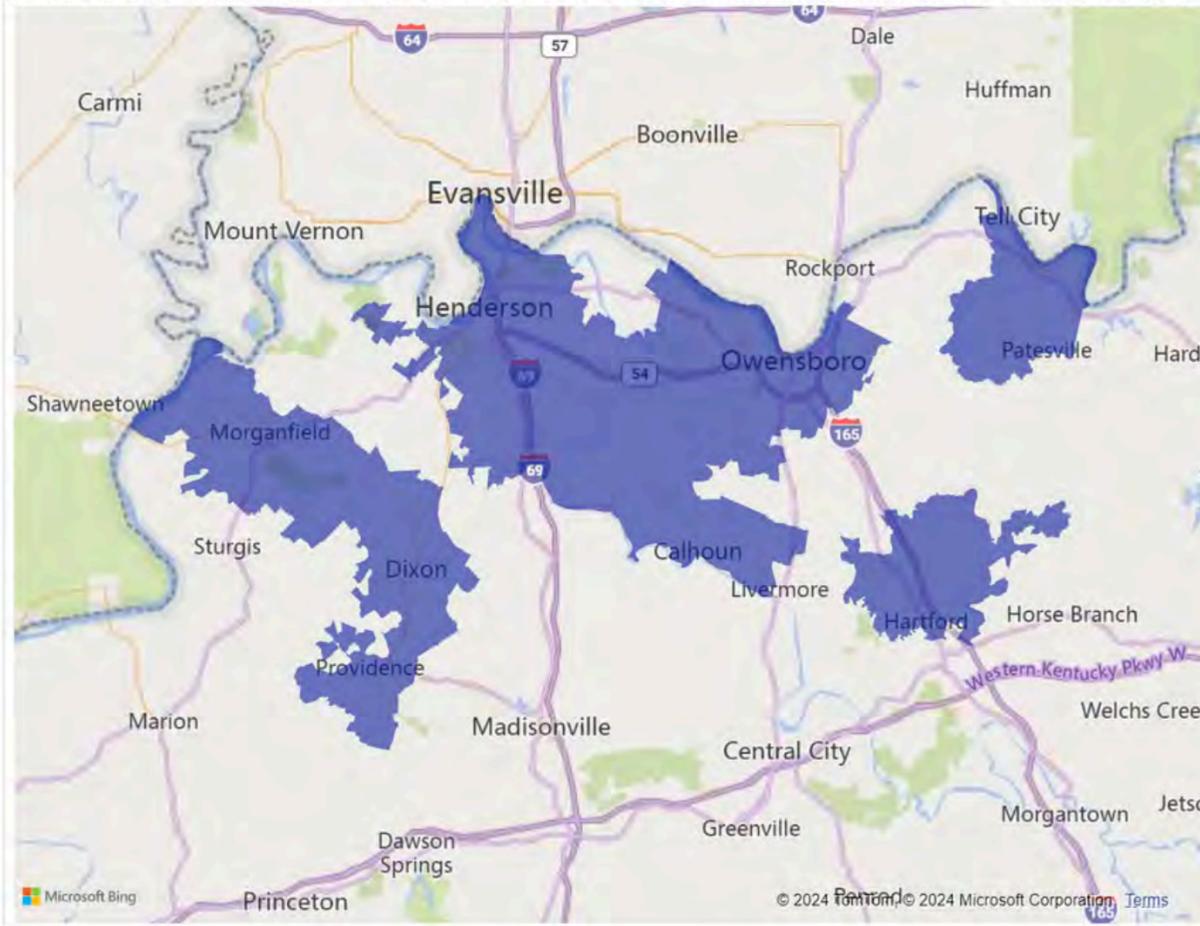


Area Development Districts

Green River

County	Population
Daviess	103312
Hancock	9095
Henderson	44793
McLean	9152
Ohio	23772
Union	13668
Webster	13017
<b>Total</b>	<b>216809</b>

Agency County	# Active Provider
DAVISS	188
HANCOCK	17
HENDERSON	106
MCLEAN	30
Ohio	123
UNION	87
Webster	97
<b>Total</b>	<b>441</b>



Agency	# of Providers
COM CARE, INC.	120
Owensboro Fire Department	88
DEACONESS EMS, LLC (1043)	87
DEACONESS EMS, LLC (1342)	87
Deaconess EMS, LLC 1646	86
OWENSBORO/DAVISS CO EMS Operated by AMR	79
OHIO CO. EMS	35
MCLEAN CO. FISCAL COURT AMBULANCE SERVICE	30
DAVISS COUNTY FIRE & RESCUE	29
CENTURY ALUMINUM AMBULANCE SERVICE	19
HANCOCK CO. EMERGENCY AMBULANCE SERVICE	17
PROVIDENCE FIRE DEPT. EMS	16
<b>Total</b>	<b>441</b>

