

2024 WORKFORCE SURVEY REPORT

*The Status of Kentucky's
Hospital Workforce*

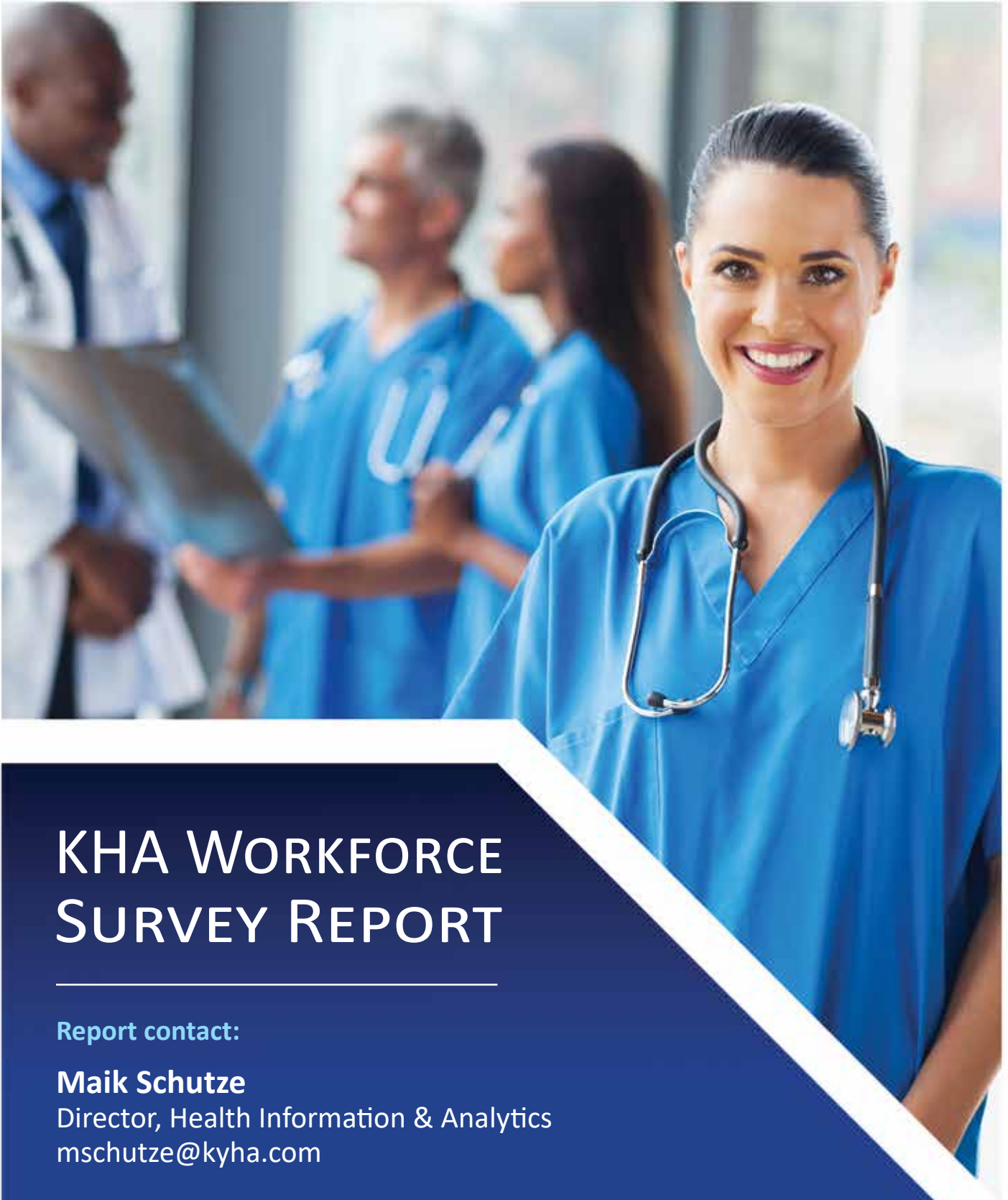


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Published August 2024



KHA WORKFORCE SURVEY REPORT

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WORKFORCE SURVEY REPORT

TABLE OF CONTENTS

Executive Summary	page 4
Workforce Survey Report	page 5
Workforce Survey Participation	page 6
Hospital Workforce Vacancies.....	page 7
Registered Nurse and Licensed Practical Nurse Vacancies	page 8
Vacancy by Profession	page 11
Kentucky Hospital Vacancies by	
Area Development Districts (ADD).....	page 13
Kentucky Hospital Vacancies by	
Area Development Districts (ADD) Maps	page 14
Kentucky Hospital Turnovers by	
Area Development Districts (ADD) Maps	page 15
Vacancies and Separations by	
Area Development Districts (ADD).....	Page 16
Educational Attainment and Age.....	page 17
Employee Benefits and Pay.....	page 18
Workforce Committee	page 19
Appendix A - Hospitals Listings by Area Development Districts (ADD)	
Appendix B - Employee Benefits and Pay Charts	
Appendix C - 2023 KHA Workforce Survey	
Appendix D - Annual Trends in Vacancies	
Appendix E - Vacancy Rates by Area Development Districts (ADD)	



