

# Strengthening the Healthcare Workforce Pipeline

Workforce and Economic Development Team  
Kentucky Council on Postsecondary Education



# Data that Brings Us to the Problem

- 1) We have fewer KY students going to college
- 2) We have fewer KY adults returning to college
- 3) We've seen a steady decline in health-related enrollments
- 4) Many grads with high level credentials aren't staying in KY

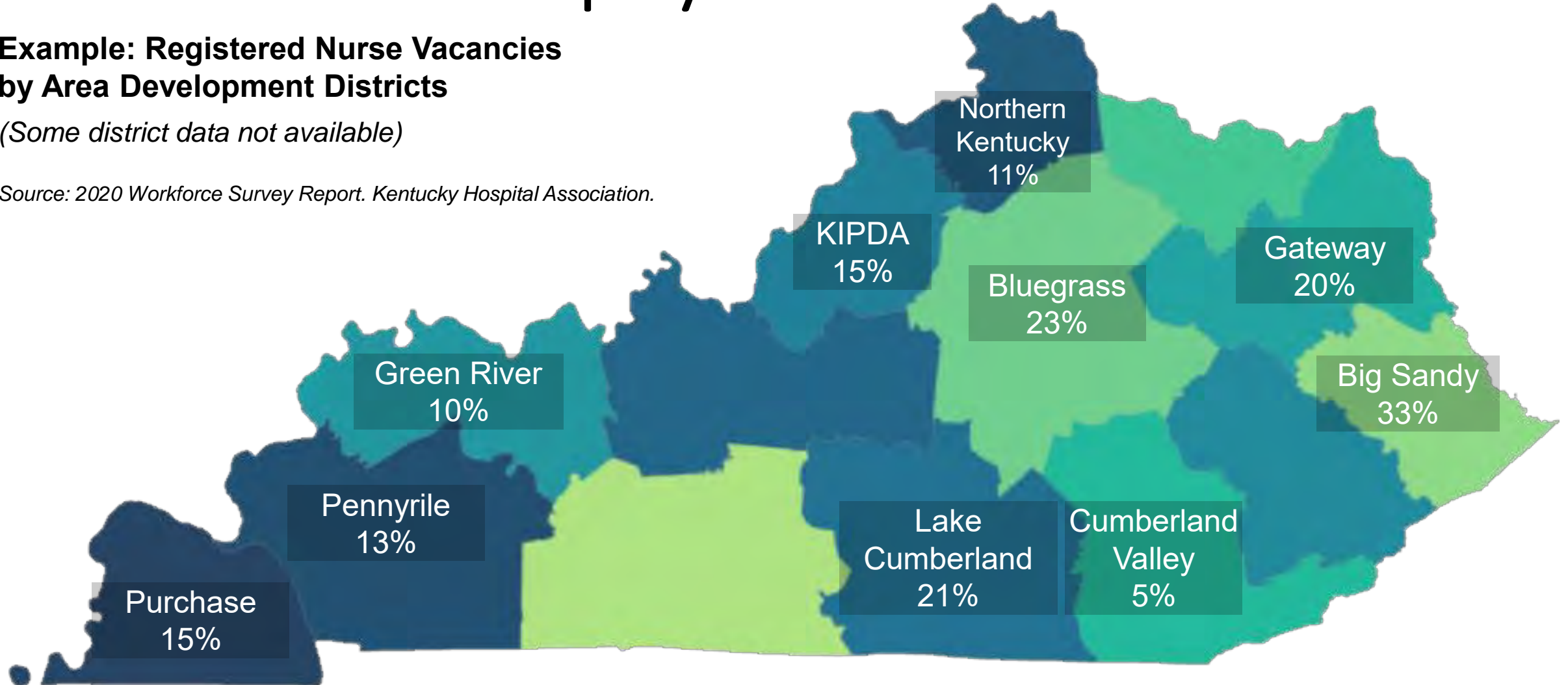
Source: Research and Analytics Department at CPE and KYSTATS

