

KENTUCKY HOSPITAL WORKFORCE:

Progress, Challenges, & Opportunities

CPE WORKFORCE
COLLABORATORY

October 30, 2024



Snapshot of Kentucky Hospitals



- There are 130 hospitals in Kentucky, 97 are acute or critical access
- The majority of KY hospitals are rural, and 70% are the only hospital in the county
- KY Hospitals employ more than **84,000 employees** (full and part time) and spend **\$6 Billion on Wages**
- Hospitals are often the largest employer in the county
 - While nurses are the largest professional group, roughly 40% of hospital jobs provide essential support
 - Ex. Accountants, HR, Maintenance, EVS, Trades, Security
- **KY Hospitals create \$14 Billion in economic benefit to the state**

KY Hospital Workforce Shortage is Improving, Especially in Rural Areas

- There were 4,150 Fewer Full-Time Equivalent (FTE) vacancies in 2023, compared to 2022
 - FTE Vacancies 2022: 12,790 (19%)
 - FTE Vacancies 2023: 8,641 (12%)
- There was a **lower vacancy rate in rural hospitals** in 2023:



Nursing Workforce



- RNs: **853 Fewer RN Vacancies** in 2023, compared to 2022
 - RN Vacancies 2022: 4,752 FTEs
 - RN Vacancies 2023: 3,899 FTEs (16.5% vacancy rate)
KY Hospitals reported employing 19,782 FTE RN positions in 2023

- **Top Specialty Areas Unchanged**

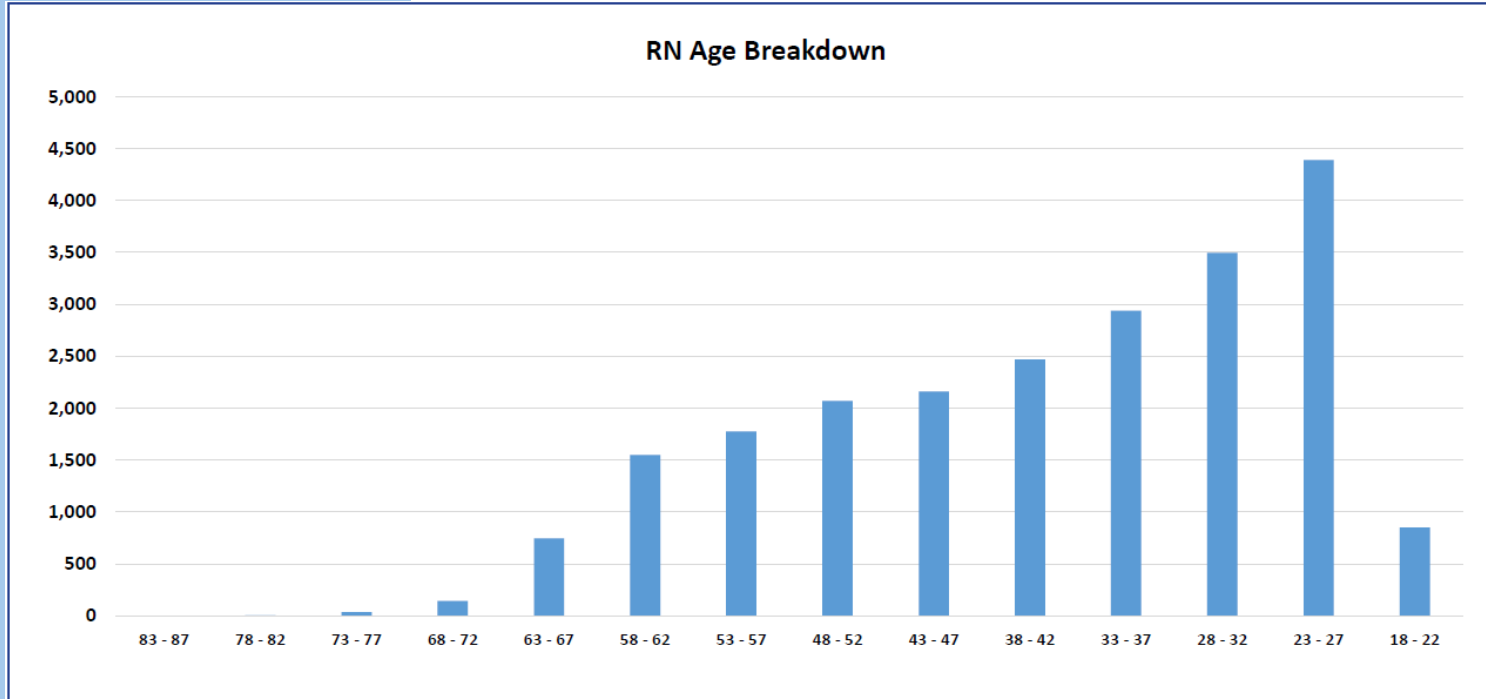
Rank	2022	Vacancy Rate		2023	Vacancy Rate
1	Med/Surg	30.4%		Psychiatric	24.4%
2	Critical Care	23%		Med/Surg	23.2%
3	Psychiatric	17.3%		Critical Care	18.5%
4	ED	16.9%		ED	12.5%
5	OR/PACU	15%		OR/PACU	11.0%