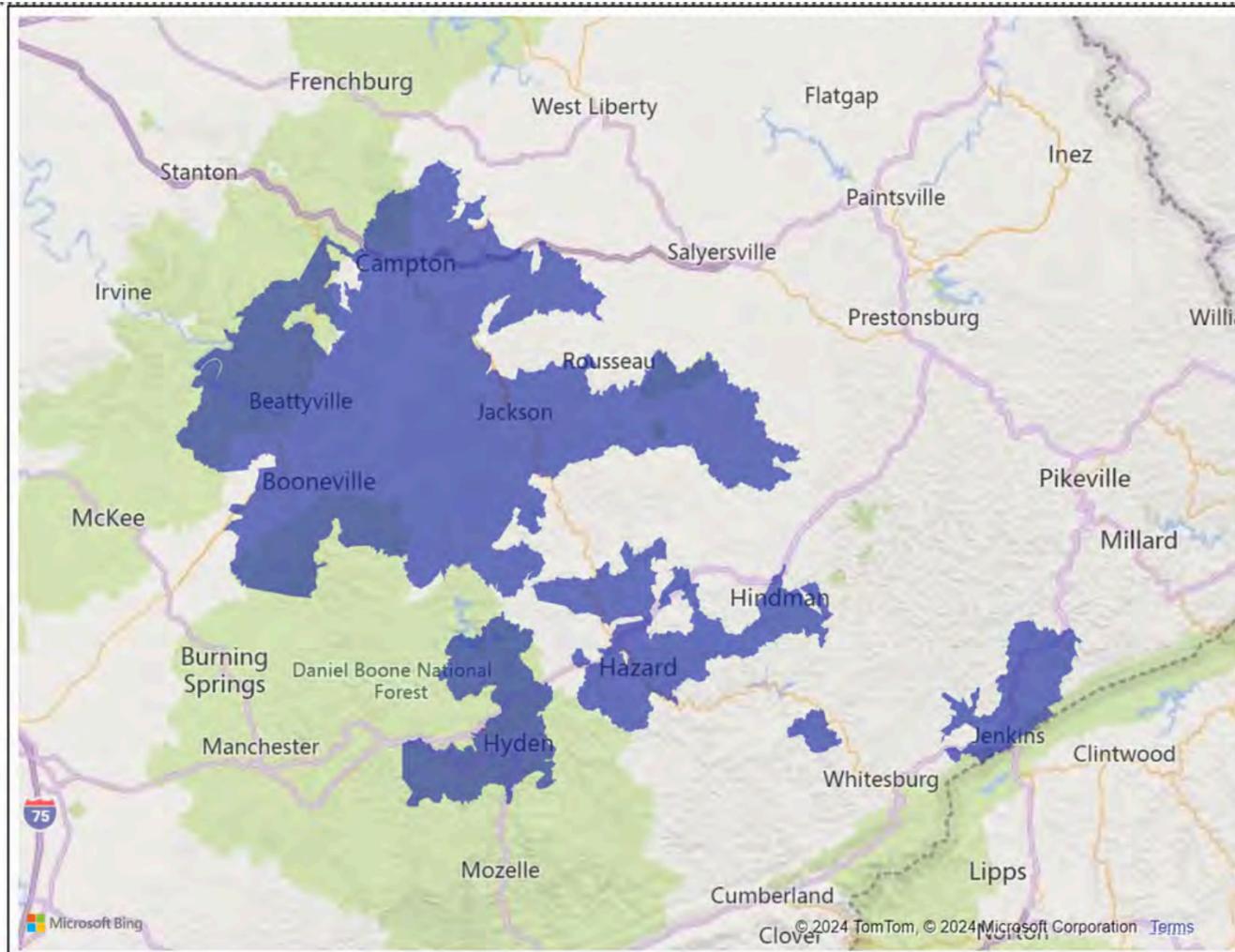


Area Development Districts

Kentucky River

County	Population
Breathitt	13718
Knott	14251
Lee	7395
Leslie	10513
Letcher	21548
Owsley	4051
Perry	28473
Wolfe	6562
<b>Total</b>	<b>106511</b>

Agency County	# Active Provider
BREATHITT	41
Knott	18
Lee	13
Leslie	17
LETCHER	43
OWSLEY	15
PERRY	47
Wolfe	42
<b>Total</b>	<b>186</b>



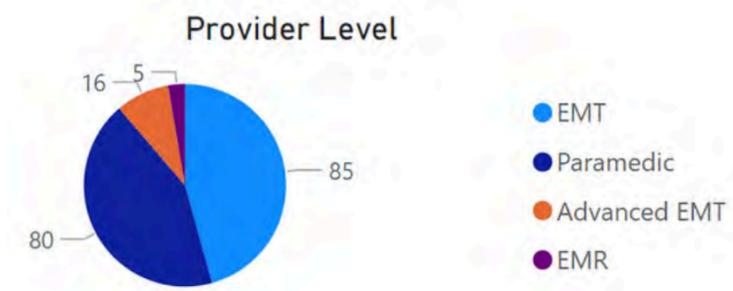
Agency	# of Providers
PERRY CO. AMBULANCE AUTHORITY, INC.	47
BREATHITT-WOLFE EMS, INC. dba CROSS MEDICAL RESPONSE (1672)	41
BREATHITT-WOLFE EMS, INC. dba CROSS MEDICAL RESPONSE (1682)	41
Med-Trans dba Highlands Emergency Air Rescue and Transport (H.E.A.R.T.)	21
Knott County Ambulance Service DBA Perry County Ambulance	18
LIFEGUARD EMERGENCY MEDICAL SERVICES (1429)	17
ALLEN'S AMBULANCE SERVICE, INC.	15
CITIZENS OF LEE COUNTY AMBULANCE SERVICE	13
LETCHER VOLUNTEER FIRE & RESCUE AMBULANCE SERVICE	13
NEON VOLUNTEER FIRE DEPARTMENT	12
Wolfe County EMS	1
<b>Total</b>	<b>186</b>

Active Licensed Providers

# 186

Number of Agencies

# 11

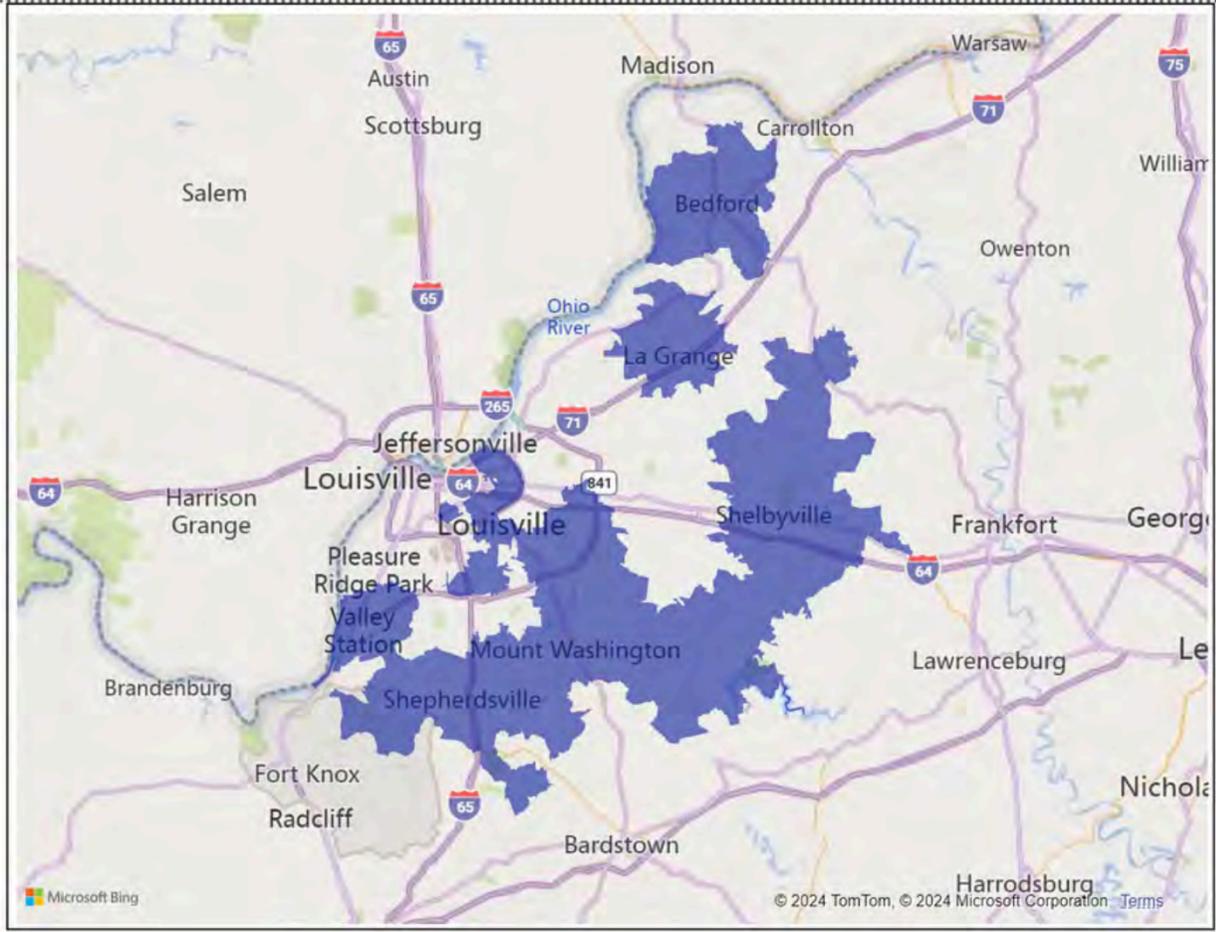


Area Development Districts

KIPDA

County	Population
Bullitt	82217
Henry	15678
Jefferson	782969
Oldham	67607
Shelby	48065
Spencer	19490
Trimble	8474
<b>Total</b>	<b>1024500</b>