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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. Acute care and specialty hospitals from all the Area Development Districts (ADDs) of the state participated in the survey.

Kentucky hospitals reported 8,641 full-time equivalent (FTE) vacancies, a statewide hospital workforce vacancy rate of 12.0 percent, compared to 15.3 percent the year before. Registered nurses, licensed practical nurses, and nursing assistants are the largest professions of direct care providers and the persistent nursing shortage continues to present challenges for all hospitals. Hospitals reported high vacancy rates for registered nurses, (16.5 percent, 3,899 vacancies), compared to an estimated 19.1 percent the year before, licensed practical nurses (18.6 percent, 254 vacancies), and nursing assistants (14.0 percent, 1,264 vacancies), totaling 5,417 reported open positions for these three nursing professions. Among registered nurses, there are significant shortages for psychiatric (24.4 percent), medical-surgical (23.2 percent), and critical care (18.5 percent).

All districts across rural and urban regions of the state face these challenges, but there are differences. Three adjacent districts in north-central Kentucky—Kentuckiana Regional Planning and Development Agency (KIPDA), Bluegrass, and Buffalo Trace — have the state’s highest registered nurse vacancy rates. Medical-surgical and critical care registered nurses have the highest vacancy rates in 10 of the 15 districts in the Commonwealth. Certified nursing assistants (CNAs) are especially needed in urban hospitals; about two-thirds of the vacancies were reported in the Bluegrass and KIPDA districts. Similarly, hospitals in the Bluegrass district report a great need for diagnostic imaging technicians. There are also localized needs for physical and respiratory therapists and mental health technicians. In Green River, KIPDA, FIVCO, and the Bluegrass districts, paramedics, EMTs, and other emergency medical personnel are especially needed.

The survey was expanded this year to include mental health technicians to capture an important segment of behavioral health occupations, which contributed to an increase in the vacancy rate for behavioral health to 19.6 percent. The report also continues to include hospital-employed paramedics, EMTs, and emergency medical personnel with a virtually unchanged vacancy rate of 19.0 percent, second only to behavioral health.

Hospitals are investing in their employees and funding a new generation of health care professionals through continuing employee education, career advancement, and tuition assistance programs broadly defined as “education as a benefit.”



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WORKFORCE SURVEY REPORT

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 *One Powerful Voice* for Kentucky's hospitals and health systems.

Employers across all industries are competing for workers. KHA's members need sufficient numbers of people with the right skills to meet their goals of providing high-quality and cost-effective care to the people of Kentucky.

KHA believes health care is a gratifying field that offers rewarding 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 of all ages.