# Effect on our employers

## Example: Registered Nurse Vacancies by Area Development Districts

*(Some district data not available)*

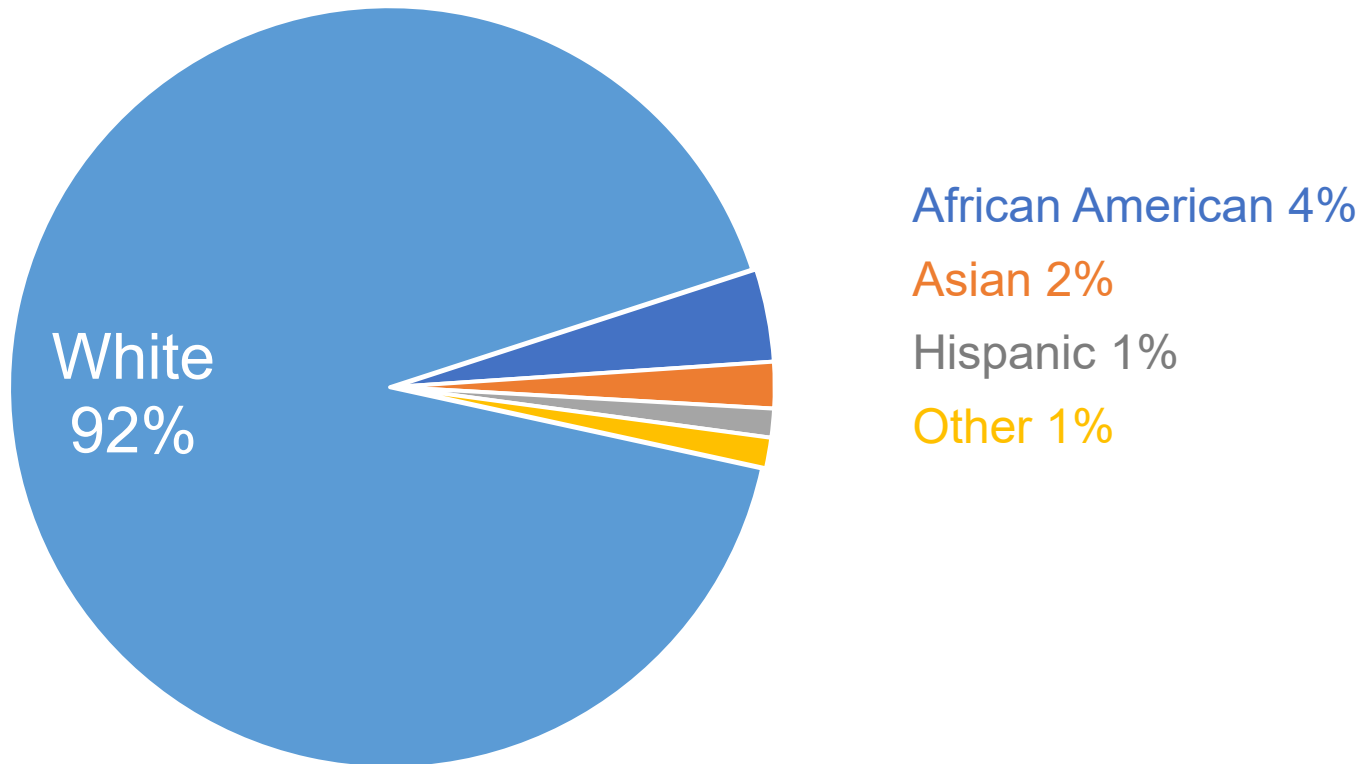
*Source: 2020 Workforce Survey Report. Kentucky Hospital Association.*



# Our healthcare workforce doesn't reflect the population's diversity

## Example: Diversity in Kentucky's Nursing Profession

Based on Currently Licensed Nurses in Kentucky



- Nine out of 10 of our nurses are white.
- When it comes to diversity representation, we have some disparities:
  - 4% of our nurses are black, compared to 8% of our population.
  - 1% of our nurses are Hispanic, compared to 5% of our population.
- Side note: 91% of Kentucky's licensed nurses are female.

*Sources: Current Licensed Counts by County and Ethnicity. Kentucky Board of Nursing. July 2022. 2020 Census Data. State Report: Kentucky. U.S. Census Bureau.*

# And it is affecting our employees

## Top Ranked Contributors to the Nursing Shortage in Kentucky Based on a Survey of Kentucky Nurses (Oct. 2021)

Lack of sufficient nursing staff/heavy patient loads	73%
Not enough pay	41%
Physical exhaustion	26%
Fear of transmitting COVID to family/friends due to working as a nurse	24%
Lack of support staff to alleviate non-nursing tasks	22%
Lack of support for nurses from management/administration	22%

Source: Kentucky Nursing Association.

