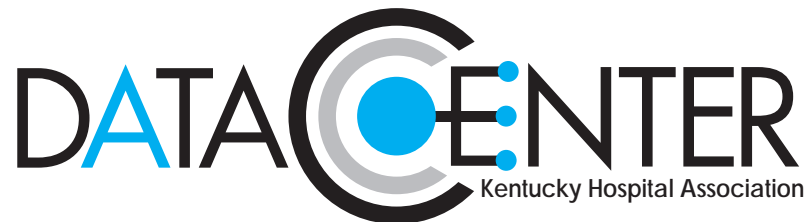


Kentucky Hospital Association

# WORKFORCE SHORTAGE REPORT 2020





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**For more information about the 2020 Workforce Shortage Report or other KHA data, contact:**

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# 2020 WORKFORCE SHORTAGE REPORT

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Appendix A

# KENTUCKY HOSPITAL ASSOCIATION

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## 2020 WORKFORCE SHORTAGE REPORT

The Kentucky Hospital Association is proud to share the 2020 Workforce Survey Report. Thank you for taking an interest in Kentucky's health care workforce needs. KHA has conducted the annual workforce survey of its member facilities for many years; however, in 2020 the Association updated the survey to meet the changing needs of members.

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.

This is a big challenge due to the sustained low unemployment Kentucky, and the nation, is experiencing. Employers across all industries are competing for workers. KHA believes health care is a rewarding field that offers gainful employment across more than 200 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 will highlight an in-depth look at the workforce of member facilities in Kentucky. The KHA team is grateful to all facilities and systems that participated in the survey.







## EXECUTIVE SUMMARY

Health care delivery is people centered. Although it is common to think of doctors and nurses as the core of the health care workforce, dozens of other categories of health care workers – clinicians, therapists, technicians and assistive personnel – support these caregivers. Behind these workers are back office, business-focused and operational staff that assist with compliance, technology, billing and recordkeeping, and the other functions that allow health care organizations to deliver care.

Kentucky has an immediate and long-term need for clinical and assistive health care workers. The state's below average health, demographics and geography are driving statewide, regional and local demand for employees of all types. Moreover, since many of these professions have strong backgrounds in health sciences, the demand for their expertise extends beyond the physician's office and hospital bedside.

Investments in the health care workforce benefit residents as they seek care and as health care workers' pay and benefits ripple through the economy. This report reviews the status of the hospital workforce at a regional and statewide level. Vacancies and workforce shortages have progressively worsened – including an all-time-high employee turnover rate of 35 percent. The hospital positions with the highest vacancies were registered and licensed practical nurses, nurse techs, aides and assistants, behavioral health, laboratory staff and other technicians.

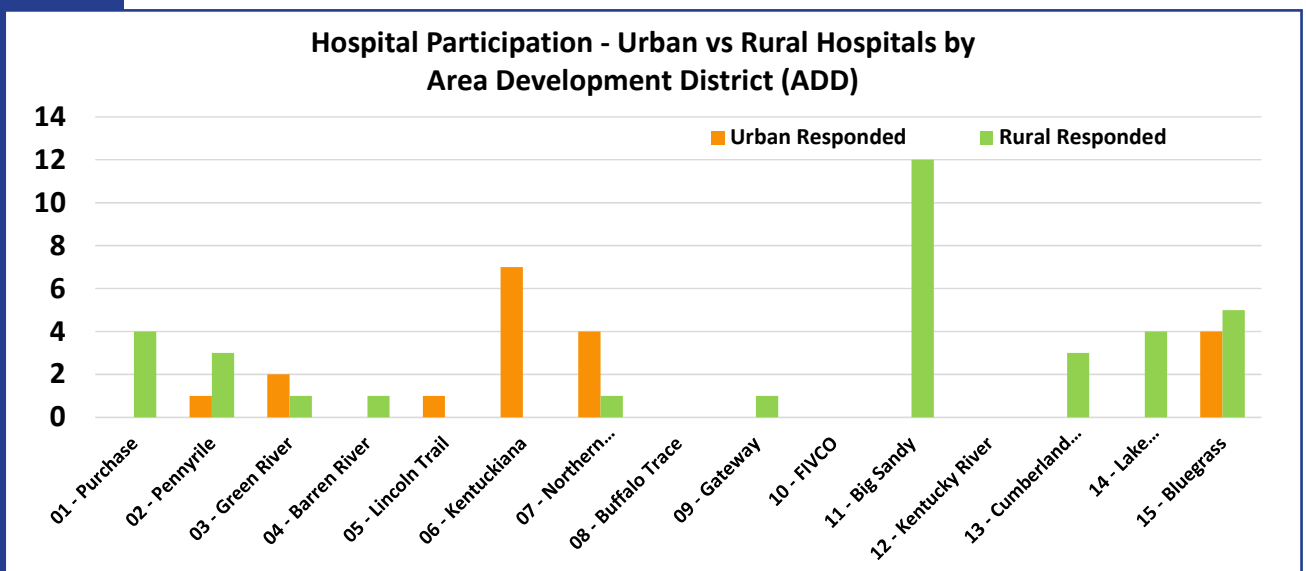
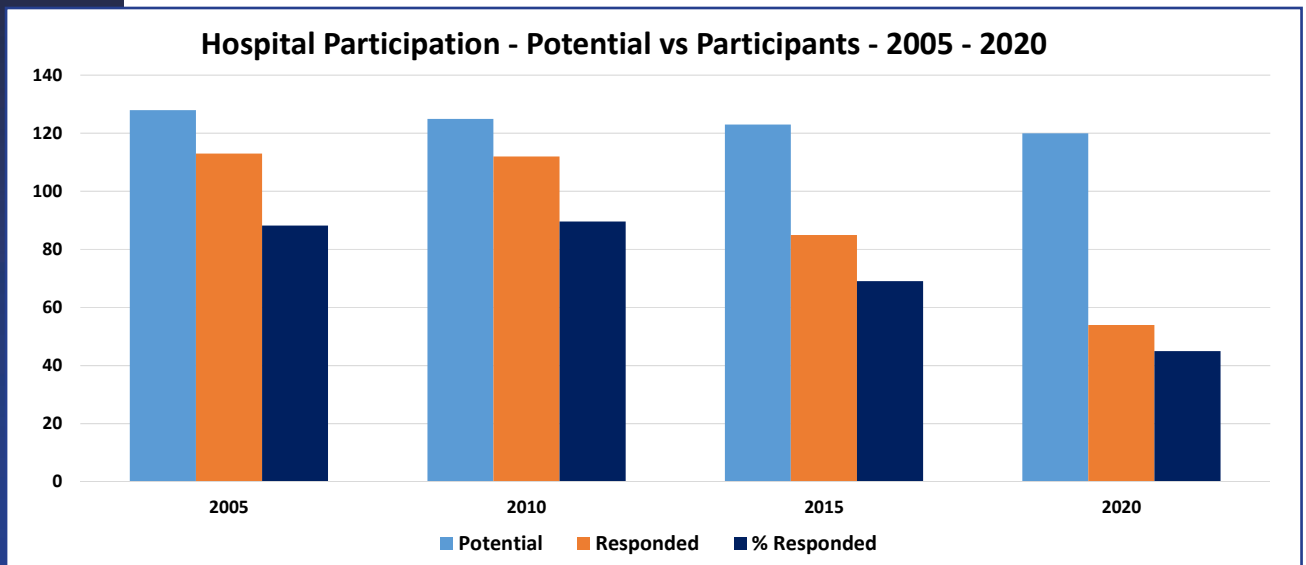


# 2020 WORKFORCE HOSPITAL PARTICIPATION

Fifty-four Kentucky hospitals and health systems responded to the workforce survey. The findings do not represent 100 percent of Kentucky’s health care industry. The 54 Kentucky hospitals and health systems that responded makes up 56% of staff beds in Kentucky. It is important to note that the workforce report is not representative of all of the Kentucky hospitals.

Years	2005	2010	2015	2020
* Potential	128	125	123	120
Responded	113	112	85	54
% Responded	88%	90%	69%	45%

\* Potential is defined as the number of eligible hospitals surveyed



# FINDINGS BY PROFESSION

The data in this report reflect the status of the hospital workforce in 2020, and thus reflect a COVID-19 workforce.

Job postings are an indicator of demand. In 2020, Kentucky hospitals had 4,216 open positions for non-physician health care positions for 12 professional areas. A strong health care and hospital workforce is essential to provide high quality care. Workforce investments can contribute to the success of an organization through recruitment cost savings, reduced turnover, higher patient satisfaction and increased quality of care.



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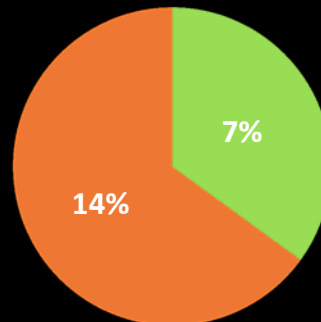
## TOTAL EMPLOYEES - VACANCY RATE

Statewide			Rural			Urban-Suburban		
Reported 2020 Employees	2020 Reported Vacancies	State Vacancy Rate	Reported 2020 Employees	2020 Reported Vacancies	Rural Vacancy Rate	Reported 2020 Employees	2020 Reported Vacancies	Urban Vacancy Rate
37,377	4,216	11%	14,031	1,031	7%	23,346	3,185	14%

Overall, the Kentucky health care organizations surveyed have 11% of their positions unfilled.

### Total Employees - Vacancy Rate

■ Rural Vacancy Rate  
■ Urban Vacancy Rate



Vacancy Rate Non-Profit vs For-Profit Hospitals by District



**NOTE:** Fifty-four Kentucky hospitals and health systems responded to the workforce survey. The findings do not represent 100 percent of Kentucky's health care industry.

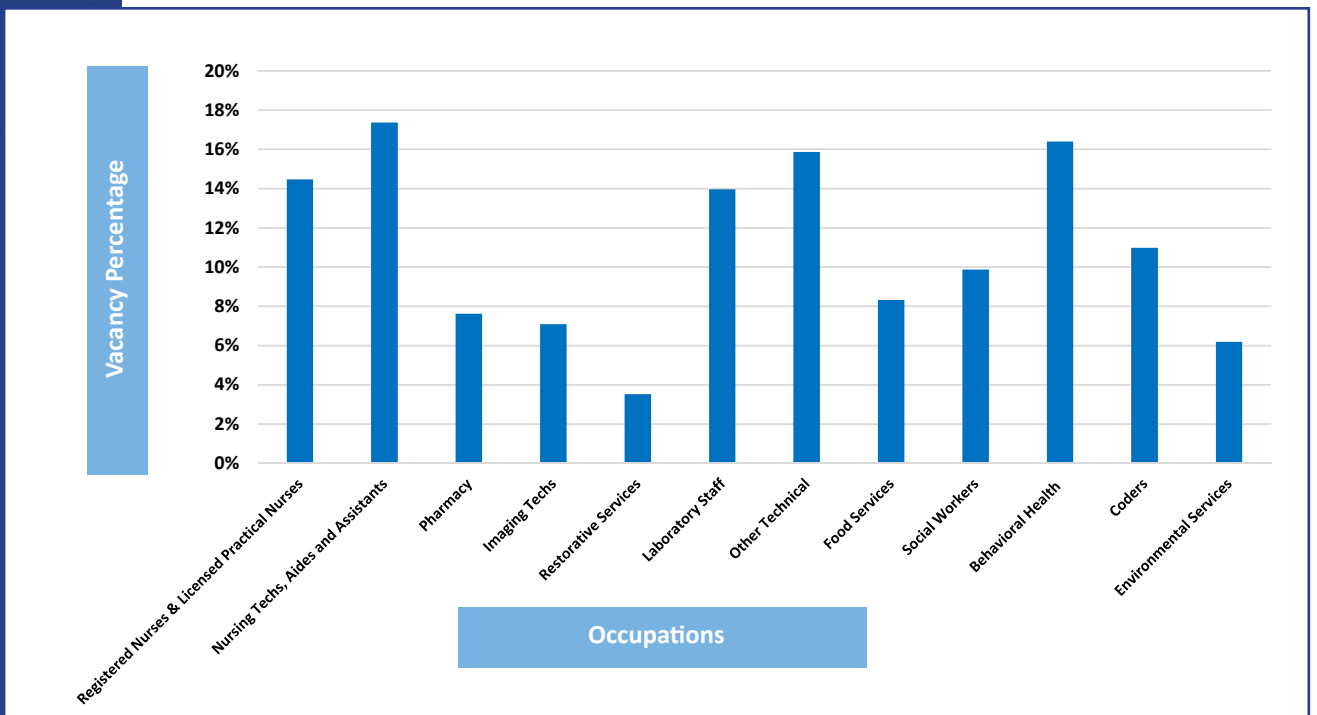
# VACANCY

Vacancy can indicate a shortage in skilled workers and an inability to hire candidates. Of the 12 hospital occupations surveyed, 11 occupations have an employee vacancy of more than 5 percent (see table below).

## VACANCY RATES BY HOSPITAL OCCUPATION

	Employees	Vacancies	Vacancy Rate
Nursing Techs, Aides and Assistants	5,544	963	17%
Behavioral Health	353	58	16%
Other Technical	740	117	16%
Registered Nurses & Licensed Practical Nurses	13,676	1,979	14%
Laboratory Staff	1,231	172	14%
Coders	246	27	11%
Social Workers	355	35	10%
Food Services	376	31	8%
Pharmacy	1,482	113	8%
Imaging Techs	1,811	128	7%
Environmental Services	1,354	84	6%
Restorative Services	984	35	4%

## VACANCY RATES BY HOSPITAL OCCUPATION





# PROFESSIONS WITH OPEN POSITIONS

Hospital positions with the highest vacancy are Med/Surg/Telemetry Registered Nurses (RNs), Peer Support Specialists, Nursing Assistants/Nursing Tech/Unit Secretaries/Ward Clerks and Medical Laboratory Scientists (see table below). All vacancy rates tend to show a negative trend since 2005.