Agency County	# Active Provider
BULLITT	121
HENRY	27
JEFFERSON	971
OLDHAM	60
SHELBY	42
Spencer	26
TRIMBLE	25
<b>Total</b>	<b>1211</b>



Agency # of Providers

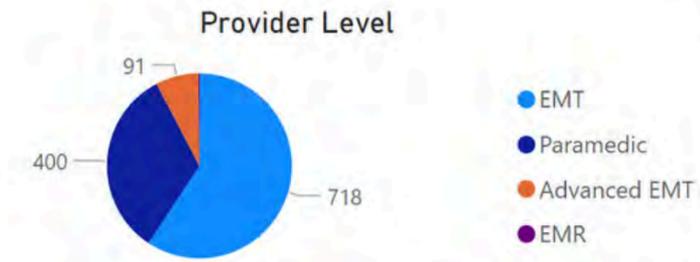
ANCHORAGE MIDDLETOWN FIRE & EMS	182
PLEASURE RIDGE PARK FIRE PROTECTION DISTRICT	130
Fern Creek Fire & EMS	129
LOUISVILLE-JEFFERSON CO METRO GOV	127
BULLITT COUNTY EMS	100
OKOLONA FIRE PROTECTION DISTRICT	96
AmeriPro EMS of Kentucky LLC (1706)	90
AmeriPro EMS of Kentucky LLC (1707)	76
JEFFERSONTOWN FIRE & EMS	74
NORTON HEALTHCARE TRANSPORT	65
OLDHAM COUNTY EMS	60
Norton Adult Transport	54
ST. MATTHEWS FIRE PROTECTION DISTRICT	50
SHELBY COUNTY EMS	42
Baptist Health EMS	30
HENRY COUNTY EMS	27
BAPTIST HEALTH LOUISVILLE EMS	26
SPENCER CO. AMBULANCE SERVICE	26
Trans-Care	26
Mt. Washington Fire & EMS	23
TRIMBLE COUNTY EMS	15
LOUISVILLE GAS & ELECTRIC T.C. EMERGENCY RESPONSE	11
<b>Total</b>	<b>1211</b>

Active Licensed Providers

# 1211

Number of Agencies

# 22

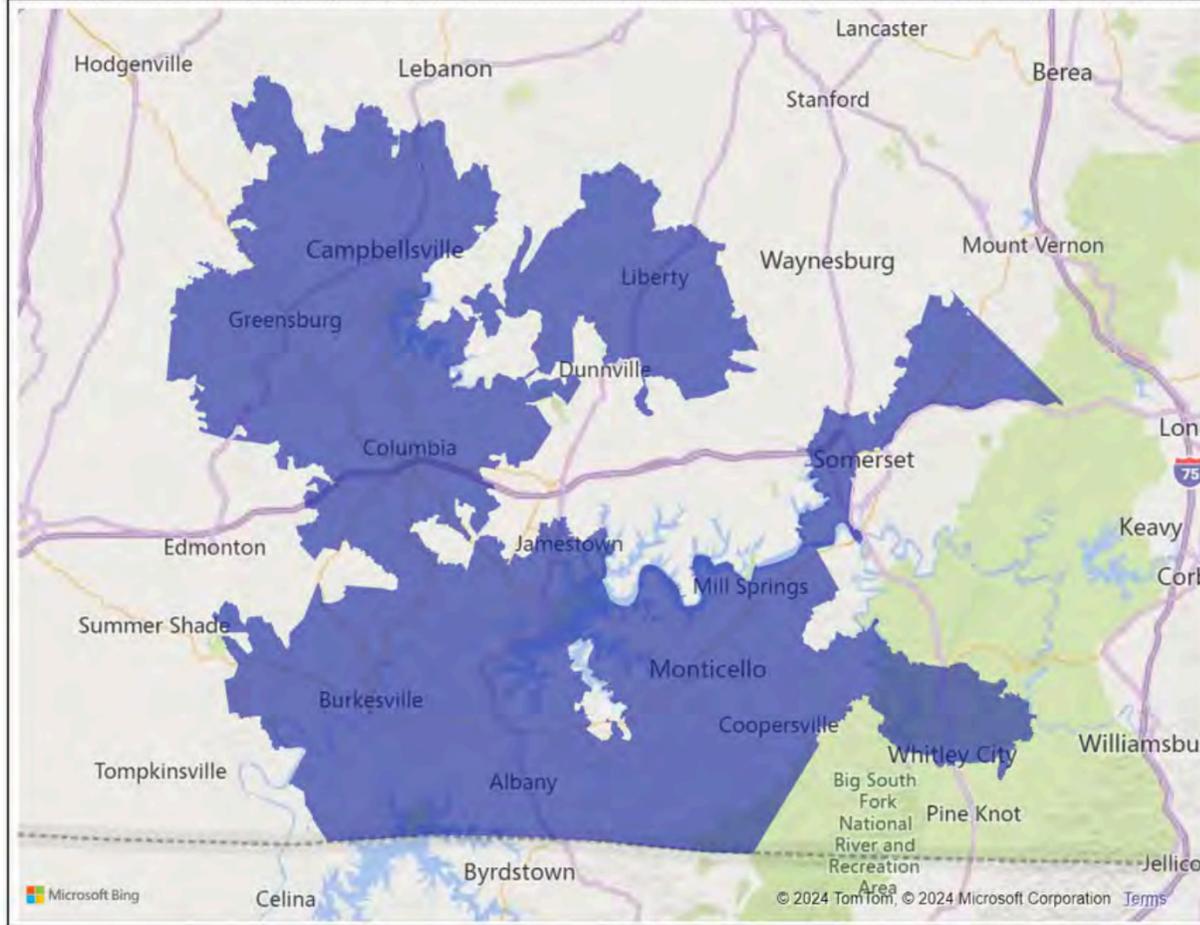


Area Development Districts

Lake Cumberland

County	Population
Adair	18903
Casey	15941
Clinton	9253
Cumberland	5888
Green	11107
McCreary	16888
Pulaski	65034
Russell	17991
Taylor	26023
Wayne	19555
<b>Total</b>	<b>206583</b>

Agency County	# Active Provider
ADAIR	28
CASEY	36
CLINTON	28
CUMBERLAND	27
GREEN	36
MCCREARY	44
PULASKI	152
RUSSELL	41
TAYLOR	44
<b>Total</b>	<b>423</b>



Agency	# of Providers
MED-TRANS OF SOMERSET DBA SOMERSET PULASKI CO FIRE/EMS	101
SOMERSET PULASKI COUNTY EMS	101
AIR METHODS KENTUCKY	46
WAYNE COUNTY EMS	46
CAMPBELLSVILLE-TAYLOR COUNTY EMS	44
MCCREARY CO. AMBULANCE SERVICE	44
RUSSELL COUNTY AMBULANCE SERVICE	41
CASEY COUNTY AMBULANCE SERVICE	36
GREEN COUNTY AMBULANCE SERVICE	36
Adair County Ambulance Service	28
CLINTON COUNTY EMS	28
CUMBERLAND COUNTY EMS	27
SOMERSET-PULASKI CO. RESCUE SQUAD	14
<b>Total</b>	<b>423</b>