# Continual demand, due to growth, requires more employees

## Occupational Outlook Anticipated Growth (2019-2029) for Select Healthcare Jobs

Certificate Level	Associate Level	Bachelor's Level
Surgical Technologists 10%	Radiology Technicians 9%	Medical/Clinical Lab Workers 9%
Health Technologists 11%	Respiratory Therapists 24%	Registered Nurses 10%
Medical Records Specialist 11%	Physical Therapist Assistants 34%	Exercise Physiologists 10%
Licensed Practical Nurses 11%	Occupational Therapist Assistants 40%	Dietitians 11%

Source: Kentucky's Occupational Outlook. KYSTATS.

# The Healthcare Workforce Collaborative (HWC)

The HWC is a targeted strategy designed to address the critical healthcare workforce crisis facing our state. It focuses on growing and strengthening the education and training pipeline.

Grants to Campuses

HWC Advisory Group

# Grants to Campuses



Healthcare Partners



Clinical Opportunities



Wrap Around Services



Focus on Equitable Access



K12 and KCTCS Partnerships



# Advisory Group

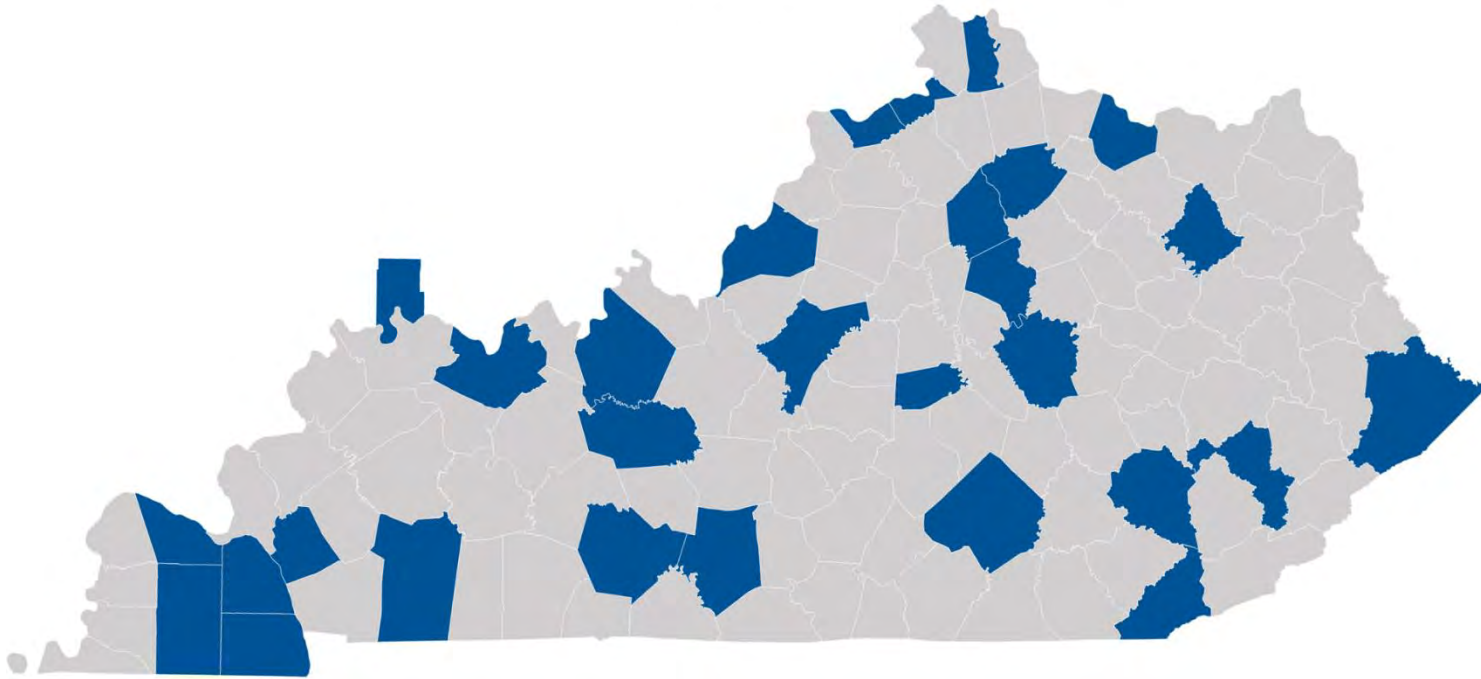


The HWC Advisory Group is administered by CPE and is comprised of representatives from universities and colleges, members of the healthcare sector, and state leaders.

