

KENTUCKY HOSPITAL ASSOCIATION

2022 WORKFORCE SURVEY REPORT

The Status of Kentucky's Hospital Workforce

DATA CENTER



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KHA WORKFORCE SURVEY REPORT

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WORKFORCE SURVEY REPORT

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EXECUTIVE SUMMARY

The Kentucky Hospital Association is proud to share its annual Workforce Survey Report. This report provides an in-depth look at the non-physician hospital workforce in Kentucky. Hospitals from all of the Area Development Districts (ADD) participated in the survey, and the report includes every acute care hospital in the Commonwealth.

Across the state, at the end of the calendar year (2021), Kentucky hospitals reported 13,423 full-time equivalent (FTE) vacancies across thirteen (13) professional groups, a statewide hospital workforce vacancy rate of 17.1 percent. Registered nurses (RNs) and licensed practical nurses (LPNs) are the largest profession of direct-care providers and hospitals reported 5,060 RN and 331 LPN vacancies, for a combined vacancy rate of 22.1 percent. Across the state, vacancy rates differ region to region, both overall for hospital employees, and for registered nurses. Seven districts have registered nurse vacancies above 20 percent, compared to three districts with employee vacancies above 20 percent.

Statewide, the three registered nursing specialties with the highest vacancy rates are: medical-surgical (30.4), critical care (26.9), and emergency room (20.1). Similarly, vacancy rates for licensed practical nurses exceeded a quarter of all positions, 25.6 percent. However, this too varies across the state. Medical-surgical, critical care, emergency room, and LPNs have the highest vacancies in 11 of the 15 districts. The highest vacancies in the other districts were observed for operating room and post-acute care units, (OR/PACU, 13.9, Northern Kentucky), psychiatric (57.1, Cumberland Valley), and advanced practice registered nurses (69.4, Gateway).

The highest vacancy rates for hospitals in 2021 were observed for registered nurses and licensed practical nurses (22.1 percent), certified nursing assistants (17.7), respiratory therapists (17.7), and laboratory staff (14.2). Environmental services, staff that clean and disinfect medical equipment, common areas and patient rooms, experienced turnover that resulted in a vacancy rate of 13.7 percent.

The survey also collected data on the number of individuals 55 years of age or older employed in hospitals and expected to retire in the next ten years. Thirty-six percent of psychiatric nurses and twenty-seven percent of OR/PACU nurses will retire by 2030. Overall, the generation born between 1981 and 2000, better known as “Millennials,” are now the largest group of registered nurses in Kentucky hospitals, or in other words, almost sixty percent of the nurse workforce is between the ages of 21 to 40.

Kentucky hospitals hired more than 21,600 non-physician direct care positions in calendar year 2021. Especially noteworthy, statewide nearly 5,000 certified nursing assistants (CNAs) were hired during the year, nearly two-thirds (61.6 percent) of all CNAs employed in hospitals.

Thank you for taking an interest in Kentucky’s health care workforce needs.



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The Kentucky Hospital Association is proud to share its annual Workforce Survey Report. Thank you for taking an interest in Kentucky's health care workforce needs.

The Kentucky Hospital Association (KHA), established in 1929, represents hospitals, related health care organizations and integrated health care systems dedicated to sustaining and improving the health status of the citizens of Kentucky. KHA's mission is to be the leading voice for Kentucky hospitals and health systems. KHA's members need sufficient numbers of people with the right skills in order to meet their goals of providing high-quality and cost-effective care to the people of Kentucky.

Employers across all industries are competing for workers. KHA believes health care is a rewarding field that offers gainful employment across many different professions. Caring for neighbors, family, friends and the community, while having multiple career ladders and advancement opportunities, can be attractive for high school and college graduates.

This report provides an in-depth look at the non-physician hospital workforce in Kentucky. The KHA team is grateful to all facilities and systems that participated in the survey.

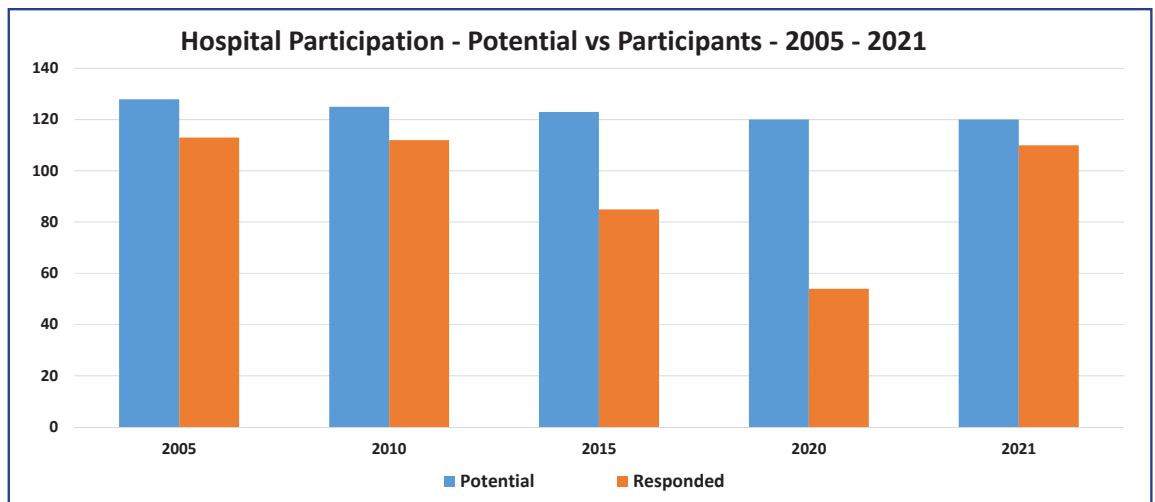


WORKFORCE SURVEY HOSPITAL PARTICIPATION

The annual survey is distributed to all Association member hospitals every year to collect information about non-physician direct care positions in inpatient or hospital-related outpatient departments. The response rates vary over the years but often achieve near universal participation. All ninety-six (96) acute care hospitals responded to the survey this year with lower survey participation by specialty hospitals. The number of facilities surveyed and the respondents for each year of the survey included in this report are shown in the following table and bar chart. The total number of hospitals has decreased over time due to closures and consolidations.

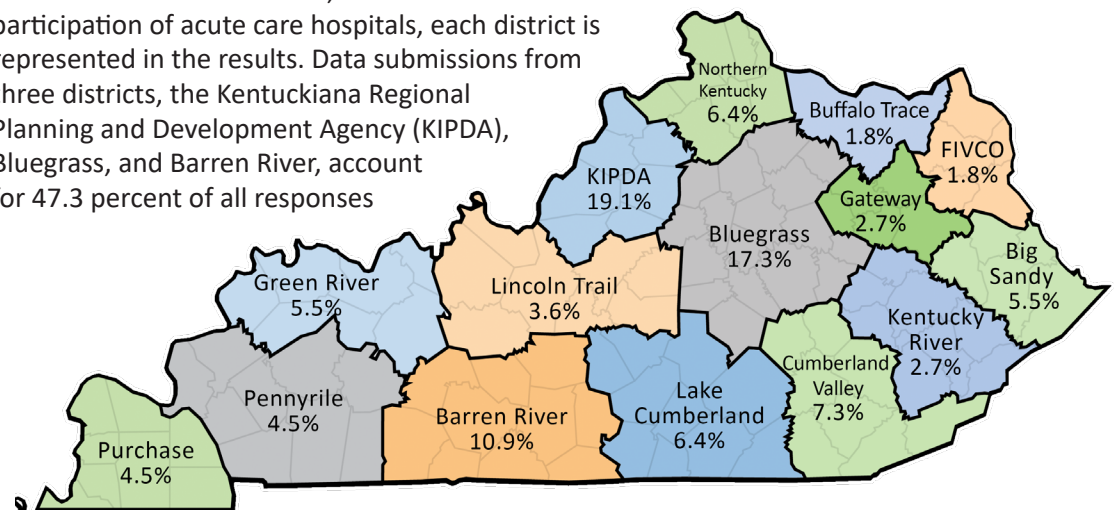
Years	2005	2010	2015	2020	2021
Potential	128	125	123	120	120
Responded	113	112	85	54	110
% Responded	88.3%	89.6%	69.1%	45.0%	91.7%

* Potential is defined as the number of eligible hospitals surveyed



HOSPITAL PARTICIPATION BY AREA DEVELOPMENT DISTRICT (ADD)

Hospitals from all of the Area Development Districts (ADD) participated in the survey. Districts with urban and suburban metropolitan areas have a greater number of hospitals than rural districts. However, due to the universal participation of acute care hospitals, each district is represented in the results. Data submissions from three districts, the Kentuckiana Regional Planning and Development Agency (KIPDA), Bluegrass, and Barren River, account for 47.3 percent of all responses



HOSPITAL WORKFORCE VACANCIES



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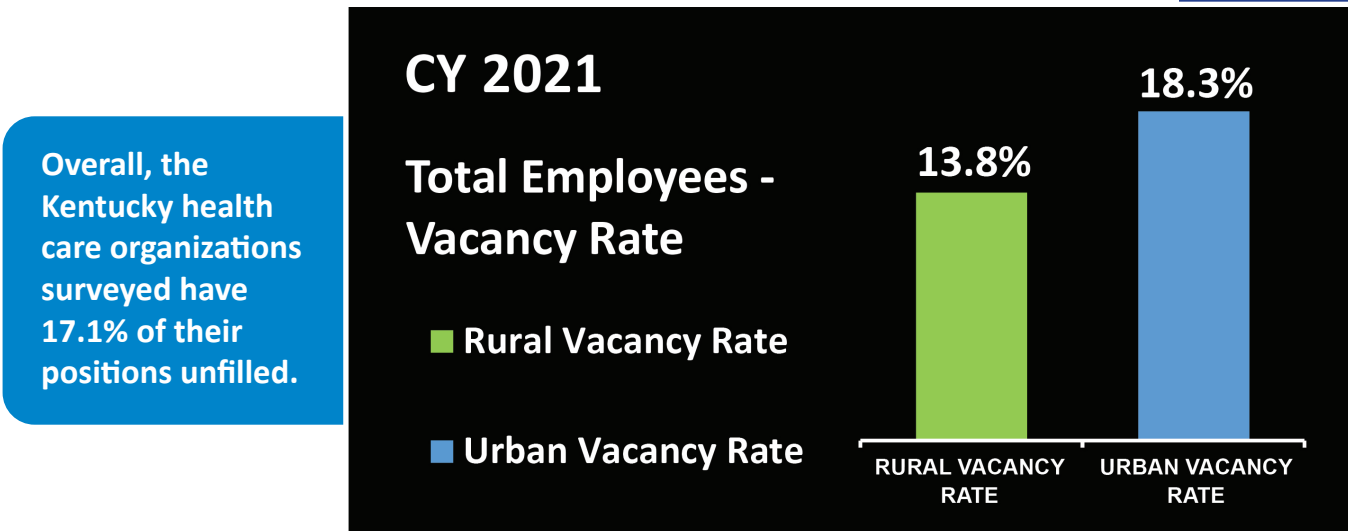
A strong health care and hospital workforce is essential to provide high-quality and cost-effective care. The data in this report highlights the 2021 hospital workforce. The survey focuses on non-physician health care positions and excludes executive and other management positions, PRN (“as needed”) and agency staff, as well as physician office and express/urgent care facilities.

Open positions, specified in the survey as staff vacancies, are an indicator of demand for hospital services. Across the state, at the end of the calendar year (2021), Kentucky hospitals reported 13,423 full-time equivalent (FTE) vacancies across twelve (13) professional areas (or groups), including direct care, support services, and all other employees not engaged in direct (patient) care. The number of open positions indicate that approximately 17.1 percent of the statewide hospital workforce positions are vacant.

TOTAL EMPLOYEES - VACANCY RATE

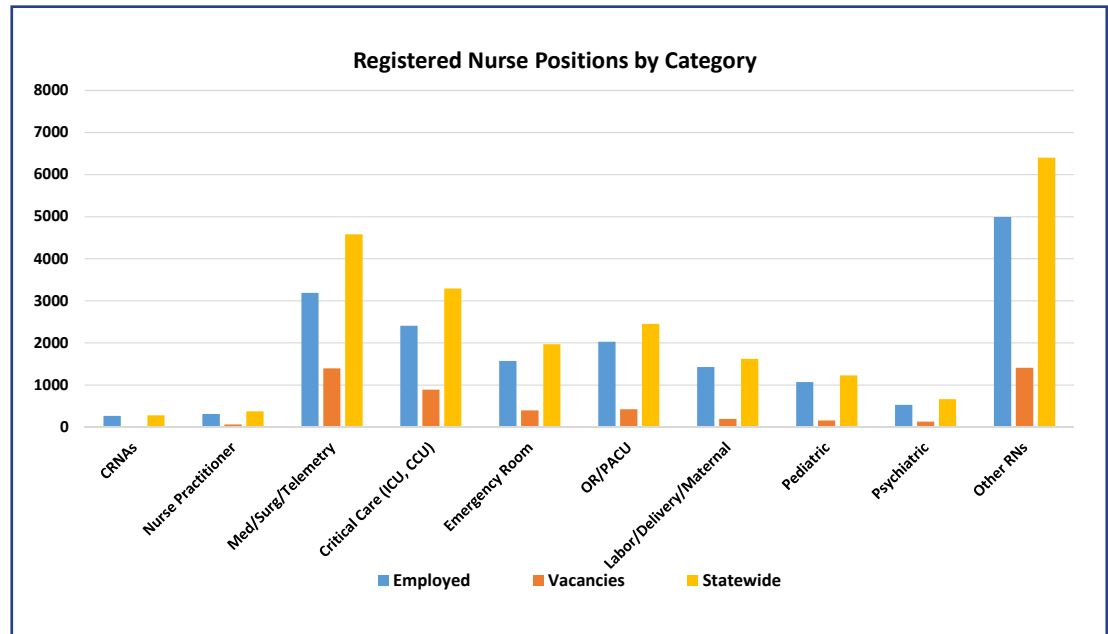
Statewide			Rural			Urban		
Reported 2021 Employees	2021 Reported Vacancies	State Vacancy Rate	Reported 2021 Employees	2021 Reported Vacancies	Rural Vacancy Rate	Reported 2021 Employees	2021 Reported Vacancies	Urban Vacancy Rate
78,492	13,423	17.1%	20,697	2,854	13.8%	57,795	10,569	18.3%

Urban hospitals have larger overall vacancy rates than rural hospitals but both are unsustainable.



REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES

Registered nurses and licensed practical nurses (RN/LPN) are the largest professions of direct care providers. Altogether, Kentucky hospitals reported 24,440 full-time equivalent RN/LPN positions across the state; 23,144 RN and 1,296 LPN positions. The nurse shortage deepened over the course of the COVID-19 pandemic, and by December 31, 2021, hospitals reported 5,060 vacancies for RNs and 331 for LPNs, together, approximately 22.1 percent of the full-time equivalent positions.



There are high vacancies rates for all nurses, but some registered nurse specialties were more affected than others; three (3) stand out in particular: medical-surgical (30.4, 1,393 vacancies), critical care (26.9, 887 vacancies), and emergency room (20.1, 396 vacancies). Similarly, vacancy rates for licensed practical nurses exceeded a quarter of all positions, 25.6 percent. LPNs are supervised by registered nurses and provide basic and task-oriented medical and nursing care. According to Kentucky’s scope of practice, LPNs are responsible for the comfort of the patient, assist with activities of daily living, chart vital signs, collect samples, and administer medications. In addition to the already high vacancy rates, approximately 20.6 percent of current licensed practical nurse employees are age 55 or above, the third highest specialty group among nurses.

Medical-surgical, critical care, and emergency room nurse specialties employed 7,918 individual nurses, combining three of the four largest nurse specialties by employment in the survey, not including operating room and post-acute care unit (OR/PACU) nurses, the third largest employee group. Together, they have a vacancy rate of 27.2 percent, a shortage of nearly three thousand (2,676) medical-surgical, critical care, and emergency room nurses in hospitals across the Commonwealth.

Among registered nurse specialties, there is also a pronounced shortage of psychiatric care nurses. Psychiatric-Mental Health (PMH) registered nurses specialize in mental health, physical and emotional needs and promote well-being through prevention and education, in ad-

REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED



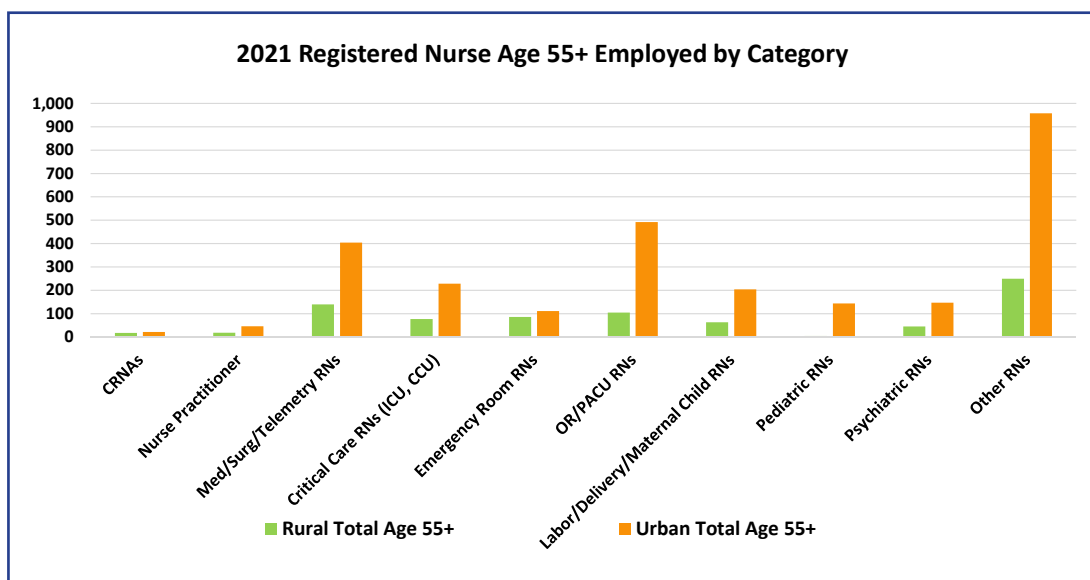
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dition to the assessment, diagnosis, care, and treatment of mental health and substance use disorders. Hospitals report full-time equivalent vacancies of 19.9 percent (131 vacancies) for psychiatric care nurses. In addition to the high vacancy rate in this specialty, its current workforce has the largest share of individuals (36 percent) older than 55 years of age. In other words, nurses that are likely to retire in the next ten years, and discounting new and younger hires, is a demographic with potential to further exacerbate the existing shortage. OR/PACU nurses – the third largest nurse specialty by employment – have a comparatively lower vacancy rate of 17.3 percent (425 vacancies), but with 27.1 percent of its workforce above age 55, their age profile too signals a looming retirement stage, second only to psychiatric nurses.