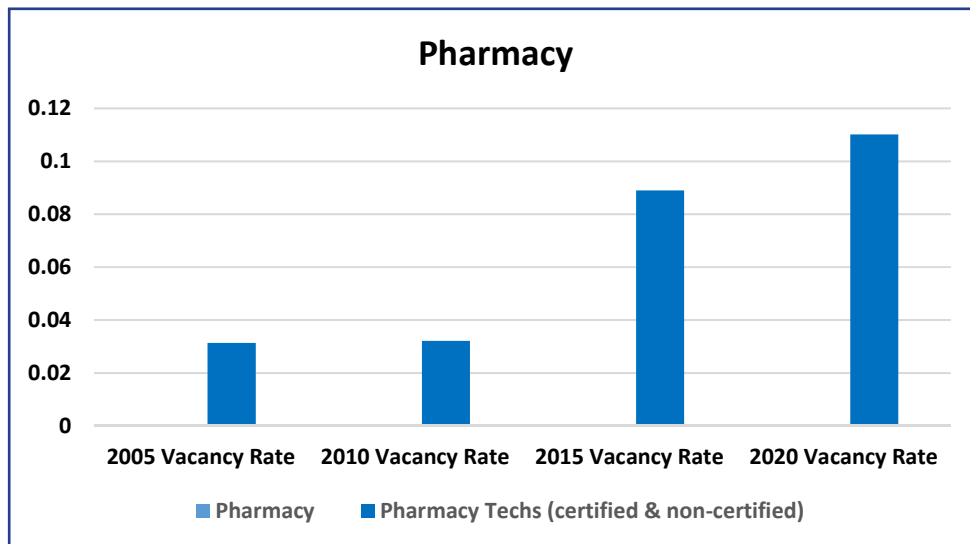
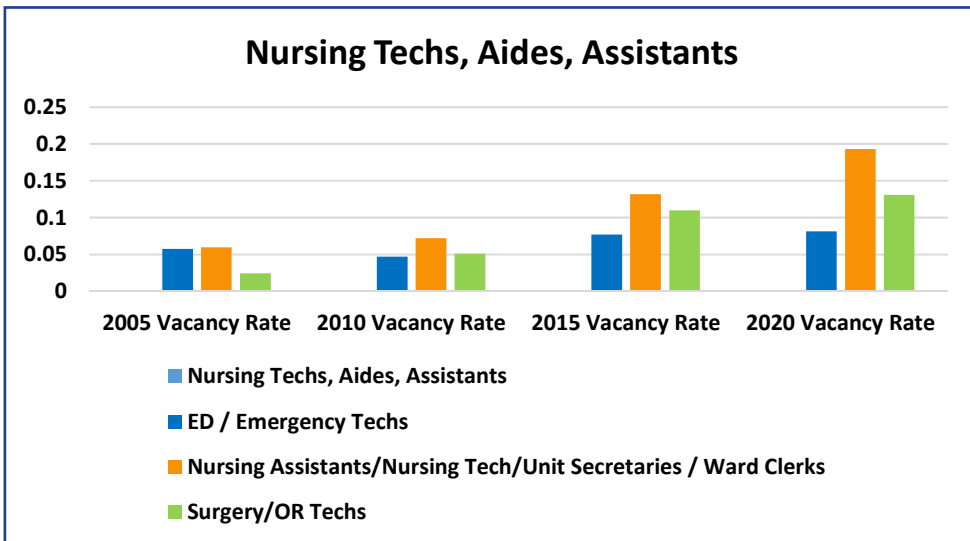
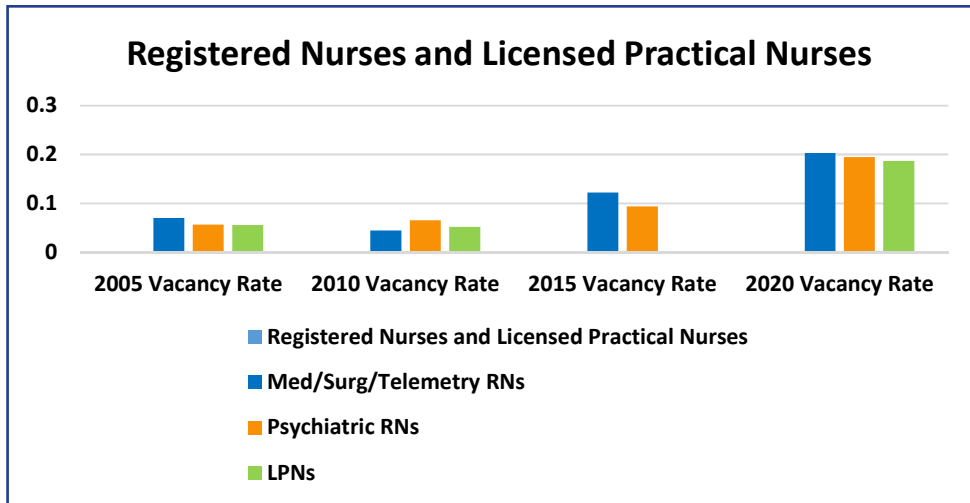
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Select Position	2005	2010	2015	2020
	2005 Vacancy Rate	2010 Vacancy Rate	2015 Vacancy Rate	2020 Vacancy Rate
<b>Registered Nurses and Licensed Practical Nurses</b>				
Med/Surg/Telemetry RNs	7%	4%	12%	20%
Psychiatric RNs	6%	7%	9%	19%
LPNs	6%	5%	0%	19%
<b>Nursing Techs, Aides, Assistants</b>				
ED / Emergency Techs	6%	5%	8%	8%
Nursing Assistants/Nursing Tech/Unit Secretaries / Ward Clerks	6%	7%	13%	19%
Surgery/OR Techs	2%	5%	11%	13%
<b>Pharmacy</b>				
Pharmacy Techs (certified & non-certified)	3%	3%	9%	11%
<b>Imaging Techs</b>				
Imaging Techs (non-specialized)	2%	2%	0%	10%
Cardiac Cath Techs	*	*	*	9%
<b>Restorative Services</b>				
<b>Laboratory Staff</b>				
Medical Laboratory Scientists	*	*	*	17%
Phlebotomists	5%	5%	11%	16%
<b>Other Technical</b>				
Respiratory Therapists	6%	3%	5%	16%
<b>Social Workers</b>				
Licensed Clinical Social Worker	*	*	11%	9%
Certified Social Worker	*	*	5%	10%
<b>Behavioral Health</b>				
Art Therapist	*	*	*	13%
Peer Support Specialist	*	*	*	24%
<b>Other</b>				
Medical Coders	*	*	*	11%

\*Previously not surveyed

NOTE: Fifty-four Kentucky hospitals and health systems responded to the workforce survey. The findings do not represent 100 percent of Kentucky's health care industry.

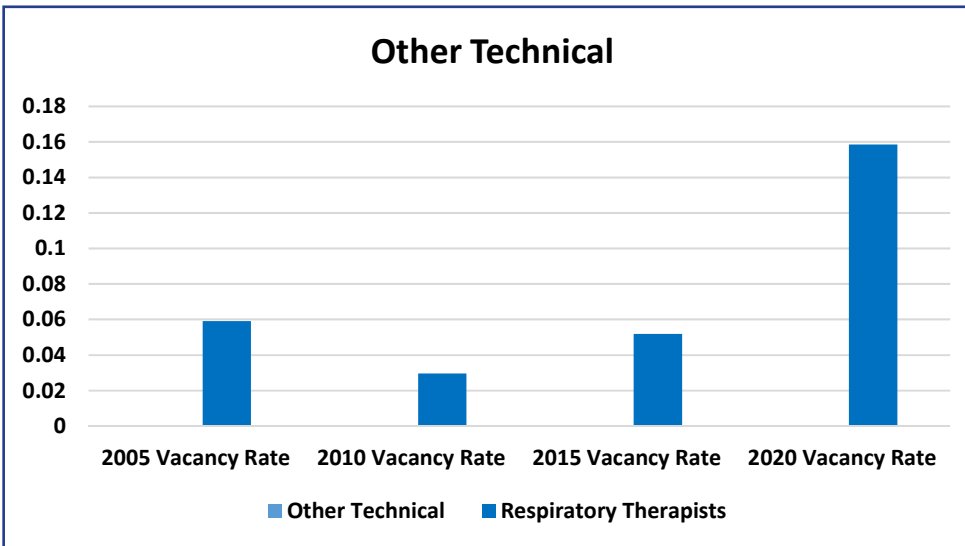
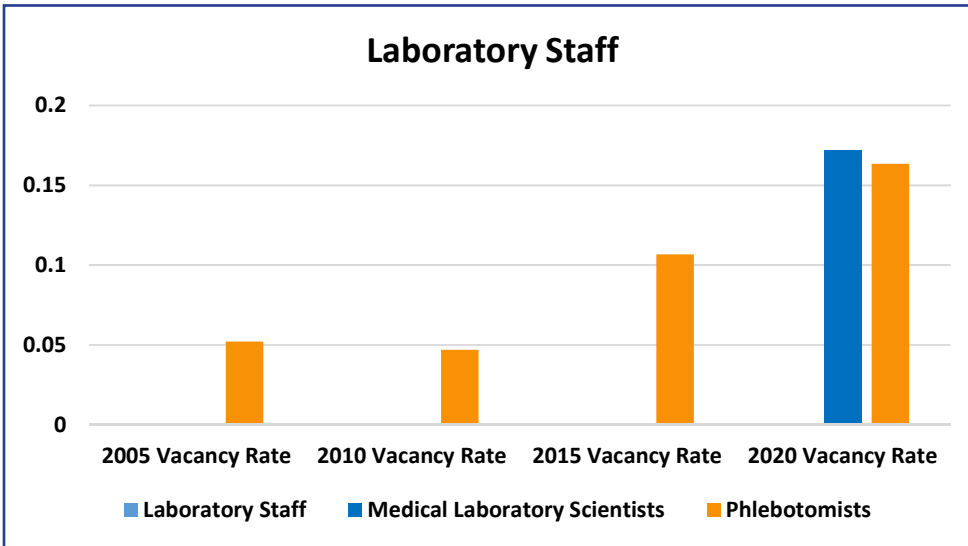
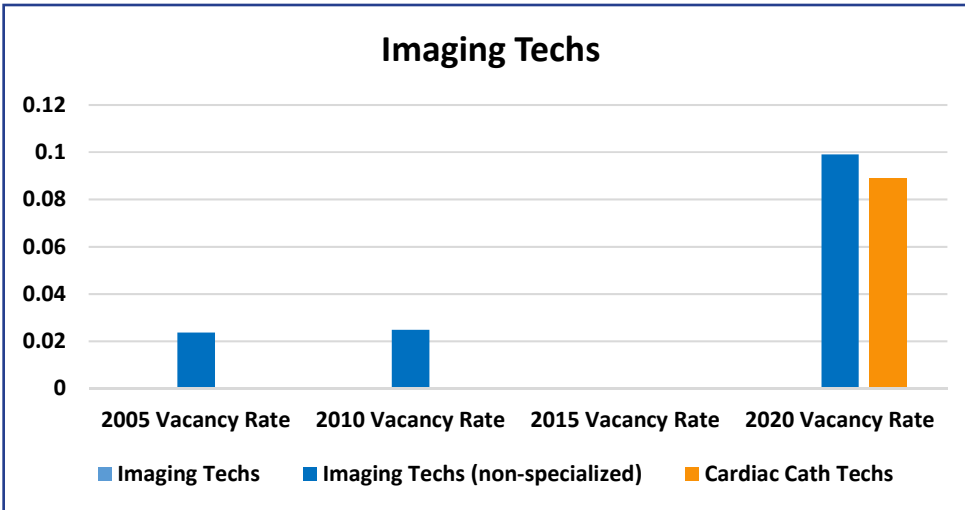
## PROFESSIONS WITH OPEN POSITIONS - CONTINUED



# PROFESSIONS WITH OPEN POSITIONS - CONTINUED

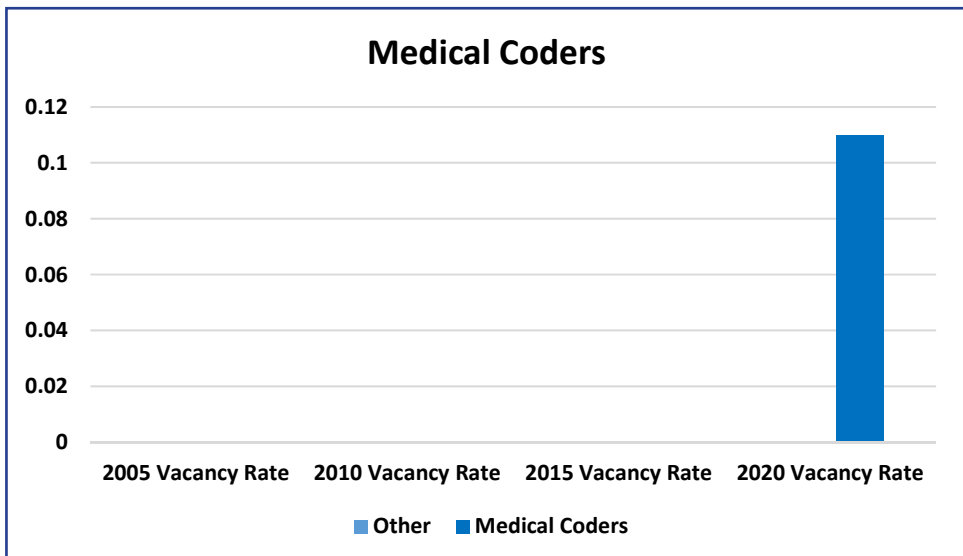
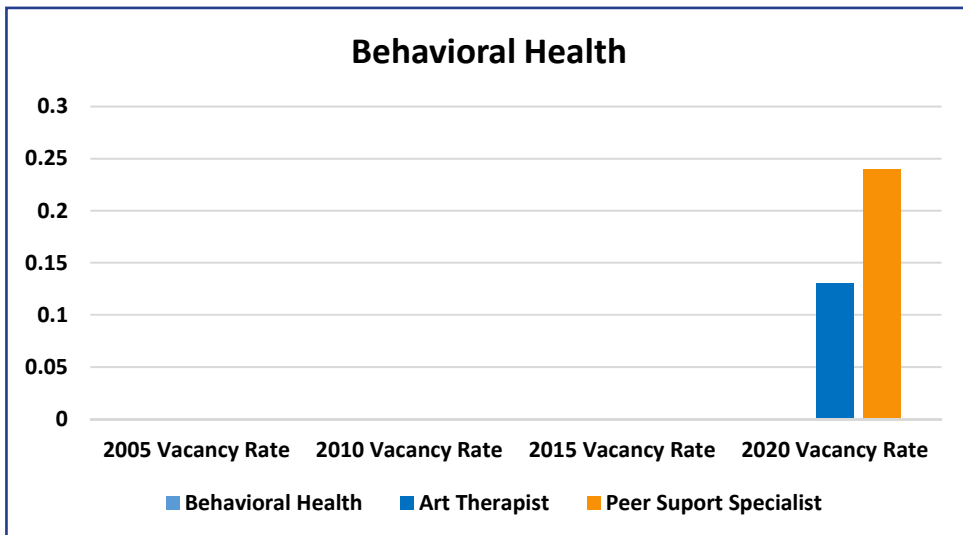
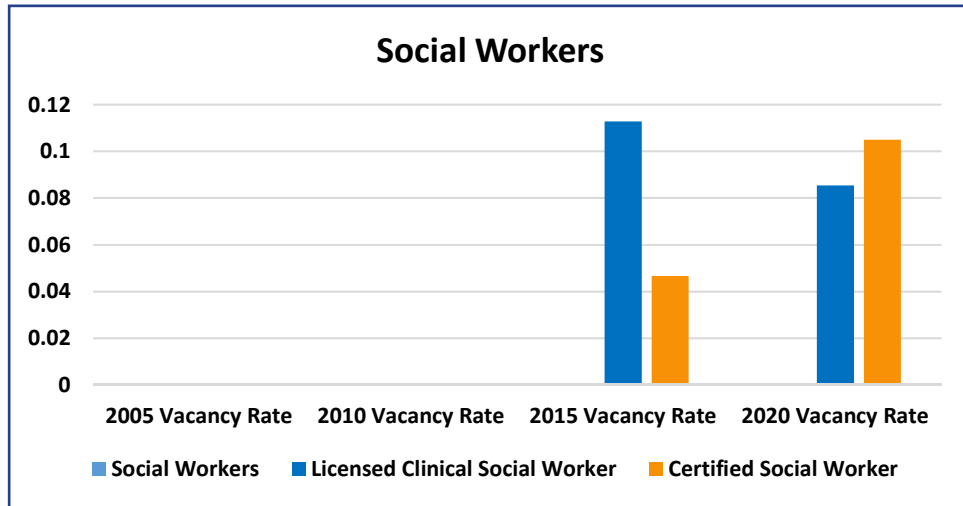