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

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

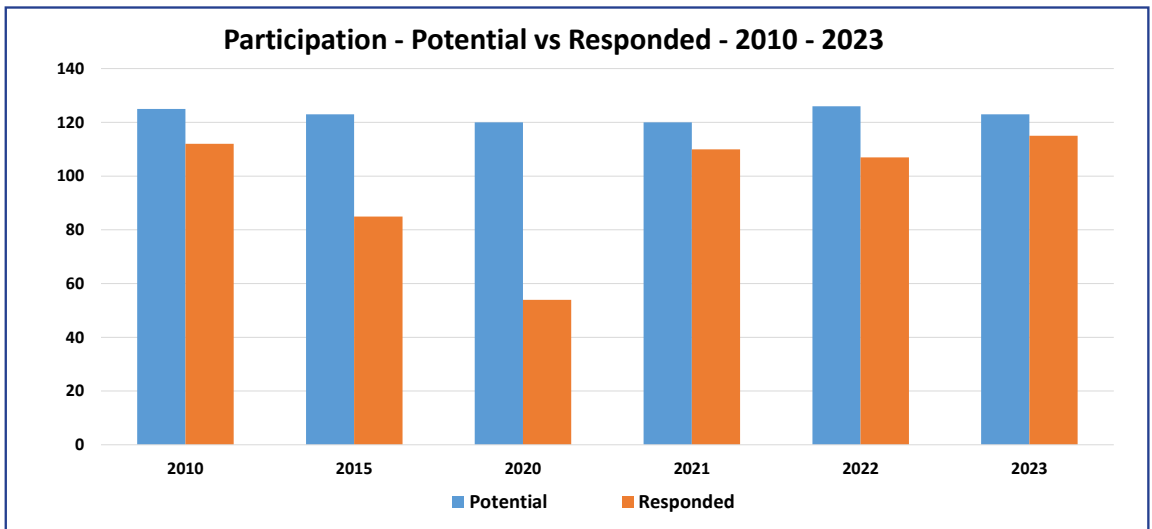


WORKFORCE SURVEY PARTICIPATION

The annual workforce survey is distributed to all Association member hospitals to collect information about non-physician direct care positions in inpatient or hospital-related outpatient departments. The response rates often achieve near-universal participation. This year, all but one acute care hospital responded to the survey along with long-term care, rehabilitation, and psychiatric 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 varied over time due to closures, mergers, and acquisitions.

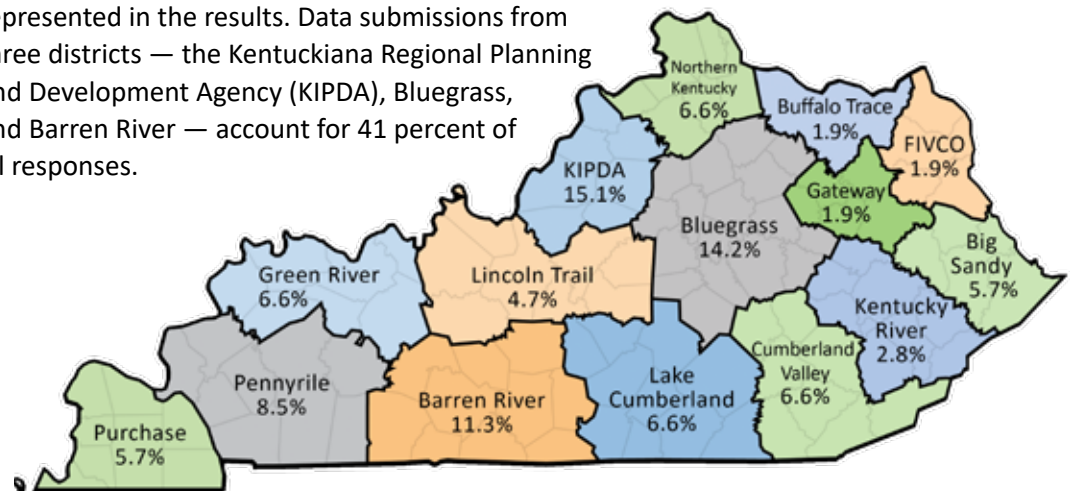
Years	2010	2015	2020	2021	2022	2023
Potential	125	123	120	120	126	123
Responded	112	85	54	110	107	115
% Responded	89.6%	69.1%	45.0%	91.7%	84.9%	93.5%

Note: Potential is defined as the number of eligible hospitals surveyed



PARTICIPATION BY AREA DEVELOPMENT DISTRICT (ADD)

Hospitals from all of Kentucky’s Area Development Districts (ADD) participated in the survey. Districts with urban areas have a greater number of hospitals than rural districts; however, due to the near-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 41 percent of all responses.



Note: The map shows the 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 information in this report highlights the findings from the annual workforce survey for calendar year 2023. The survey focuses on non-physician health care positions. It excludes executive and other management positions, PRN (pro re nata or “as needed”), and agency staff, as well as physician offices and express/urgent care facilities.