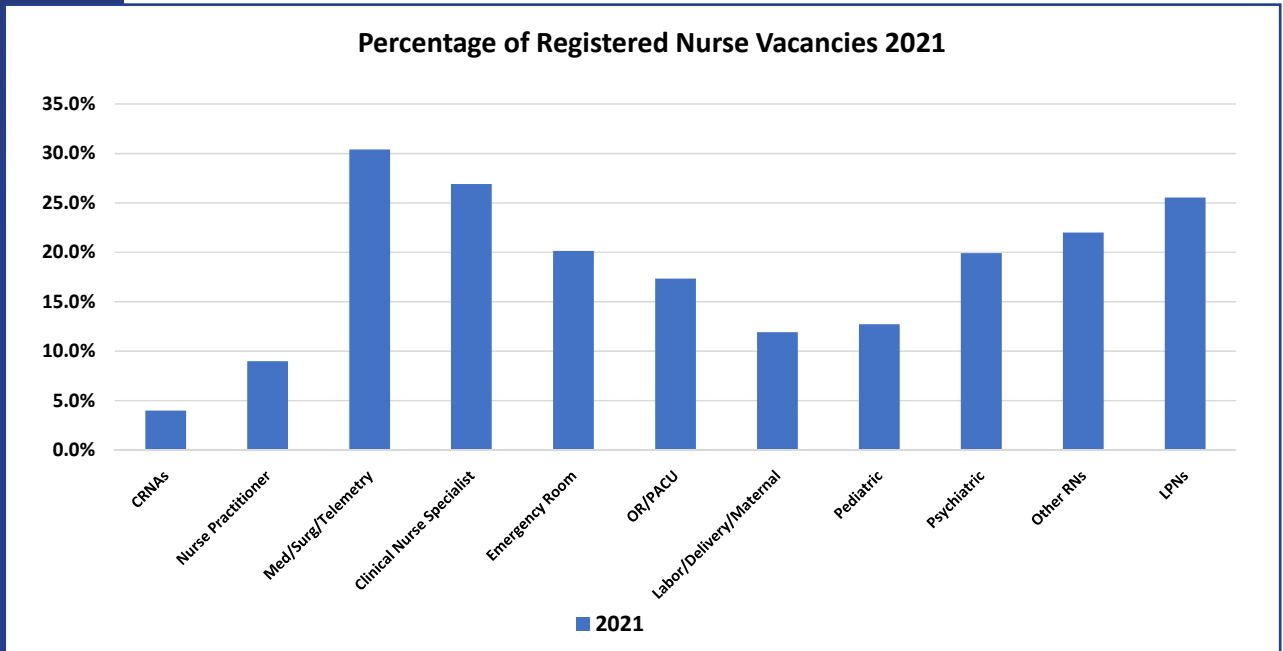
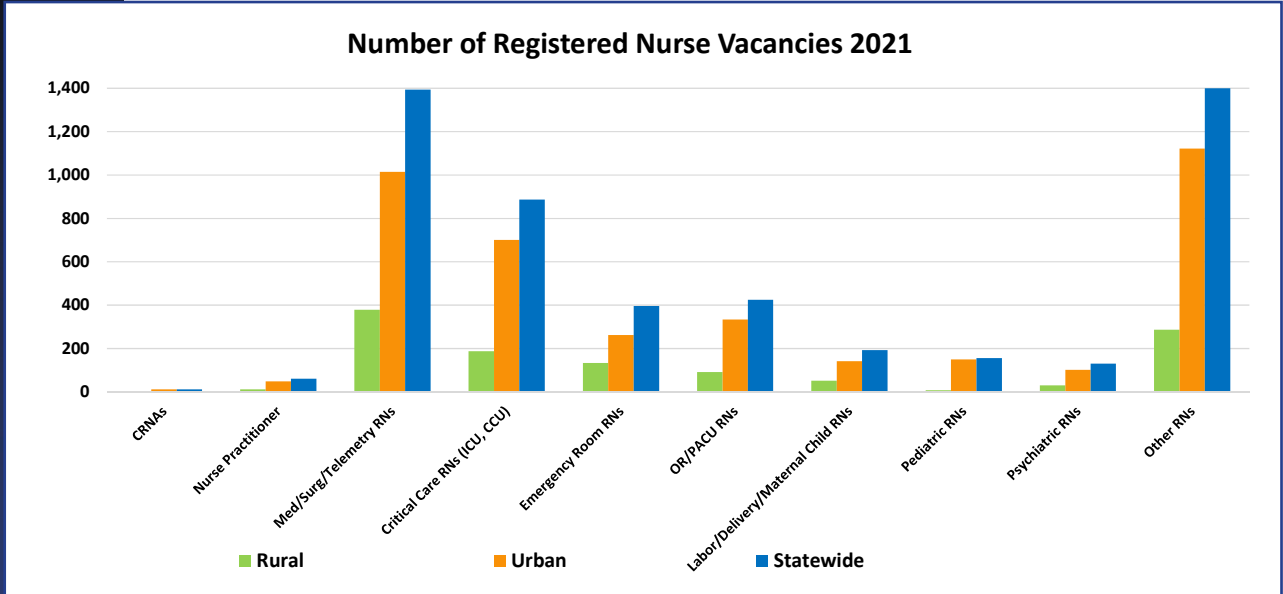
General APRNs (NP) and CRNAs had the lowest vacancy rates combined (under 8 percent) and among the fewest individuals older than 55 years of age (11.5 percent). However, since this a relatively small group, hospitals only reported 71 openings (vacancies) for APRNs at the end of 2021. Relatively low vacancy rates were observed among labor-delivery and maternal child nurses (11.9 percent, 193 vacancies), and pediatric nurses (12.8 percent, 156 vacancies) and the percent of nurses ages 55 or older in both categories is below the average.

Survey respondents categorized nurse positions under “Other RNs” if the role responsibilities were perceived to be different from the classifications used in the survey. This group likely includes a wide range of job functions and responsibilities. However, collectively, the “Other RNs” combine to form the largest specialty by employment with a 22 percent vacancy rate (1,408 vacancies) and more than one fifth (21.6 percent) are 55 years of age or older and nearing retirement.

The total number of FTE vacancies by registered nurse specialty and the number of employees age 55 or older, and expected to retire in the next ten years, are shown in the following charts. Kentucky hospitals report nearly 1,400 vacancies for registered nurses in medical-surgical specialties, followed by almost 900 vacancies for intensive and critical-care nurses. The vast majority of these vacancies are in urban areas. Similarly, there are 545 medical-surgical nurses age 55 or older who will need to be replaced when they retire. The largest specialty group expected to retire due to age are registered nurses in the operating room and post-acute care units (OR/PACU), a total of nearly 600 employees.



REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED



VACANCY BY PROFESSION



In addition to nurses, many other hospital professions contribute to direct patient care and many positions remain vacant. Nursing techs, aides, and assistants, form the second largest professional group in the survey, other than registered nurses and licensed practical nurses. Together, this group has a 17.7 percent vacancy rate, a shortage of 1,545 full-time equivalent positions. Primarily, this group encompasses certified nursing assistants, also called nurse aides or technicians, who help patients with activities of daily living and provide basic care. Technicians can also specialize as emergency room, surgery, or monitoring technicians, assessing patient needs, compiling patient reports, and monitoring patient health.

The highest vacancy rates among the non-nursing occupations were observed for respiratory therapists (17.7), followed by laboratory staff (14.2) – combined, a group with over 3,700 current employees, and both, arguably, affected by the heightened demands during the COVID-19 pandemic.

Environmental services represents the fifth largest segment of hospital employees and has one of the highest vacancy rates of 13.7%. Imaging technicians, which comprise a large number of specialties including mammography, ultrasound, computerized tomography, magnetic resonance imaging, and pharmacy rank high in the number of hospital employees but lower in their vacancy rates at 10.4% and 9.0% respectively.

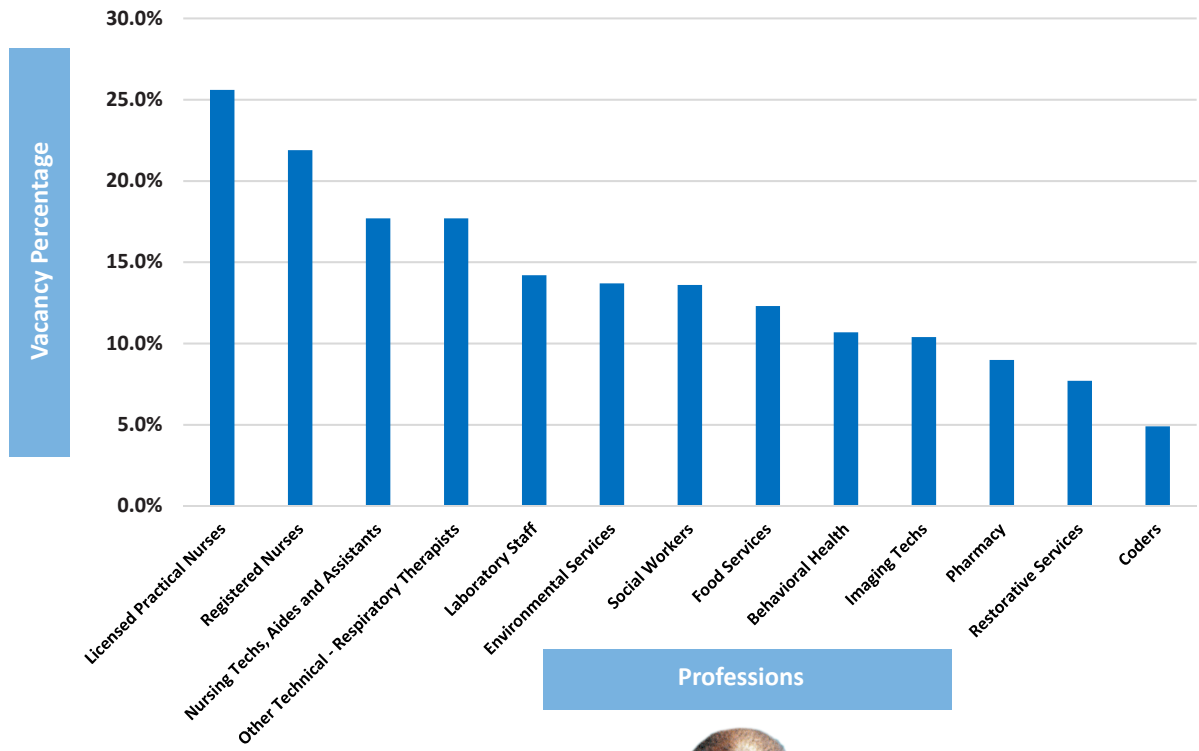
Other hospital occupations also show high vacancy rates: dietary/food services (12.3), behavioral health (10.7), and social workers (13.7). Medical coders have the lowest vacancy rate (4.9) of all hospital occupations.

VACANCY RATES BY HOSPITAL PROFESSIONS

	Positions	Vacancies	Vacancy Rate
Licensed Practical Nurses	1,296	331	25.6%
Registered Nurses	23,144	5,060	21.9%
Nursing Techs, Aides and Assistants	8,724	1,545	17.7%
Other Technical - Respiratory Therapists	1,616	286	17.7%
Laboratory Staff	2,383	339	14.2%
Environmental Services	2,387	327	13.7%
Social Workers	445	61	13.6%
Food Services	955	117	12.3%
Behavioral Health	122	13	10.7%
Imaging Techs	3,204	333	10.4%
Pharmacy	2,390	216	9.0%
Restorative Services	1,651	127	7.7%
Coders	755	37	4.9%

VACANCY BY PROFESSION - CONTINUED

VACANCY RATES BY HOSPITAL PROFESSIONS



ANNUAL VACANCY RANKINGS



While there was an already pronounced shortage of registered nurses and licensed practical nurses in the first year of the pandemic, the situation worsened dramatically in 2021, when hospitals reported 5,391 nurse vacancies, or more than 1 of 5 nursing positions (22.1). LPNs have the highest vacancy rate, 25.5 percent, followed by registered nurses with 21.9 percent and certified nurse assistants with 17.7 percent.

Respiratory therapists and laboratory staff continue to experience high vacancy rates, ranking fourth (17.7) and fifth (14.2), respectively, in 2021.

The vacancy rates for restorative services, including physical, occupational, and speech therapy rank 12th with 7.7 percent. Other professions experienced high vacancy rates but likely reflect to general worsening of the hospital workforce. Environmental services, commonly referred to as housekeeping or janitorial services, staff that clean and disinfect medical equipment, common areas and patient rooms, has a vacancy rate of 13.7 percent, and 327 open positions.

ANNUAL VACANCY

	Percentage Vacancy 2021	Rank Vacancy 2021
Registered Nurses	21.9%	2
Licensed Practical Nurses	25.6%	1
Nursing Techs, Aides and Assistants	17.7%	3
Pharmacy	9.0%	11
Imaging Techs	10.4%	10
Restorative Services	7.7%	12
Laboratory Staff	14.2%	5
Other Technical - Respiratory Therapists	17.7%	4
Food Services	12.3%	8
Social Workers	13.6%	7
Behavioral Health	10.8%	9
Coders	4.9%	13
Environmental Services	13.7%	6

KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS (ADD)

Across the state, vacancy rates differ region to region, both overall for hospital employees and for registered nurses. The Jackson Purchase district has the lowest vacancy rates, less than 10 percent overall and for registered nurses. The same five (5) districts have both the highest employee and registered nurse vacancies, albeit in slightly different order: Bluegrass (first in employee vacancies, third in registered nurse vacancies), Lincoln Trail (2nd, 4th), Kentucky River (3rd, 1st), Gateway (4th, 2nd), and Buffalo Trace (5th, 5th).

Overall, the shortage in registered nurses is more pronounced than overall hospital employees; seven districts have registered nurse vacancies above 20 percent, compared to three districts with employee vacancies above 20 percent. Only two districts, Jackson Purchase and Northern Kentucky, have registered nurse vacancies below 15 percent. Medical-surgical, critical care, emergency room, and LPN vacancies are the highest in 11 of the 15 districts. The highest vacancies in the other districts were observed for OR/PACU, psychiatric, and advanced practice registered nurses (APRN). Especially concerning are three districts with vacancy rates above 50 percent for critical care nurses: Lincoln Trail (51.3 percent), Buffalo Trace (57.1), and Kentucky River (72.2). Lincoln Trail, which includes four birthing hospitals, is the district with the highest vacancy for labor and delivery nurses (34.5 percent) while Cumberland Valley faces significant shortages of pediatric (36.4) and psychiatric nurses (57.1).

Eight area development districts have certified nursing assistant (CNA) vacancy rates above twenty percent; the highest vacancy rates are in the Bluegrass (40.1), Lincoln Trail (39), and FIVCO (26.4) districts. In addition to the shortage of CNAs, the Bluegrass district also has high vacancies of surgery and operating room (39.8), and emergency room technicians (22.7). Surgery and operating room technicians also have a high vacancy rate, 39.0 percent, in the Lincoln Trail district; and the Gateway district has a high vacancy of emergency technicians (45).

While shortages affect all hospitals, three ADD districts, Lincoln Trail, Buffalo Trace, and Lake Cumberland face significant shortages in at least seven different positions, all with vacancy rates above twenty percent. Specifically, laboratory and pharmacy staff in Lincoln Trail and Buffalo Trace, imaging technicians in Buffalo Trace and Lake Cumberland. Dietary aides in Lincoln Trail and Lake Cumberland. Lincoln Trail also has severe shortages in restorative staff, physical, occupational, and speech therapists, all above 30 percent, and environmental services (30 percent). Buffalo Trace has a shortage of respiratory therapists (31 percent), and there is a shortage of social workers in Lake Cumberland (25 percent).

Diagnostic imaging procedures using computed tomography (CT) face shortages of technicians in four districts: Lincoln Trail (60.0), Cumberland Valley (22.2), Buffalo Trace (21.4), and the Bluegrass (20.5). Positions for medical laboratory technician have significant shortages in Lincoln Trail (44.4), Buffalo Trace (25.0), Pennyriple (23.0), and Gateway (22.7). Finally, as highlighted throughout the report, many respiratory therapist position remain vacant, the four districts with the highest vacancy rates are Buffalo Trace (30.8), Kentuckiana (23.8), Northern Kentucky (22.9), and the Bluegrass (20.0).

Please refer to **Appendix E** for the number of vacancies and vacancy rates in each ADD.

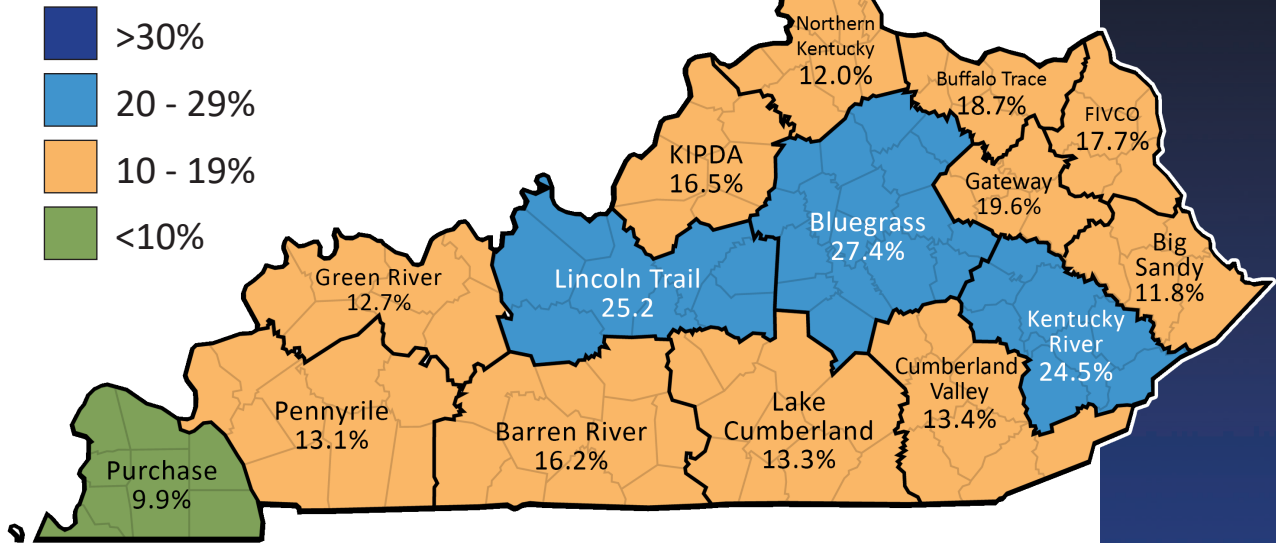
KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS MAPS



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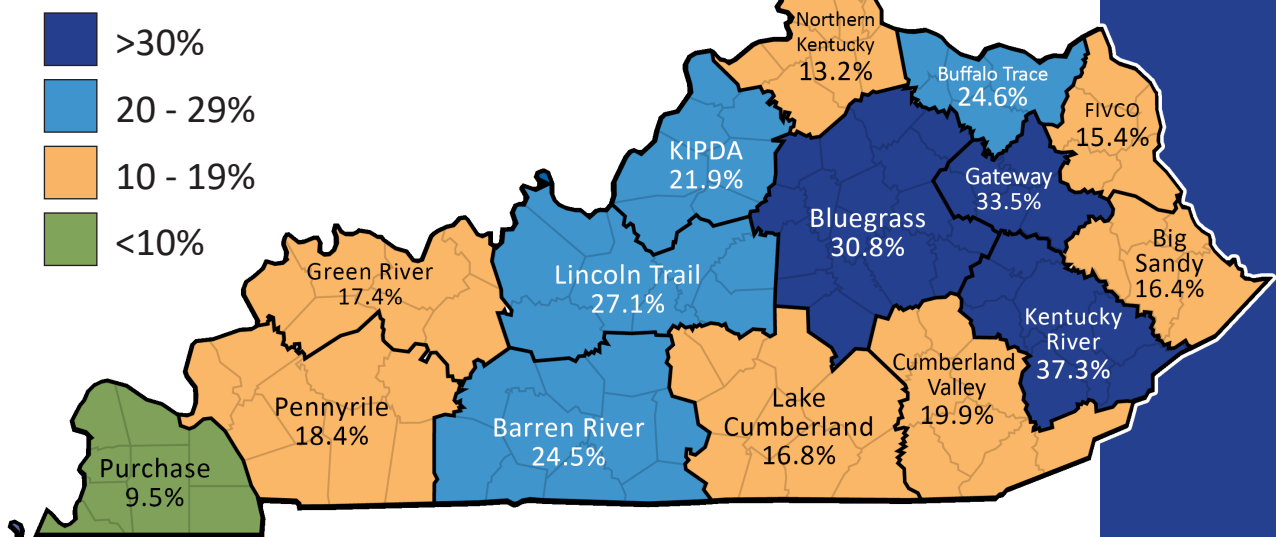
Employee Vacancy by ADD