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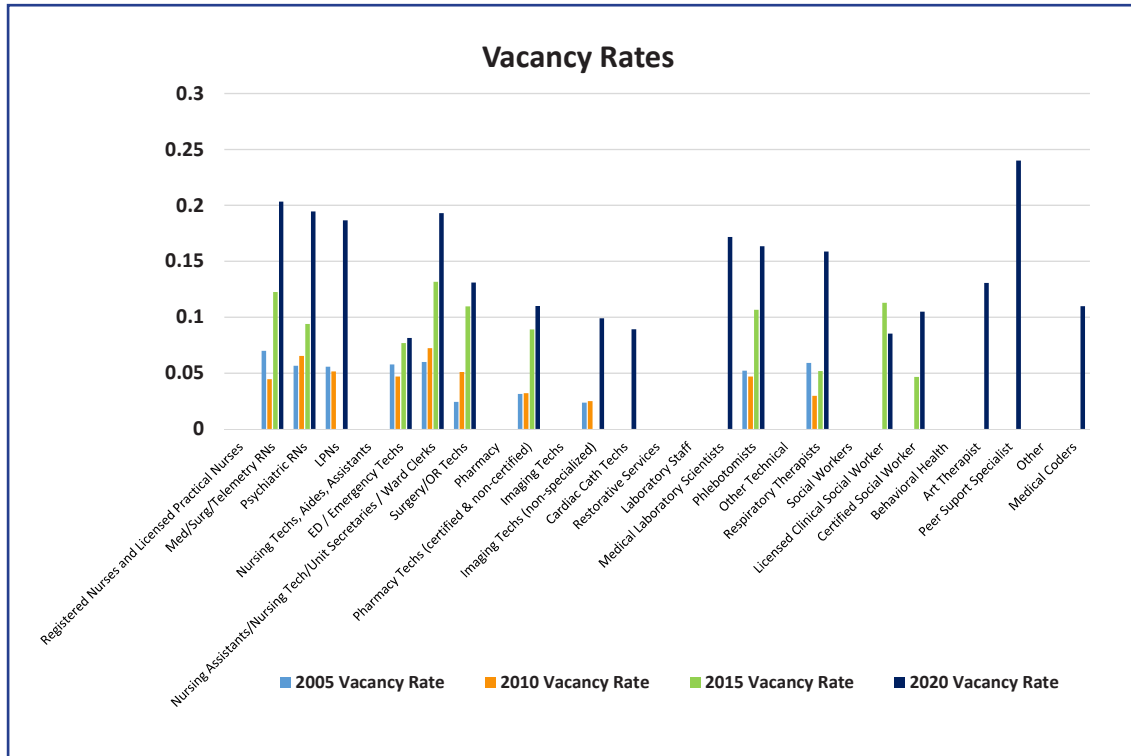
## PROFESSIONS WITH OPEN POSITIONS - CONTINUED



# PROFESSIONS WITH OPEN POSITIONS - CONTINUED



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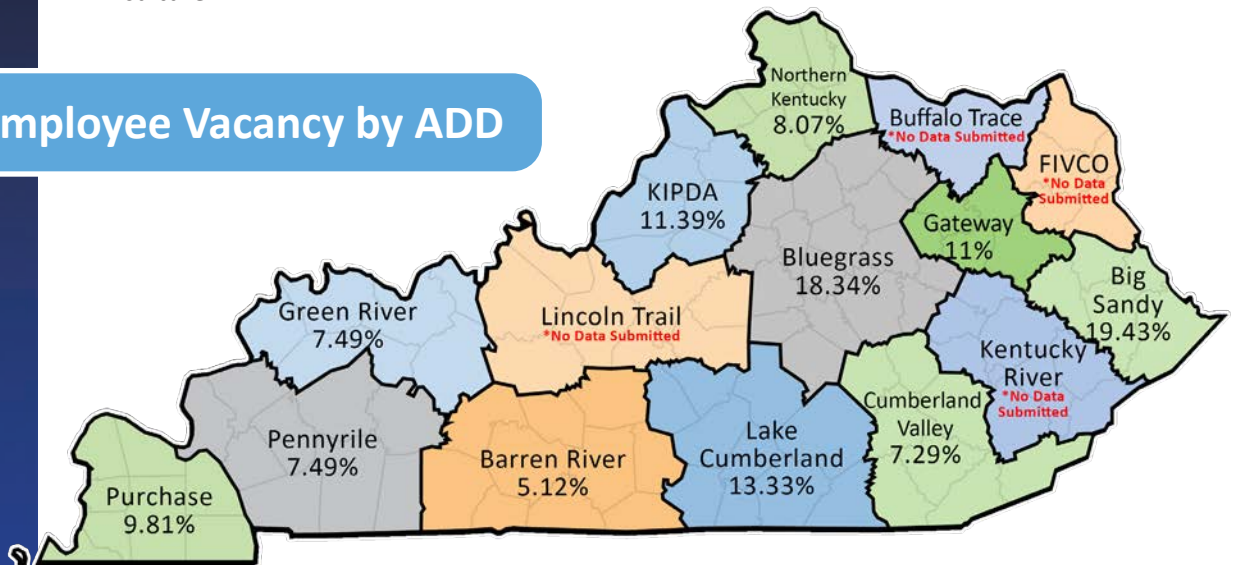
# KENTUCKY HOSPITALS' VACANCIES BY AREA DEVELOPMENT DISTRICTS (ADD)

A statewide analysis finds increased vacancy and turnover rates among a majority of the health care positions surveyed. The data indicates a combined turnover rate among all professions surveyed reached 90%.

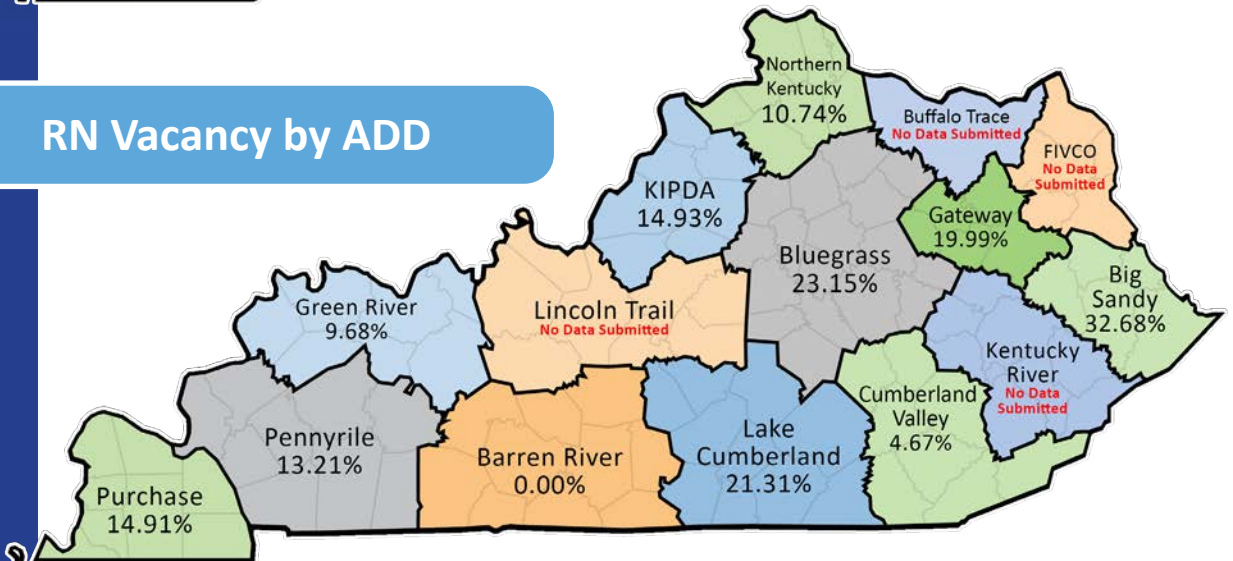
2020 Hired .....	10,380
2020 Involuntarily Separated .....	1,665
2020 Otherwise Separated .....	7,718

Hospitals can proactively address workforce vacancy and turnover by finding a new and creative ways to improve recruitment and retention, overcome the challenge of staff retirements and implement effective onboarding strategies to help new workers adapt to the workforce culture.

## Employee Vacancy by ADD



## RN Vacancy by ADD



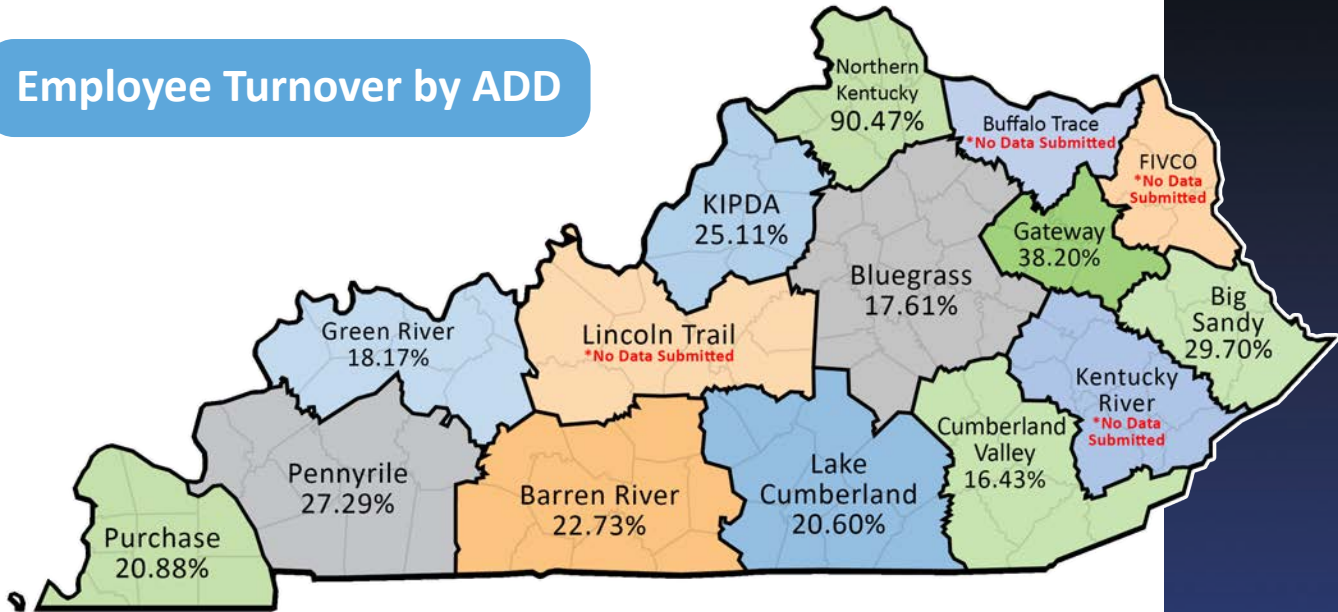
Appendix A - Listing of hospitals in Area Development District

# KENTUCKY HOSPITALS' TURNOVERS BY ADD DISTRICTS



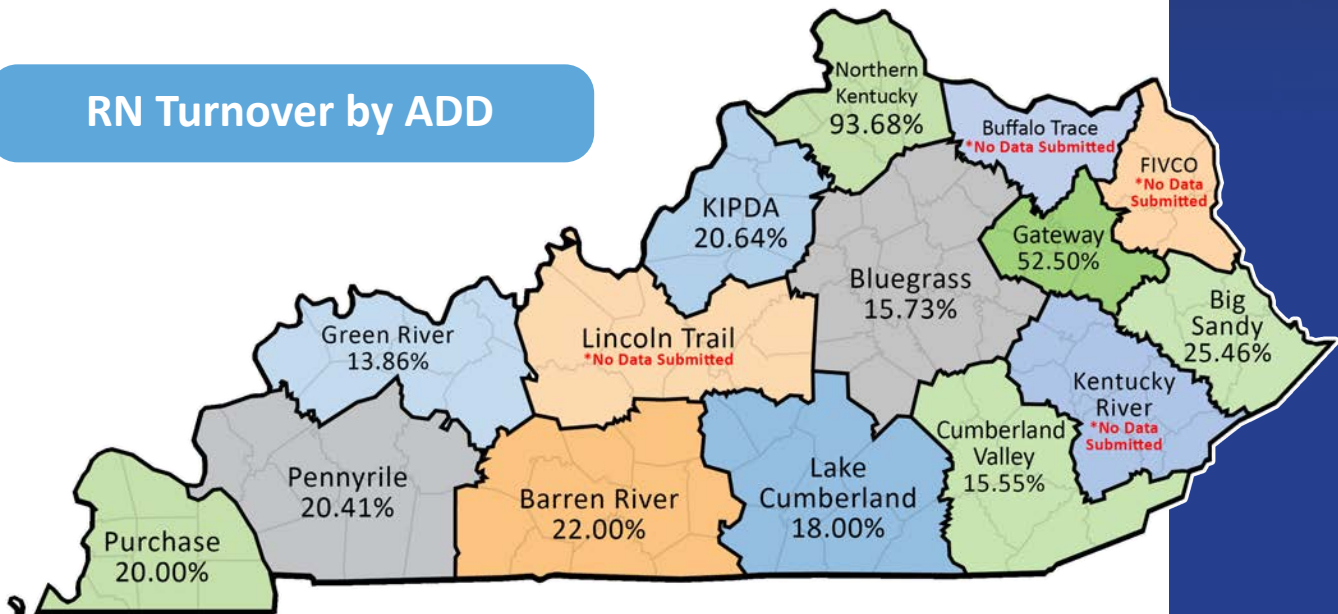
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## Employee Turnover by ADD



In 2020, hospitals reported increased turnover rates among the majority of the health care positions surveyed. Increased turnover rates translate into high cost for staff recruitment and training and can lead to less consistent care.