RN Age Range & Generation

Generation	Years	Percentage
Baby Boomers	1946 - 1965	10.9%
Generation X	1966 - 1980	26.5%
Millennial	1981 - 1996	39.4%
Generation Z	1996 - 2005	23.2%

Nurses nearing retirement (55+) are in high vacancy areas: OR/PACU, Psychiatric

Generation Z, born between 1996 and 2005, already accounts for nearly **a quarter** of the RN workforce.



Top Districts

Employee Vacancy

1. Buffalo Trace
2. Bluegrass
3. KIPDA
4. Lake Cumberland
5. Kentucky River

RN Vacancy

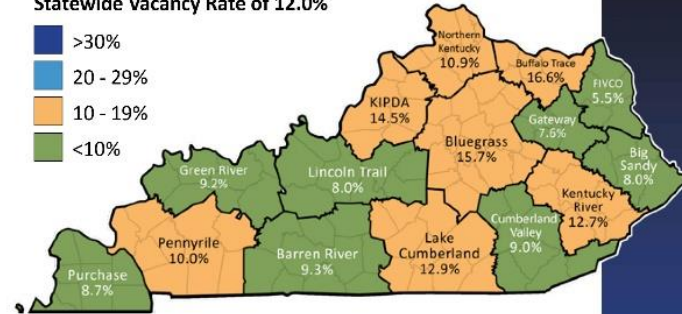
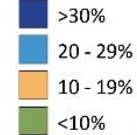
1. Buffalo Trace
2. KIPDA
3. Bluegrass
4. Big Sandy

KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS MAPS



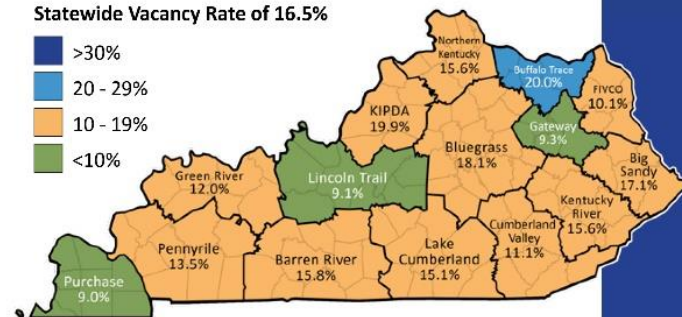
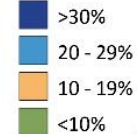
Reported Employee Vacancy by ADD