Statewide Vacancy Rate of 17.1%



RN Vacancy by ADD

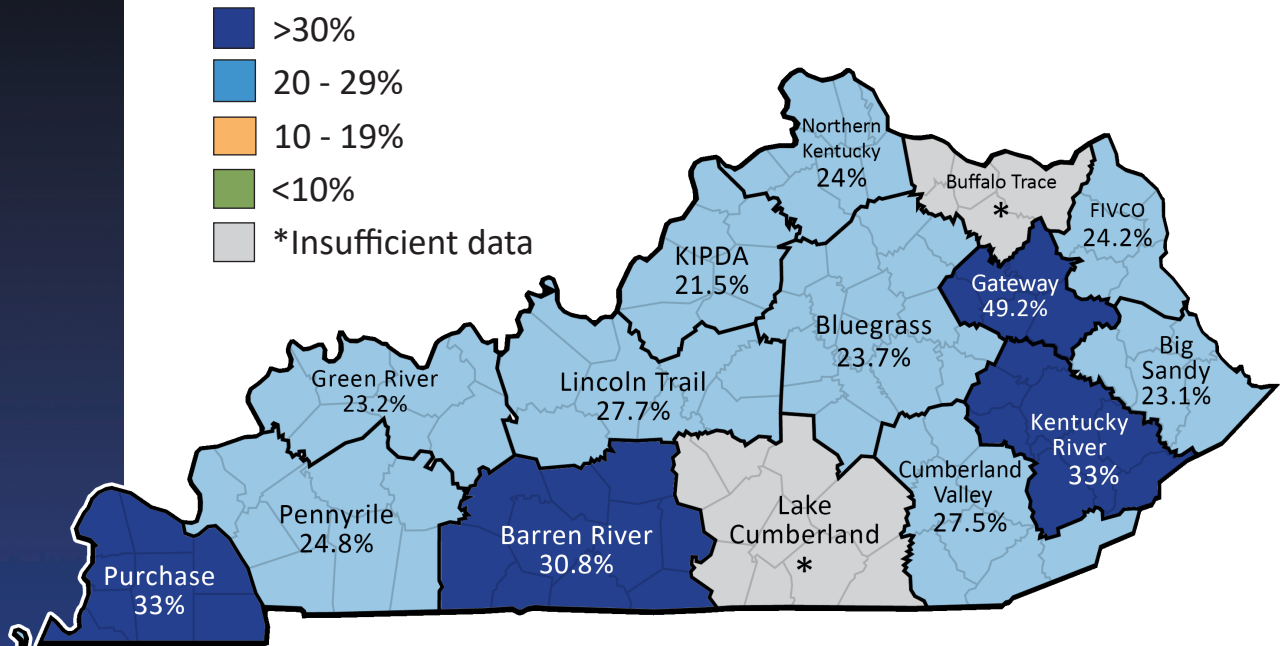
Statewide Vacancy Rate of 21.9%



KENTUCKY HOSPITAL TURNOVERS BY ADD DISTRICTS

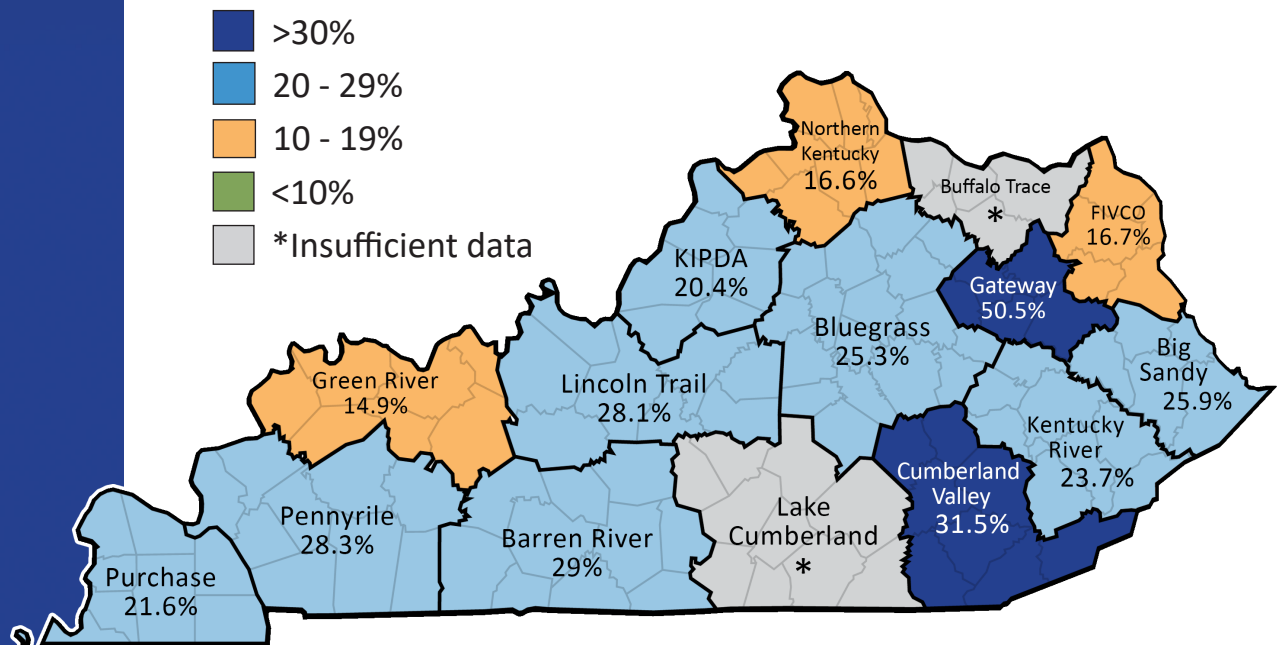
Employee Turnover by ADD

Statewide Turnover Rate of 24.2%



RN Turnover by ADD

Statewide Turnover Rate of 22.0%



VACANCIES AND SEPARATIONS BY AREA DEVELOPMENT DISTRICTS

This statewide survey collected data about hires and separations for hospital positions. Kentucky hospitals hired more than 21,000 non-physician direct care positions in calendar year 2021. However, by the of the year, hospitals still reported over 13,400 vacancies, including nearly 7,000 nurses, a critical shortage of employees and a workforce that is not sufficient for high quality and cost effective care.

2021 All Involuntarily Separated	3,041
Nursing (RN, LPN, CNA).....	1,351
All Other.....	1,690
2021 ALL Otherwise Separated	13,875
Nursing (RN, LPN, CNA).....	6,619
All Other.....	7,256
2021 All Vacancies.....	13,423
Registered Nurses (RN)	5,060
Licensed Practical Nurses (LPN)	331
Nursing Technicians, Aides, Assistants (CNA).....	1,545
All Other	6,487

Among registered nurses and licensed practical nurses, Kentucky hospitals report hiring over six thousand new staff (6,257) from January 1 through December 31, 2021. These hires offset over forty-seven hundred (4,780) separations, but fell well short of full-time employment targets. Nearly ninety percent of all separations (87.9 percent) were due to resignation or retirement. This altered the hospital workforce, and, by the end of the year, 30 percent of registered nurses and licensed practical nurses were new hires.

This change in the nurse workforce was further exacerbated by tremendous turnover, which is the number of employees that leave and are replaced, among certified nursing assistants in 2021. Kentucky hospitals report hiring nearly five thousand (4,992) nurse assistants, which accounted for nearly two-thirds of the entire CNA workforce being hired during the year (61.6 percent). Nurse assistants had a larger share of involuntary separation, approximately 1 of every 5 separations (24.2), twice the rate of registered nurses and licensed practical nurses.

The pandemic’s impact on laboratory staff and respiratory therapists continues to play out in staff turnover, 41.7 percent of all laboratory staff and about one fourth (24.3 percent) of all respiratory therapists were hired during the year. All hospital professions saw an increase in voluntary separations in the second half of 2021. Interestingly, resignations and retirements for restorative (therapy) services increased by 77.6 percent compared to the first six months of the year.

Previously expressed as the rate of new hires, turnover can also be measured as the share of separations of the workforce. Employee and registered nurse turnover vary by ADD but show a degree of consistency. All districts with sufficient data have employee turnover rates above 20 percent. The Kentuckiana Regional Planning & Development Agency (KIP-DA) district has the lowest employee turnover, 21.5 percent, and Gateway the highest, 49.2 percent. There is more regional variation in turnover among registered nurses. Again, a majority of the districts have nurse turnover rates above 20 percent. Three districts, Green River, Northern Kentucky, and FIVCO fall below 20 percent; Green River has the lowest nurse turnover rate in the state, 14.9 percent. Gateway and Cumberland Valley have the highest nurse turnover rate, especially Gateway, where about half the workforce had to be replaced.



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EDUCATIONAL ATTAINMENT AND AGE

As expected, the majority of registered nurses, well over 93 percent, completed either an associate or bachelor's degree, but the associate degree presents a faster pathway to a career in nursing. A relatively small number of nurses, less than five percent, hold advanced degrees which prepares them for careers as an Advanced Practice Registered Nurse, specializing, for example, in childbirth (midwives), surgical and medical anesthesia, and other specialty areas, including community health, geriatrics, and psychiatry. Nursing "diploma" programs operated by hospitals do not award degrees and have become less common; approximately one percent of the registered nurses graduated from diploma programs.

REGISTERED NURSED EDUCATION ATTAINMENT

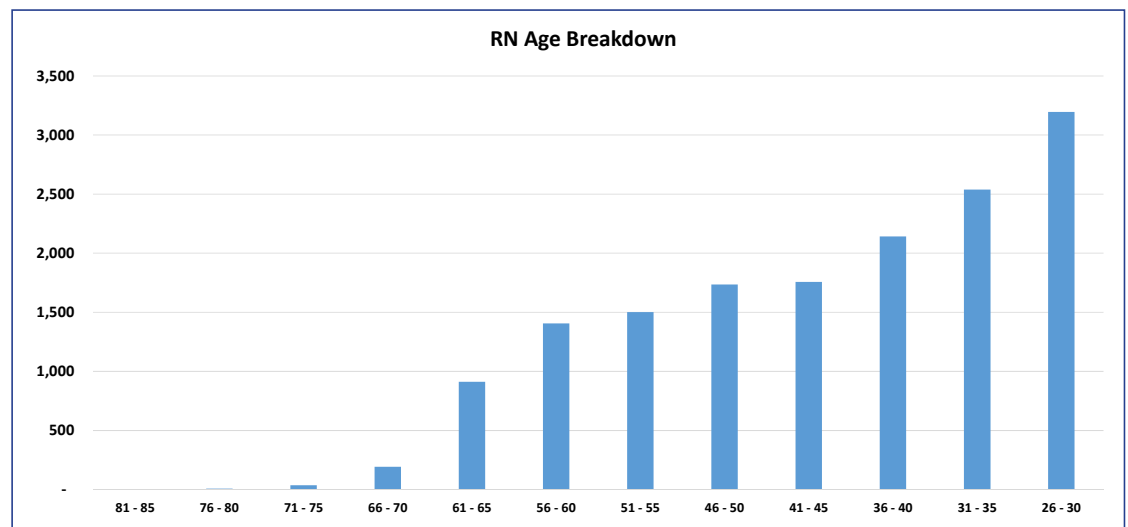
	Diploma	Associate Degree	Bachelor's Degree	Master's Degree
Percentage of Registered Nurses	1.2%	41.1%	52.7%	5.0%

The phrase "demography is destiny" is often used to draw attention to emerging patterns that may foretell challenges due to population changes, and that is certainly true in the registered nurse workforce. In calendar year 2021, Kentucky hospitals reported that 14.1 percent of its registered nurse workforce were born between 1946 and 1965, the generation better known as "Baby Boomers." Based on the standard Social Security retirement age of 65, over 2,500 current registered nurse employees will retire by 2030.

Previously referenced as a potential explanation for low hospital vacancy rates from 2005 through 2010, the economic fallout from the "Great Recession" also increased the interest in stable employment and attracted a new generation of nurses to the profession. This resulted in an influx of Millennials, those born between the years 1981 and 2000, at nearly twice the rate of the "Baby Boomers." Millennials now make up the largest share of registered nurses in Kentucky hospitals, almost sixty percent are between the ages of 21 and 40.

REGISTERED NURSED BY GENERATION

Generation	Years	Percentage
Baby Boomers	1946 - 1965	14.2%
Generation X	1966 - 1980	27.6%
Millennial	1981 - 2000	58.3%



¹Buerhaus, October 2017

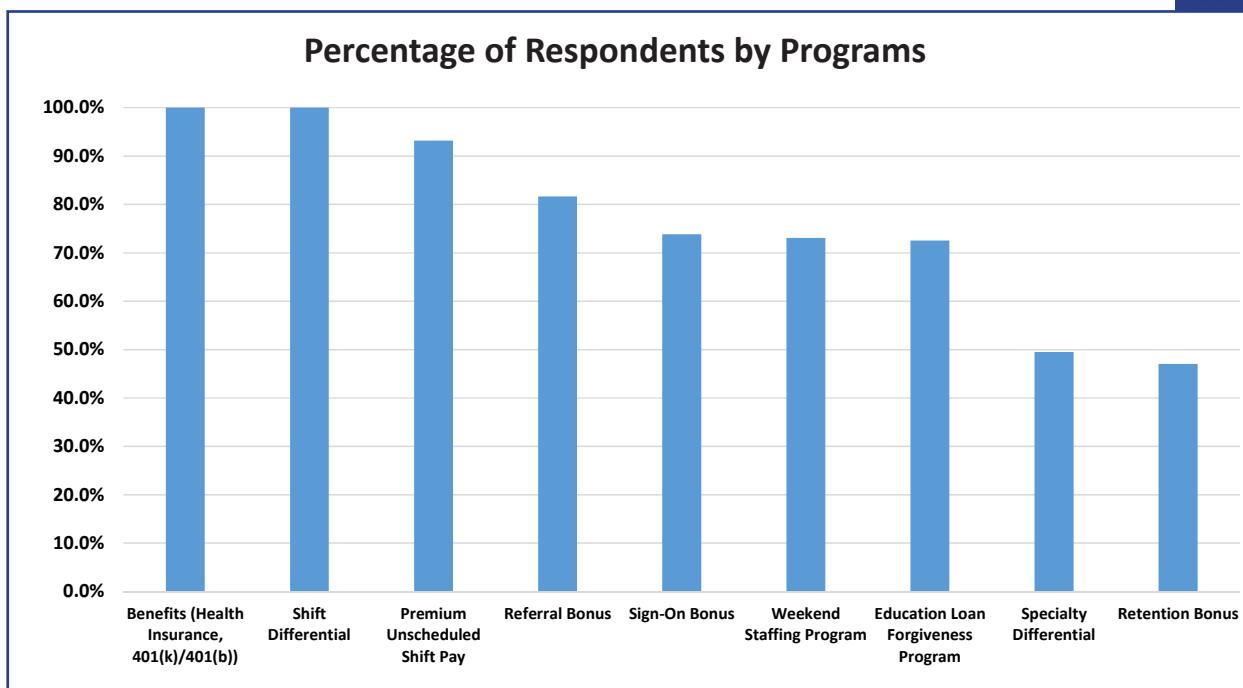
EMPLOYEE BENEFITS AND PAY



Appendix C provides the survey information for employee benefits and incentive payments used by many hospitals to attract and retain a talented workforce. Over ninety percent of hospitals offer premium pay for unscheduled shifts (93.1 percent) and shift differentials (100 percent). Other common programs include sign-on and referral bonuses, education loan forgiveness, and weekend staffing. Retention bonuses are less common, offered by approximately half the hospitals that responded to the survey.

- ▶ Sign-On Bonus
 - ▶ Referral Bonus
 - ▶ Retention Bonus
 - ▶ Premium Unscheduled Shift Pay
 - ▶ Shift Differential
 - ▶ Specialty Differential
- ▶ Benefits (Health Insurance, 401(k)/401(b))
 - ▶ Education Loan Forgiveness Program
 - ▶ Weekend Staffing Program

Specialty differential pay, used by approximately half of all hospitals, is most frequently provided for emergency department, intensive care, and critical care nurses. Some hospitals offer specialty differentials for obstetrics and surgery, as well as other clinical areas - data not shown.



WORKFORCE COMMITTEE

Health care workforce is not just a Kentucky issue, it is a national problem that requires long-term solutions.

Workforce issues have been a priority issue for Kentucky’s hospitals and KHA for the past several decades. The recent pandemic and the impact it has had on the state’s communities and hospitals have highlighted issues with the health care workforce. These issues have been present for many years but the pandemic and societal changes have revealed growing and serious problems

that must be resolved for Kentucky to retain a robust system of health services. It should be noted this is not just a Kentucky issue, it is a national problem that requires long-term solutions.

Hospitals are facing increases in expenses due to inflation, staffing shortages, capital restraints, and ever-mounting pressures to meet the needs of Kentucky’s aging citizens with more chronic health conditions, not to mention a regulatory environment that poses significant demands on workers while not always yielding tangible results. Many workers have exited the health care sector as the result of the pandemic. A significant number of experienced health care workers have reached retirement age and are finding retirement attractive. The supply of new workers is not currently adequate to meet projected needs.

In response to an ever-growing crisis, KHA formed a Workforce Committee comprised of members, and other stakeholders to address workplace issues. The committee will focus on both short and long-term issues that challenge Kentucky’s hospitals.



CONCLUSION



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The COVID-19 pandemic continues to erode the hospital workforce. Direct care and employee shortages affect the KHA member hospitals' ability to meet their goals of providing high-quality and cost-effective care to the people of Kentucky. Statewide, staff shortages for medical-surgical, critical care, and licensed practical nurses exceed 25 percent, a trend that is not sustainable.

Other hospital professions are also severely impacted by the shortage of skilled workers and persistent high turnover. The current workforce lacks certified nursing assistants, respiratory therapists, and laboratory staff. Non-clinical areas with high vacancies, for example, environmental services, negatively affect the quality of care and patient safety.

It is important for health care facilities to take a step back, reassess their labor needs and develop a proactive response to staff recruitment and retention. The topic of workforce management in health care is not new, but the COVID-19 pandemic brought attention to the need for hospitals to take a proactive approach and develop new strategies. Meeting workforce demands requires innovation, collaboration, and strategic partnerships at all levels – local, state, and federal – and an investment in the health care workforce of the future.

For more information, contact:

Melanie Landrum

KHA Vice President, Data and Health Information Services

mlandrum@kyha.com

or

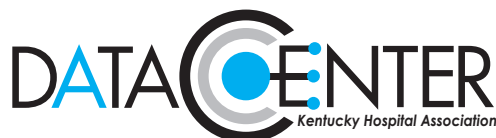
Maik Schutze

Director, Research & Analytics

mschutze@kyha.com

2501 Nelson Miller Parkway | Louisville, Kentucky 40223

502-426-6220 | www.kyha.com



Appendix A

- Hospitals Listings by Area Development District (ADD)

Appendix A

HOSPITALS BY AREA DEVELOPMENT DISTRICT (ADD)

PURCHASE

Baptist Health Paducah
ContinueCARE Hospital at Baptist Health Paducah
Jackson Purchase Medical Center
Marshall County Hospital
Mercy Health - Lourdes Hospital
Murray-Calloway County Hospital

PENNYRILE

Baptist Health Deaconess Madisonville
Caldwell Medical Center
ContinueCARE Hospital at Baptist Health Madisonville
Crittenden Community Hospital
Cumberland Hall Behavioral Health Hospital
Jennie Stuart Medical Center
Livingston Hospital & Healthcare Services
Owensboro Health Muhlenberg Community Hospital
Trigg County Hospital, Inc.