## RN Turnover by ADD



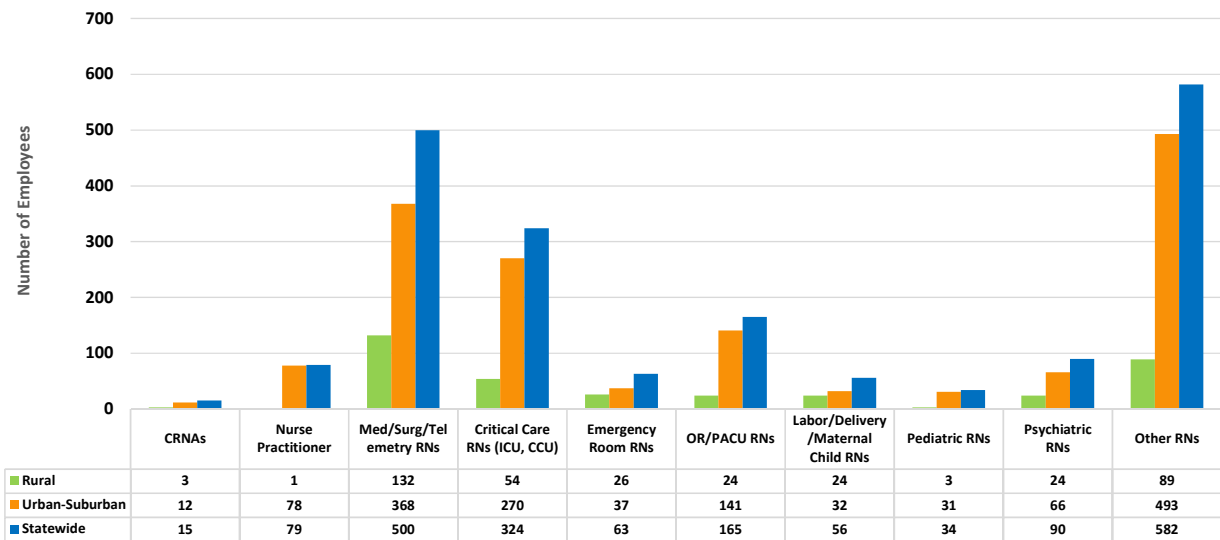
Appendix A - Listing of hospitals in Area Development District

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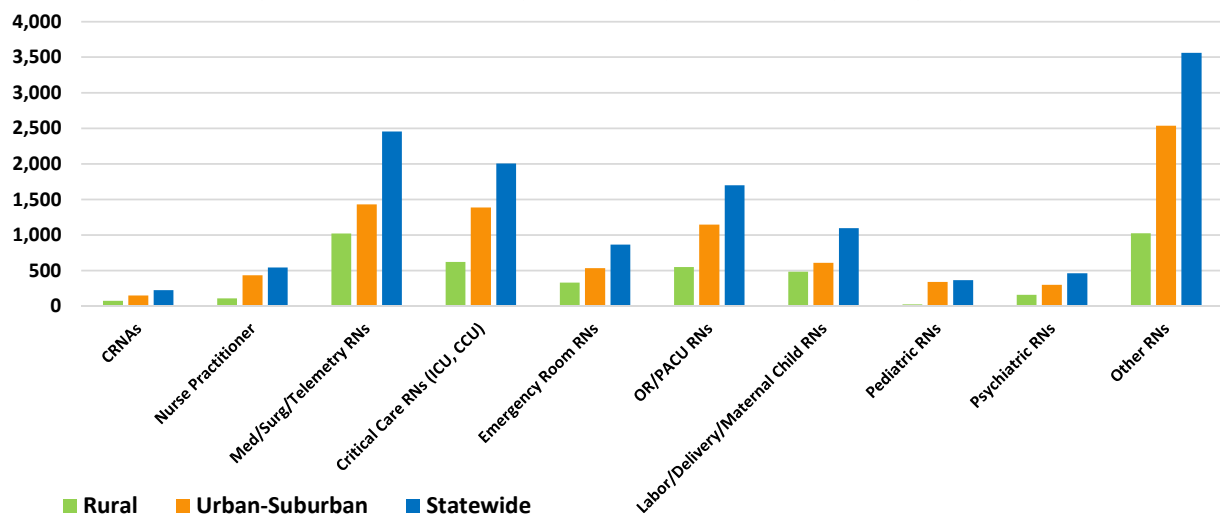
# REGISTERED NURSE VACANCIES

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.

### Registered Nurse Vacancy Rates by Category



### Registered Nurse All Ages Vacancy Numbers by Category

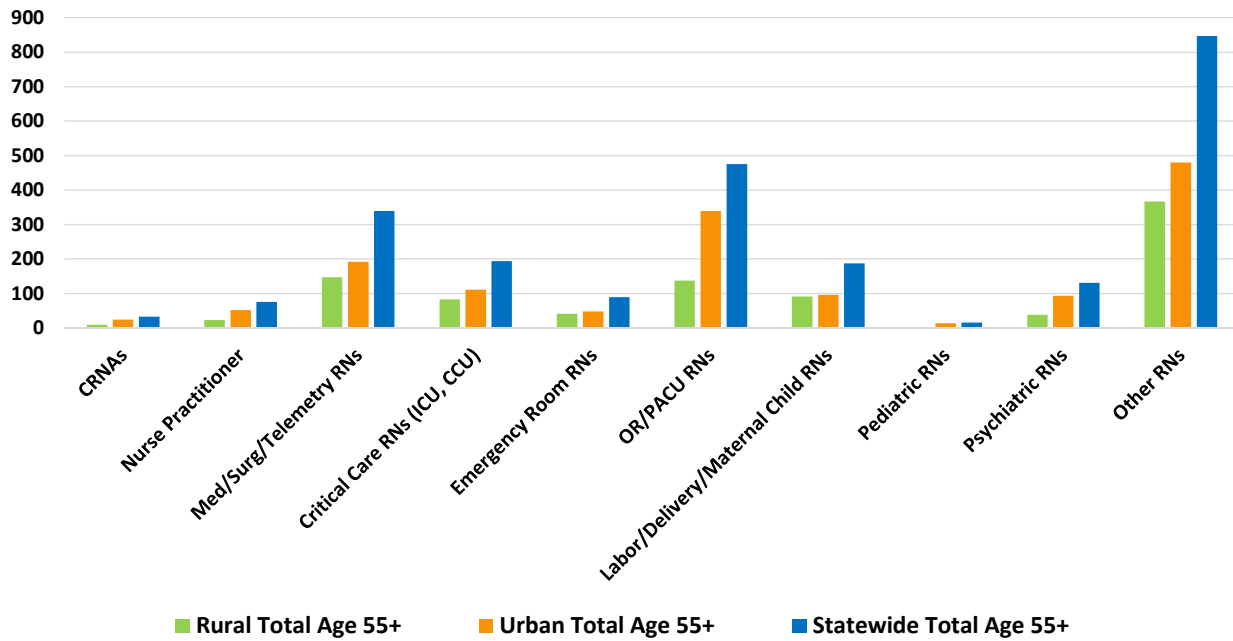


# NURSE VACANCIES

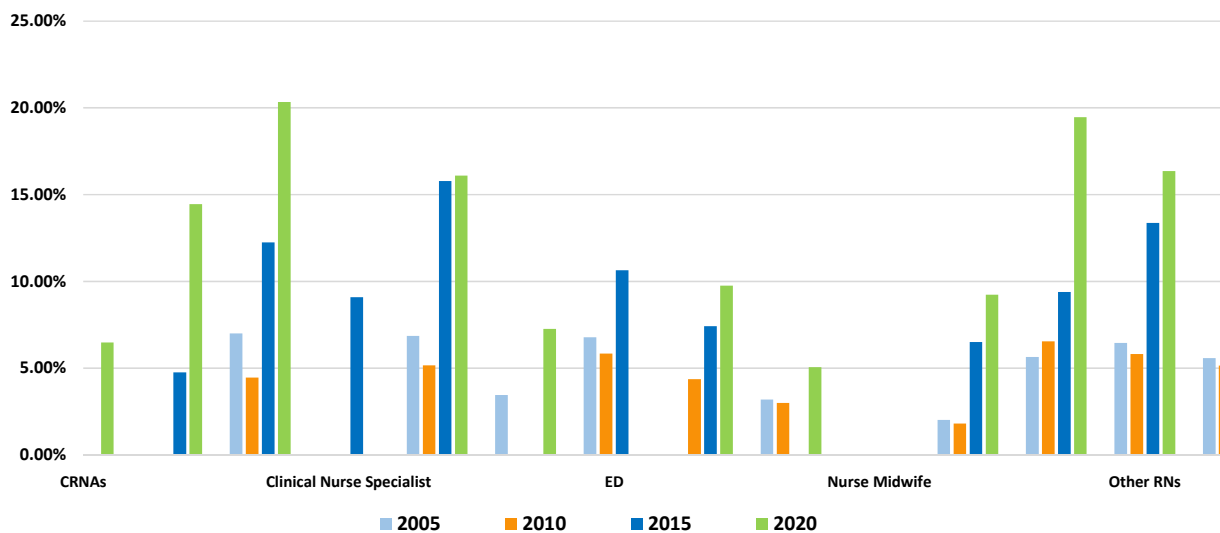


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### Registered Nurse Age 55+ Vacancy Rates by Category

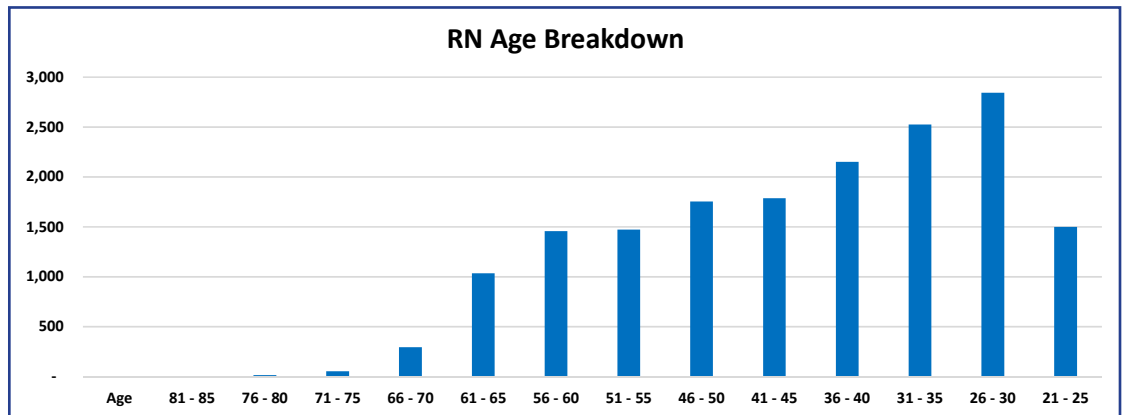


### Vacancies - RN's



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# AGE BREAKDOWN OF DIRECT CARE REGISTERED NURSE EMPLOYEES



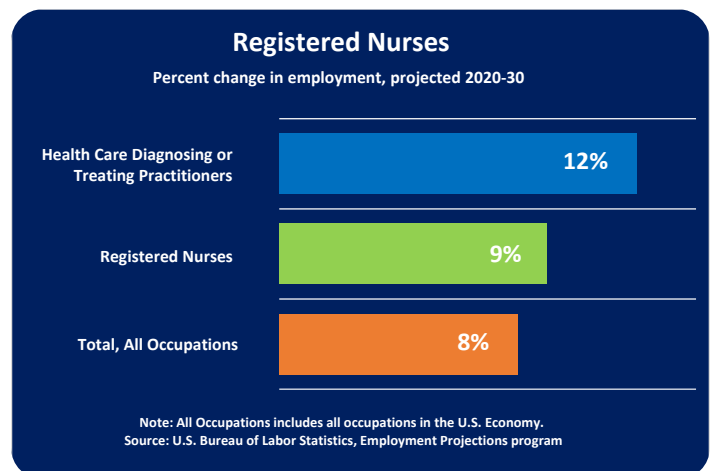
According to the U.S. Bureau of Labor Statistics, employment of registered nurses is projected to grow 9 percent from 2020 to 2030, about as fast as the average for all occupations.

About 194,500 openings for registered nurses are projected each year, on average, over the decade. Many of those openings are expected to result from the need to replace workers who transfer to different occupations or exit the labor force, such as to retire.