Statewide Vacancy Rate of 12.0%



Reported RN Vacancy by ADD

Statewide Vacancy Rate of 16.5%

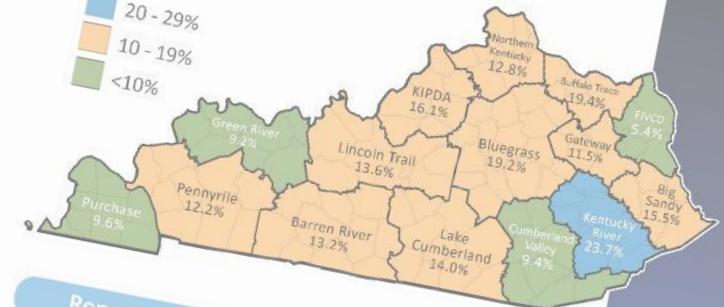


KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS MAPS



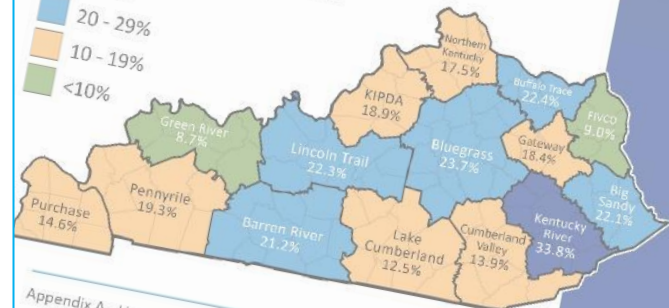
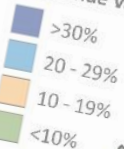
Reported Employee Vacancy by ADD