GREEN RIVER

Deaconess Henderson Hospital
Deaconess Union County Hospital
Ohio County Hospital
Owensboro Health Regional Hospital
River Valley Behavioral Health Hospital

BARREN RIVER

Logan Memorial Hospital
Monroe County Medical Center
Rivendell Behavioral Health Services
Southern Kentucky Rehabilitation Hospital
T. J. Samson Community Hospital
The Medical Center Bowling
The Medical Center Caverna
The Medical Center Franklin
The Medical Center Scottsville
TriStar Greenview Regional Hospital

LINCOLN TRAIL

Baptist Health Hardin
Breckinridge Memorial Hospital
Encompass Health Rehabilitation Hospital of Lakeview
Flaget Memorial Hospital
Lincoln Trail Behavioral Health System
Owensboro Health Twin Lakes Medical Center
Spring View Hospital

KENTUCKIANA

Baptist Health La Grange
Baptist Health Louisville
Kindred Hospital - Louisville
Kindred Hospital Louisville At Jewish Hospital
Norton Audubon Hospital
Norton Brownsboro Hospital
Norton Children's Hospital

Norton Hospital
Norton Women's & Children's Hospital
The Brook Hospital - Dupont
The Brook Hospital - KMI
UofL Health - Frazier Rehab Institute
UofL Health - Jewish Hospital
UofL Health - Mary & Elizabeth Hospital
UofL Health - Peace Hospital
UofL Health - Shelbyville Hospital
UofL Health - UofL Hospital

NORTHERN KENTUCKY

Carroll County Memorial Hospital
Encompass Health Rehabilitation Hospital of Northern Kentucky
Gateway Rehabilitation Hospital
Select Specialty Hospital - Northern Kentucky
St. Elizabeth Edgewood
St. Elizabeth Florence
St. Elizabeth Fort Thomas
St. Elizabeth Grant
SUN Behavioral Health

BUFFALO TRACE

Fleming County Hospital
Meadowview Regional Medical Center

GATEWAY

CHI Saint Joseph Mount Sterling
Morgan County ARH Hospital

HOSPITALS BY AREA DEVELOPMENT DISTRICT (ADD) - CONTINUED

St. Claire Regional Medical Center

FIVCO

King's Daughters Medical Center
Three Rivers Medical Center

BIG SANDY

Paintsville ARH Hospital
Highlands ARH Regional Medical Center
McDowell ARH Hospital
Paul B. Hall Regional Medical Center
Pikeville Medical Center
Tug Valley ARH Regional Medical Center

KENTUCKY RIVER

Hazard ARH Regional Medical Center
Kentucky River Medical Center
Mary Breckinridge ARH Hospital
Whitesburg ARH Hospital

CUMBERLAND VALLEY

AdventHealth Manchester
Baptist Health Corbin
Barbourville ARH Hospital
CHI Saint Joseph London
ContinueCARE Hospital at Baptist Health Corbin
Harlan ARH Hospital
Middlesboro ARH Hospital
Pineville Community Health Center

Rockcastle Regional Hospital & Respiratory Center

LAKE CUMBERLAND

Casey County Hospital
Cumberland County Hospital
Jane Todd Crawford Hospital
Lake Cumberland Regional Hospital
Russell County Hospital
T. J. Health Columbia
Taylor Regional Hospital
The Medical Center Albany
Wayne County Hospital, Inc.

BLUEGRASS

Baptist Health Lexington
Baptist Health Richmond
Bluegrass Community Hospital
Bourbon Community Hospital
CHI Saint Joseph Berea
CHI Saint Joseph East
CHI Saint Joseph Hospital
Clark Regional Medical Center
Continuing Care Hospital
Encompass Health Cardinal Hill Rehabilitation Hospital
Ephraim McDowell Fort Logan Hospital
Ephraim McDowell James B. Haggin Hospital
Ephraim McDowell Regional Medical Center
Frankfort Regional Medical Center

Georgetown Community Hospital

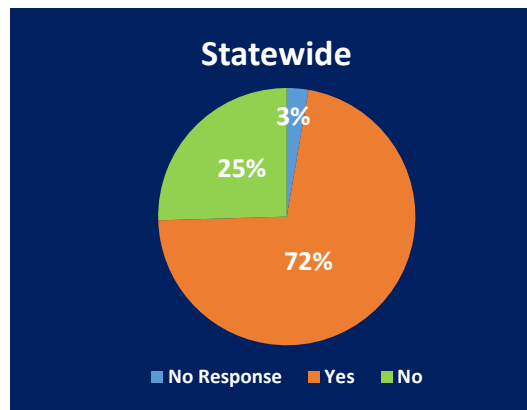
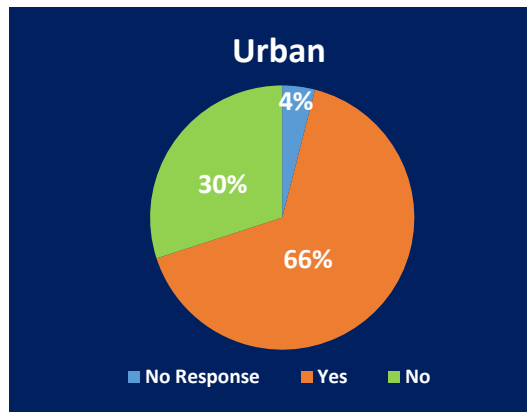
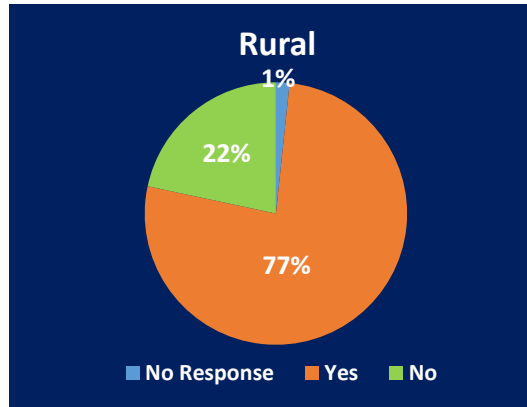
Harrison Memorial Hospital
Mercy Health - Marcum & Wallace Hospital
Ridge Behavioral Health System
Select Specialty Hospital - Central Kentucky
UK Chandler Medical Center
UK HealthCare Good Samaritan Hospital

Appendix B

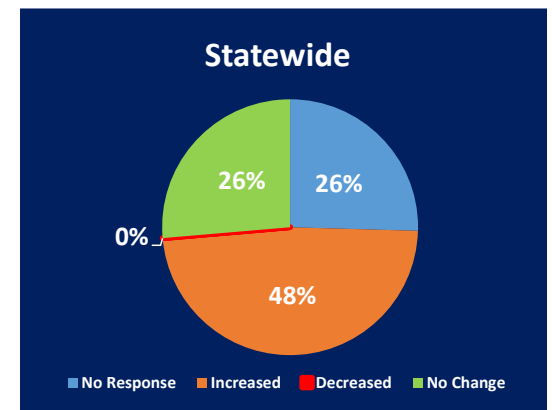
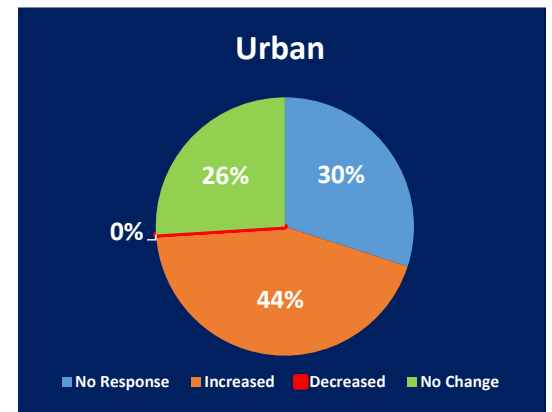
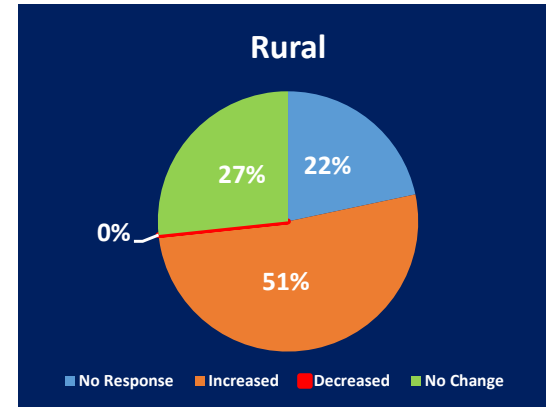
- Employee Benefits and Pay Charts

EMPLOYEE BENEFITS AND PAY

SIGN-ON BONUS - OFFERED



SIGN-ON BONUS - AMOUNT CHANGED



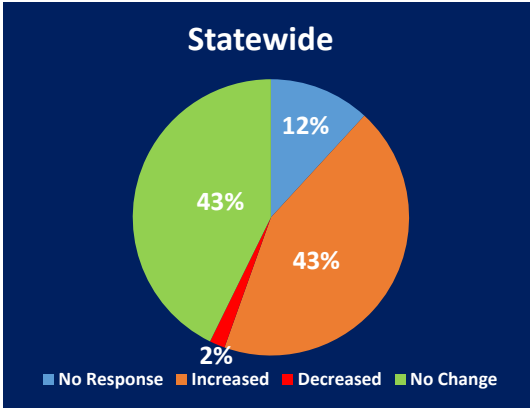
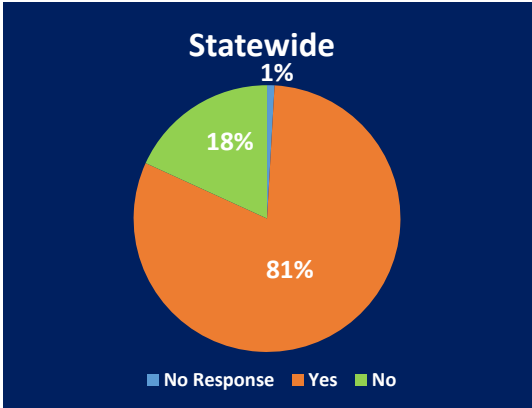
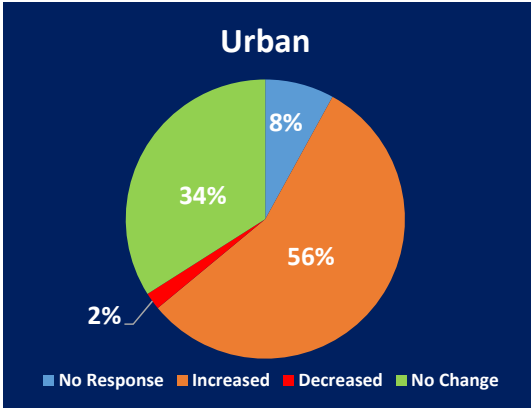
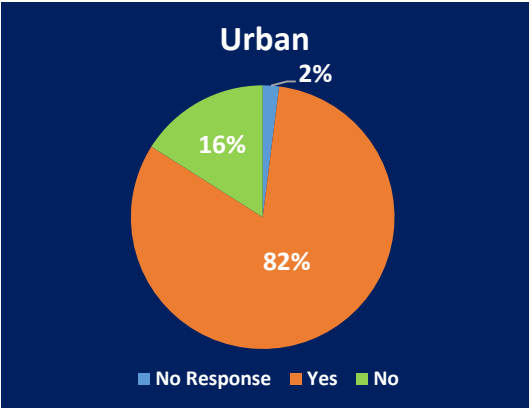
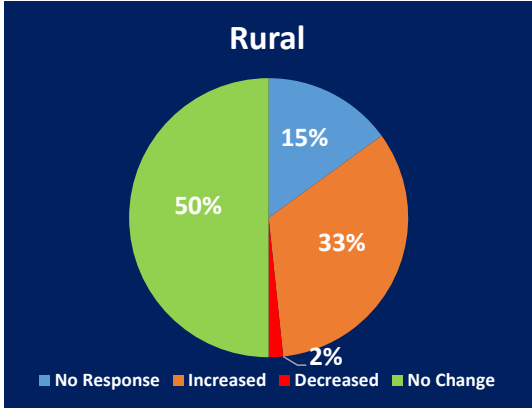
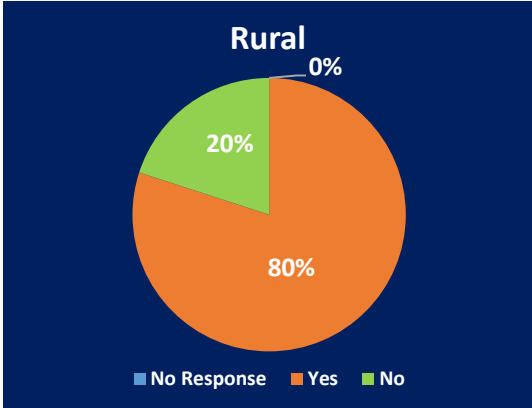
EMPLOYEE BENEFITS AND PAY - CONTINUED



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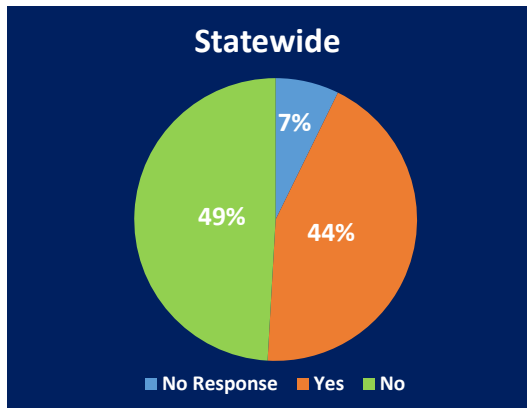
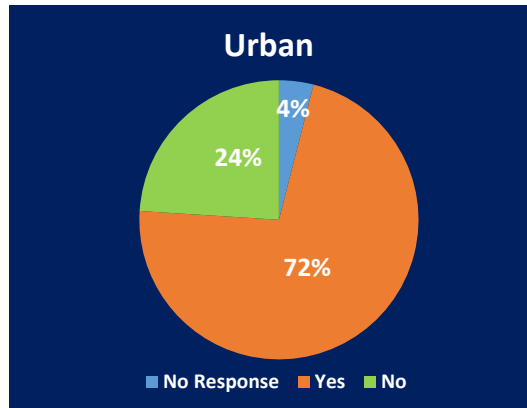
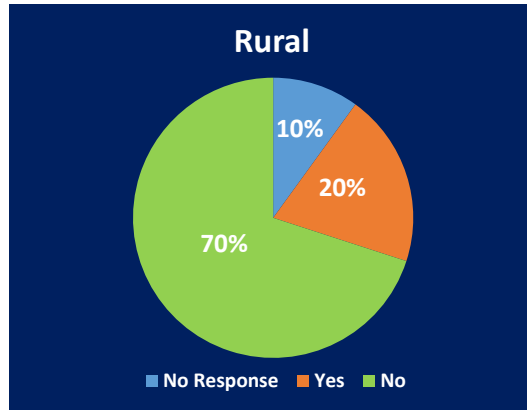
REFERRAL BONUS OFFERED

REFERRAL BONUS CHANGE

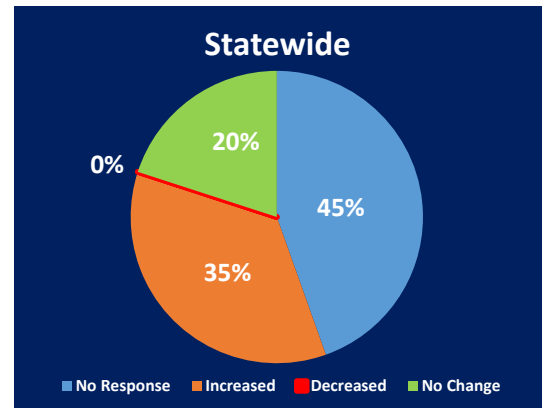
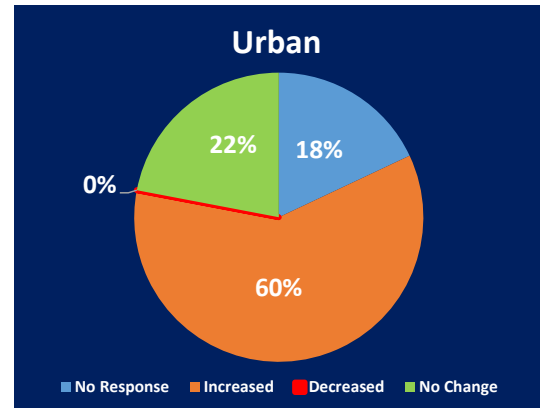
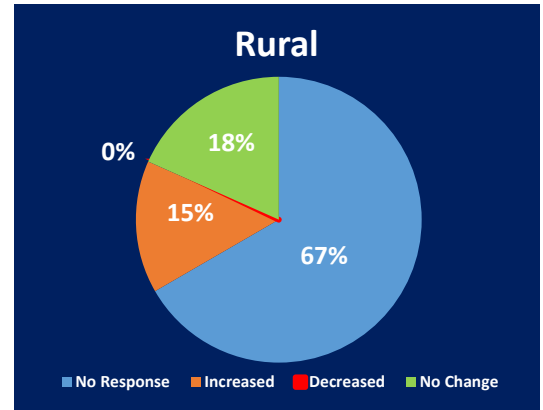


EMPLOYEE BENEFITS AND PAY - CONTINUED

RETENTION BONUS OFFERED



RETENTION BONUS CHANGE



EMPLOYEE BENEFITS AND PAY - CONTINUED

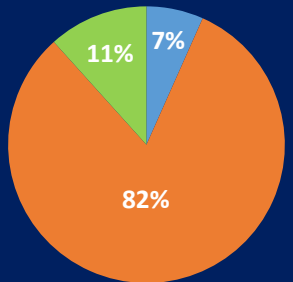


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PREMIUM UNSCHEDULED SHIFT PAY OFFERED

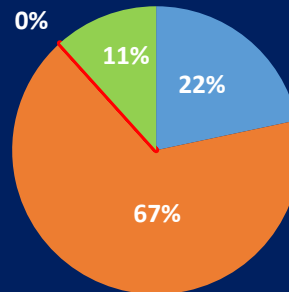
PREMIUM UNSCHEDULED SHIFT PAY CHANGED

Rural



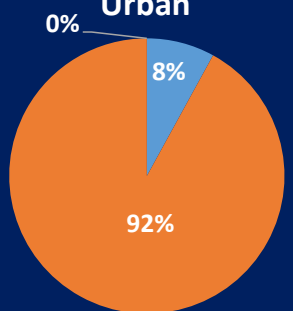
No Response Yes No

Rural



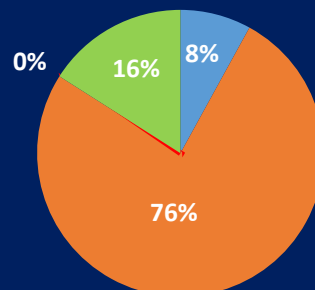
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Urban



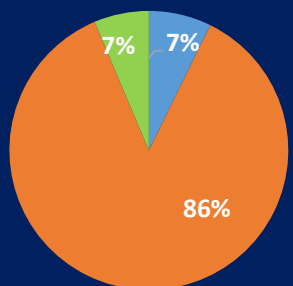
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Urban