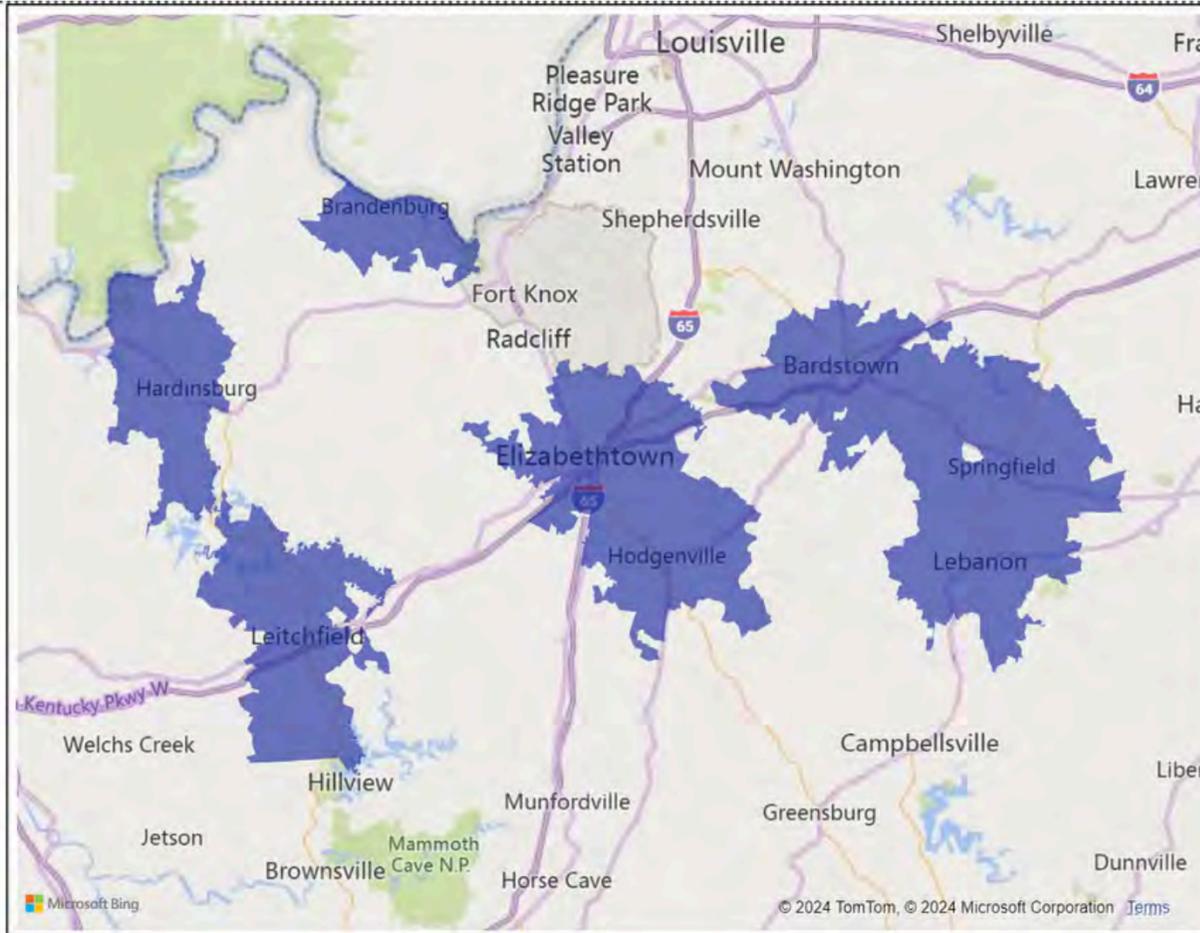


Area Development Districts

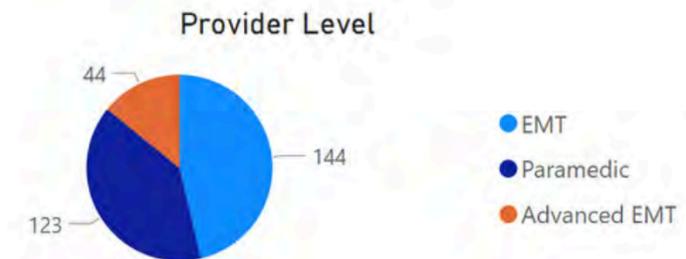
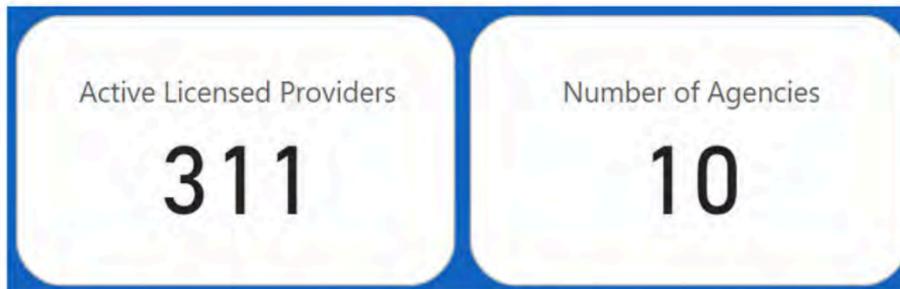
Lincoln Trail

County	Population
Breckinridge	20432
Grayson	26420
Hardin	110702
LaRue	14867
Marion	19581
Meade	30003
Nelson	46738
Washington	12027
<b>Total</b>	<b>280770</b>

Agency County	# Active Provider
BRECKINRIDGE	29
GRAYSON	35
Hardin	107
Larue	23
MARION	38
MEADE	43
Nelson	39
Washington	23
<b>Total</b>	<b>311</b>



Agency	# of Providers
HARDIN COUNTY EMS (1082)	91
HARDIN COUNTY EMS (2017)	91
MEADE COUNTY EMS	43
NELSON COUNTY EMS	39
MARION CO. EMS	38
GRAYSON CO. EMS	35
BRECK CENTRAL AMBULANCE	29
LARUE COUNTY EMS	23
WASHINGTON CO. AMBULANCE SERVICE	23
Baptist Health Hardin EMS	18
<b>Total</b>	<b>311</b>