Statewide Vacancy Rate of 15.3%

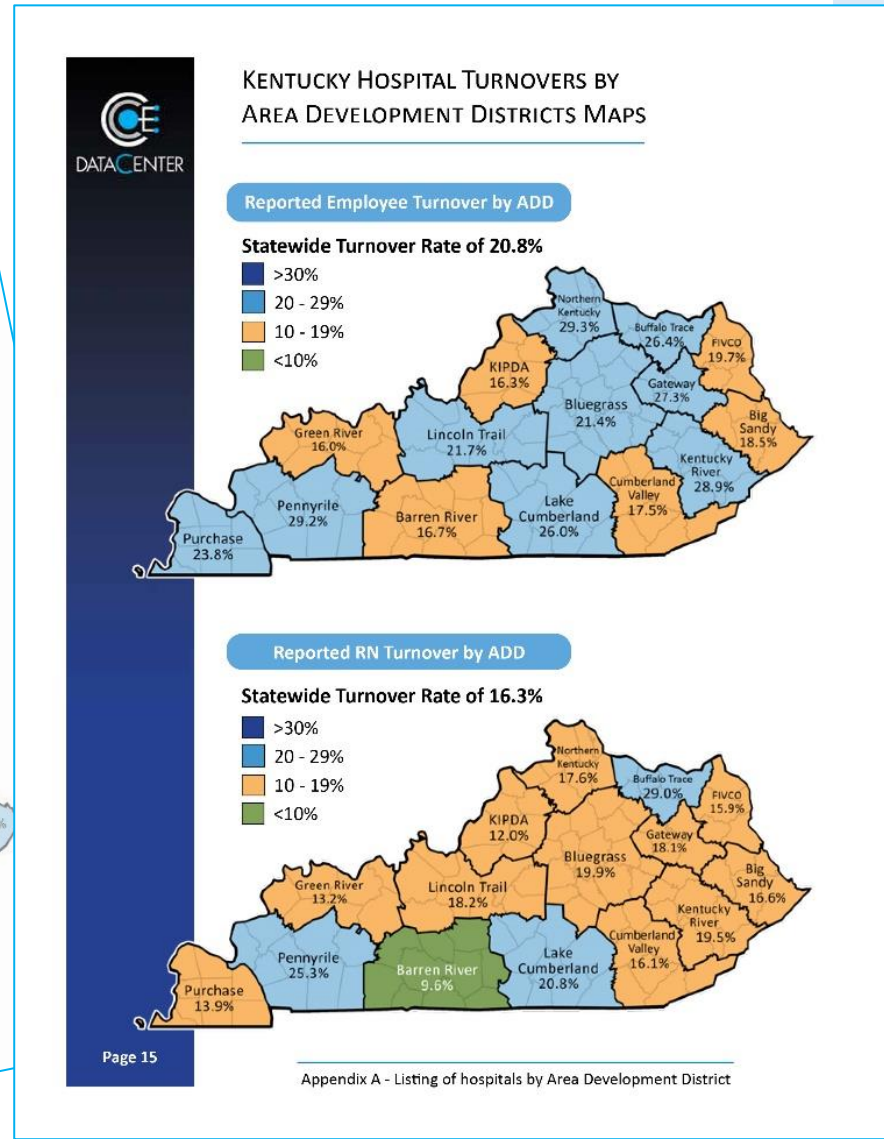
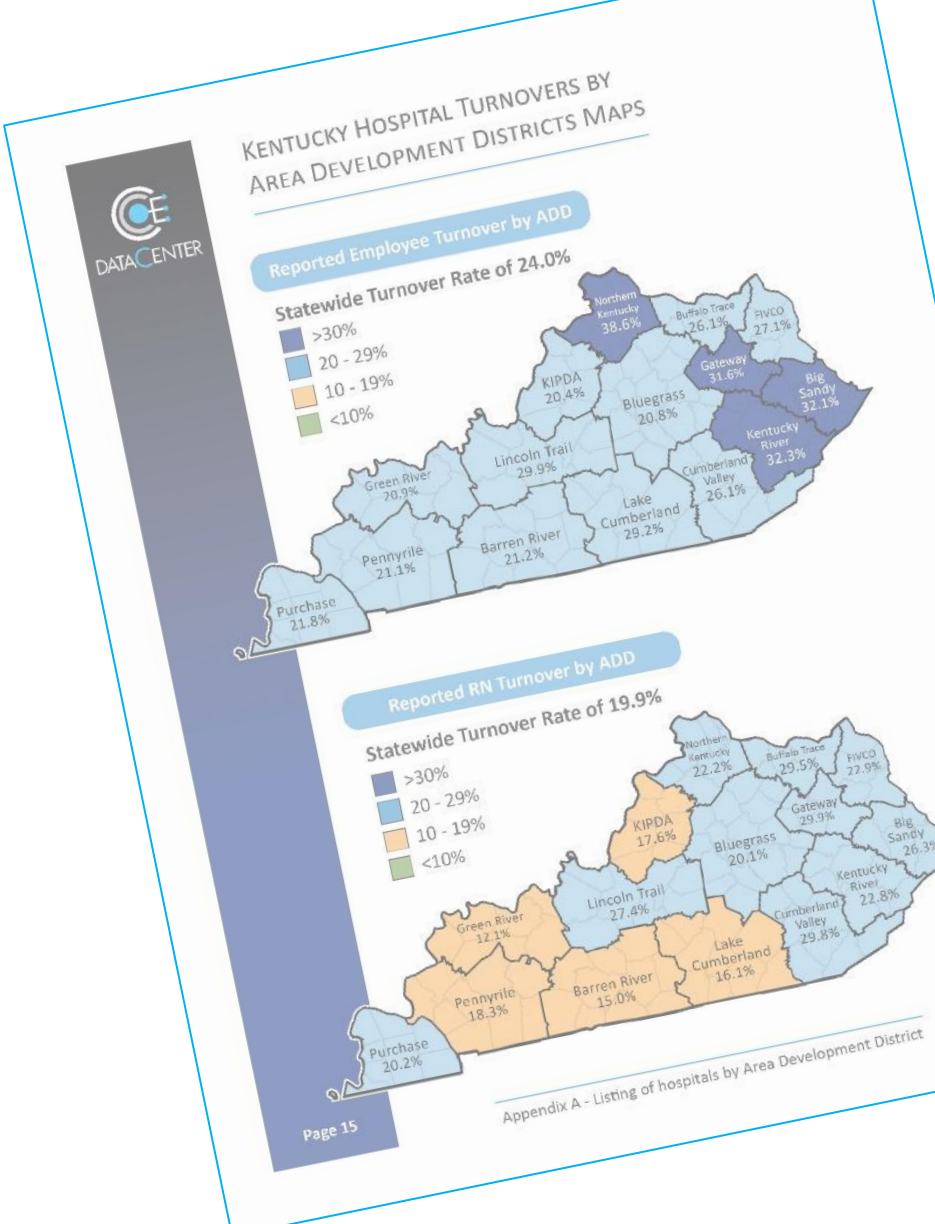