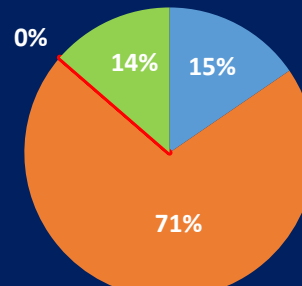
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Statewide



No Response Yes No

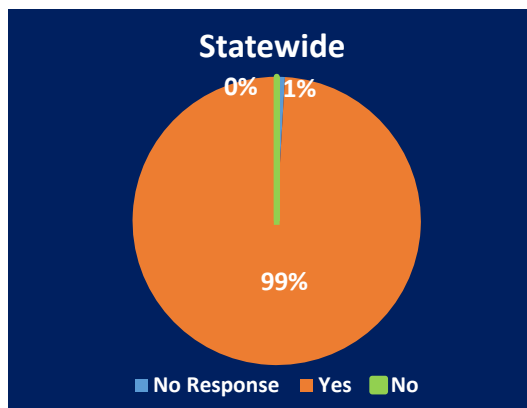
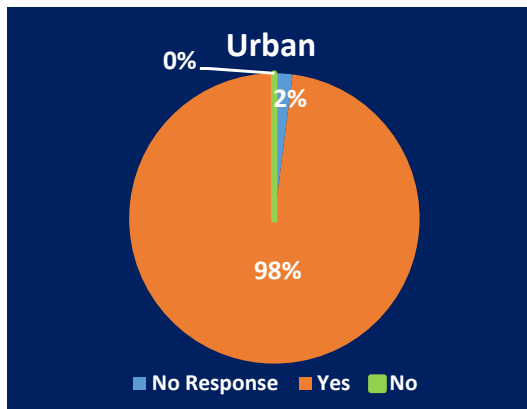
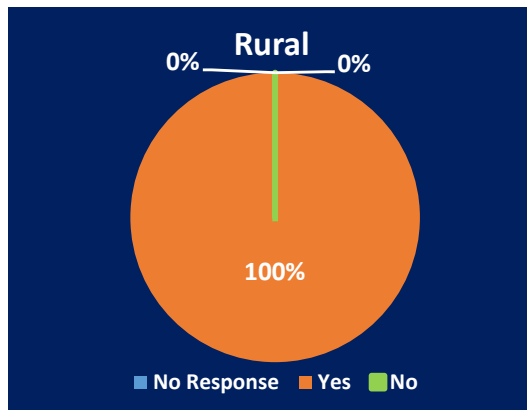
Statewide



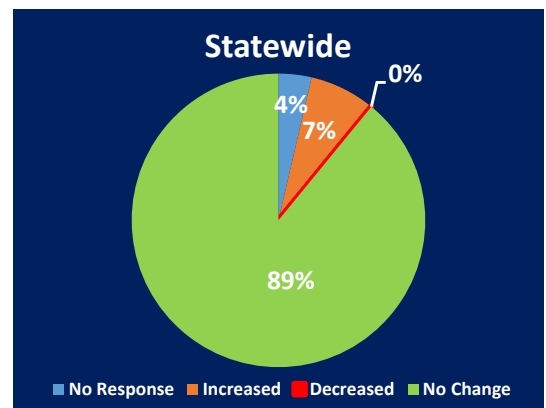
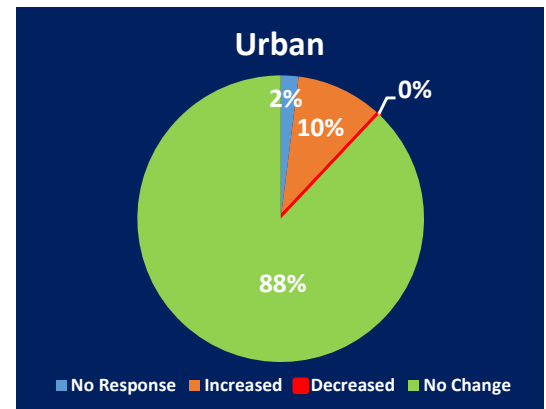
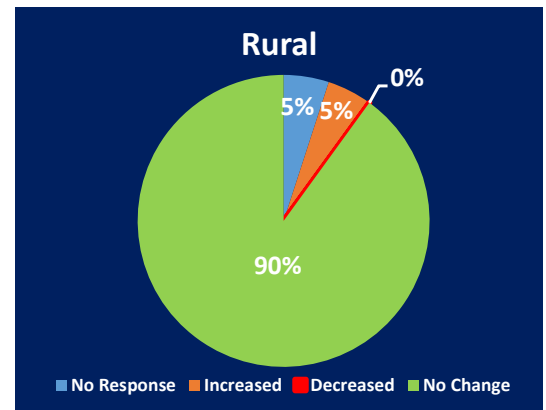
No Response Increased Decreased No Change

EMPLOYEE BENEFITS AND PAY - CONTINUED

SHIFT DIFFERENTIAL OFFERED



SHIFT DIFFERENTIAL CHANGE



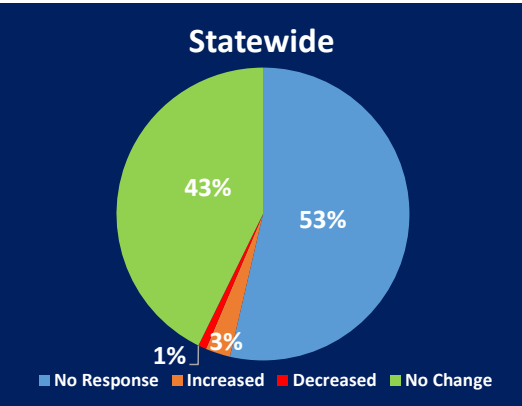
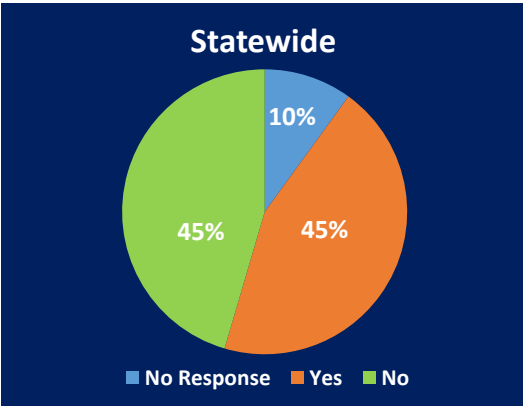
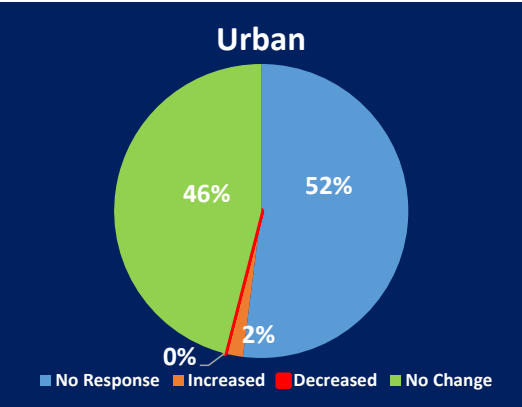
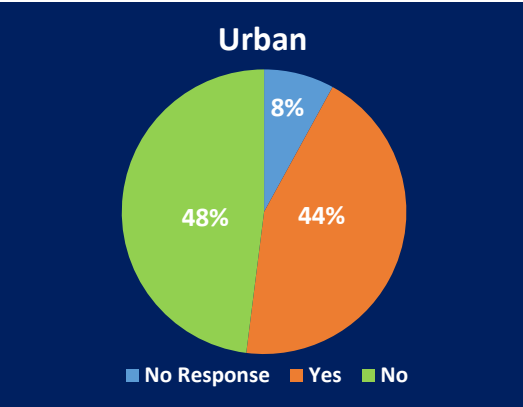
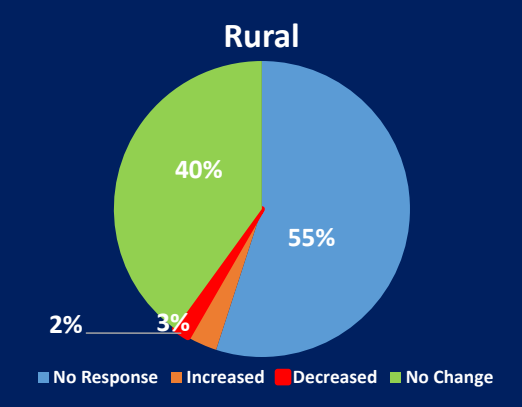
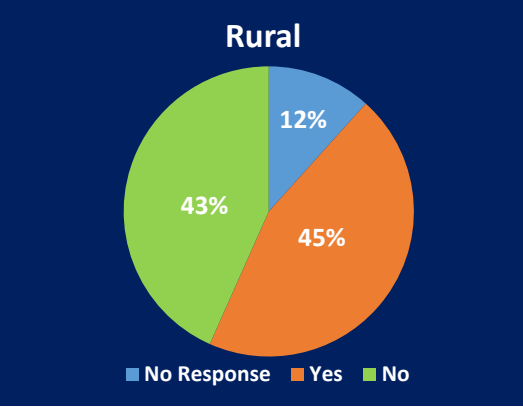
EMPLOYEE BENEFITS AND PAY - CONTINUED



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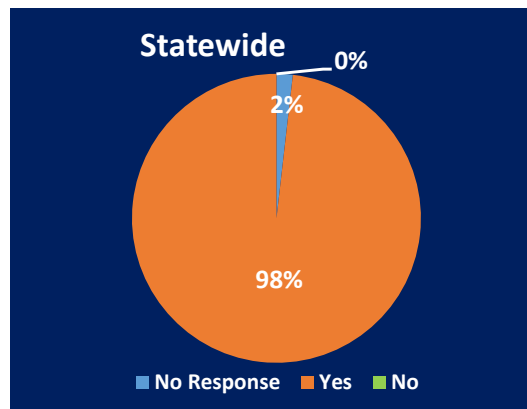
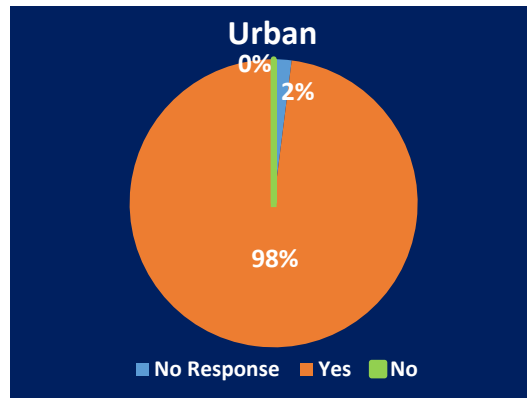
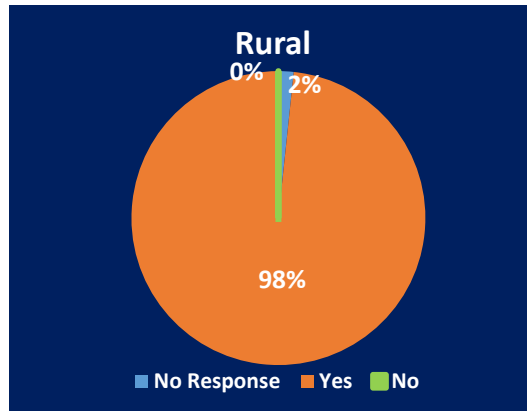
SPECIALTY DIFFERENTIAL OFFERED

SPECIALTY DIFFERENTIAL CHANGE

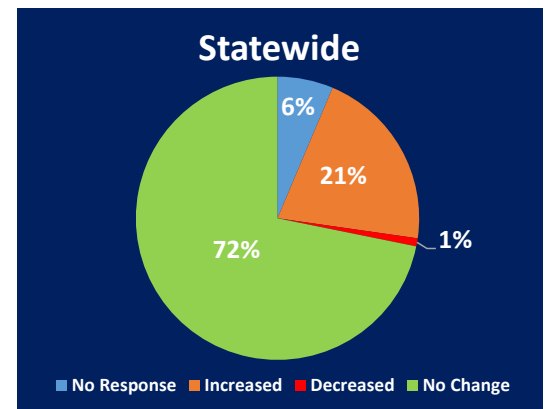
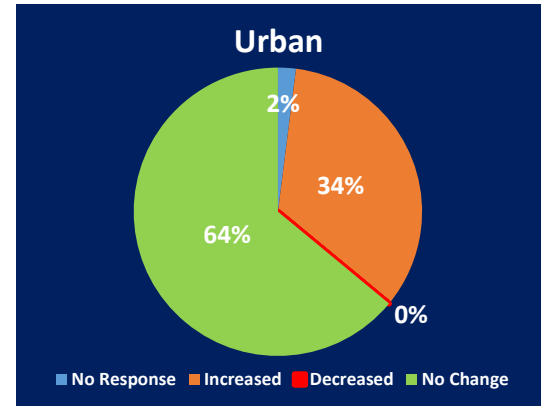
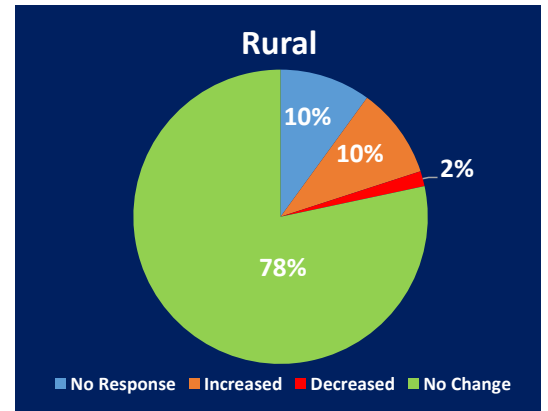


EMPLOYEE BENEFITS AND PAY - CONTINUED

BENEFITS OFFERED



BENEFITS CHANGES



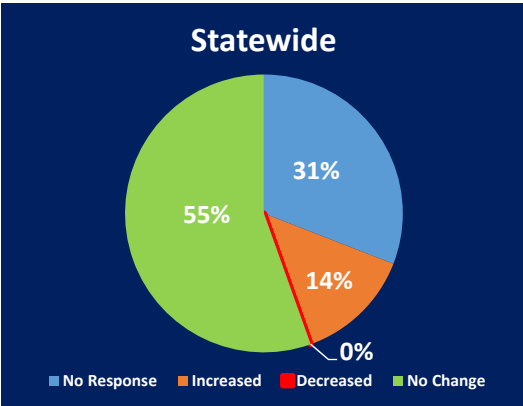
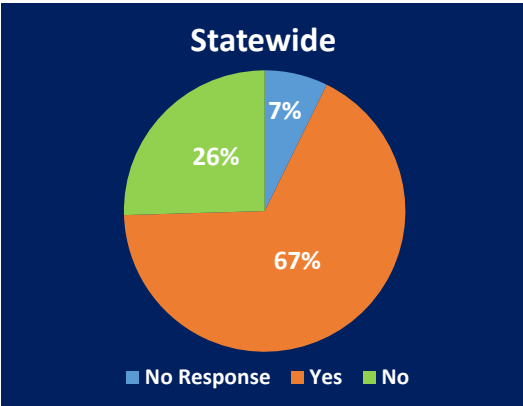
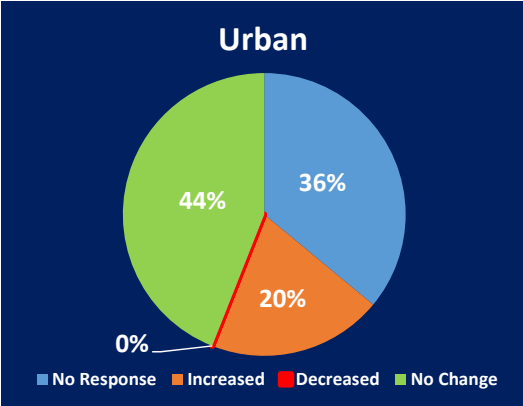
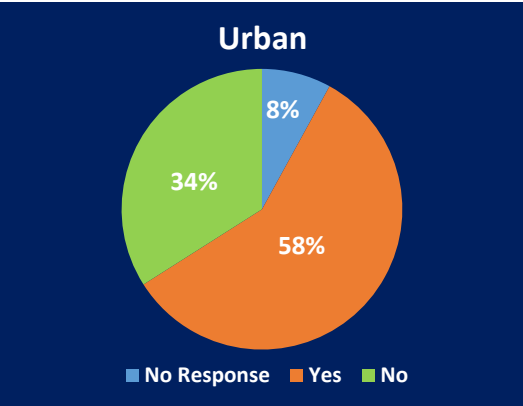
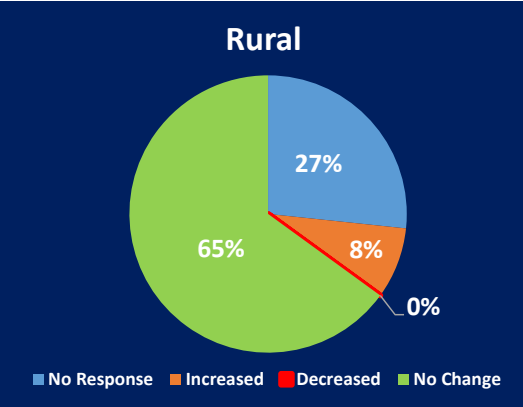
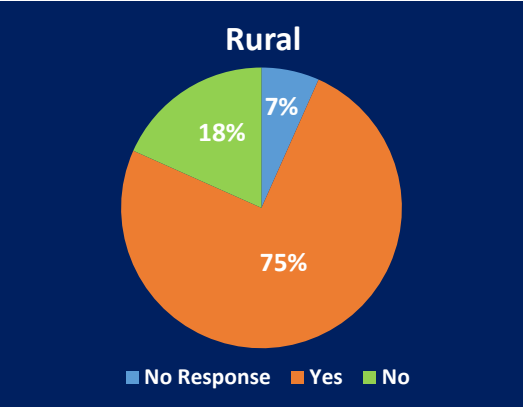
EMPLOYEE BENEFITS AND PAY - CONTINUED



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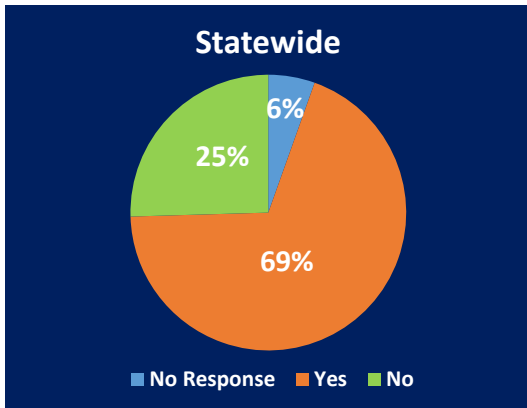
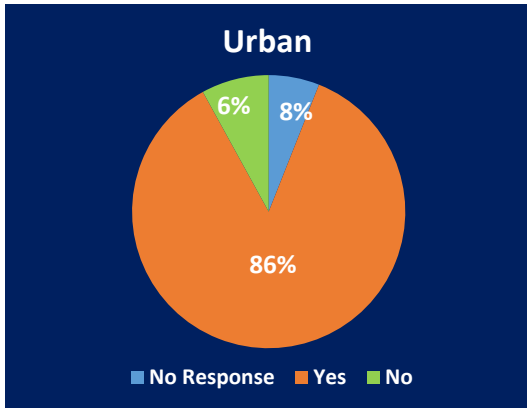
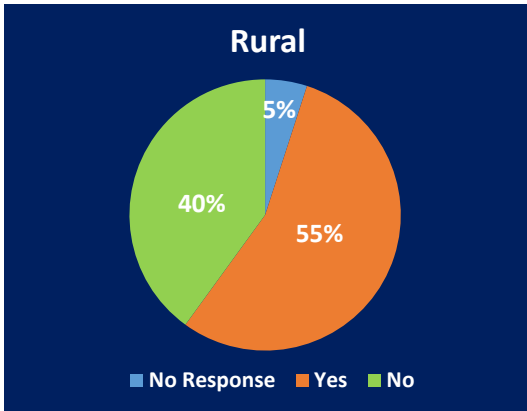
EDUCATION FINANCIAL ASSISTANCE PROGRAM OFFERED