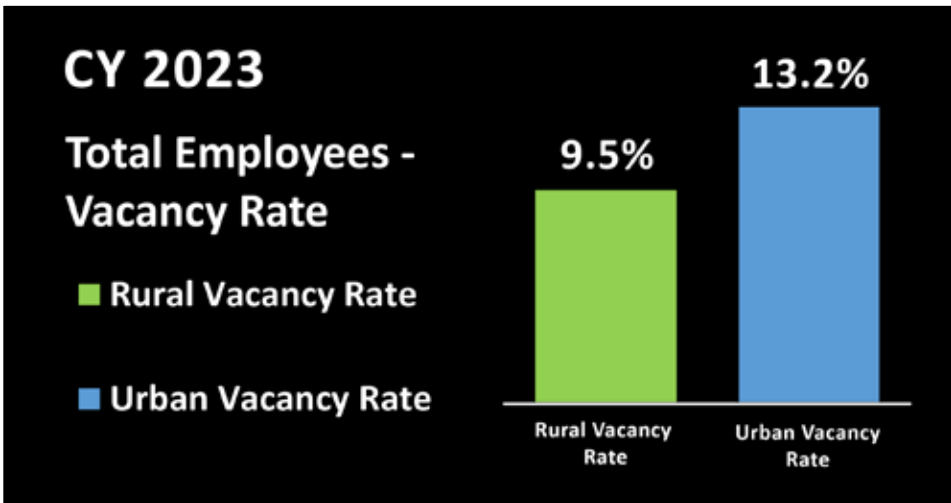
Open positions, specified in the survey as staff vacancies, are an indicator of demand for hospital services. Across the state, at the end of the calendar year, Kentucky hospitals reported 8,641 full-time equivalent (FTE) vacancies across fourteen (14) professional areas (or groups), including direct care, support services, and all other employees not engaged in direct (patient) care. The number of open positions indicates that approximately 12.0 percent of the statewide hospital workforce positions are vacant.

While the number of reported vacancies is lower than in the previous year, workforce challenges remain, especially among specific professions and across different regions of the state, which will be highlighted in the following sections.

ALL EMPLOYEES — FULL-TIME EQUIVALENT VACANCIES

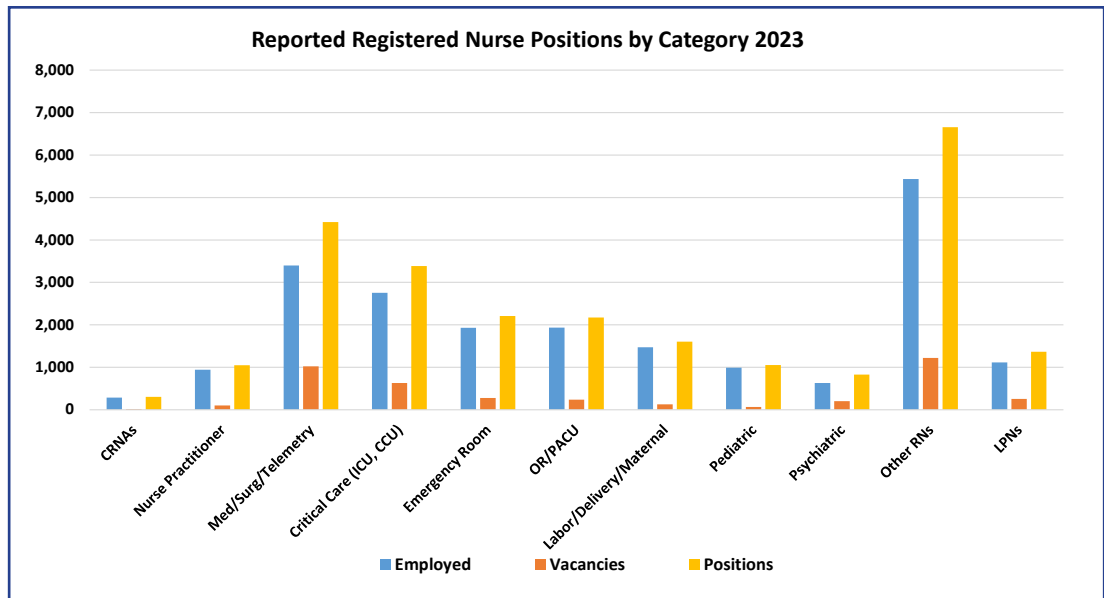
Statewide			Rural			Urban		
Reported 2023 Employees	2023 Reported Vacancies	State Vacancy Rate	Reported 2023 Employees	2023 Reported Vacancies	Rural Vacancy Rate	Reported 2023 Employees	2023 Reported Vacancies	Urban Vacancy Rate
63,191	8,641	12.0%	21,129	2,223	9.5%	42,062	6,418	13.2%

Overall, the Kentucky health care organizations surveyed have 12.0% of their positions unfilled.