Reported RN Vacancy by ADD

Statewide Vacancy Rate of 19.7%



Kentucky Hospital Turnover by ADD



Top 5 Districts

Employee Turnover

1. Northern Kentucky
2. Pennyriple
3. Kentucky River
4. Gateway
5. Buffalo Trace

RN Turnover

1. Buffalo Trace
2. Pennyriple
3. Lake Cumberland
4. Bluegrass
5. Kentucky River

2023 Vacancy Rates by Profession

	Positions	Vacancies	Vacancy Rate
Behavioral Health	1,095	215	19.6%
Paramedic/EMT/EMS	665	126	19.0%
Licensed Practical Nurses	1,367	254	18.6%
Registered Nurses	23,681	3,899	16.5%
Nursing Techs, Aides and Assistants	9,012	1,264	14.0%
Imaging Techs	3,519	466	13.2%
Respiratory Therapists	1,642	195	11.9%
Laboratory Staff	2,608	263	10.1%
Social Workers	585	58	9.9%
Restorative Services	1,732	169	9.7%
Food Services	975	91	9.3%
Pharmacy	2,593	201	7.8%
Environmental Services	2,377	179	7.5%
Coders	571	27	4.7%

New Categories for CY 2023

Vacancy Rates

Mental Health Technician: 21.9%

New Categories from CY 2022

Paramedic: 17.4%

Emergency Medical Technician: 19.8%

Other Emergency Medical Services: 22.2%

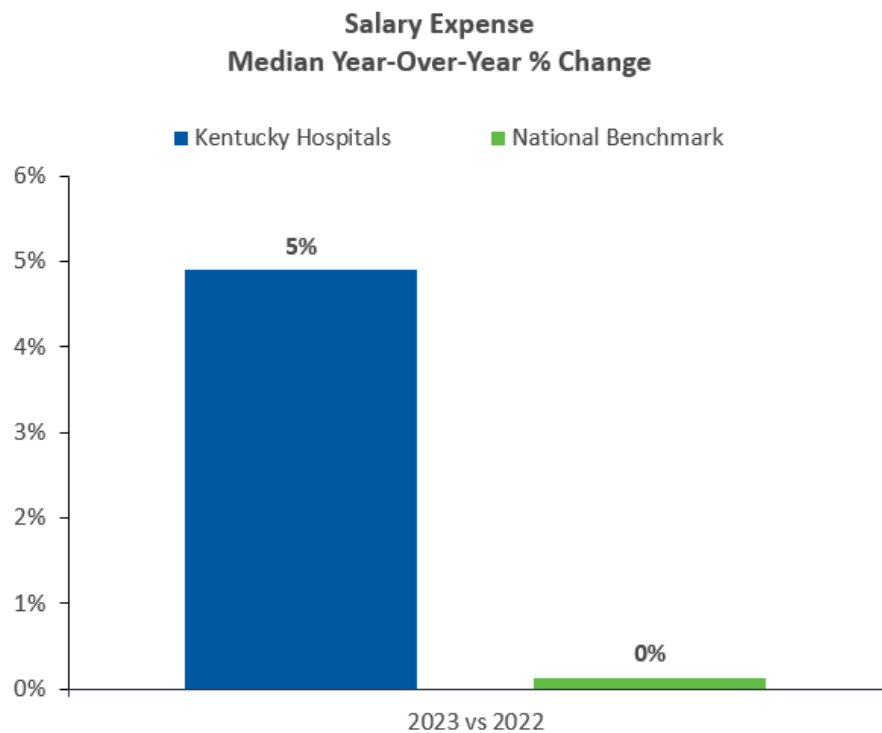
- **The shortage of Imaging Techs is worsening**
- How to address high vacancy % when numbers are lower?

Top Non-Nursing Vacancies	2023		2022		2021	
	Vacancies	Rate	Vacancies	Rate	Vacancies	Rate
Imaging Techs	466	13.2%	339	11.6%	333	10.4%
Laboratory	263	10.1%	249	11.5%	339	14.2%
Pharmacy	201	7.8%	149	6.4%	216	9.0%
Respiratory Therapy	195	11.9%	224	15%	286	17.7%
Mental Health Techs	215	19.6%	NR		NR	

Workforce Retention

KY Hospitals Have Substantially Invested in Wages

Rising Salary Costs: 5% Increase at the Median for Salary Expense



KEY TAKEAWAYS

- **Kentucky Salary Cost Growth Outpaces National Medians:** Median hospitals in Kentucky experienced a significant 5% increase in salary expenses, far exceeding the national median increase of 0.12%.
- **Targeted Investment:** The increases in salary expenses among median Kentucky hospitals indicate a targeted investment in healthcare staff.