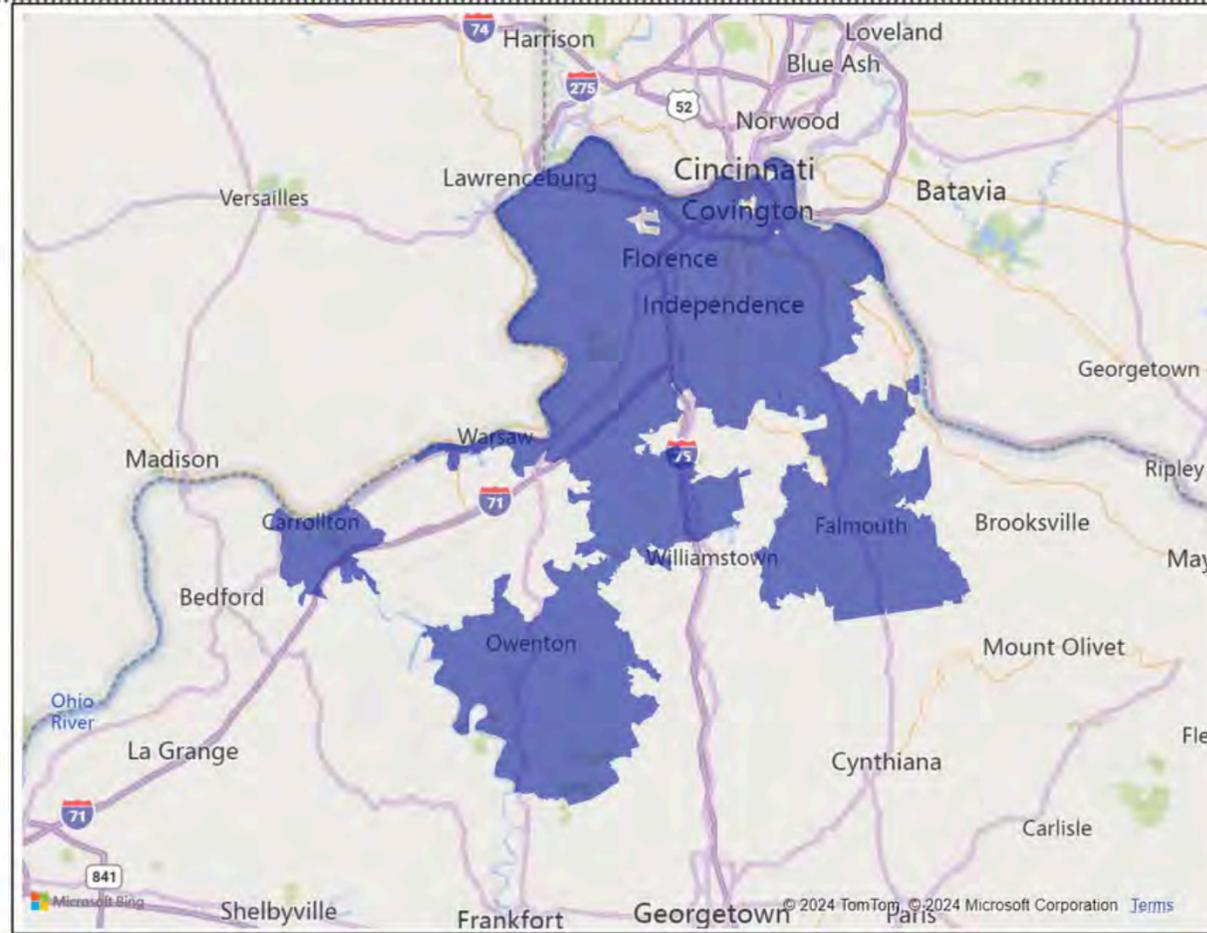


Area Development Districts

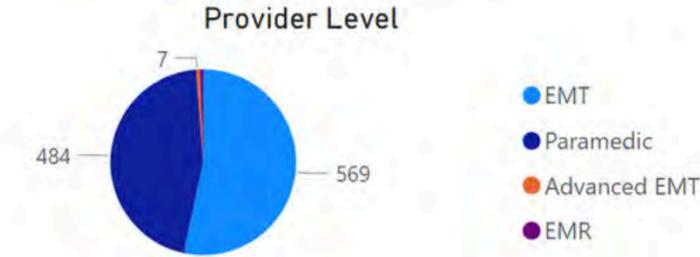
Northern Kentucky

County	Population
Boone	135968
Campbell	93076
Carroll	10810
Gallatin	8690
Grant	24941
Kenton	169064
Owen	11278
Pendleton	14644
<b>Total</b>	<b>468471</b>

Agency County	# Active Provider
BOONE	351
CAMPBELL	201
CARROLL	28
GALLATIN	31
GRANT	39
KENTON	474
OWEN	21
PENDLETON	44
<b>Total</b>	<b>1066</b>



Agency	# of Providers
COVINGTON FIRE DEPT. AMBULANCE SERVICE	116
FLORENCE FIRE & EMS	74
American Medical Response - Northern Kentucky	65
SOUTHGATE-WILDER EMERGENCY MEDICAL SERVICE	62
CINCY./N. KY INTL. AIRPORT FD AMBULANCE SERVICE	58
FORT MITCHELL LIFE SQUAD	51
INDEPENDENCE FIRE DISTRICT AMBULANCE SERVICE	48
UNION FIRE PROTECTION DISTRICT	45
BURLINGTON FIRE PROTECTION DISTRICT	44
HEBRON FIRE PROTECTION DISTRICT AMBULANCE SERVICE	43
CRESCENT SPRINGS VFD	42
EDGEWOOD FIRE & EMS	40
DRY RIDGE FIRE DEPARTMENT	39
NEWPORT FIRE DEPT. AMBULANCE SERVICE	35
WALTON FIRE PROT. DIST. AMBULANCE SERVICE	33
ERLANGER FIRE & EMS	32
GALLATIN CO. EMS	31
ELSMERE FIRE PROTECTION DISTRICT	30
CENTRAL CAMPBELL COUNTY FIRE DISTRICT	29
LUDLOW FIRE DEPARTMENT LIFE	28
<b>Total</b>	<b>1066</b>