EDUCATION FINANCIAL ASSISTANCE PROGRAM CHANGES

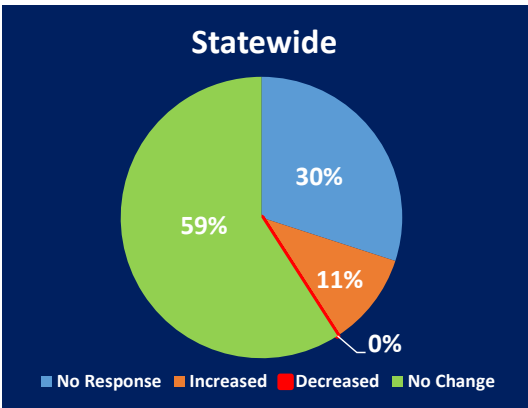
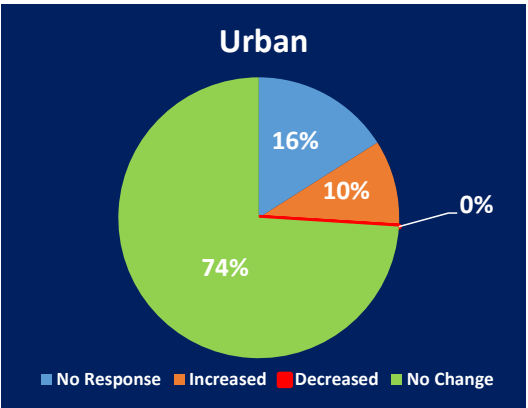
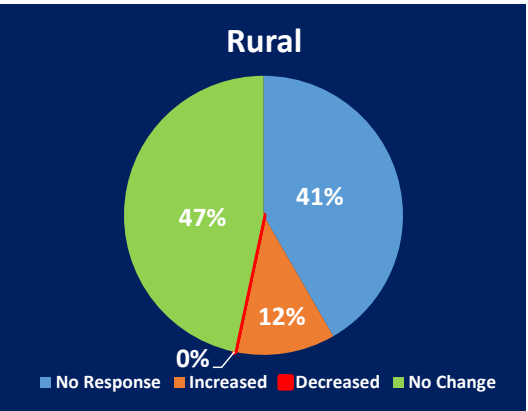


EMPLOYEE BENEFITS AND PAY - CONTINUED

WEEKEND STAFFING PROGRAM OFFERED



WEEKEND STAFFING PROGRAM OFFERED



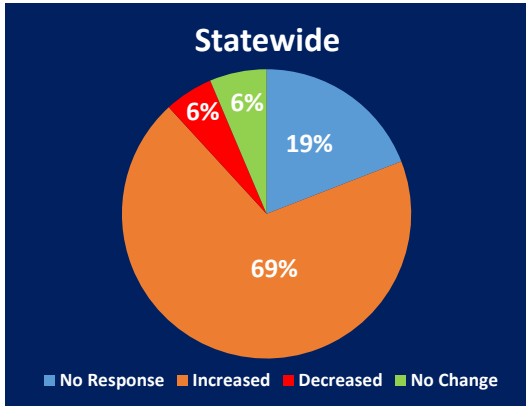
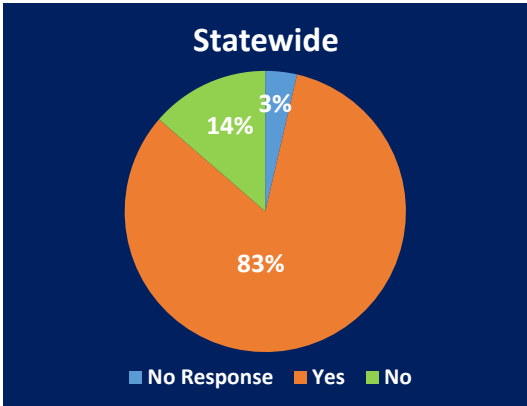
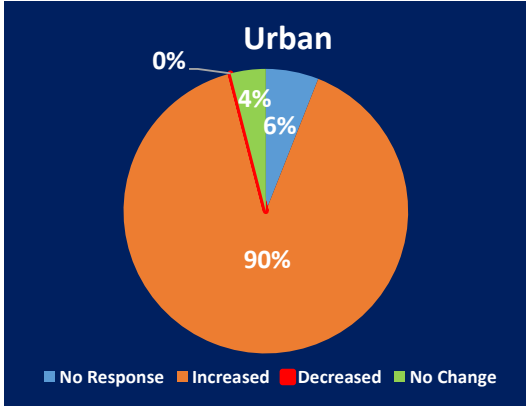
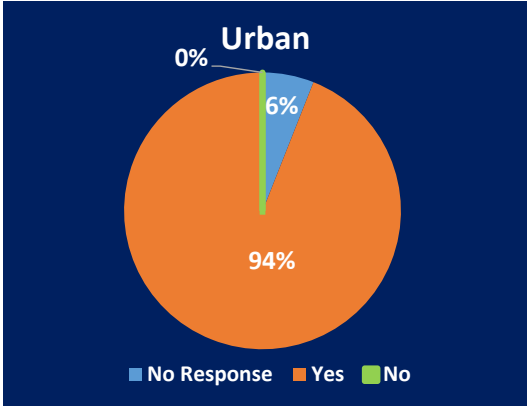
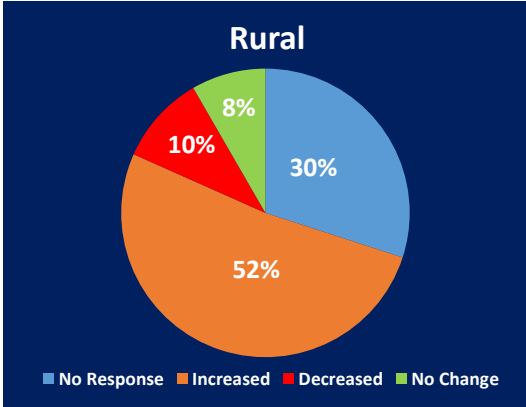
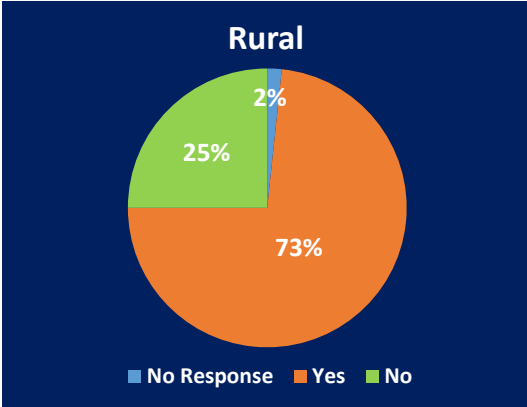
EMPLOYEE BENEFITS AND PAY - CONTINUED



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AGENCY STAFFING

AGENCY STAFFING CHANGES



Appendix C

- 2021 KHA Workforce Survey



Welcome to the 2021 KHA Workforce Survey

KHA encourages all members to participate in this annual survey. As this year's survey has been delayed, the time period will be January 1, 2021 through December 31, 2021. Please complete the columns of data for each cell. If you do not have the position in your organization, leave the cell blank. Otherwise, enter zero (0). The period for this survey begins January 1, 2021 through December 31, 2021.

Please e-mail the completed survey workbook to Melanie Landrum: mlandrum@kyha.com

Facility: _____

Positions Direct Care positions Only * Settings include only inpatient or hospital-related outpatient departments Excluding Executive, Management, and Supervisory Staff Exclude Physician Offices, Urgent Care/Express Care facilities Active Staff only - No PRN or agency staff For specific position descriptions, hover over the cell comment (red arrow in upper right-hand corner of each cell).	Individual Persons (not FTEs)						Full-Time Equivalents	
	Number Hired from 01/01/2021 through 12/31/2021	Separations			Total Number as of 12/31/2021	Total Number Age 55+ as of 12/31/2021	Currently Employed FTEs 12/31/2021	Current Vacancies FTEs 12/31/2021
		Number Separated	Number Separated (including resignation or retirement)	Number Separated				
Registered Nurses and Licensed Practical Nurses								
CRNAs (verify with administration or contract anesthesia service)								
Nurse Practitioner								
Med/Surg/Telemetry RNs								
Critical Care RNs (ICU, CCU)								
Emergency Room RNs								
OR/PACU RNs								
Labor/Delivery/Maternal Child RNs								
Pediatric RNs								
Psychiatric RNs								
Other RNs								
Licensed Practical Nurses								
Nursing Techs, Aides, Assistants								
Emergency Techs								
Nursing Assistants/Nursing Tech/Unit Secretaries								
Surgery/OR Techs								
Monitor Techs								
Pharmacy								
Pharmacy Techs (certified & non-certified)								
Registered Pharmacists								
Imaging Techs								
Imaging Techs (non-specialized)								
Mammography Techs								
Nuclear Med Techs								
MRI Techs								
Ultrasound Techs								
CT Techs								
EEG Techs								
Cardiac Cath Techs								

Restorative Services									
Physical Therapists									
Physical Therapy Assistants									
Occupational Therapists									
Speech Therapists/Language Pathologists									
Laboratory Staff									
Medical Laboratory Scientists									
Medical Laboratory Technicians									
Phlebotomists									
Other Technical									
Respiratory Therapists									
Food Services									
Registered Dietitians									
Dietary Aide									
Social Workers									
Licensed Clinical Social Worker									
Certified Social Worker									
Behavioral Health									
Psychologist - Licensed									
Psychological Practitioner - Licensed									
Psychological Associate - Licensed									
Licensed Professional Clinical Counselor									
Licensed Professional Counselor Associate									
Marriage and Family Therapist									
Behavior Analyst - Licensed									
Behavior Analyst Assistant - Licensed									
Art Therapist									
Certified Alcohol and Drug Counselor									
Peer Support Specialist									
Other									
Medical Coders									
Environmental Services									
All Other Employees - include other positions not shown above									

Registered Nurses Educational Attainment	Diploma	Associate Degree	Bachelors Degree	Masters Degree	Total Direct Care RNs
Direct Care Positions					
<i>In whole numbers</i>					

Considering RNs only, please check Yes or No related to whether you hospital incurs the following expenses. If yes, please indicate whether the expense has increased decreased or was unchanged in the 12 months ending 12/31/2021. Please place an 'x' in the appropriate box

Attribute:	Yes	No	Increased	Decreased	No Change
Sign-On Bonus					
Referral Bonus					
Retention Bonus					
Premium UnScheduled Shift Pay					
Shift Differential					
Specialty Differential					
Benefits (Health Insurance, 401k/401(b), etc.)					
Education Loan Forgiveness Program					
Weekend Staffing Program					
Agency Staffing					

Total Number of Nursing Employees as of 12/31/2021
 Number of Nursing Staff that are Contract Travel Staff as of 12/31/2021

If your hospital pays a specialty differential for RNs, place an 'x' for each area that applies:	ICU/CCU	OB	ED	Surgery	Other Clinical Areas

Please provide a count of Direct Care RN employees by birth year range
 This will allow KHA to analyze responses across age cohorts

Age Year	RN Employee Count
1936-1940	
1941-1945	
1946-1950	
1951-1955	
1956-1960	
1961-1965	
1966-1970	
1971-1975	
1976-1980	
1981-1985	
1986-1990	
1991-1995	
1996-2000	

KHA appreciates your participation in this Annual Survey
 If you have problems with this form, please contact Melanie Landrum (mlandrum@kyha.com or 502-426-6220)
 Please print this document for your records

Appendix D

- Annual Trends in Vacancies

ANNUAL TRENDS IN VACANCIES

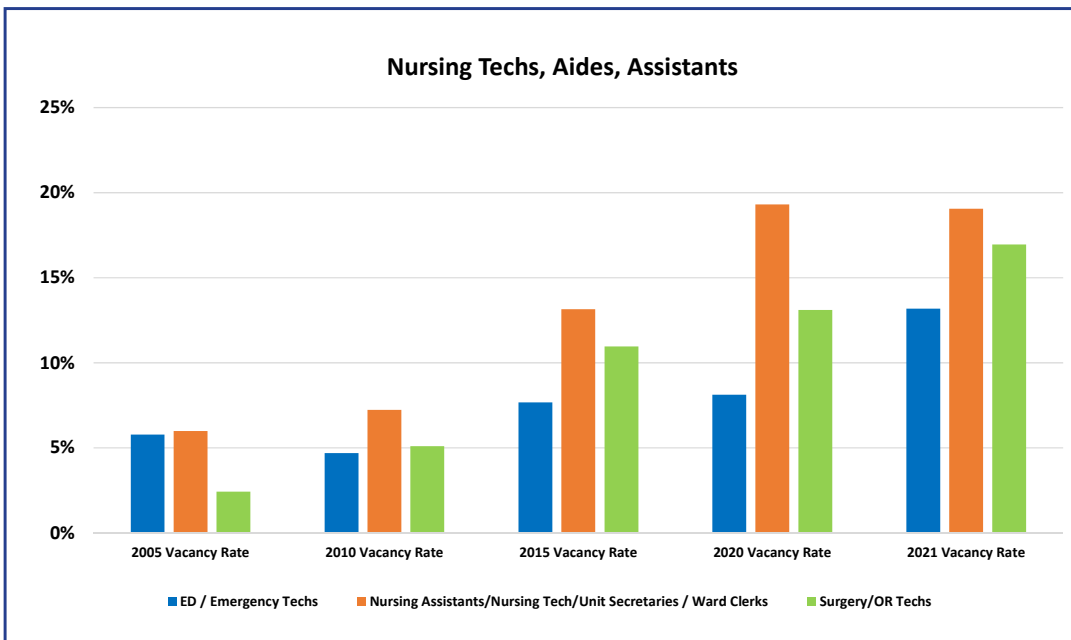
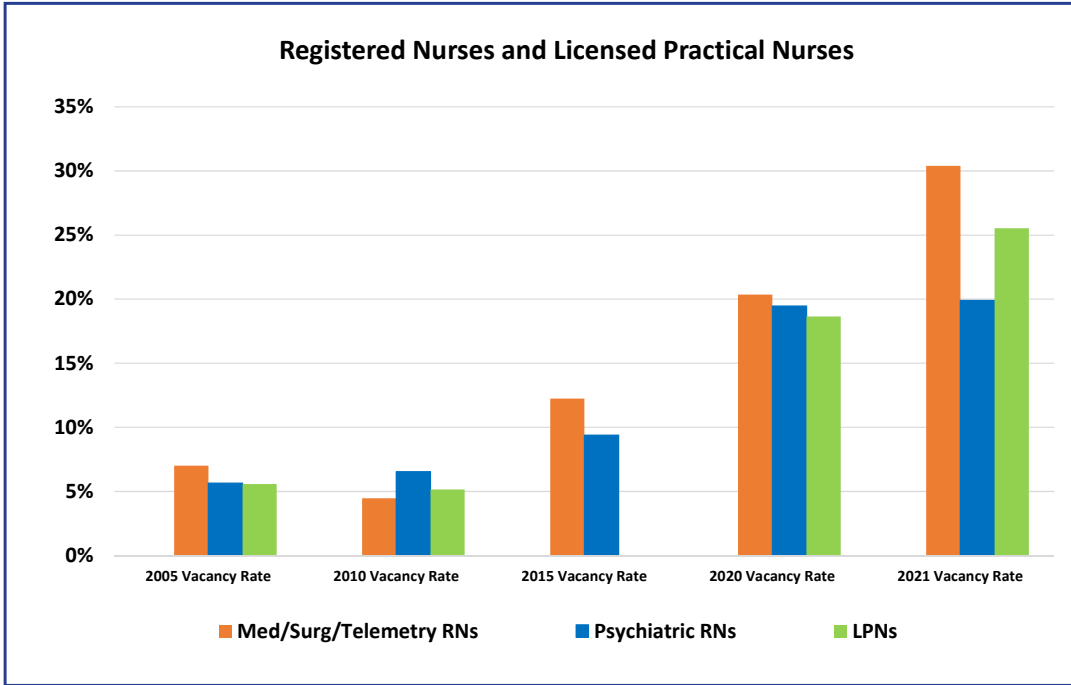
Select Position	2005	2010	2015	2020	2021
	2005 Vacancy Rate	2010 Vacancy Rate	2015 Vacancy Rate	2020 Vacancy Rate	2021 Vacancy Rate
Registered Nurses and Licensed Practical Nurses					
Med/Surg/Telemetry RNs	7%	4%	12%	20%	30%
Critical Care RNs (ICU, CCU)	*	*	*	*	27%
Psychiatric RNs	6%	7%	9%	19%	20%
LPNs	6%	5%	*	19%	26%
Nursing Techs, Aides, Assistants					
ED / Emergency Techs	6%	5%	8%	8%	13%
Nursing Assistants/Nursing Tech/Unit Secretaries / Ward Clerks	6%	7%	13%	19%	19%
Surgery/OR Techs	2%	5%	11%	13%	17%
Pharmacy					
Pharmacy Techs (certified & non-certified)	3%	3%	9%	11%	12%
Imaging Techs					
Imaging Techs (non-specialized)	2%	2%	*	10%	12%
CT Techs (ECG, Echo)	*	*	*	*	13%
Cardiac Cath Techs	*	*	*	9%	15%
Restorative Services					
Physical Therapists	12%	10%	9%	3%	10%
Physical Therapy Assistants	9%	6%	5%	3%	7%
Occupational Therapists	11%	9%	9%	4%	6%
Speech Therapists/Language Pathologists	15%	8%	10%	4%	7%
Laboratory Staff					
Medical Laboratory Scientists	*	*	*	17%	12%
Medical Laboratory Technicians	*	*	*	*	*
Phlebotomists	5%	5%	11%	16%	15%
Other Technical					
Respiratory Therapists	6%	3%	5%	16%	18%
Social Workers					
Licensed Clinical Social Worker	*	*	11%	9%	14%
Certified Social Worker	*	*	5%	10%	14%
Behavioral Health					
Art Therapist	*	*	50%	13%	0%
Licensed Professional Clinical Counselor	*	*	*	*	*
Psychologist - Licensed	*	*	*	*	*
Peer Support Specialist	*	*	*	24%	10%