Demand for health care services will increase because of the large number of older people, who typically have more medical problems than younger people. Nurses also will be needed to educate and care for patients with chronic conditions, such as diabetes and obesity.

The financial pressure on hospitals to discharge patients as soon as possible may result in more people being admitted to long-term or other types of care facilities and in greater need for health care at home. Job growth is expected in facilities that provide long-term rehabilitation for stroke and head-injury patients and in facilities that treat people with Alzheimer’s disease.

Employment growth is also projected to be much faster than average in outpatient care centers, where patients do not stay overnight, such as those that provide same-day chemotherapy, rehabilitation and surgery. In addition, because many older people prefer to be treated at home or in residential care facilities, registered nurses will be in demand in those settings.



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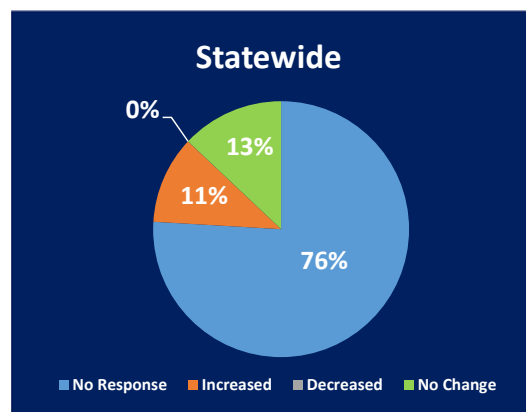
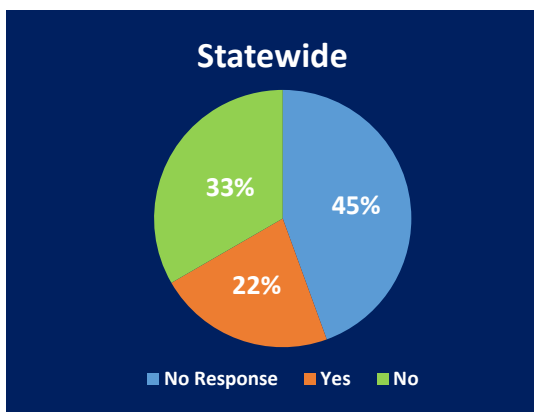
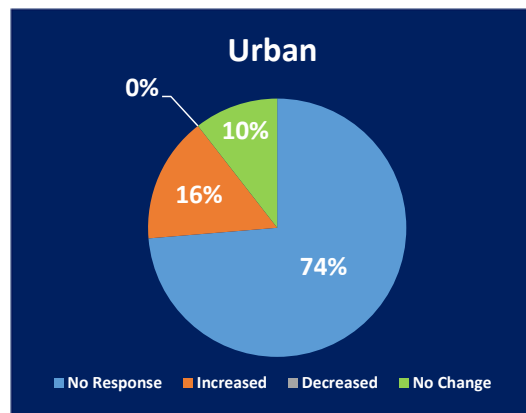
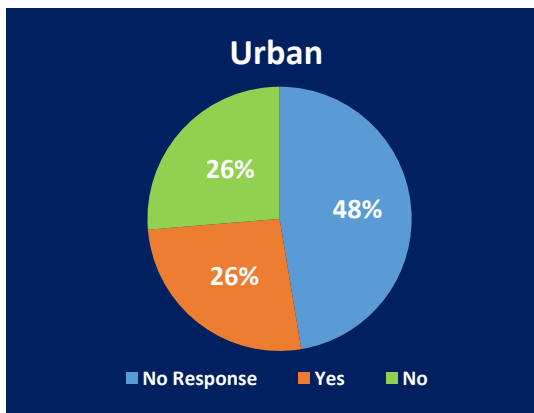
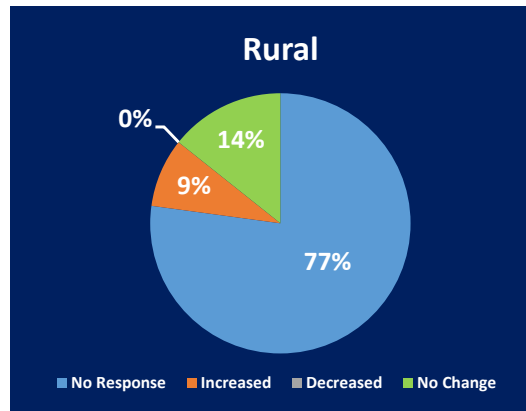
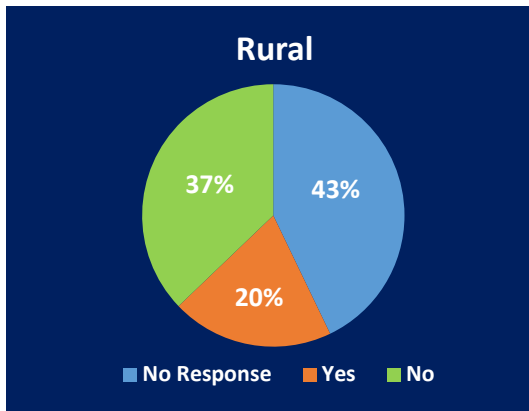
# 2020 KENTUCKY SURVEY HIGHLIGHTS



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## SIGN-ON BONUS - OFFERED

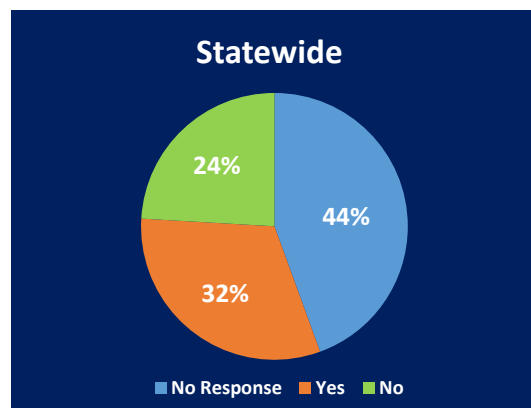
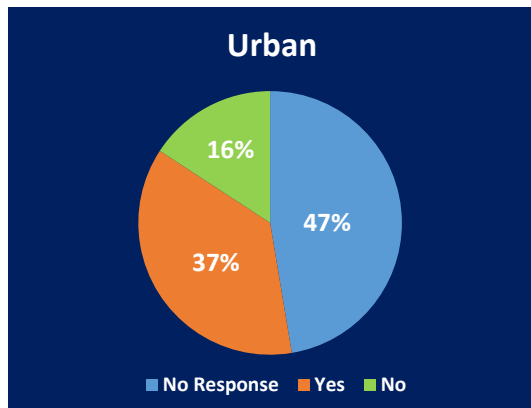
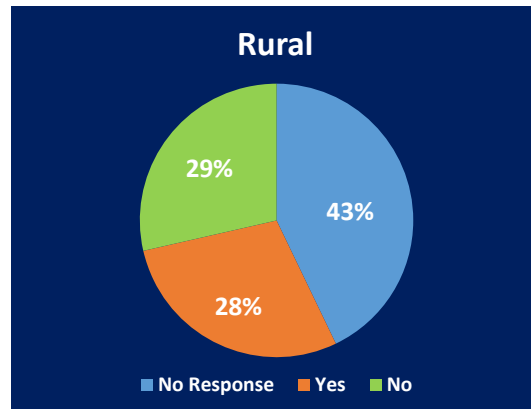
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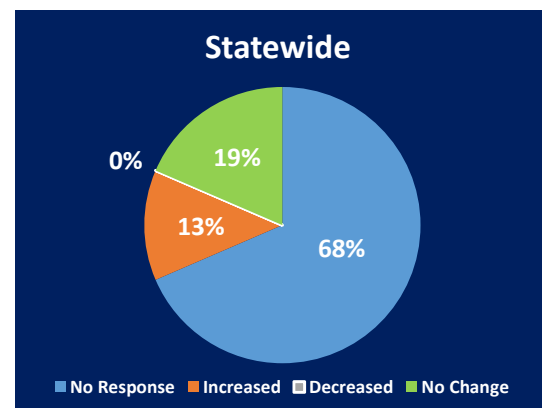
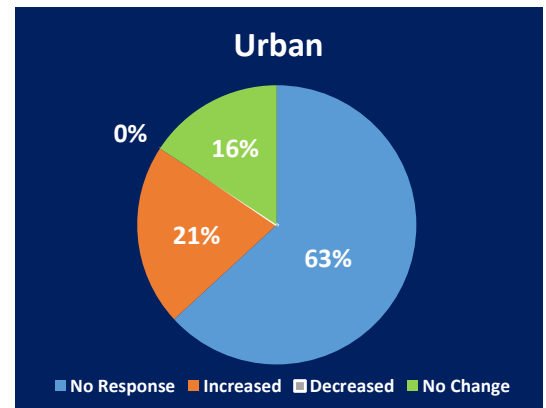
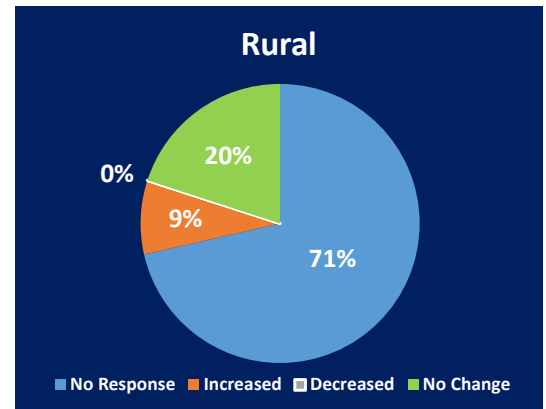
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## 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED

### REFERRAL BONUS OFFERED



### REFERRAL BONUS CHANGE



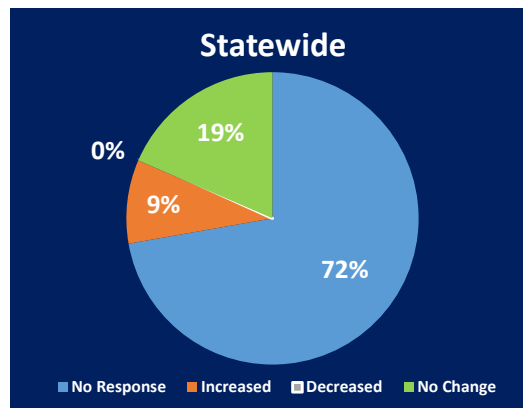
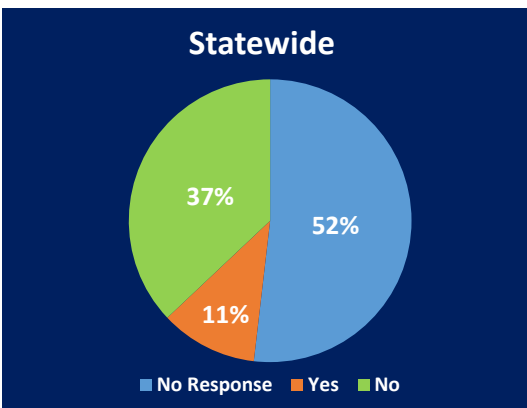
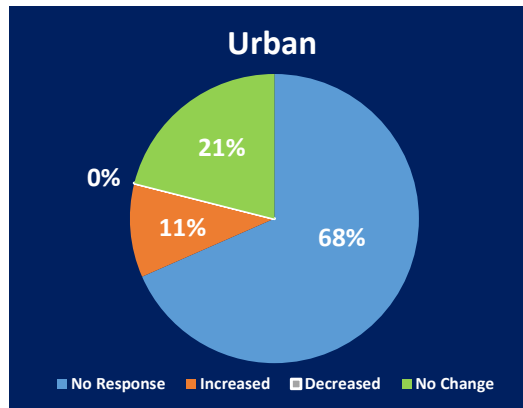
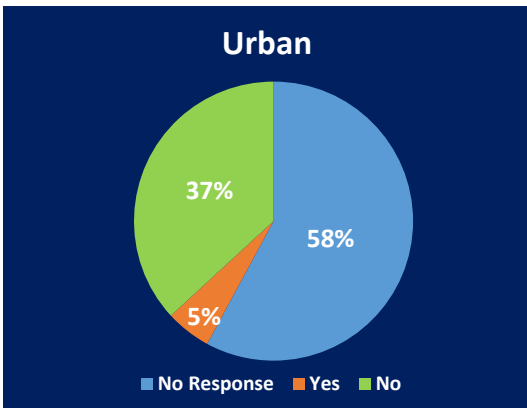
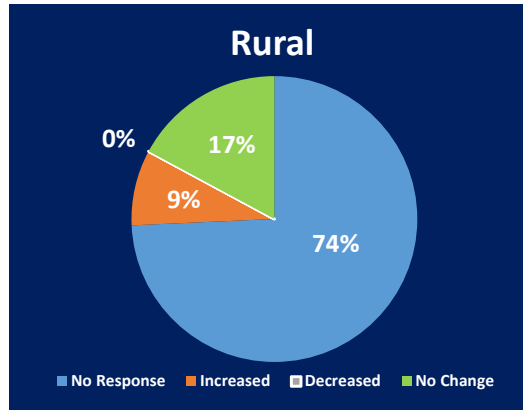
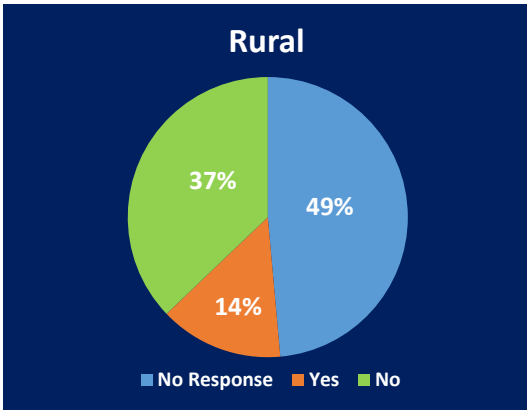
# 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED



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## RETENTION BONUS OFFERED

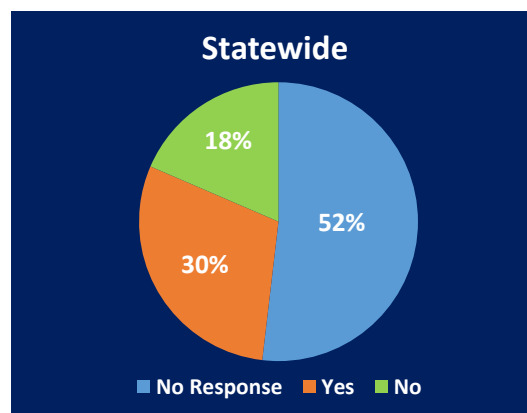
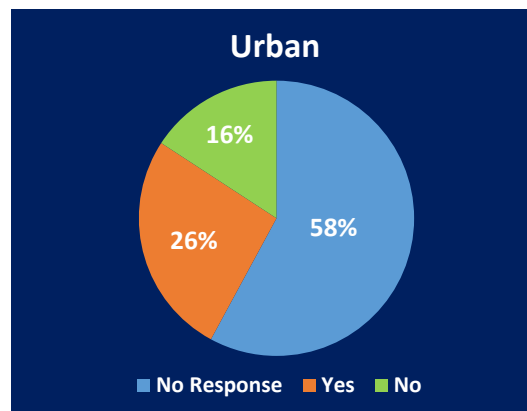
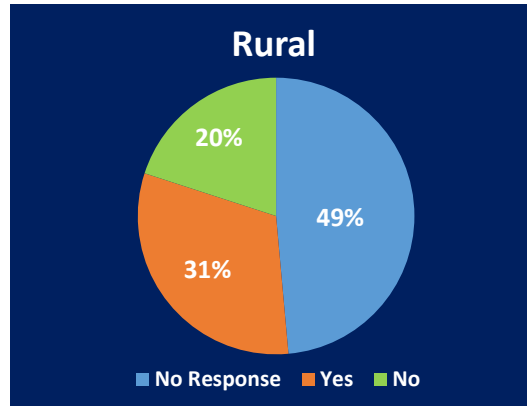
## RETENTION BONUS CHANGE



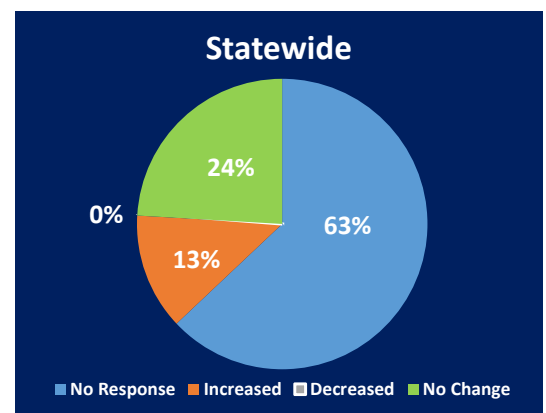
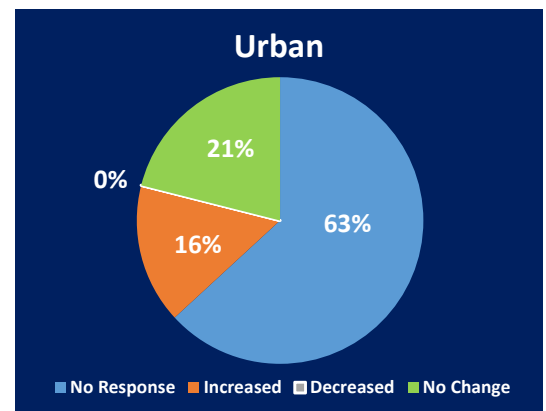
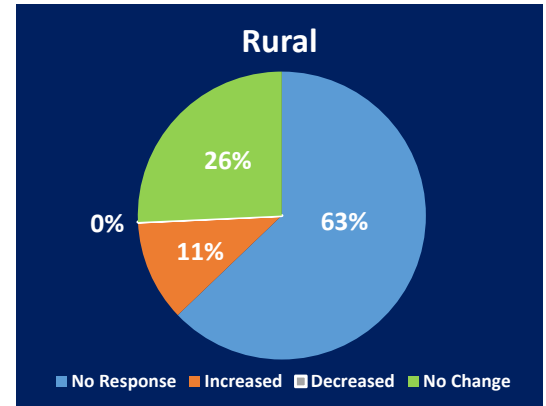
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## 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED

### PREMIUM UNSCHEDULED SHIFT PAY OFFERED



### PREMIUM UNSCHEDULED SHIFT PAY CHANGED



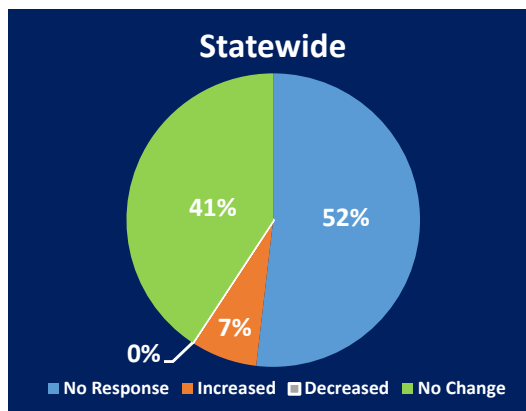
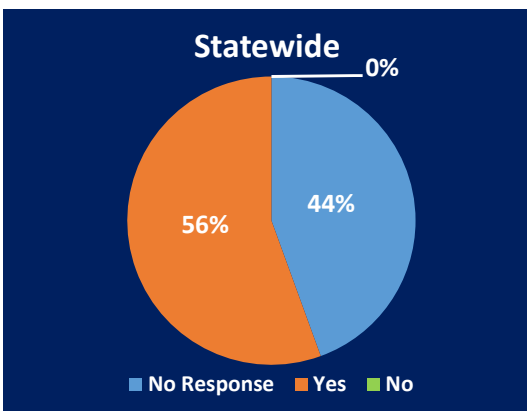
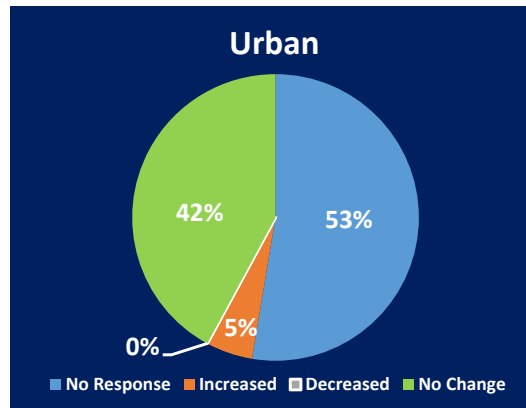
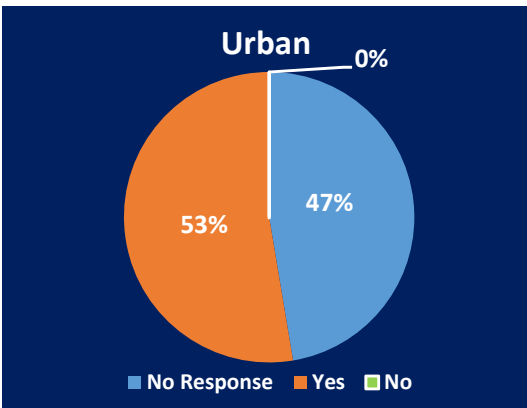
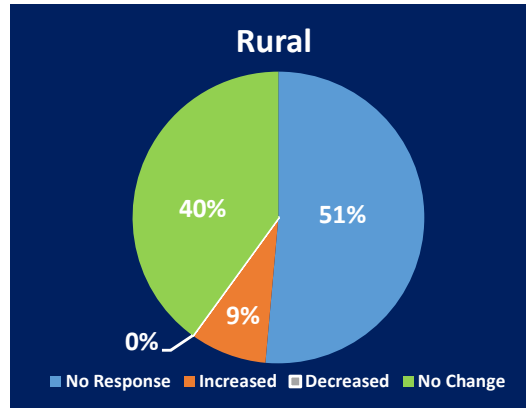
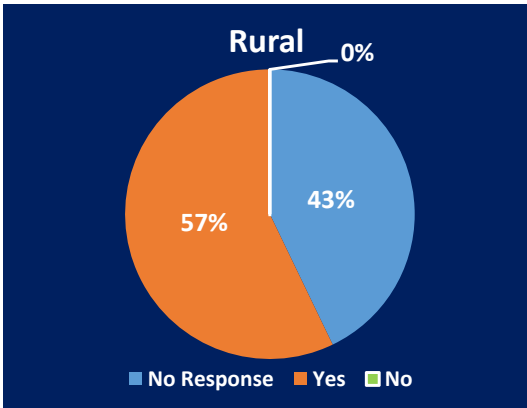
# 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED



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Association

## SHIFT DIFFERENTIAL OFFERED

## SHIFT DIFFERENTIAL CHANGE

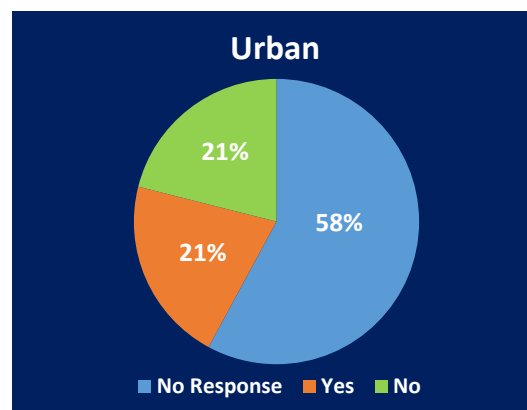
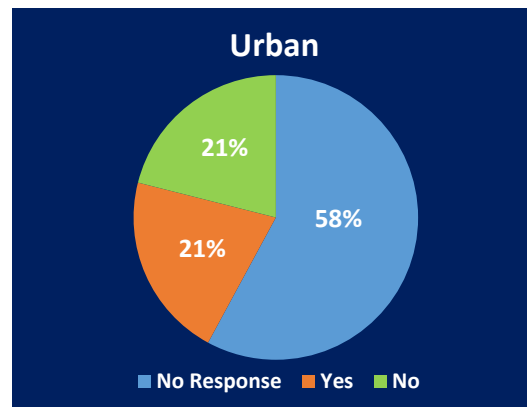
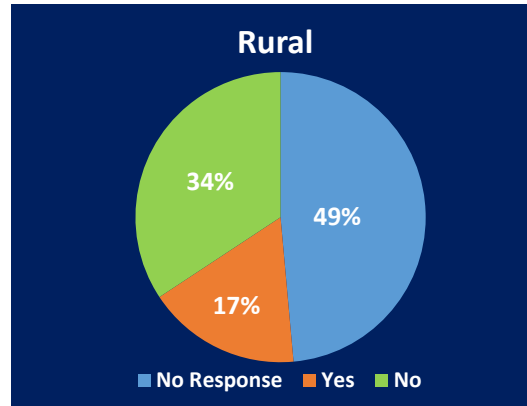


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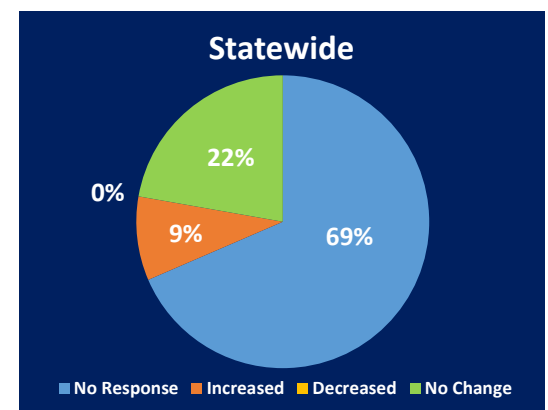
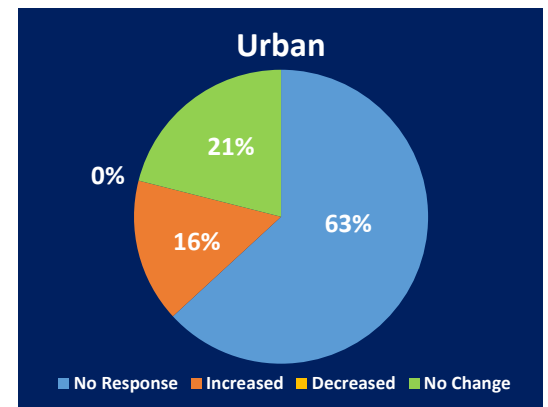
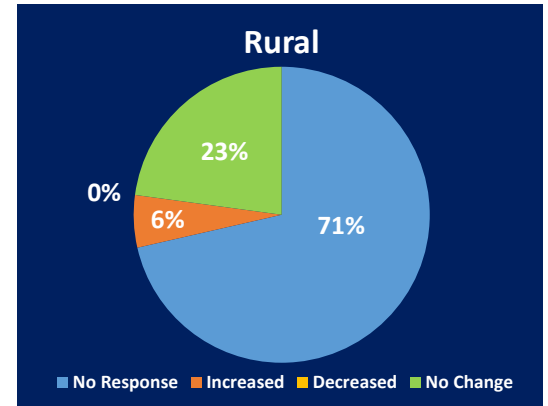