# Healthcare Workforce Collaborative

## *Institution Partners*

Kentucky and Indiana Counties with Participating Healthcare Partners



**Each institution named healthcare employer partners who provided skin in the game**

48 healthcare organizations across Kentucky who contributed:

- money
- staff
- time
- equipment

# Facilitating discussions that benefit everyone

## **Schools and Campuses**

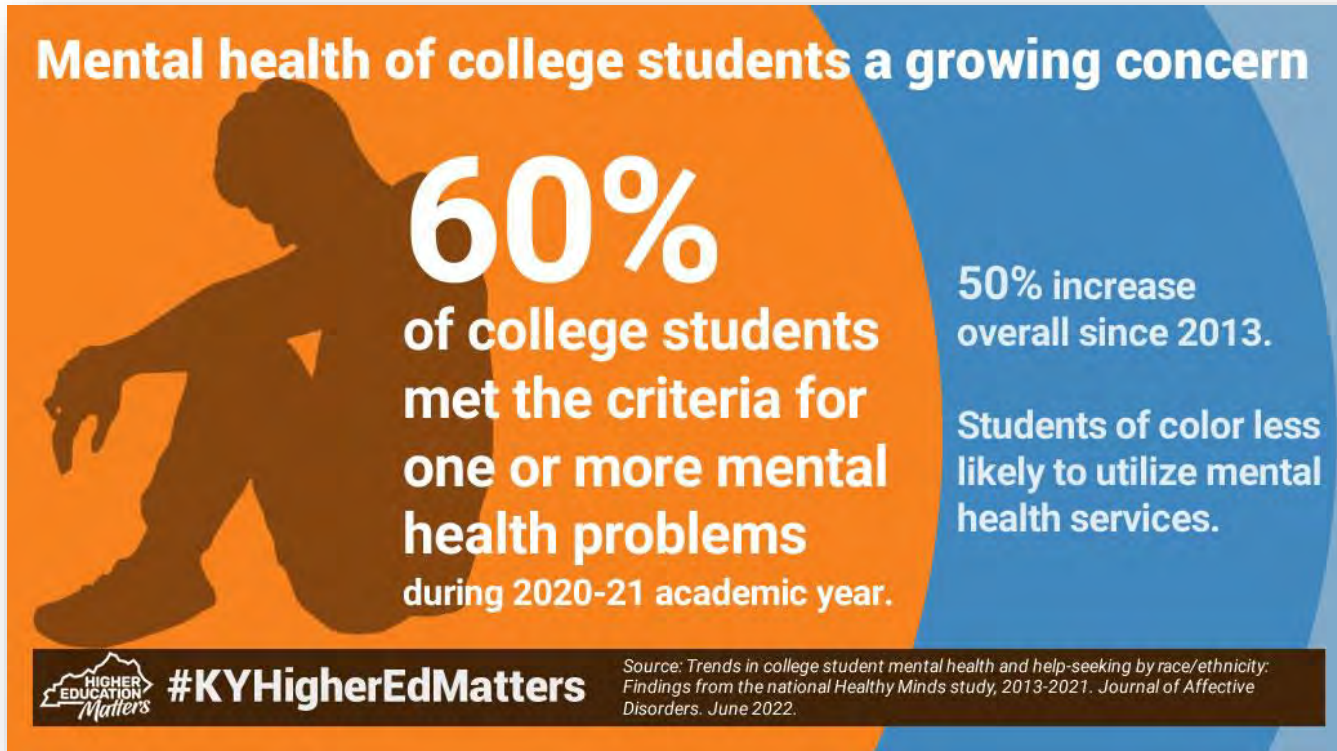
- Increasing early opportunities for students to learn about the profession.
- Improving advising that alerts students to the “realities” of the profession, rather than just the feel-good parts.
- Educating teachers and faculty on the latest trends, tools and resources that affect curriculum effectiveness.
- Creating partnerships between schools, campuses and healthcare organizations for the benefit of all.

## **Employers**

- Increasing recruitment opportunities at multiple levels (K-12 campus), thus increasing likelihood of local employment.
- Expanding opportunities for hospital staff to learn from students, which is great for professional development of leadership and other staff management skillsets.
- Creating a network of professionals for hospitals to keep discussions regarding staffing, retention and management going.

# Healthcare Workforce Collaborative

## *What's Next? Mental Health*



### **Occupational growth to 2030:**

- Clinical counseling and school psychologist: 9%
- Substance abuse, behavioral disorder, and mental health counselor: 26%
- Mental health and substance abuse social workers: 15%

Kentucky currently ranks 30<sup>th</sup> in mental health workforce availability.

More than half of the people with diagnosed mental illness did not receive treatment.

# QUESTIONS???

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