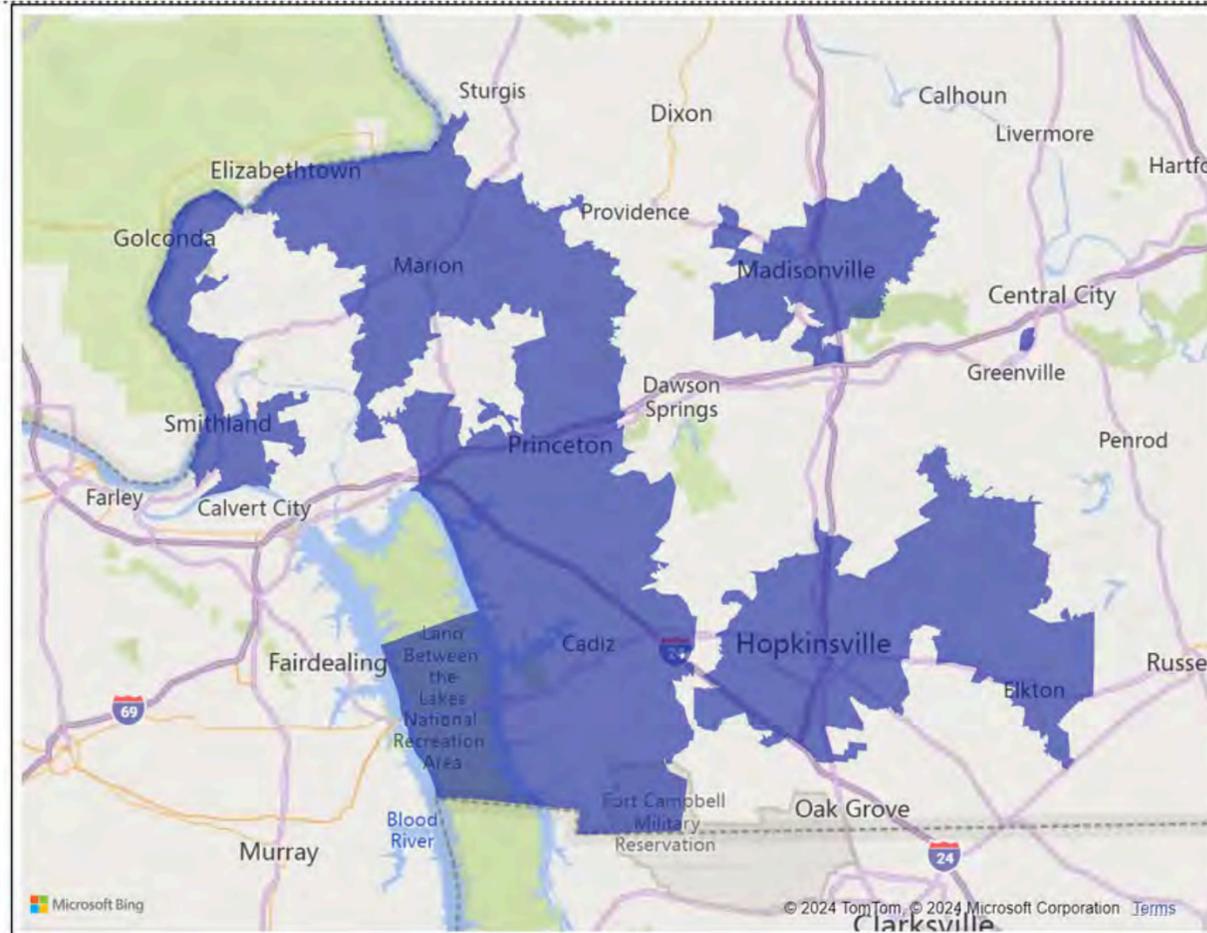


Area Development Districts

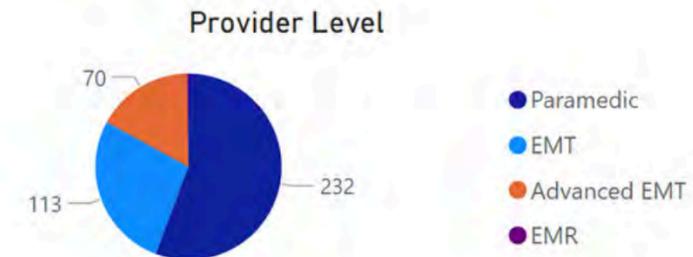
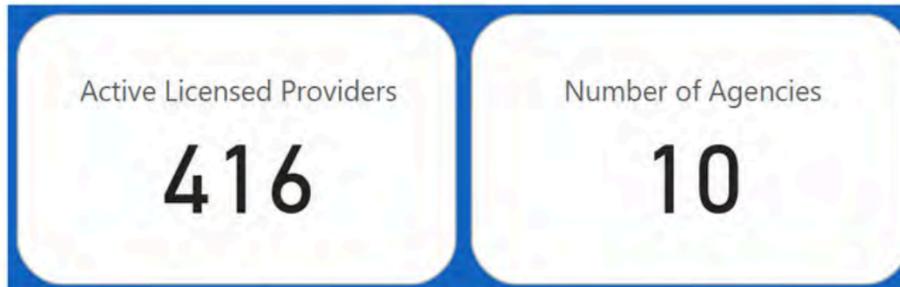
Pennyriple

County	Population
Caldwell	12649
Christian	72748
Crittenden	8990
Hopkins	45423
Livingston	8888
Lyon	8680
Muhlenberg	30928
Todd	12243
Trigg	14061
<b>Total</b>	<b>214610</b>

Agency County	# Active Provider
Caldwell	35
CHRISTIAN	230
CRITTENDEN	22
HOPKINS	38
LIVINGSTON	28
LYON	31
Muhlenberg	33
TODD	14
TRIGG	29
<b>Total</b>	<b>416</b>



Agency	# of Providers
AIR EVAC LIFETEAM	131
HOPKINSVILLE/CHRISTIAN COUNTY EMERGENCY AMBULANCE	99
MEDICAL CENTER AMBULANCE SERVICE, INC.	38
CALDWELL COUNTY EMS	35
OWENSBORO HEALTH MUHLENBERG COMMUNITY HOSPITAL	33
LYON CO. AMBULANCE SERVICE	31
TRIGG CO. HOSPITAL AMBULANCE SERVICE	29
LIVINGSTON CO. AMBULANCE SERVICE	28
CRITTENDEN CO. EMS	22
TODD CO. AMBULANCE SERVICE	14
<b>Total</b>	<b>416</b>