Source(s): 1) The median YOY % change in Kentucky hospital salary and benefit expense was produced by Kaufman Hall using data sourced from Syntellis' Axiom Comparative Analytics and Definitive Health.

Support Worker Safety Initiatives Through Expansion of Legislation and Trainings



▶ **Passage of WPV Law**

- Expands the protection to the premises of a health clinic, doctor's office, dental office, long-term care facility, hospital, or a hospital-owned or affiliate outpatient facility

▶ **KHA trained >45 hospitals on workplace violence prevention**

▶ **Resources on the KHA website for worker safety**

- AVADE[®] instructional videos, course modules, and other materials for members
- Links to statistics, research papers, Joint Commission, OSHA, AHA, CMS, FBI, and Kentucky statutes

WPV Law Implementation

- Signage
- Safety Code of Conduct
- Template Procedures for Hospitals
- Partnering to Educate Prosecutors and Law Enforcement



Kentucky
Hospital
Association

Our hospital
is a healing
place. Help
keep it safe.

**VIOLENCE AGAINST HEALTH
CARE WORKERS IS A FELONY.**

Our caregivers vow to provide you and your loved ones with the best care possible. Any threat or assault towards our staff or volunteers is subject to enhanced fines and prosecution as part of Kentucky Revised Statute 508.025.

Curaeque semper veneratibus lectus viverra ex dictumst nulla maximus.



**PATIENTS
& VISITORS**

We have **zero** tolerance
for acts of aggression:

- Physical assault or threats of harm
- Abusive or disrespectful language
- Verbal harassment or bullying
- Refusing to respond to staff instructions

Aggressive behavior prevents
us from providing
quality care.

**VIOLENCE AGAINST HEALTH
CARE WORKERS IS A FELONY.**



Kentucky
Hospital
Association

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Convene and Connect with Stakeholders to Build an Adequate Supply of Health Care Workers



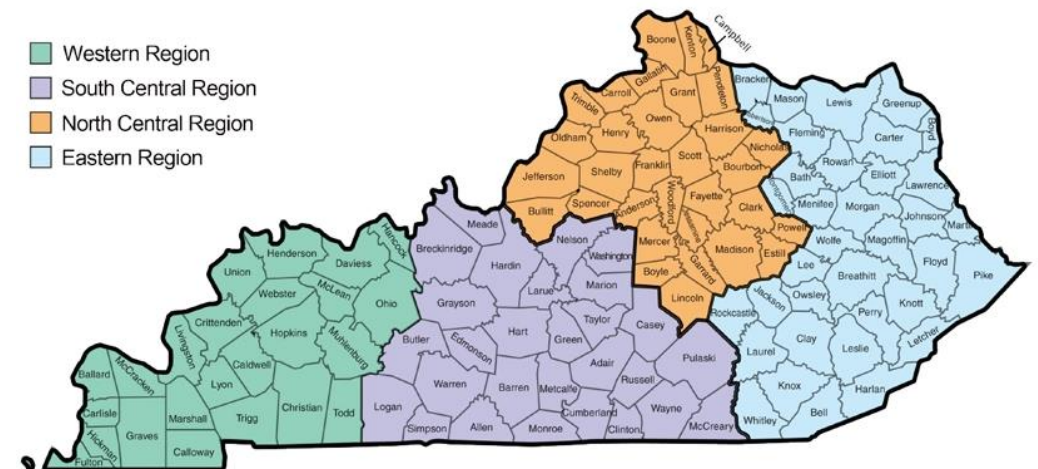
Kentucky Chamber Foundation's Talent Pipeline Management® Program

▶ KHA TPM Program Inducted into US Chamber TPM Hall of Fame

- Award recognizes outstanding leadership and honors programs that are leading the most innovative and impactful talent strategies
- Recipients demonstrate the power of collaboration, a focus on shared values, and expertise to improve communities