## 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED

### SPECIALTY DIFFERENTIAL OFFERED



### SPECIALTY DIFFERENTIAL CHANGE



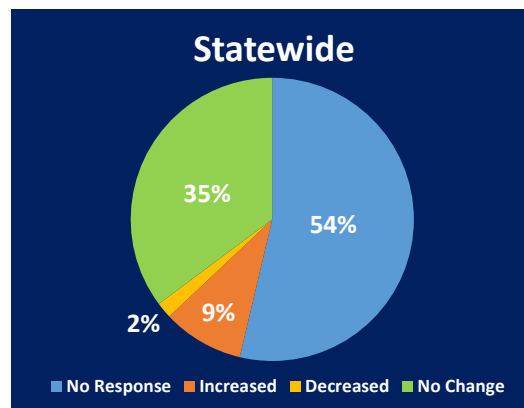
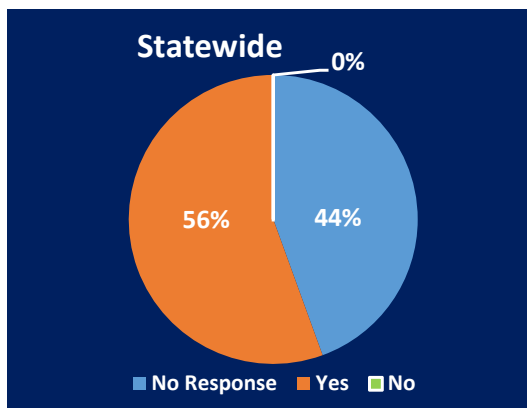
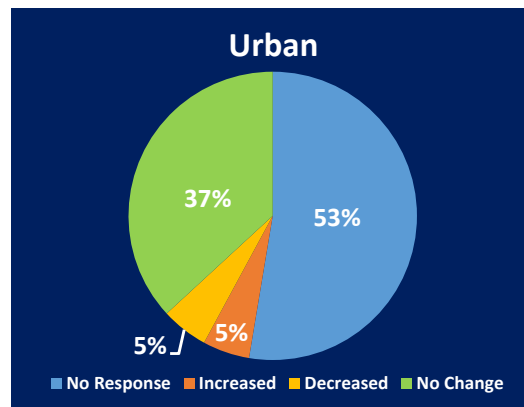
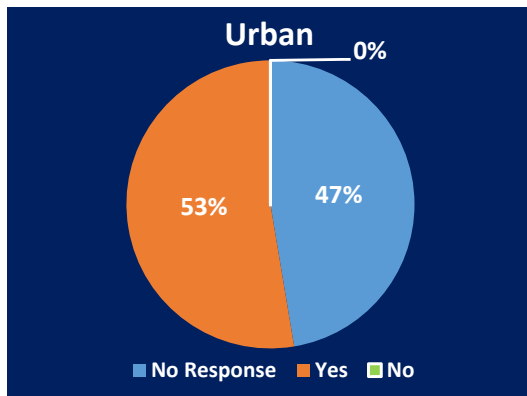
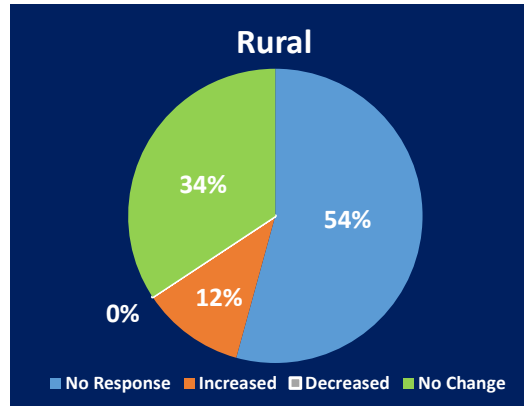
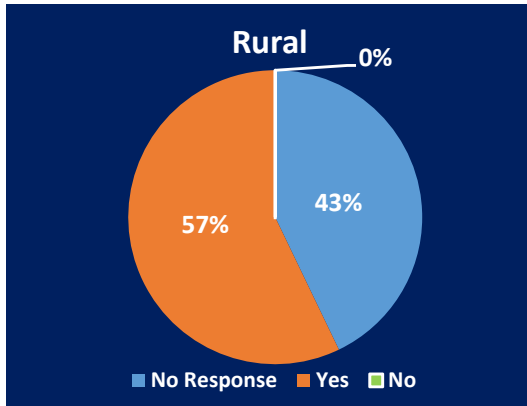
# 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED



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Association

## BENEFITS OFFERED

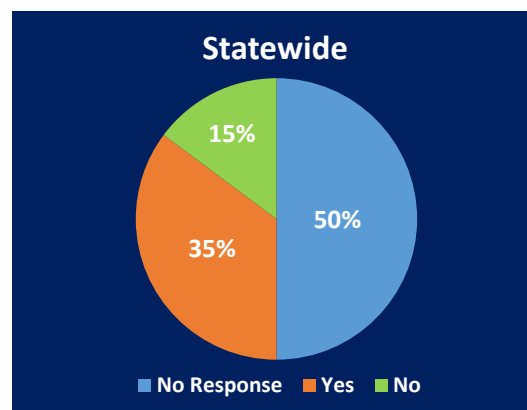
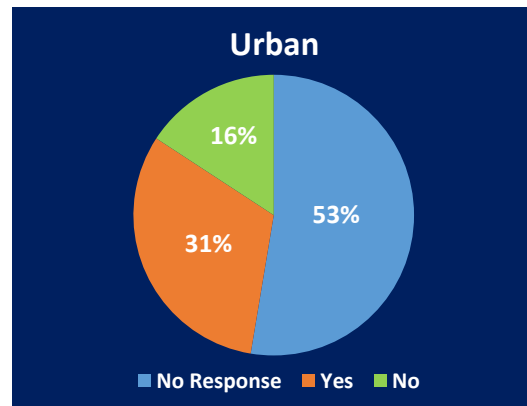
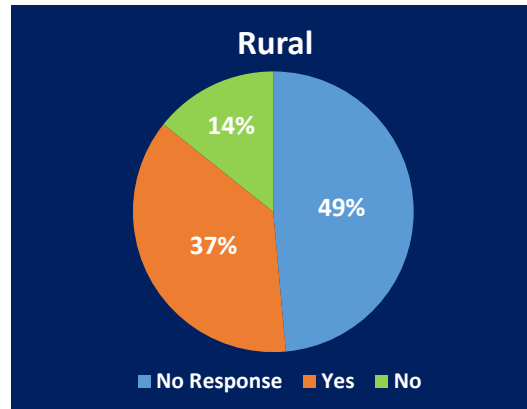
## BENEFITS CHANGES



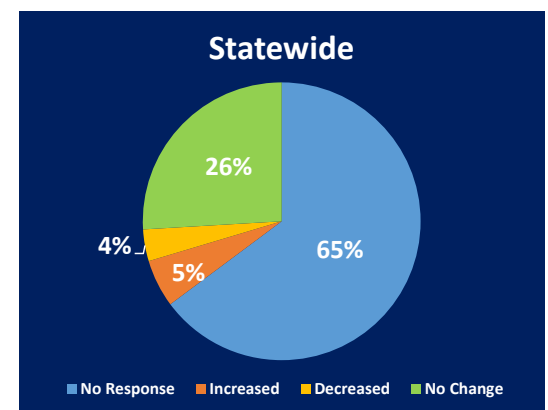
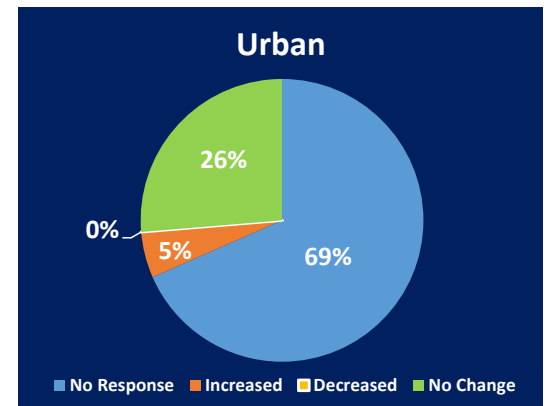
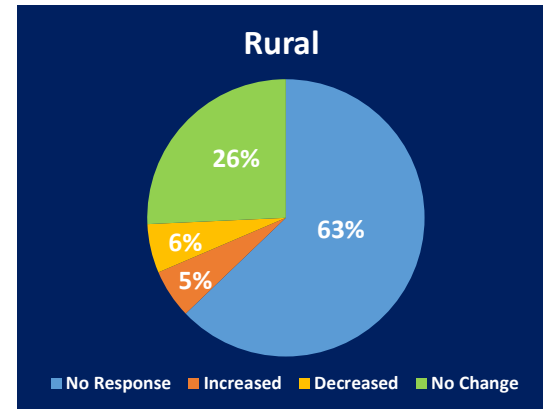
**NOTE:** Fifty-four Kentucky hospitals and health systems responded to the workforce survey. The findings do not represent 100 percent of Kentucky's health care industry.

## 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED

### EDUCATION FINANCIAL ASSISTANCE PROGRAM OFFERED



### EDUCATION FINANCIAL ASSISTANCE PROGRAM CHANGES



# 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED

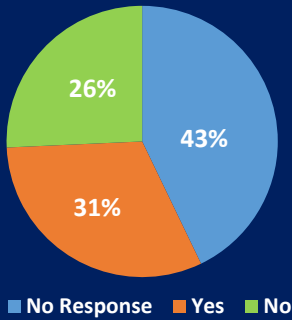


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Association

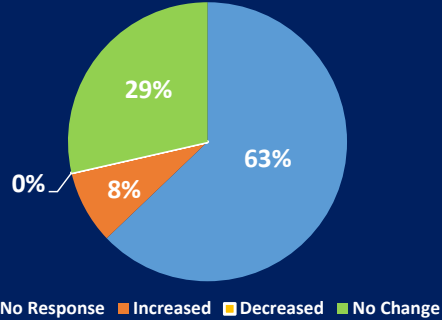
## WEEKEND STAFFING PROGRAM OFFERED

## WEEKEND STAFFING PROGRAM OFFERED

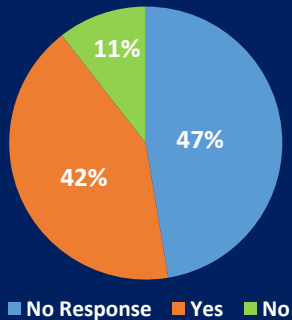
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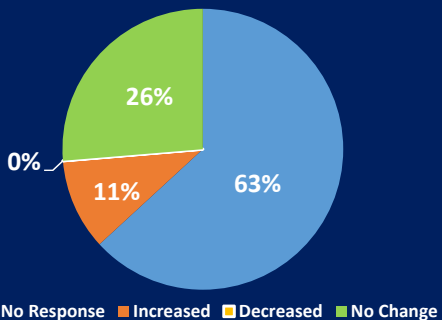
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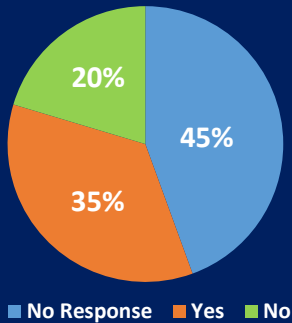
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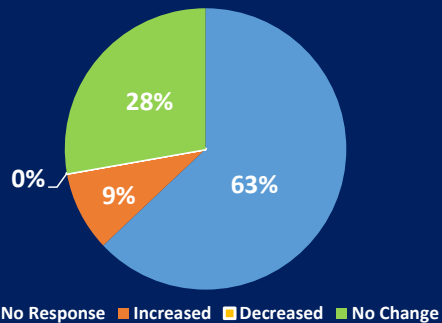
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### Statewide



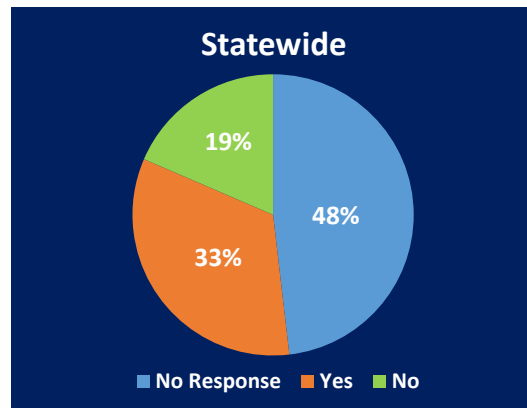
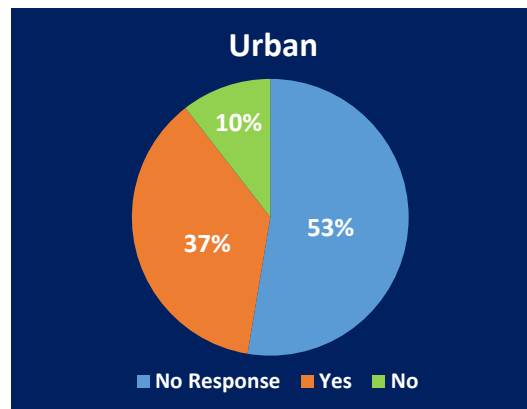
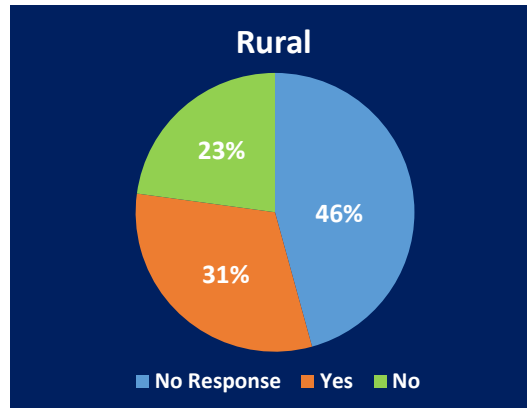
### Statewide



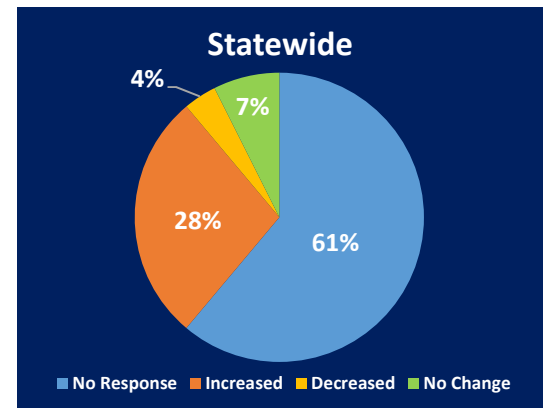
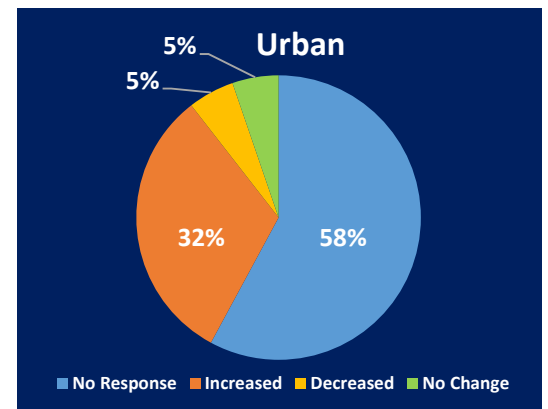
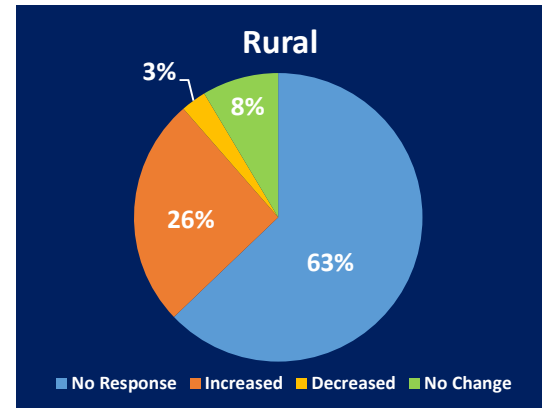
**NOTE:** Fifty-four Kentucky hospitals and health systems responded to the workforce survey. The findings do not represent 100 percent of Kentucky's health care industry.