*Previously not surveyed

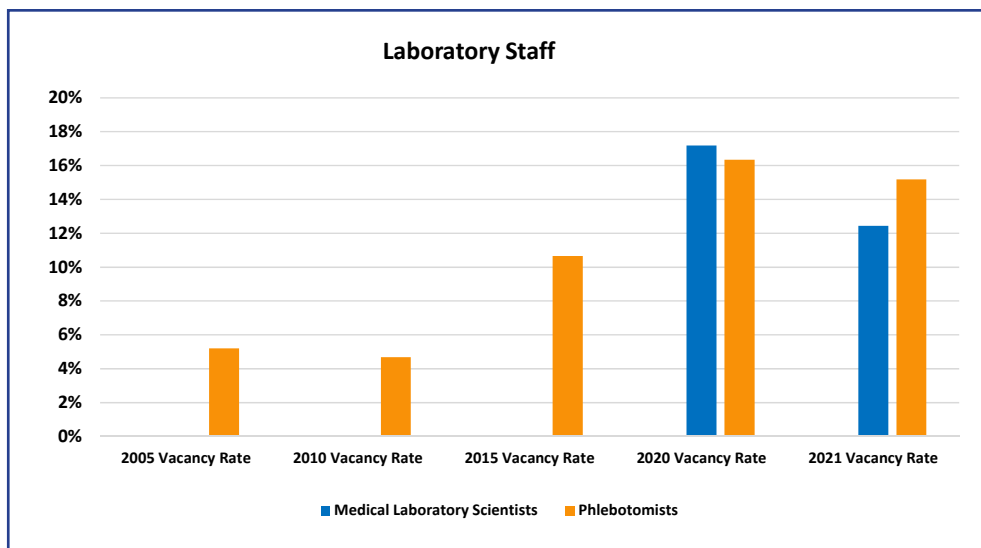
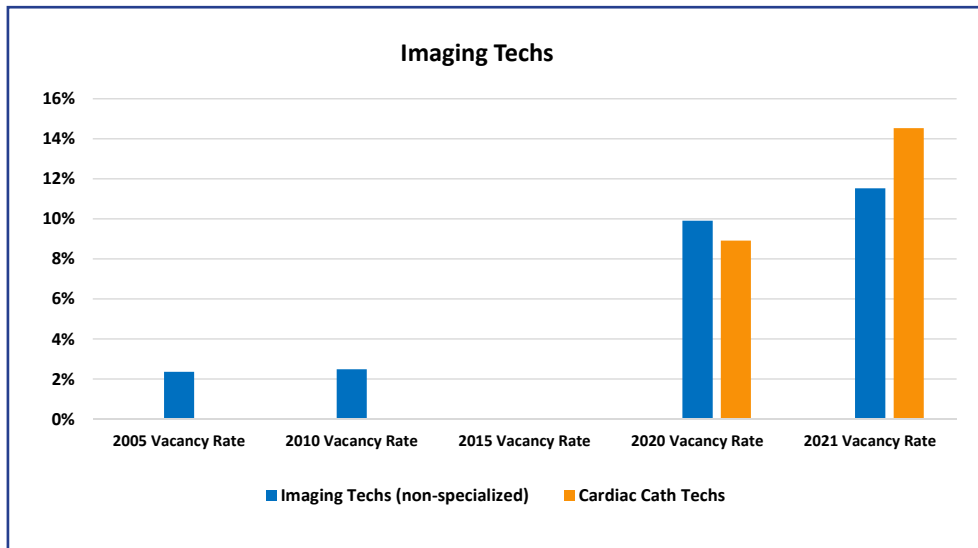
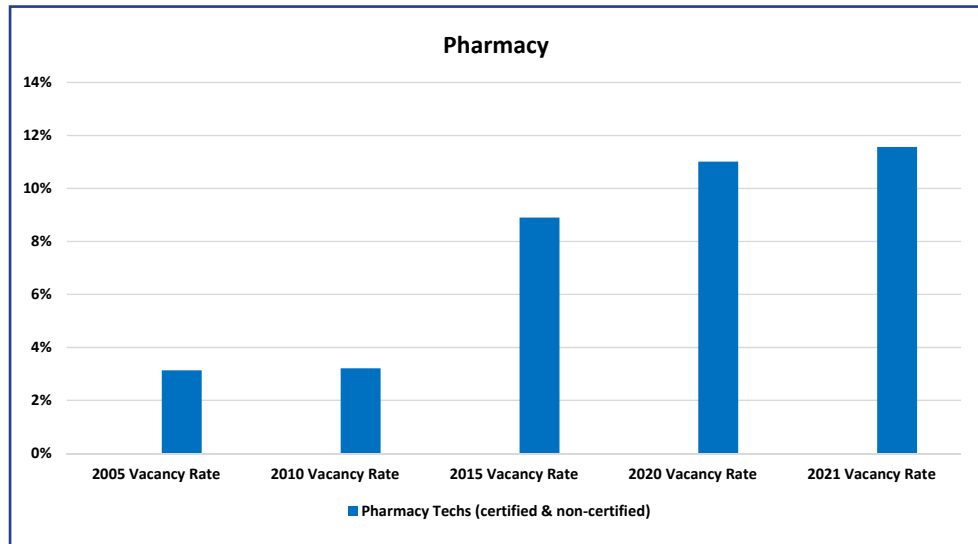
ANNUAL TRENDS IN VACANCIES - CONTINUED



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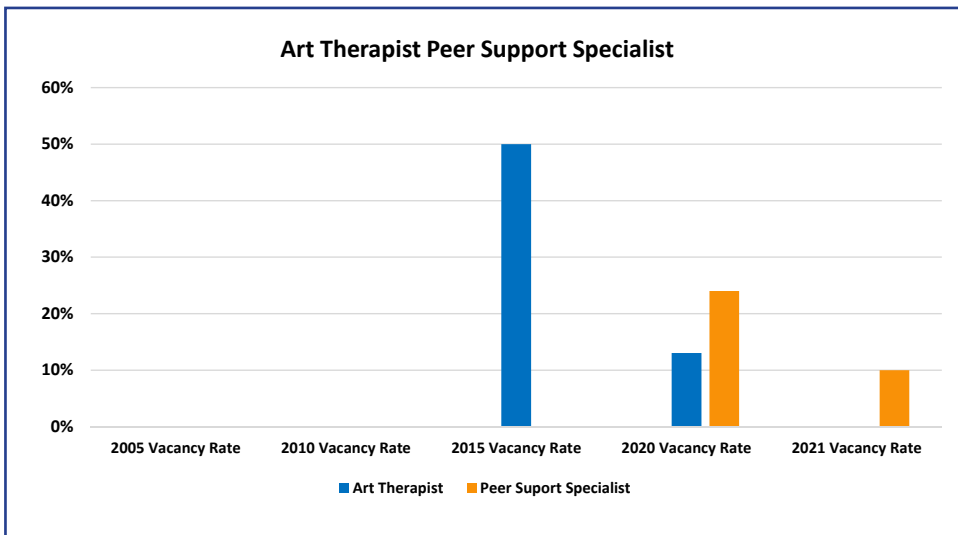
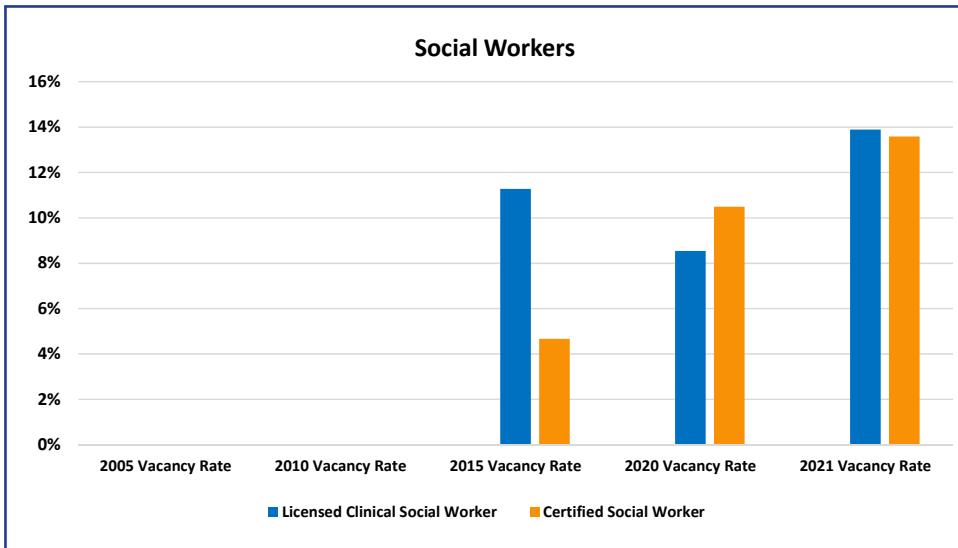
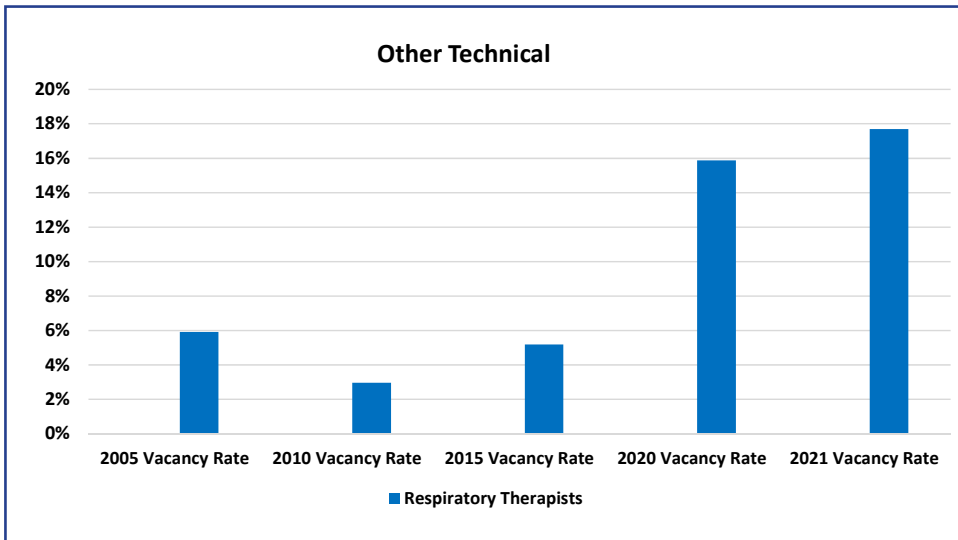
ANNUAL TRENDS IN VACANCIES - CONTINUED



ANNUAL TRENDS IN VACANCIES - CONTINUED



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Appendix E

- Vacancy Rates by Area Development Districts (ADD)

Purchase District	01 - Purchase		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	22.2%
Med/Surg/Telemetry RNs	30	17.2%	38.2%
Critical Care RNs (ICU, CCU)	6	6.5%	25.4%
Emergency Room RNs	3	5.2%	12.2%
OR/PACU RNs	1	1.1%	15.2%
Labor/Delivery/Maternal Child RNs	9	16.8%	24.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	1	3.4%	13.5%
Other RNs	2	1.3%	1.3%
Licensed Practical Nurses	18	23.7%	28.2%
Nursing Techs, Aides, Assistants			
Emergency Techs	0	0.0%	20.4%
Nursing Assistants/Nursing Tech/Unit Secretaries	16	11.7%	44.7%
Surgery/OR Techs	2	3.5%	21.3%
Monitor Techs	1	6.4%	12.8%
Pharmacy			
Pharmacy Techs (certified & non-certified)	1	3.8%	46.2%
Imaging Techs			
Imaging Techs (non-specialized)	1	1.3%	18.8%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	1	13.0%	26.0%
MRI Techs	0	0.0%	20.0%
Ultrasound Techs	0	0.0%	19.2%
CT Techs	1	7.7%	0.0%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	1	5.1%	25.3%
Physical Therapy Assistants	0	0.0%	17.1%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	21.1%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	7.0%
Medical Laboratory Technicians	8	17.8%	8.9%
Phlebotomists	4	10.6%	50.3%
Other Technical			
Respiratory Therapists	6	12.1%	18.2%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	4	10.9%	51.7%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	15.6%
Certified Social Worker	2	33.3%	66.7%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	2	8.7%	17.4%
Environmental Services	2	5.1%	41.0%
All Other Employees - include other positions not shown above	103	12.5%	30.4%

Pennyrile District	02 - Pennyrile		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	4	21.1%	15.8%
Med/Surg/Telemetry RNs	23	29.2%	29.9%
Critical Care RNs (ICU, CCU)	12	27.1%	6.9%
Emergency Room RNs	7	30.2%	60.3%
OR/PACU RNs	5	24.6%	39.4%
Labor/Delivery/Maternal Child RNs	0	0.0%	11.3%
Pediatric RNs	1	11.5%	19.2%
Psychiatric RNs	0	0.0%	407.4%
Other RNs	6	5.5%	23.0%
Licensed Practical Nurses	7	18.9%	7.8%
Nursing Techs, Aides, Assistants			
Emergency Techs	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	10	13.0%	17.2%
Surgery/OR Techs	1	4.5%	35.7%
Monitor Techs	2	32.7%	54.5%
Pharmacy			
Pharmacy Techs (certified & non-certified)	0	0.0%	7.1%
Imaging Techs			
Imaging Techs (non-specialized)	0	0.0%	13.3%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	1	14.3%	0.0%
CT Techs	0	0.0%	0.0%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	0	0.0%	0.0%
Physical Therapy Assistants	1	9.1%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	0.0%
Medical Laboratory Technicians	7	23.0%	7.1%
Phlebotomists	0	0.0%	16.1%
Other Technical			
Respiratory Therapists	3	12.2%	24.5%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	2	10.5%	57.9%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	0	0.0%	0.0%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	4	40.0%	0.0%
Environmental Services	7	12.2%	47.4%
All Other Employees - include other positions not shown above	3	3.6%	26.2%

Green River District	03 - Green River		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	3	22.4%	7.5%
Med/Surg/Telemetry RNs	82	28.4%	15.2%
Critical Care RNs (ICU, CCU)	22	21.2%	12.4%
Emergency Room RNs	28	22.3%	18.6%
OR/PACU RNs	6	8.0%	15.0%
Labor/Delivery/Maternal Child RNs	9	6.9%	12.2%
Pediatric RNs	2	8.8%	9.8%
Psychiatric RNs	3	15.7%	11.6%
Other RNs	29	10.5%	13.5%
Licensed Practical Nurses	6	15.3%	10.6%
Nursing Techs, Aides, Assistants			
Emergency Techs	11	23.5%	33.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	43	16.4%	36.5%
Surgery/OR Techs	4	4.9%	12.9%
Monitor Techs	0	0.0%	54.8%
Pharmacy			
Pharmacy Techs (certified & non-certified)	3	4.8%	18.1%
Imaging Techs			
Imaging Techs (non-specialized)	9	13.4%	9.0%
Mammography Techs	1	3.8%	16.7%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	2	8.8%	0.0%
Ultrasound Techs	5	17.4%	19.4%
CT Techs	3	13.3%	20.1%
EEG Techs	0	0.0%	74.1%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	1	3.4%	0.0%
Physical Therapy Assistants	0	0.0%	12.8%
Occupational Therapists	0	0.0%	4.8%
Speech Therapists/Language Pathologists	1	4.9%	19.6%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	25.0%
Medical Laboratory Technicians	4	10.1%	25.3%
Phlebotomists	21	23.3%	61.3%
Other Technical			
Respiratory Therapists	5	7.9%	13.8%
Food Services			
Registered Dietitians	1	9.3%	27.8%
Dietary Aide	6	16.7%	55.6%
Social Workers			
Licensed Clinical Social Worker	1	17.1%	114.3%
Certified Social Worker	2	12.0%	6.3%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	2	33.3%	16.7%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	6.1%
Environmental Services	19	11.6%	61.7%
All Other Employees - include other positions not shown above	105	9.3%	21.1%

Barren River District	04 - Barren River		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	22	19.7%	31.1%
Critical Care RNs (ICU, CCU)	38	35.7%	19.7%
Emergency Room RNs	27	21.3%	34.5%
OR/PACU RNs	21	20.1%	12.7%
Labor/Delivery/Maternal Child RNs	7	6.8%	18.8%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	4	7.9%	13.8%
Other RNs	155	30.7%	23.2%
Licensed Practical Nurses	22	26.7%	25.1%
Nursing Techs, Aides, Assistants			
Emergency Techs	1	4.1%	54.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	83	19.9%	49.5%
Surgery/OR Techs	18	20.2%	12.3%
Monitor Techs	1	1.9%	20.5%
Pharmacy			
Pharmacy Techs (certified & non-certified)	7	12.7%	23.5%
Imaging Techs			
Imaging Techs (non-specialized)	4	7.8%	32.0%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	1	11.8%	35.3%
MRI Techs	0	0.0%	5.1%
Ultrasound Techs	4	13.4%	20.2%
CT Techs	1	2.5%	15.0%
EEG Techs	0	0.0%	22.2%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	1	4.5%	4.5%
Physical Therapy Assistants	3	13.0%	26.1%
Occupational Therapists	0	0.0%	33.3%
Speech Therapists/Language Pathologists	0	0.0%	28.6%
Laboratory Staff			
Medical Laboratory Scientists	6	15.4%	22.0%
Medical Laboratory Technicians	3	8.4%	22.8%
Phlebotomists	7	14.0%	70.1%
Other Technical			
Respiratory Therapists	11	12.2%	16.4%
Food Services			
Registered Dietitians	0	0.0%	60.4%
Dietary Aide	6	18.6%	54.1%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	18.2%
Certified Social Worker	2	14.3%	28.6%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	1	1.2%	7.7%
Environmental Services	13	11.1%	45.4%
All Other Employees - include other positions not shown above	76	9.8%	24.2%

Lincoln Trail District	05 - Lincoln Trail		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	7	24.6%	35.2%
Critical Care RNs (ICU, CCU)	10	51.3%	41.0%
Emergency Room RNs	3	12.6%	46.0%
OR/PACU RNs	1	4.9%	24.6%
Labor/Delivery/Maternal Child RNs	7	34.5%	24.6%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	11	22.7%	16.5%
Other RNs	15	44.1%	20.6%
Licensed Practical Nurses	0	0.0%	33.3%
Nursing Techs, Aides, Assistants			
Emergency Techs	1	16.7%	50.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	15	39.0%	59.7%
Surgery/OR Techs	2	14.3%	7.1%
Monitor Techs	0	0.0%	0.0%
Pharmacy			
Pharmacy Techs (certified & non-certified)	1	11.1%	33.3%
Imaging Techs			
Imaging Techs (non-specialized)	0	0.0%	40.0%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	0	0.0%	0.0%
CT Techs	3	60.0%	0.0%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	3	30.0%	10.0%
Physical Therapy Assistants	0	0.0%	50.0%
Occupational Therapists	1	33.3%	0.0%
Speech Therapists/Language Pathologists	1	50.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	1	14.3%	28.6%
Medical Laboratory Technicians	4	44.4%	33.3%
Phlebotomists	1	20.0%	80.0%
Other Technical			
Respiratory Therapists	1	8.3%	16.7%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	1	20.0%	140.0%
Social Workers			
Licensed Clinical Social Worker	2	14.3%	21.4%
Certified Social Worker	0	0.0%	0.0%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	6	30.0%	80.0%
All Other Employees - include other positions not shown above	10	25.0%	40.0%

Kentuckiana District	06 - Kentuckiana		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	2	2.6%	2.6%
Nurse Practitioner	13	10.1%	3.2%
Med/Surg/Telemetry RNs	704	33.7%	26.8%
Critical Care RNs (ICU, CCU)	334	27.6%	24.1%
Emergency Room RNs	122	23.7%	32.8%
OR/PACU RNs	113	15.1%	18.1%
Labor/Delivery/Maternal Child RNs	64	10.3%	22.3%
Pediatric RNs	94	11.4%	18.0%
Psychiatric RNs	54	28.8%	11.2%
Other RNs	400	17.1%	8.1%
Licensed Practical Nurses	100	25.2%	28.2%
Nursing Techs, Aides, Assistants			
Emergency Techs	24	8.7%	28.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	236	9.3%	41.2%
Surgery/OR Techs	58	11.3%	18.7%
Monitor Techs	13	8.0%	23.9%
Pharmacy			
Pharmacy Techs (certified & non-certified)	28	8.6%	30.6%
Imaging Techs			
Imaging Techs (non-specialized)	36	10.7%	9.1%
Mammography Techs	6	6.4%	17.1%
Nuclear Med Techs	3	4.5%	4.5%
MRI Techs	9	8.2%	9.3%
Ultrasound Techs	6	4.1%	11.7%
CT Techs	20	12.1%	10.1%
EEG Techs	5	18.8%	16.3%
Cardiac Cath Techs	6	16.4%	12.8%
Restorative Services			
Physical Therapists	17	7.4%	7.0%
Physical Therapy Assistants	2	2.0%	6.1%
Occupational Therapists	2	2.0%	10.8%
Speech Therapists/Language Pathologists	4	5.5%	8.2%
Laboratory Staff			
Medical Laboratory Scientists	18	18.6%	16.3%
Medical Laboratory Technicians	18	12.6%	21.2%
Phlebotomists	39	16.8%	46.0%
Other Technical			
Respiratory Therapists	111	23.8%	16.6%
Food Services			
Registered Dietitians	12	18.5%	21.6%
Dietary Aide	38	12.1%	54.8%
Social Workers			
Licensed Clinical Social Worker	15	22.1%	13.3%
Certified Social Worker	5	9.1%	19.9%
Behavioral Health			
Psychologist - Licensed	3	60.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	25.0%
Licensed Professional Counselor Associate	0	0.0%	33.3%
Marriage and Family Therapist	0	0.0%	100.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	66.7%
Certified Alcohol and Drug Counselor	0	0.0%	50.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	18	5.0%	9.6%
Environmental Services	129	13.3%	37.5%
All Other Employees - include other positions not shown above	3137	16.4%	16.9%