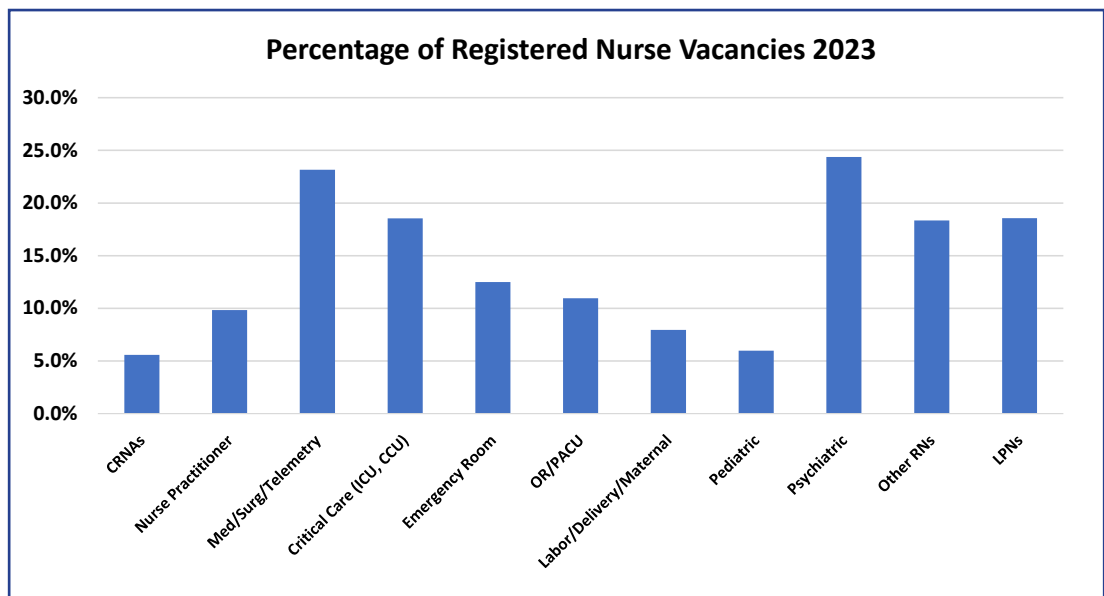


REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES

Registered nurses are the largest profession of direct care providers. Altogether, Kentucky hospitals reported 19,782 full-time equivalent RN positions across the state. The nurse shortage continued in 2023 and hospitals reported **3,899 registered nurse (RN) vacancies**, approximately 16.5 percent of the full-time equivalent positions. The charts below show the number of employed nurses, the number and percent of vacancies, and the total number of positions, employed and vacant, for registered nurses and licensed practical nurses (LPNs) reported by hospitals for 2023.



Vacancy rates continue to be high for many registered nurse positions, especially for medical-surgical (23.2 percent, 1,024 vacancies), critical care (18.5 percent, 627 vacancies), and psychiatric nurses (24.4 percent, 202 vacancies). LPNs, under the supervision of registered nurses, are important contributors to patient care. Hospitals reported 254 openings across the state, a 18.6 percent vacancy rate for LPN positions. The total number of LPN positions



REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED

has not changed for three (3) years. However, unlike in previous years, the LPN workforce now includes younger nurses, but nonetheless remains among the professions with the highest rates of employees age 55 or older (15.2 percent), behind psychiatric nurses (24.8 percent), OR/PACU (19.0 percent), and certified registered nurse anesthetists, or CRNAs (16.4). Approximately 15.2 percent of all registered nurses in Kentucky hospitals are 55 years of age or older, in other words, nurses that are likely to retire in the next ten years. Critical care and ER nurses have the smallest share of nurses 55 years of age or older, only 7.7 and 8.7 percent of its respective workforce.

The largest professional groups (or nurse specialties) by employment are medical-surgical and critical care nurses. Together, they employ over 6,154 full-time equivalent nurses, but 1,651 positions remain unfilled, a vacancy rate of 21.2 percent, or more than one in five.

Emergency room (ER), operating room, and post-anesthesia care unit (OR/PACU) nurses are the next largest segments, and they have a large number of vacancies. There were 276 open full-time equivalent ER positions, a vacancy rate of 12.5 percent, and similar numbers for OR/PACU nurses, 238 vacancies and a 11.0 percent vacancy rate. Except for CRNAs, by far the smallest segment of registered nurses, nurses in labor and delivery and pediatric units have the lowest vacancy rates, 7.9 percent and 6.0 percent, respectively.

As noted above, CRNAs continue to have the lowest reported vacancy rates among all nursing professions, hospitals reported only seventeen (17) open positions, a vacancy rate of 5.6 percent. Unlike the year before, when hospitals reported large increases in the number of CRNAs and nurse practitioners, the number of employees in both specialties declined in 2023 but remains above the previous standard, with relatively few vacancies.

Survey respondents categorized some nurse positions as “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 segment by employment with a 18.3 percent vacancy rate (1,221 vacancies), and more than one-fifth (22.1 percent) are 55 years of age or older and nearing retirement.