▶ Over 230 partners and hospitals/health systems have been engaged

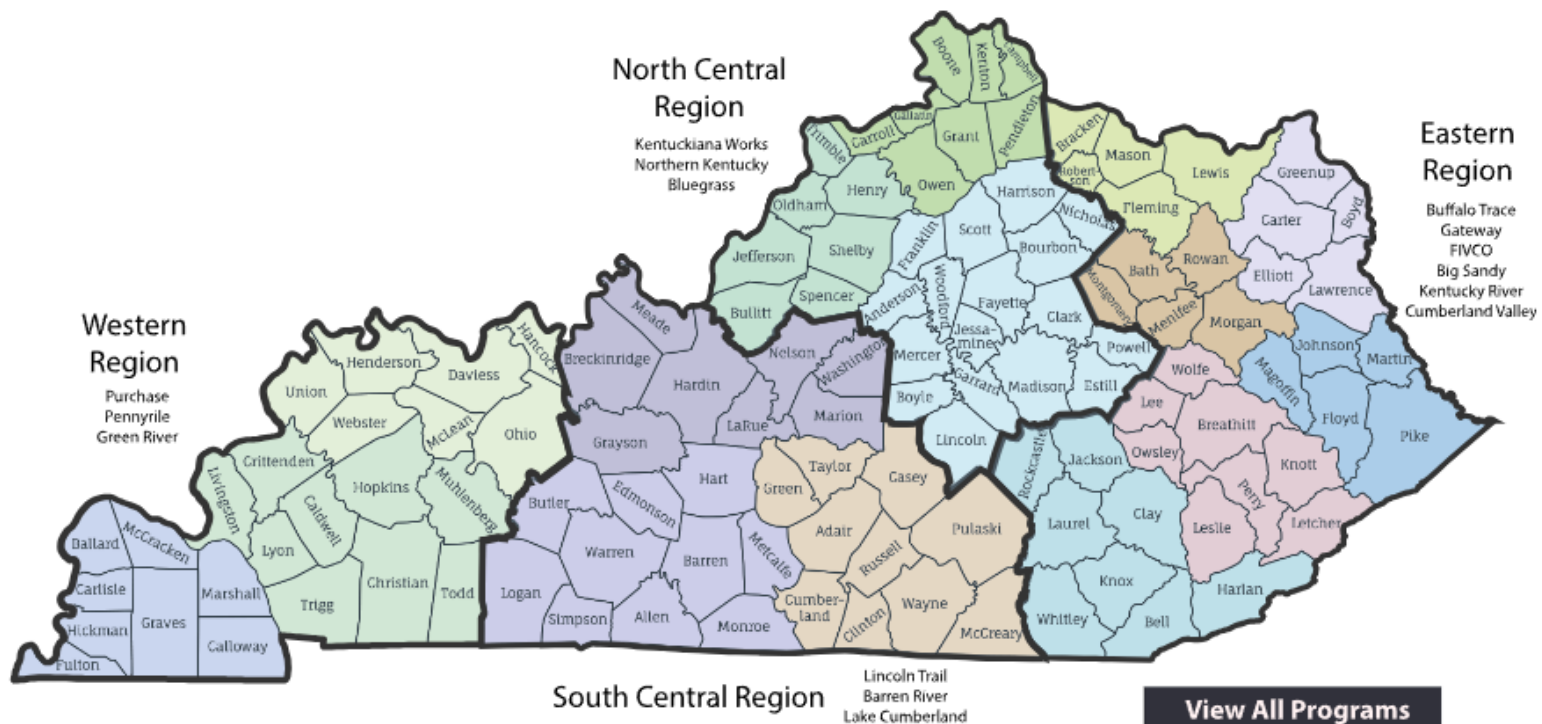
- Primary, secondary, and postsecondary schools
- Community workforce and education associations (AHEC, SOAR, HealthForce Kentucky)
- Local commerce chambers
- Statewide boards and agencies



Workforce Project Asset List

Please click on the regions in the map below to see Workforce development projects specific to that region.

If you have any questions, or would like to add a resource, please contact Senior Talent Pipeline Manager, North Central Region, [Sara Tracy](#).