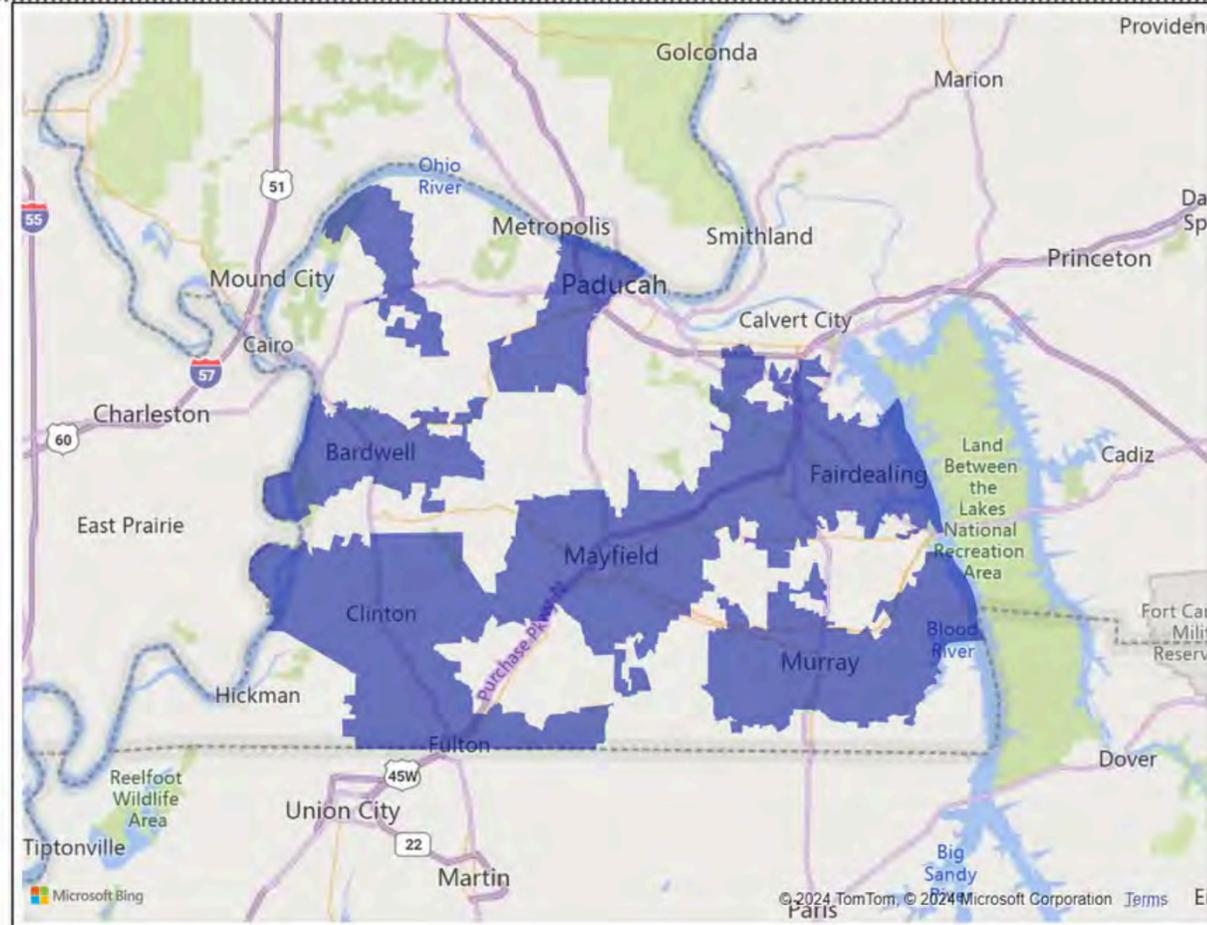


Area Development Districts

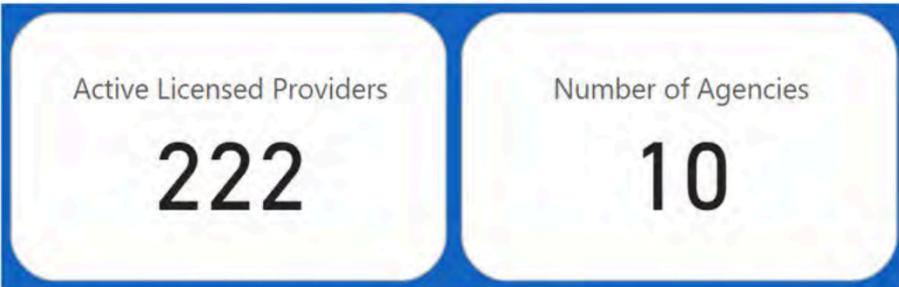
Purchase

County	Population
Ballard	7728
Calloway	37103
Carlisle	4826
Fulton	6515
Graves	36649
Hickman	4521
Marshall	31659
McCracken	67875
<b>Total</b>	<b>196876</b>

Agency County	# Active Provider
BALLARD	22
CALLOWAY	29
CARLISLE	12
FULTON	27
GRAVES	37
HICKMAN	15
MARSHALL	34
MCCRACKEN	60
<b>Total</b>	<b>222</b>



Agency	# of Providers
Mercy Regional EMS (3017)	58
MERCY REGIONAL EMS (1011)	57
MAYFIELD-GRAVES CO. AMBULANCE SERVICE	37
MARSHALL CO. AMBULANCE SERVICE	34
MURRAY-CALLOWAY CO. HOSPITAL AMBULANCE SERVICE	29
TWIN CITIES AMBULANCE SERVICE d/b/a KENTENN EMS	27
Mercy Regional EMS (6003)	23
BALLARD COUNTY AMBULANCE SERVICE	22
CLINTON-HICKMAN CO. AMBULANCE SERVICE, INC.	15
CARLISLE COUNTY AMBULANCE SERVICE	12
<b>Total</b>	<b>222</b>

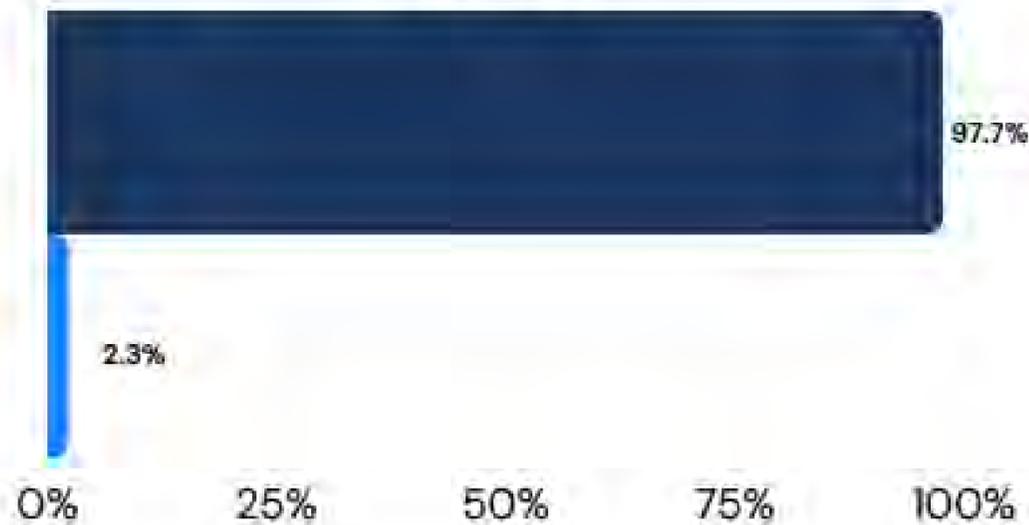


# EMS Survey Results

1708 responses collected  
1696 current EMR, EMT or AEMT  
53.\*% reported interest in becoming Paramedic  
119/120 Kentucky counties represented

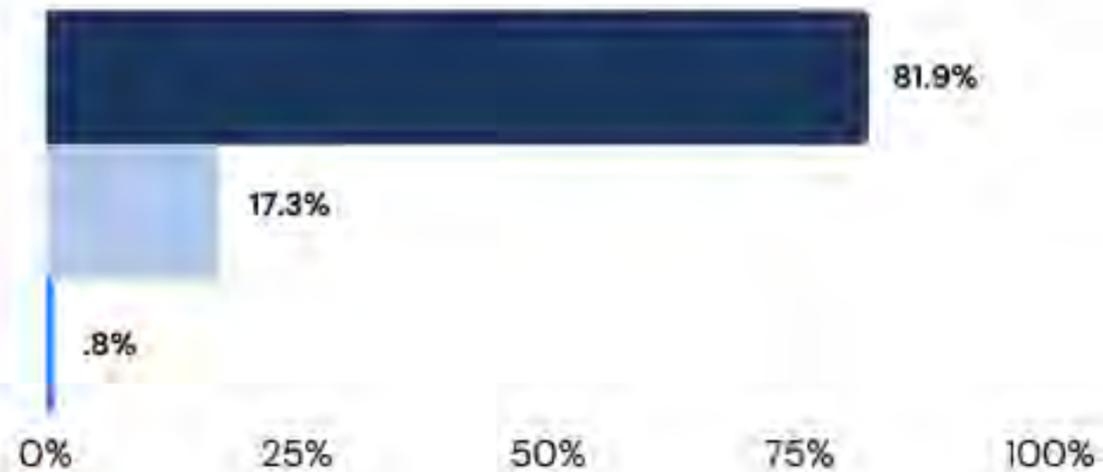
Would you participate in training if it was made available closer to you?

• Yes • No



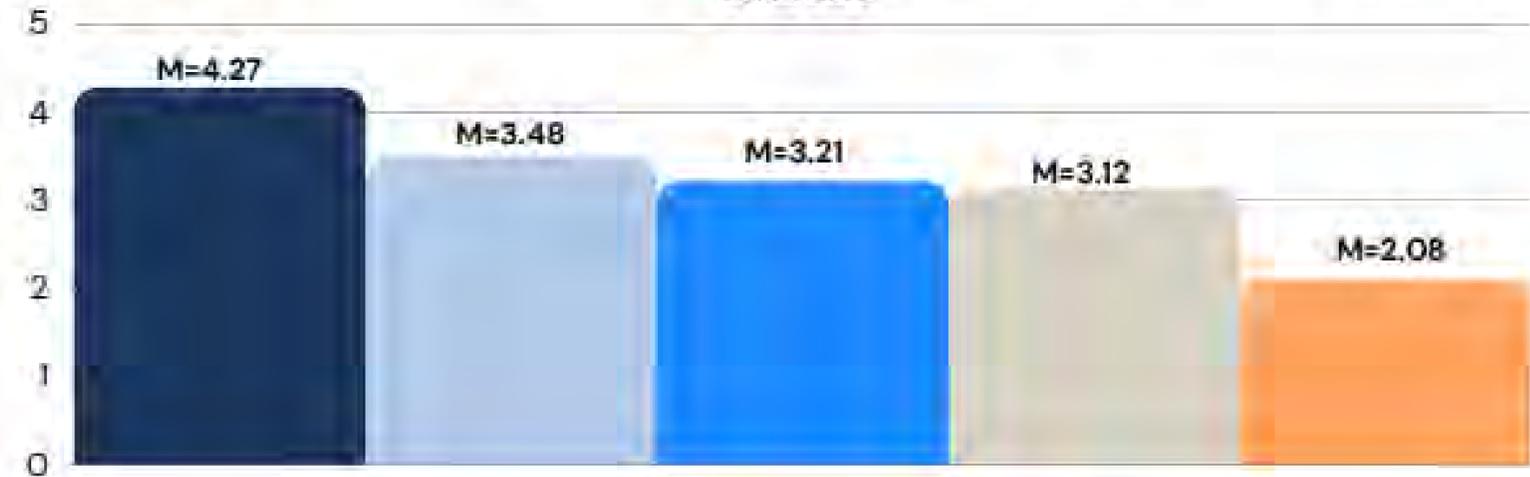
Would participating in paramedic classes in a location close to you encourage you to work in your county of residence or neighboring county(s)?