URBAN AND RURAL REGIONS

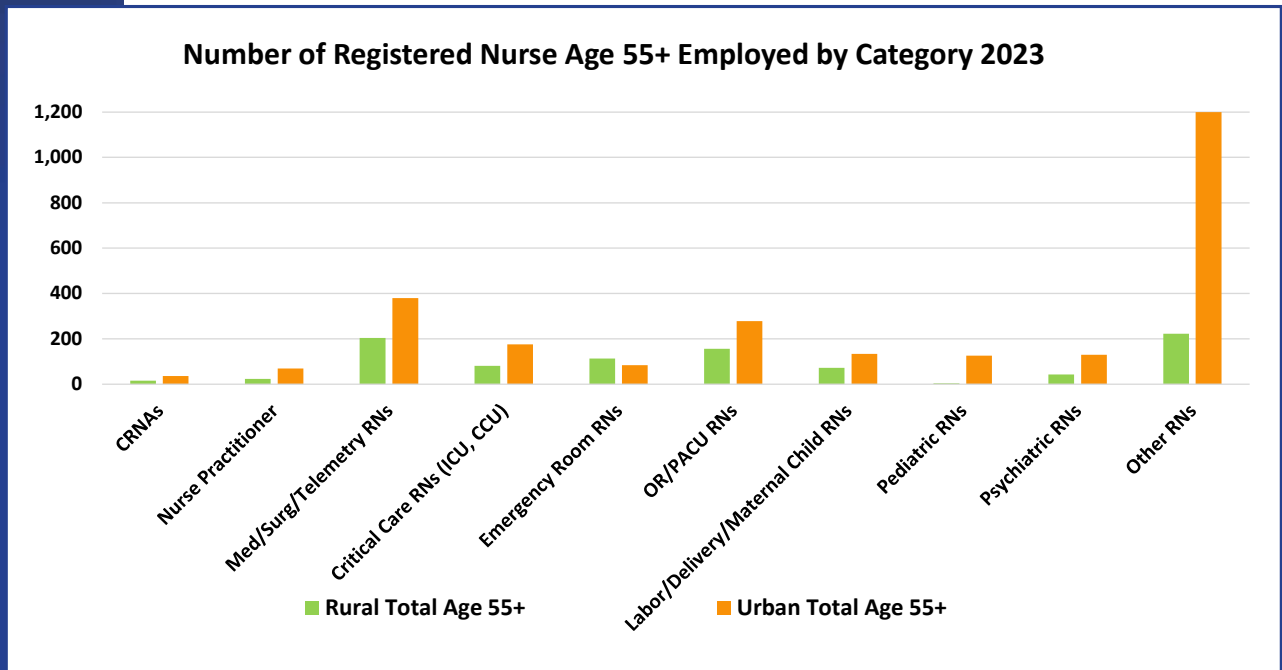
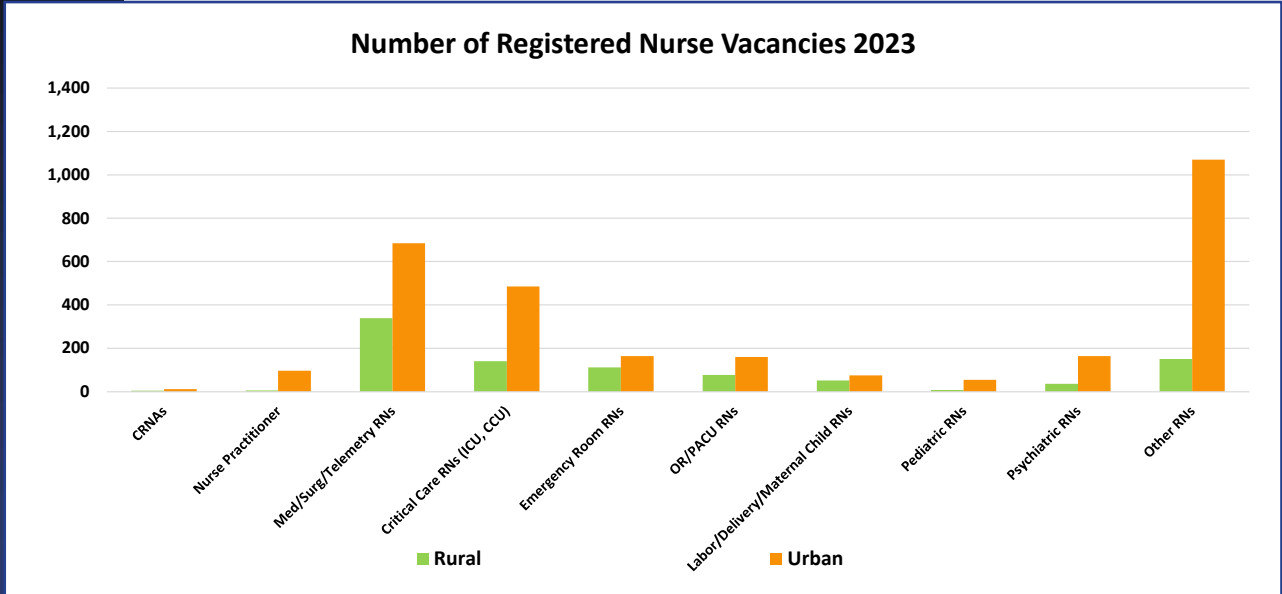
The number of registered nurses age 55 or older and the number of vacancies in urban and rural regions, as well as statewide, for registered nurses, are shown in the following charts. The vast majority of these vacancies are in urban areas, almost three thousand (2,970) compared to 929 vacancies in rural Kentucky hospitals. The vacancy rates in both are alarming, 13.8 percent in rural and 17.5 percent in urban areas.