All Programs

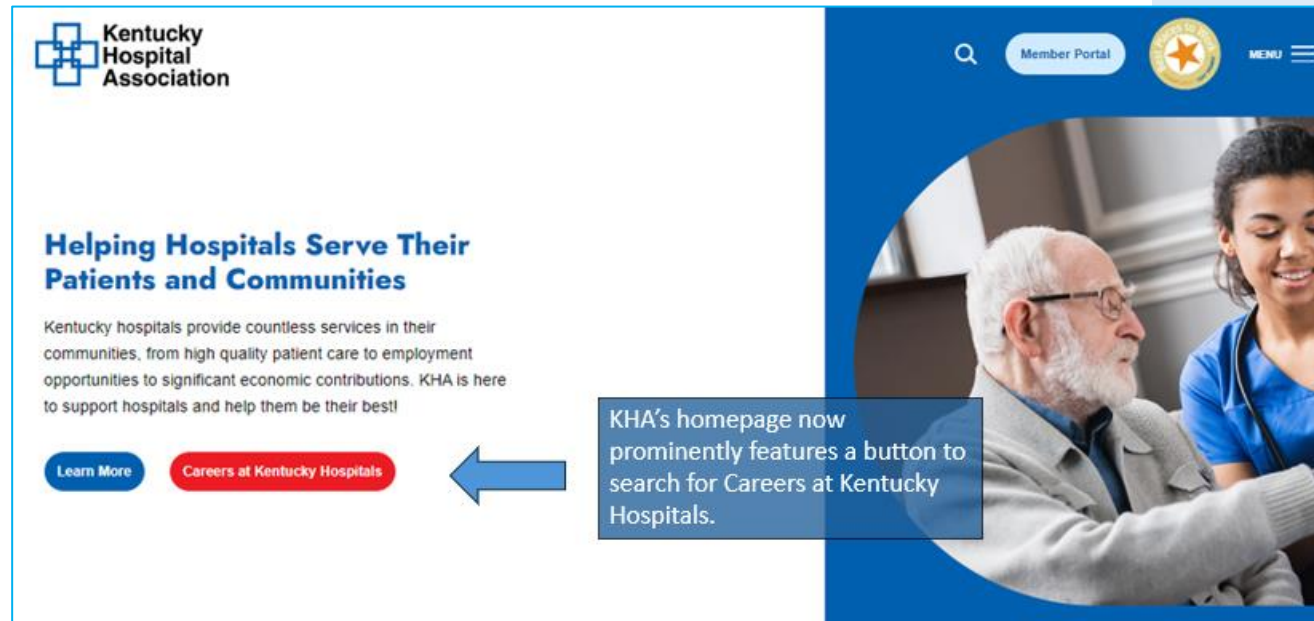
Target Audience

Search:

Project/Program	Project Description	Target Audience	ADD
Bluegrass Planning Consortium	For more than 40 years, the Bluegrass Planning Consortium has	Post-secondary	Bluegrass

Provide Resources to Support Members and Stakeholders Addressing Workforce Development

- ▶ Creating model high school LPN Program partnering with KCTCS
- ▶ Partnering with boards, KCTCS, and hospital leaders to address specific allied health issues
- ▶ Marketing and Social Media to attract students into health careers
- ▶ Enhancing KHA's website
 - Hospital Careers
 - Tuition funding sources



KHA Second Annual Workforce Summit



KHA Fall Health Care Workforce Summit

November 12, 2024

Louisville Marriott East

The KHA Health Care Workforce Summit brings industry leaders together to showcase how hospitals can engage their team members and communities.

[More Information](#)

[Register Now](#)



Talent Pipeline Management

The Kentucky Hospital Association has partnered with the Kentucky Chamber Foundation's Workforce Center to create a Talent Pipeline Management (TPM®) program designed for hospitals to build their talent supply chains.

Careers & Schools

Seeking to begin a career in health care? Browse our helpful resources and learn more about education and career opportunities.

Data Reports & Resources

KHA periodically releases reports addressing Kentucky's hospital workforce shortage, including our annual Workforce Survey Report and Projections Report.

Workplace Violence Prevention

Review resources on workplace violence prevention from OSHA, the Department of Homeland Security, and the Hospital Association of Southern California.

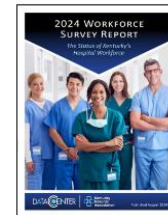
Partners

Addressing Kentucky's hospital workforce crisis is a team effort. Meet our partner organizations!

<https://www.kyha.com/workforce/>



Workforce Data Reports & Resources



KHA 2024 Workforce Survey Report



Nursing Workforce Projection Model



Kentucky Nurse Workforce Projections 2022-2035

<https://www.kyha.com/workforce/data-reports/>

Thank You!