Northern Kentucky District	07 - Northern Kentucky		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	2	3.7%	5.5%
Med/Surg/Telemetry RNs	34	12.8%	20.1%
Critical Care RNs (ICU, CCU)	24	8.7%	11.8%
Emergency Room RNs	12	6.1%	13.0%
OR/PACU RNs	47	13.9%	14.9%
Labor/Delivery/Maternal Child RNs	8	7.2%	18.3%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	22.4%
Other RNs	190	17.6%	18.1%
Licensed Practical Nurses	4	7.7%	29.3%
Nursing Techs, Aides, Assistants			
Emergency Techs	3	5.2%	7.6%
Nursing Assistants/Nursing Tech/Unit Secretaries	70	16.9%	55.2%
Surgery/OR Techs	10	17.0%	26.5%
Monitor Techs	1	3.5%	21.3%
Pharmacy			
Pharmacy Techs (certified & non-certified)	18	16.2%	22.0%
Imaging Techs			
Imaging Techs (non-specialized)	27	20.7%	13.9%
Mammography Techs	1	1.9%	19.1%
Nuclear Med Techs	1	5.0%	5.8%
MRI Techs	1	3.2%	9.6%
Ultrasound Techs	2	4.9%	6.6%
CT Techs	3	5.1%	6.0%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	4	5.2%	13.4%
Physical Therapy Assistants	3	18.0%	30.1%
Occupational Therapists	2	8.7%	11.9%
Speech Therapists/Language Pathologists	1	3.3%	13.4%
Laboratory Staff			
Medical Laboratory Scientists	1	5.6%	11.2%
Medical Laboratory Technicians	22	17.7%	18.9%
Phlebotomists	19	16.0%	53.3%
Other Technical			
Respiratory Therapists	17	22.9%	18.5%
Food Services			
Registered Dietitians	0	0.0%	18.6%
Dietary Aide	8	14.2%	28.5%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	25.8%
Certified Social Worker	3	6.5%	8.6%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	12.5%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	100.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	1	25.0%	50.0%
Other			
Medical Coders	3	29.5%	11.4%
Environmental Services	22	11.7%	76.2%
All Other Employees - include other positions not shown above	137	8.9%	24.8%

Buffalo Trace District	08 - Buffalo Trace		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	12.5%
Med/Surg/Telemetry RNs	9	32.1%	42.9%
Critical Care RNs (ICU, CCU)	8	57.1%	50.0%
Emergency Room RNs	4	21.1%	31.6%
OR/PACU RNs	3	25.0%	8.3%
Labor/Delivery/Maternal Child RNs	2	20.0%	50.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	0.0%
Other RNs	0	0.0%	0.0%
Licensed Practical Nurses	5	19.2%	11.5%
Nursing Techs, Aides, Assistants			
Emergency Techs	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	1	25.0%	175.0%
Surgery/OR Techs	2	33.3%	33.3%
Monitor Techs	0	0.0%	0.0%
Pharmacy			
Pharmacy Techs (certified & non-certified)	1	33.3%	66.7%
Imaging Techs			
Imaging Techs (non-specialized)	0	0.0%	0.0%
Mammography Techs	1	25.0%	25.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	1	33.3%	33.3%
Ultrasound Techs	1	20.0%	20.0%
CT Techs	3	21.4%	14.3%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	0	0.0%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	1	50.0%	150.0%
Medical Laboratory Technicians	1	25.0%	50.0%
Phlebotomists	0	0.0%	80.0%
Other Technical			
Respiratory Therapists	4	30.8%	30.8%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	0	0.0%	0.0%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	50.0%
Certified Social Worker	0	0.0%	0.0%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	0	0.0%	0.0%
All Other Employees - include other positions not shown above	13	12.4%	0.0%

Gateway District	09 - Gateway		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	8	69.4%	0.0%
Med/Surg/Telemetry RNs	20	34.6%	30.7%
Critical Care RNs (ICU, CCU)	9	31.3%	84.6%
Emergency Room RNs	19	40.4%	19.7%
OR/PACU RNs	10	22.3%	31.2%
Labor/Delivery/Maternal Child RNs	1	4.5%	9.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	2	25.0%	55.6%
Other RNs	19	44.1%	47.4%
Licensed Practical Nurses	6	34.2%	80.2%
Nursing Techs, Aides, Assistants			
Emergency Techs	4	44.8%	11.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	14	17.9%	77.4%
Surgery/OR Techs	1	8.3%	41.7%
Monitor Techs	0	0.0%	33.3%
Pharmacy			
Pharmacy Techs (certified & non-certified)	3	10.9%	58.0%
Imaging Techs			
Imaging Techs (non-specialized)	0	0.0%	13.0%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	1	11.1%	22.2%
CT Techs	2	15.4%	30.8%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	33.3%
Restorative Services			
Physical Therapists	5	31.3%	25.0%
Physical Therapy Assistants	1	12.5%	50.0%
Occupational Therapists	2	16.7%	0.0%
Speech Therapists/Language Pathologists	1	22.2%	22.2%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	18.5%
Medical Laboratory Technicians	4	22.7%	11.3%
Phlebotomists	5	19.7%	102.6%
Other Technical			
Respiratory Therapists	3	8.0%	19.4%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	1	3.1%	28.1%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	100.0%
Certified Social Worker	0	0.0%	0.0%
Behavioral Health			
Psychologist - Licensed	1	33.3%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	10.0%
Environmental Services	10	15.6%	92.2%
All Other Employees - include other positions not shown above	11	11.7%	38.1%

FIVCO District	10 - FIVCO		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	2	5.7%	0.0%
Nurse Practitioner	11	15.0%	2.8%
Med/Surg/Telemetry RNs	28	10.9%	15.1%
Critical Care RNs (ICU, CCU)	14	13.6%	21.9%
Emergency Room RNs	11	13.9%	14.4%
OR/PACU RNs	7	5.0%	11.9%
Labor/Delivery/Maternal Child RNs	1	3.7%	20.7%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	2	6.7%	10.6%
Other RNs	38	45.8%	39.5%
Licensed Practical Nurses	29	28.0%	15.5%
Nursing Techs, Aides, Assistants			
Emergency Techs	7	16.8%	17.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	43	26.4%	70.9%
Surgery/OR Techs	3	6.7%	23.9%
Monitor Techs	6	22.5%	101.8%
Pharmacy			
Pharmacy Techs (certified & non-certified)	7	11.7%	41.3%
Imaging Techs			
Imaging Techs (non-specialized)	6	12.7%	12.7%
Mammography Techs	0	0.0%	12.1%
Nuclear Med Techs	2	11.5%	12.7%
MRI Techs	2	9.8%	0.0%
Ultrasound Techs	1	15.5%	17.2%
CT Techs	4	14.7%	14.7%
EEG Techs	1	100.0%	0.0%
Cardiac Cath Techs	2	6.6%	3.7%
Restorative Services			
Physical Therapists	1	5.6%	5.6%
Physical Therapy Assistants	1	3.6%	0.0%
Occupational Therapists	1	13.3%	13.3%
Speech Therapists/Language Pathologists	0	0.0%	11.0%
Laboratory Staff			
Medical Laboratory Scientists	1	6.1%	6.1%
Medical Laboratory Technicians	2	3.0%	12.1%
Phlebotomists	2	3.9%	26.2%
Other Technical			
Respiratory Therapists	8	12.5%	17.4%
Food Services			
Registered Dietitians	0	0.0%	10.0%
Dietary Aide	0	0.0%	16.0%
Social Workers			
Licensed Clinical Social Worker	2	50.0%	25.0%
Certified Social Worker	3	14.3%	9.5%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	1	50.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	8.0%
Environmental Services	20	13.7%	45.7%
All Other Employees - include other positions not shown above	128	40.4%	9.8%

Big Sandy District	11 - Big Sandy		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	7.8%
Nurse Practitioner	0	0.0%	9.1%
Med/Surg/Telemetry RNs	83	36.2%	30.6%
Critical Care RNs (ICU, CCU)	23	12.0%	24.3%
Emergency Room RNs	10	9.3%	24.5%
OR/PACU RNs	10	9.5%	18.0%
Labor/Delivery/Maternal Child RNs	1	1.4%	23.9%
Pediatric RNs	3	16.2%	21.6%
Psychiatric RNs	2	20.0%	60.0%
Other RNs	22	14.8%	18.6%
Licensed Practical Nurses	23	28.0%	40.5%
Nursing Techs, Aides, Assistants			
Emergency Techs	4	12.2%	11.4%
Nursing Assistants/Nursing Tech/Unit Secretaries	66	25.4%	41.3%
Surgery/OR Techs	3	4.4%	10.2%
Monitor Techs	0	0.0%	17.6%
Pharmacy			
Pharmacy Techs (certified & non-certified)	8	13.5%	23.3%
Imaging Techs			
Imaging Techs (non-specialized)	8	7.8%	9.4%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	1	11.1%	55.6%
MRI Techs	1	8.3%	16.7%
Ultrasound Techs	0	0.0%	5.7%
CT Techs	2	10.4%	4.7%
EEG Techs	2	18.0%	36.0%
Cardiac Cath Techs	1	6.7%	13.3%
Restorative Services			
Physical Therapists	2	6.5%	6.5%
Physical Therapy Assistants	1	5.3%	0.0%
Occupational Therapists	3	14.5%	12.8%
Speech Therapists/Language Pathologists	3	23.8%	15.9%
Laboratory Staff			
Medical Laboratory Scientists	5	9.3%	11.2%
Medical Laboratory Technicians	3	13.4%	8.9%
Phlebotomists	7	9.4%	53.6%
Other Technical			
Respiratory Therapists	7	6.7%	18.0%
Food Services			
Registered Dietitians	1	11.1%	0.0%
Dietary Aide	19	20.9%	44.1%
Social Workers			
Licensed Clinical Social Worker	3	35.3%	11.8%
Certified Social Worker	0	0.0%	0.0%
Behavioral Health			
Psychologist - Licensed	1	50.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	1	12.5%	0.0%
Behavior Analyst Assistant - Licensed	2	6.9%	24.1%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	7.1%
Environmental Services	42	20.3%	36.3%
All Other Employees - include other positions not shown above	146	7.7%	18.6%

Kentucky River District	12 - Kentucky River		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	1	50.0%	0.0%
Med/Surg/Telemetry RNs	78	56.1%	15.8%
Critical Care RNs (ICU, CCU)	26	72.2%	44.4%
Emergency Room RNs	9	18.6%	16.5%
OR/PACU RNs	21	28.8%	24.7%
Labor/Delivery/Maternal Child RNs	1	3.2%	19.0%
Pediatric RNs	0	0.0%	28.6%
Psychiatric RNs	4	13.1%	19.7%
Other RNs	41	45.6%	14.4%
Licensed Practical Nurses	16	38.1%	14.3%
Nursing Techs, Aides, Assistants			
Emergency Techs	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	57	22.0%	37.1%
Surgery/OR Techs	9	25.7%	25.7%
Monitor Techs	0	0.0%	0.0%
Pharmacy			
Pharmacy Techs (certified & non-certified)	2	9.5%	14.3%
Imaging Techs			
Imaging Techs (non-specialized)	7	26.9%	38.5%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	0	0.0%	25.0%
CT Techs	0	0.0%	50.0%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
Restorative Services			
Physical Therapists	1	6.3%	6.3%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	2	18.2%	9.1%
Speech Therapists/Language Pathologists	1	11.1%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	10	41.7%	20.8%
Medical Laboratory Technicians	0	0.0%	27.3%
Phlebotomists	2	7.3%	58.2%
Other Technical			
Respiratory Therapists	4	8.5%	23.4%
Food Services			
Registered Dietitians	1	22.2%	44.4%
Dietary Aide	3	8.3%	25.0%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	0	0.0%	0.0%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	20.0%
Environmental Services	5	6.3%	65.0%
All Other Employees - include other positions not shown above	82	23.5%	32.3%

Cumberland Valley District	13 - Cumberland Valley		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	10.5%
Med/Surg/Telemetry RNs	38	27.9%	38.9%
Critical Care RNs (ICU, CCU)	15	12.9%	29.3%
Emergency Room RNs	14	13.0%	19.6%
OR/PACU RNs	11	16.6%	16.6%
Labor/Delivery/Maternal Child RNs	9	15.6%	17.3%
Pediatric RNs	4	36.4%	18.2%
Psychiatric RNs	8	57.1%	21.4%
Other RNs	39	21.0%	13.5%
Licensed Practical Nurses	30	28.6%	33.4%
Nursing Techs, Aides, Assistants			
Emergency Techs	0	0.0%	13.3%
Nursing Assistants/Nursing Tech/Unit Secretaries	52	19.8%	45.0%
Surgery/OR Techs	4	7.0%	14.1%
Monitor Techs	0	0.0%	38.7%
Pharmacy			
Pharmacy Techs (certified & non-certified)	5	11.2%	18.0%
Imaging Techs			
Imaging Techs (non-specialized)	7	8.3%	11.9%
Mammography Techs	1	33.3%	0.0%
Nuclear Med Techs	0	0.0%	42.9%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	1	9.1%	9.1%
CT Techs	1	22.2%	0.0%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	1	25.0%	25.0%
Restorative Services			
Physical Therapists	3	22.2%	0.0%
Physical Therapy Assistants	0	0.0%	7.4%
Occupational Therapists	1	8.3%	8.3%
Speech Therapists/Language Pathologists	1	6.5%	6.5%
Laboratory Staff			
Medical Laboratory Scientists	1	3.0%	15.0%
Medical Laboratory Technicians	7	13.4%	24.8%
Phlebotomists	6	16.1%	64.4%
Other Technical			
Respiratory Therapists	26	19.0%	8.1%
Food Services			
Registered Dietitians	0	0.0%	22.2%
Dietary Aide	0	0.0%	20.3%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	28.6%
Certified Social Worker	1	11.2%	11.2%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	21	15.9%	35.6%
All Other Employees - include other positions not shown above	66	7.6%	22.4%

Lake Cumberland District	14 - Lake Cumberland		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	28.6%
Nurse Practitioner	0	0.0%	22.7%
Med/Surg/Telemetry RNs	15	14.2%	21.6%
Critical Care RNs (ICU, CCU)	30	21.3%	22.4%
Emergency Room RNs	16	15.6%	12.6%
OR/PACU RNs	6	6.7%	12.4%
Labor/Delivery/Maternal Child RNs	10	18.0%	19.8%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	7	35.0%	40.0%
Other RNs	24	16.8%	19.6%
Licensed Practical Nurses	25	22.2%	23.0%
Nursing Techs, Aides, Assistants			
Emergency Techs	3	17.0%	51.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	28	16.3%	55.2%
Surgery/OR Techs	3	9.1%	27.4%
Monitor Techs	2	6.5%	32.5%
Pharmacy			
Pharmacy Techs (certified & non-certified)	4	5.5%	9.7%
Imaging Techs			
Imaging Techs (non-specialized)	9	10.9%	7.7%
Mammography Techs	2	33.3%	0.0%
Nuclear Med Techs	2	33.9%	16.9%
MRI Techs	2	28.2%	28.7%
Ultrasound Techs	8	44.4%	33.9%
CT Techs	2	10.3%	15.8%
EEG Techs	1	22.2%	22.2%
Cardiac Cath Techs	1	16.7%	16.7%
Restorative Services			
Physical Therapists	1	5.2%	26.0%
Physical Therapy Assistants	3	5.5%	25.7%
Occupational Therapists	1	2.0%	15.8%
Speech Therapists/Language Pathologists	0	0.0%	8.8%
Laboratory Staff			
Medical Laboratory Scientists	1	5.9%	11.8%
Medical Laboratory Technicians	5	6.1%	13.9%
Phlebotomists	7	14.7%	59.7%
Other Technical			
Respiratory Therapists	9	10.9%	33.7%
Food Services			
Registered Dietitians	0	0.0%	40.0%
Dietary Aide	11	31.1%	64.2%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	100.0%
Certified Social Worker	1	25.0%	75.0%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	60.0%
Environmental Services	7	17.6%	99.2%
All Other Employees - include other positions not shown above	27	5.9%	11.8%

Bluegrass District	15 - Bluegrass		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	7	10.3%	8.4%
Nurse Practitioner	19	8.2%	4.4%
Med/Surg/Telemetry RNs	221	37.0%	20.8%
Critical Care RNs (ICU, CCU)	317	39.1%	24.2%
Emergency Room RNs	112	28.3%	23.2%
OR/PACU RNs	164	31.1%	19.3%
Labor/Delivery/Maternal Child RNs	64	22.4%	20.2%
Pediatric RNs	53	15.6%	17.4%
Psychiatric RNs	34	23.1%	15.9%
Other RNs	429	35.3%	13.4%
Licensed Practical Nurses	39	34.6%	31.7%
Nursing Techs, Aides, Assistants			
Emergency Techs	34	22.7%	26.3%
Nursing Assistants/Nursing Tech/Unit Secretaries	441	40.1%	32.6%
Surgery/OR Techs	112	39.8%	16.8%
Monitor Techs	22	15.8%	16.8%
Pharmacy			
Pharmacy Techs (certified & non-certified)	58	15.5%	12.9%
Imaging Techs			
Imaging Techs (non-specialized)	32	14.9%	12.1%
Mammography Techs	1	3.1%	3.1%
Nuclear Med Techs	1	3.6%	21.5%
MRI Techs	8	14.6%	16.5%
Ultrasound Techs	6	5.8%	14.0%
CT Techs	20	20.5%	14.3%
EEG Techs	4	16.8%	12.6%
Cardiac Cath Techs	14	23.7%	11.8%
Restorative Services			
Physical Therapists	22	15.4%	8.5%
Physical Therapy Assistants	12	27.9%	11.8%
Occupational Therapists	6	7.3%	5.3%
Speech Therapists/Language Pathologists	6	12.1%	15.4%
Laboratory Staff			
Medical Laboratory Scientists	28	11.4%	12.7%
Medical Laboratory Technicians	40	19.4%	15.4%
Phlebotomists	20	19.1%	40.2%
Other Technical			
Respiratory Therapists	72	20.0%	15.1%
Food Services			
Registered Dietitians	1	2.5%	10.0%
Dietary Aide	4	15.9%	12.6%
Social Workers			
Licensed Clinical Social Worker	2	8.3%	13.1%
Certified Social Worker	18	19.1%	20.5%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	1	17.0%	13.6%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Other			
Medical Coders	10	7.7%	8.5%
Environmental Services	25	14.5%	43.1%
All Other Employees - include other positions not shown above	587	32.2%	9.3%