Overall, there are 3,545 registered nurses age 55 or older, and expected to retire in the next ten years, and 74 percent (2,610) of them are employed in urban hospitals. Similarly, there are 380 medical-surgical nurses age 55 or older who will need to be replaced when they retire in urban hospitals, compared 204 in rural areas. The second 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 435 employees, 278 in urban hospitals and 157 in rural areas.



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REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED



VACANCY BY PROFESSION

In addition to nurses, many other hospital professions contribute to 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. Together, this group has a 14.0 percent vacancy rate and a shortage of 1,264 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.

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

This is the second year the survey tracks hospital-employed paramedics, EMTs, and other emergency medical personnel. The lower vacancy rate for registered nurses and licensed practical nurses means emergency medical personnel now have the second highest vacancy rate, 19.0 percent, although similar to the previous year (19.2 percent), among all hospital professions. A new addition to the survey this year, the mental health technician, dramatically increased the size of this category and highlights the shortages for behavioral health. Complementing the treatment team of psychiatrists, counselors, and therapists, the entry-level mental health technician cares for patients with mental illness, developmental disabilities, or substance use disorder. Hospitals employed 749 mental health technicians in 2023, approximately 627 full-time equivalents, and reported 176 vacancies, a rate of 21.9 percent. Altogether, behavioral health professions now have the highest vacancy rate, 19.6 percent, of all hospital occupations in the survey.