# 2020 KENTUCKY SURVEY HIGHLIGHTS - CONTINUED

## AGENCY STAFFING



## AGENCY STAFFING CHANGES



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# NURSING SHORTAGES CONTINUE TO HEAT UP

## *KHA's Vetted Solution For Travel Nursing*



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It is no secret that nursing continues to be one of the most in-demand professions today. Unfortunately, demand continues to outpace supply. The ongoing shortage burdens core staff with constant overtime and burnout. While many health care recruiters focus on direct hiring, permanent placements can take months. Supplemental staffing is a core workforce strategy to alleviate shortages and reduce burnout of your principal staff.

KHA's longtime vetted solution for contingent workforce and travelers, Qualivis, is a national provider of health care workforce solutions, specializing in supplemental staffing. They work in partnership with 23 state hospital associations to help their members design a flexible, cost-effective workforce strategy to fill gaps and give permanent staff a better work-life balance. Through a national network of staffing agencies, Qualivis fills a broad spectrum of clinical and non-clinical needs. Their clinicians average a 77% likelihood to return rate! This provides hospitals the opportunity to conduct a "try before you buy" trial of prospective candidates and add placements to their permanent staff at NO FEE upon completion of their initial assignment. Qualivis can partner with you to build a pipeline of permanent recruits, increase staff retention and enhance workplace quality of life. Their core values are captured in the three words that combine to form their name: quality, life and vision.

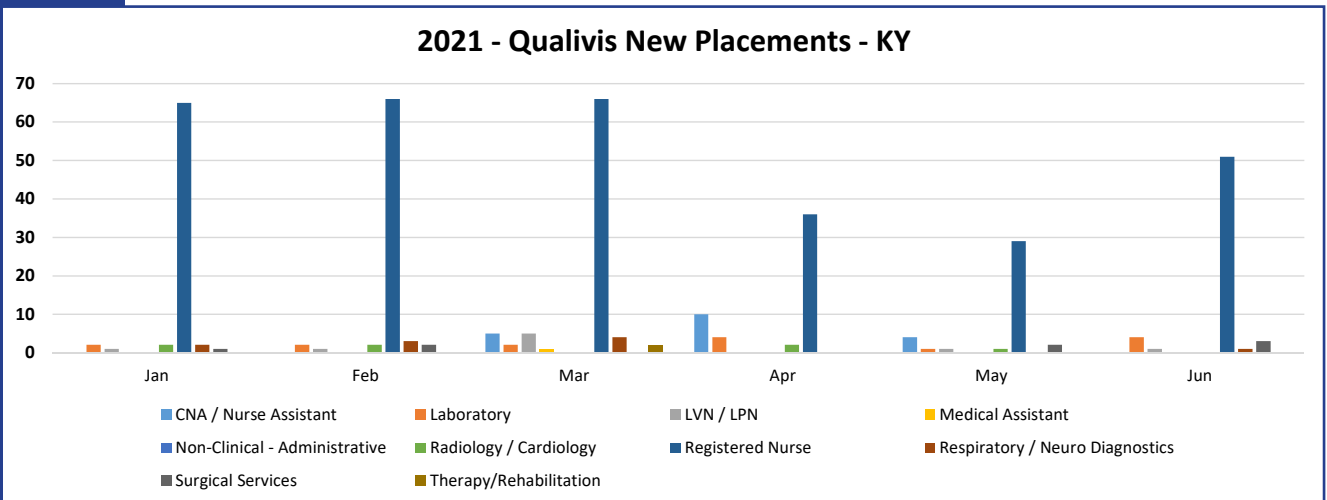
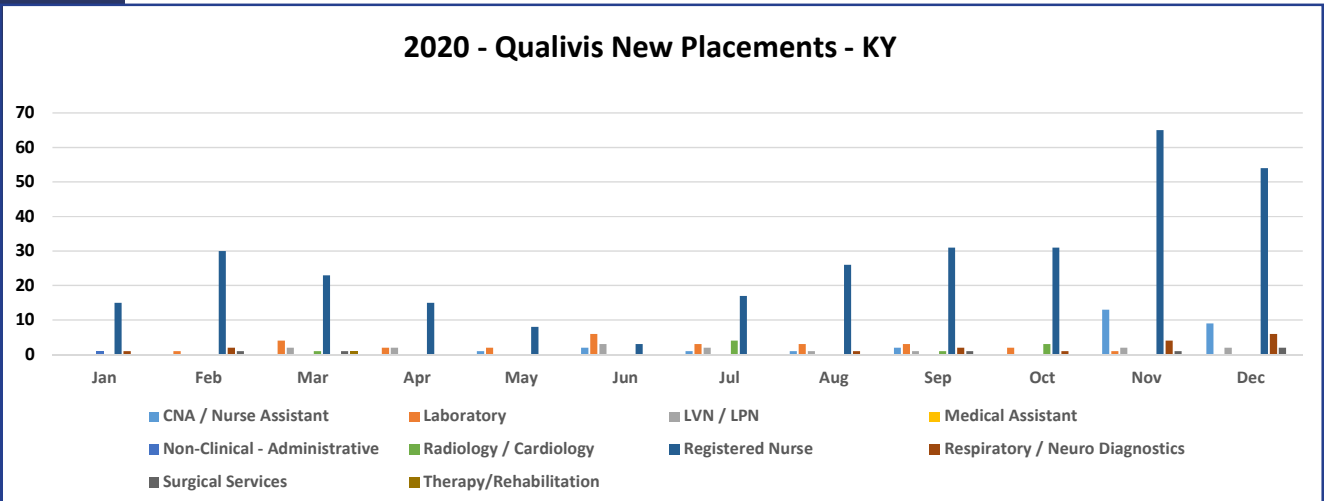
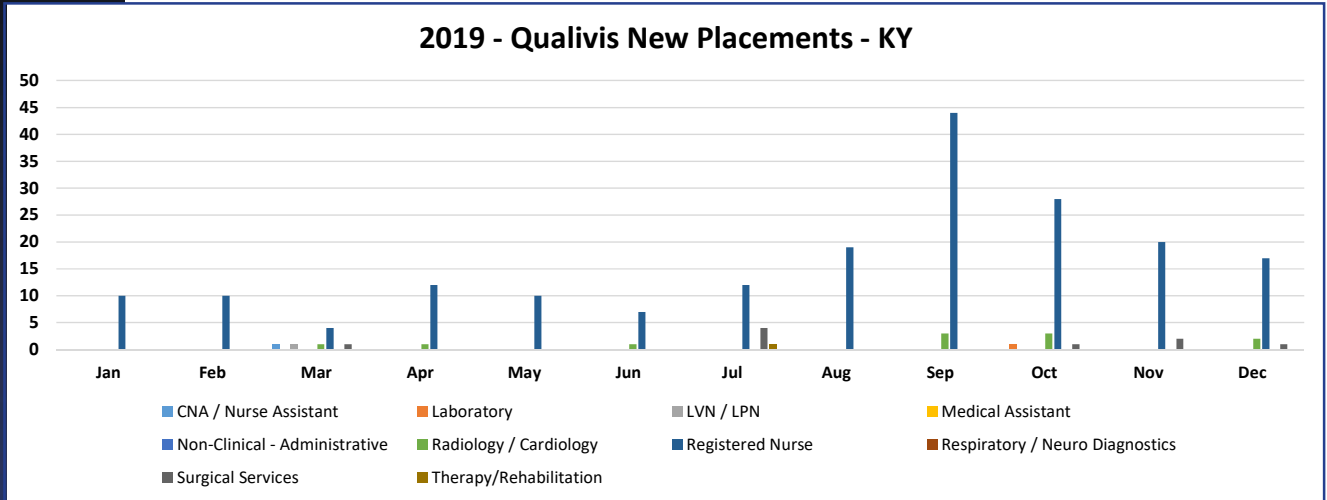
The Qualivis program includes several service lines (travelers, locums, interim management and international recruitment) to assist you with your staffing needs. **Currently, there are 47 hospitals in Kentucky working with Qualivis to fill their open positions.**

To learn more about **Qualivis and their workforce solutions program**, visit [www.kyha.com/qualivis](http://www.kyha.com/qualivis) or contact Qualivis Vice President of Workforce Solutions **Joe Dunmire** (803-999-1310 or [jdunmire@qualivis.com](mailto:jdunmire@qualivis.com)).

Qualivis



## New Placements by Year



# Qualivis

Flexible workforce solutions  
to help fill the gaps

Whole-House Healthcare Staffing •  
Best-in-Class MSP • Permanent Hiring Solutions •  
International Nurse Placement • Clinical Services •  
Standalone VMS Solutions • Reporting and Analytics  
For more information, visit [Qualivis.com](https://www.qualivis.com)

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**WorldWide HealthStaff**, a direct hire international nurse recruiting agency and proud affiliate of Qualivis, KHA's vetted solution for nurse and clinical staffing, developed a model of direct hire international nurse recruitment that best meets the

priorities of both their health care employer clients and health care applicants from around the world. WorldWide HealthStaff offers clients and applicants the clear benefits of a direct hire-only model. This approach provides their clients with a recruitment pipeline of experienced health staff along with financial benefits. This means applicants are placed with a named, known facility in one location.

## **SOLUTIONS FOR HEALTH CARE EMPLOYERS**

The success of your recruitment program and health care facility is impacted by the experience, knowledge and integrity of the recruitment firm you use. In fact, WorldWide HealthStaff's clients routinely report they have assisted by reducing overtime and contract staffing payments while at the same time enhancing existing staff morale and retention, overall quality of care and workforce diversity. When your choice is WorldWide HealthStaff Solutions, you benefit from their:

- Over 20 years of experience in direct hire international nurse recruitment, hiring, immigration, credentialing and relocation processes – all for one flat fee!
- Principals and staff with decades of experience in health care management and recruitment
- Team that is well-versed in handling unique staffing and placement challenges
- Long-standing and established record of professional, ethical dealings—both clients and applicants
- Experts dedicated to helping you optimize financial success and quality care
- Single point-of-contact model, through a designated and dedicated case manager

## **SOLUTIONS FOR INTERNATIONAL RNS & HEALTH CARE PROFESSIONALS**

If you are an international nurse or health care professional looking to expand your skill set and further your career, WorldWide HealthStaff Solutions will make the process simple and stress-free. Their experienced team will help you along the way in completing the immigration and placement process. They will help you:

- Find opportunities for permanent placement with established, reputable health care facilities that meet your needs
- Evaluate your job offer in order to make certain the offered position fulfills your financial and placement needs
- Schedule an interview with your chosen employer
- Coordinate the immigration process, as well as licensure and certification

**WorldWide HealthStaff Solutions is proud to be a member of the Alliance for Ethical International Recruitment Practices and AAIHR (American Association of International Healthcare Recruitment).**

**For more information, contact:**

**Ron Hoppe at [rhoppe@healthstaff.org](mailto:rhoppe@healthstaff.org) or 704-496-9398.**



## CONCLUSION

Demand will grow throughout the next decade for health care workers. Workforce shortages are evident in several essential hospital workforce categories – including, but not limited to, nursing. While the forecast for the health care workforce finds areas of shortage and surplus by 2030, it cannot anticipate how many of these licensed and credentialed medical professionals will pursue employment outside of the clinical environment.

Turnover is currently high in many health care support positions. Increased workforce vacancy and turnover can negatively affect quality of care, patient safety, health care spending, patient satisfaction and employee engagement. Recruitment and retention aren't exclusively local challenges or problems with immediate solutions.

The road to build the health care workforce requires continuous investments, and regular targeted and timely recalibration. Meeting workforce demands requires innovation and collaboration at all levels – local, state and federal – with a focus on strategic investments to recruit and retain staff in the present and for the future.

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## WORKFORCE COMMITTEE

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 has 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.

Health care organizations face an increase in workplace violence, staffing shortages, capital restraints and ever-mounting pressures to meet the needs of Kentucky's citizens, 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 adequate to meet projected needs. For new workers, health care is not always a desirable option as the market for information technology, financial, legal and other careers have become more attractive.

- continued -



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## ***WORKFORCE COMMITTEE - CONTINUED***

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

One urgent issue is the immediate need for bedside nursing staff. Two short term issues are the increase in workplace violence and the need to address workforce shortages in Kentucky. Long-term issues include tackling workforce burnout; dealing with a rapidly changing health care delivery system; predicting and meeting the state and national need for well trained, emotionally ready health care professionals in nearly every clinical discipline; and addressing the future supply of health care professionals so that professionals are adequately distributed across the state and the needs of Kentucky's healthcare providers are met.

The committee will begin its work the fourth quarter of 2021. Its starting point will be the approval of a workplace violence training program for members and to review and act on the KHA's 2020 Workplace Survey.

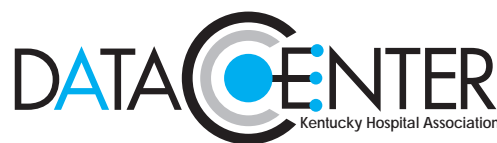
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For more information, contact:

**Melanie Moch**

KHA Vice President, Data and Health Information Services  
mmoch@kyha.com

2501 Nelson Miller Parkway | Louisville, Kentucky 40223  
502-426-6220 | [www.kyha.com](http://www.kyha.com)



# 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  
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  
Central State Hospital  
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

Robley Rex VA Medical Center  
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  
St. Claire Regional Medical Center

## **HOSPITALS BY AREA DEVELOPMENT DISTRICT (ADD) - CONTINUED**

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### **FIVCO**

King's Daughters Medical Center  
Three Rivers Medical Center

### **BIG SANDY**

ARH Our Lady of the Way 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  
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  
Eastern State 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  
VA Medical Center - Lexington