• Yes • Maybe • No

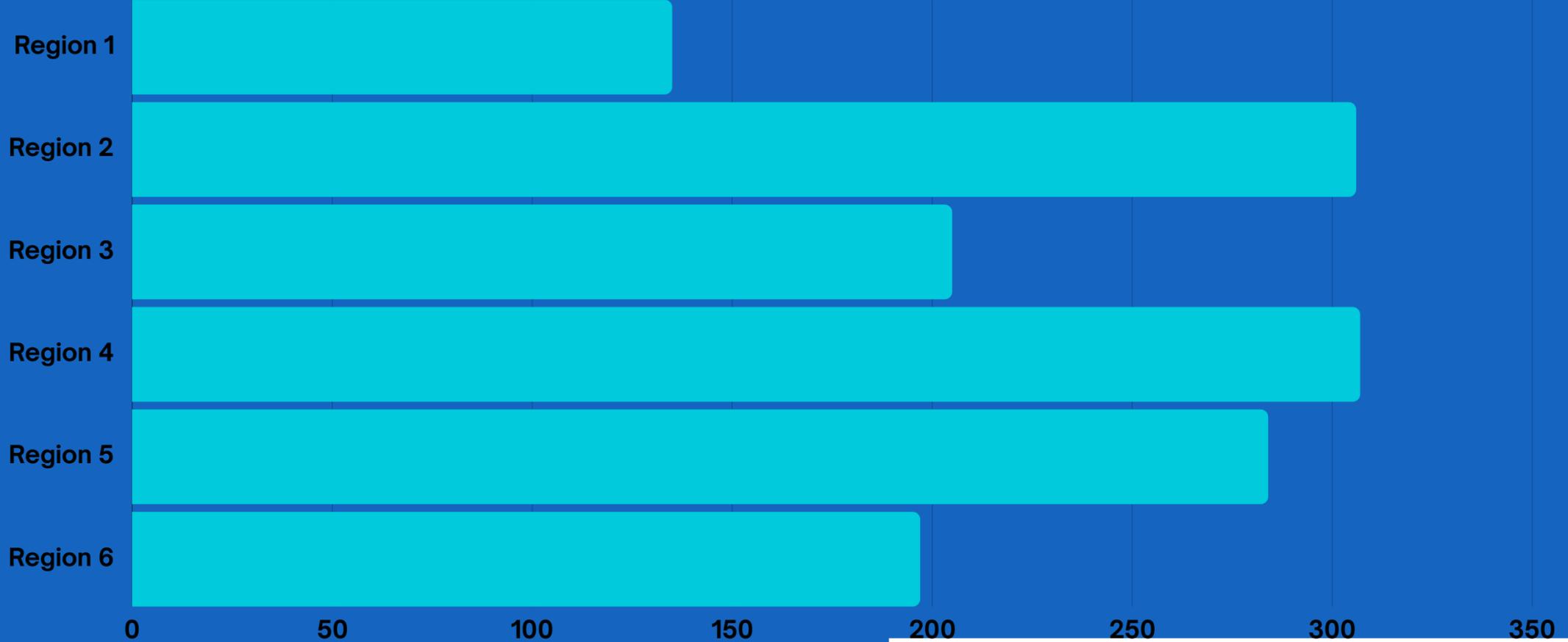


Individuals who were licensed and were interested in paramedic training were asked to rate the following barriers on a 0 (not a barrier) to 5 (most prominent barrier) scale.

• Cost of Training • Schedule Availability • Distance of Training • Prerequisite requirements • Child care



# Number of EMT's wanting Paramedic credentialing



**Barriers:**  
 Distance to Training  
 Cost  
 Scheduling  
 Prerequisites



# A Deeper Look at the EMS Shortage

## *Paramedic Deserts*



*In rural areas across Kentucky-lack of access to Nationally Accredited Paramedic Programs . Potential prospects do not have the resources available to further their ladder movement to obtain Paramedic thus creating a shortage for the EMS Services in those areas*

## *Outside of the Ambulance*



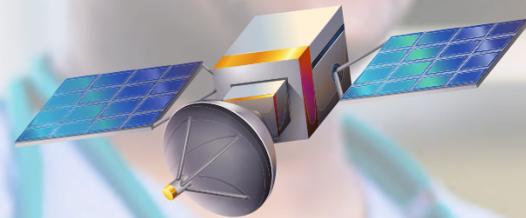
*Paramedics and Advanced Level Paramedics are expanding their careers within the Hospitals and various branches like Air Medical-although this creates depth and breadth attracting those to the profession this is further limiting those providers on an ambulance across Kentucky*

## *High Demand Interfacility*



*Interfacility transfers of patients to various appropriate facilities across Kentucky sometimes strain an EMS Services' resources. Especially rural communities that have longer transport times and often have to send their only Paramedic.*

# SOLUTIONS



## Rural Satellite Programs

Partnership with an already accredited Healthcare Program offering satellite option for rural paramedic deserts.



## Funding

Through various grants or incentivized funding these Satellite programs can operationally support and offer a financially friendly option to those seeking paramedic credentialing



## Externship

These programs can operate a “civilian to paramedic” option hiring students as employees thus creating attraction and convenience for the student.

# The VOICES of our EMS Directors

**“As we all know, our business is unique in the fact that there are no “business hours”. We must be available to provide emergency medical services twenty-four / seven. No holidays or weekends off. Our unique business needs unique solutions. I would encourage everyone to think outside of the box for these solutions and not take the “that’s how we have always done it” approach.”**

**Brent Turvey, AAS, NRP  
Executive Director  
Boyd County EMS**

**“For most agencies, recruiting and retention issues have forced remaining EMS personnel to carry a considerably higher workload, increasing the rate of burnout, turnover, and mental health crises. EMS providers are the greatest asset to many organizations, but with no relief in the foreseeable future, the lack of adequate staffing has become a safety issue.”**

**Edward Crews  
Battalion Chief, EMS  
Lexington Fire Department**

# Future goals

**01**

Create additional Paramedic programs that meet the needs of various rural locations across the state

**02**

Secure additional funding for scholarships

**03**

Create a user friendly website that will provide clear, concise communication to those seeking information regarding programs, regulations and scholarship opportunities

**04**

Provide support for Recruitment and Retention

**05**

Capturing student interests-High Schools, Guidance counselor, Area Development Districts

## Moving Kentucky EMS Forward.



**THANK  
YOU**