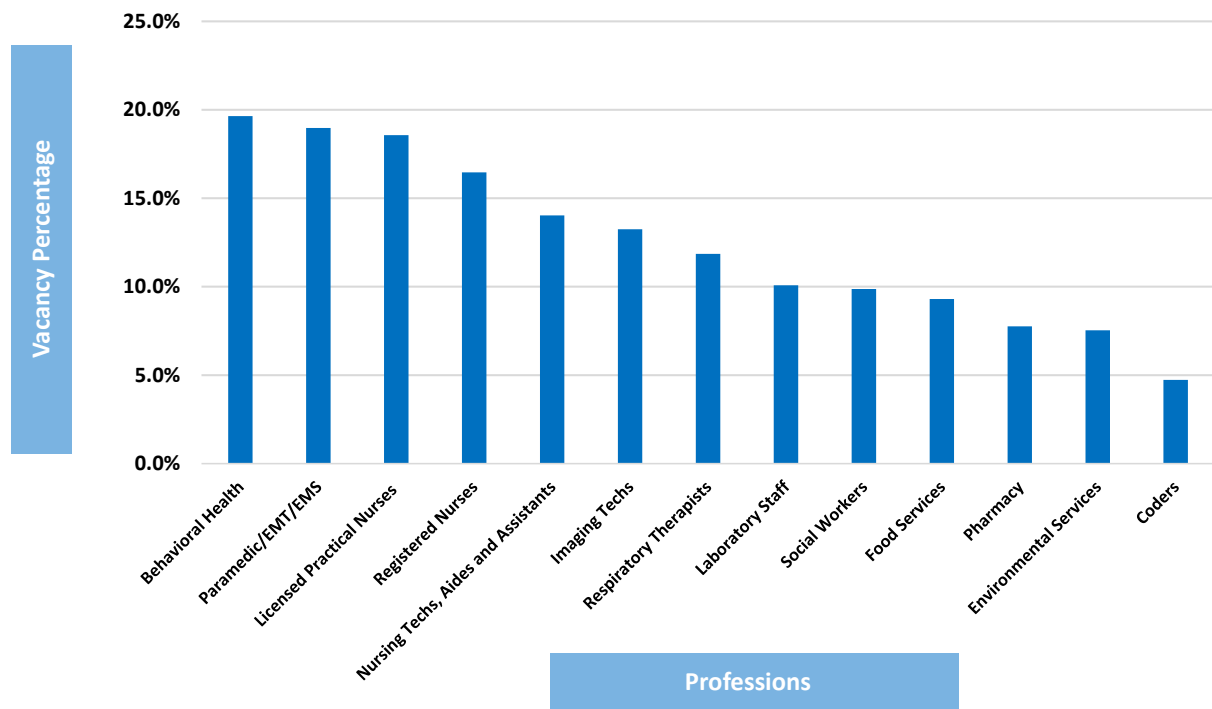
VACANCY BY PROFESSION - CONTINUED

Among the non-nursing occupations, there is a great need for imaging technicians. Hospitals reported over 466 openings, a vacancy rate of 13.2 percent. There also continues to be a need for laboratory scientists (263 vacancies, 10.1 percent), pharmacists and pharmacy technicians (201 vacancies, 7.8 percent), and respiratory therapists (195 vacancies, 11.9 percent)

The three clinical professions with the lowest vacancies are social workers (9.9 percent, 58 vacancies), restorative services, including physical, occupational, and speech therapy (9.8 percent, 169 vacancies), and pharmacy services, already mentioned above. Although the vacancy rate is relatively low, there are 201 openings for pharmacists and pharmacy technicians. Hospitals again report adding more social workers as they continue to address social drivers of health in their communities. There are now over 500 full-time equivalent positions for social workers in Kentucky hospitals, and more are needed. Social workers support individual patients and their families, provide information and counseling, make referrals, and coordinate other services.

Other hospital occupations have lower vacancy rates. Environmental services, staff that clean and disinfect medical equipment, common areas, patient rooms, and operating rooms are critical to patient safety, represent the sixth largest segment of hospital employees, and have one of the lower vacancy rates of 7.5 percent. Dietary and food services (9.3 percent, 91 vacancies) and medical coders (4.7 percent, 27 vacancies) have the lowest rates for non-clinical personnel. Many hospitals contract out these services.

Vacancy Rate by Hospital Professions



KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS (ADD)

Across the state, vacancy rates differ from region to region, both overall for hospital employees and for registered nurses. Four Area Development Districts (ADDs), two more than last year, have vacancy rates of 10 percent or below for registered nurses and all hospital employees: Gateway, FIVCO, Lincoln Trail, and Purchase. KIPDA, Bluegrass, and Buffalo Trace – three adjacent districts in north-central Kentucky – have the highest vacancy rates.

Overall, the shortage in registered nurses is more pronounced than for overall hospital employees. Three districts have registered nurse vacancies still close to 20 percent – Buffalo Trace (20.0 percent), KIPDA (19.9 percent), and Bluegrass (18.1) – while no district has overall employee vacancies nearing twenty percent, and nine districts, nearly two-thirds of the state, have employees vacancy rates below 10 percent. Two eastern districts, FIVCO and Big Sandy, have vacancy rates for registered nurses twice as high as their vacancies among all hospital occupations.

Medical-surgical and critical care nurse vacancies are again the highest rates in 10 of the 15 districts. Vacancies for psychiatric RNs and LPNs also remain high. Especially concerning are districts with vacancy rates for medical-surgical nurses above the statewide average: Big Sandy (25.4 percent), KIPDA (26.2 percent), FIVCO (27.2 percent), Bluegrass (27.2 percent), Lake Cumberland (28.1 percent), Barren River (28.5 percent), Kentucky River (34.2 percent), and Buffalo Trace (38.5 percent). Buffalo Trace also has the highest vacancy rate for critical care nurses, 45.5 percent of the positions are unfilled. The Bluegrass, KIPDA, and Northern Kentucky hospitals also report over 1,000 vacancies (1,036) for “Other RNs,” registered nurses who were not assigned to a specific specialty or unit but provide direct patient care.

There remains a continued need for certified nursing assistants (CNAs), especially in urban districts. While vacancy rates for CNAs approach or exceed twenty percent in only three regions, Purchase (19.7 percent), Northern Kentucky (20.9 percent), and Kentucky River (21.1 percent), there is a statewide need of 941 nursing assistants, 631 of whom, about two thirds, are needed in the Bluegrass and KIPDA districts.

While there is great regional variation, diagnostic imaging technicians, especially non-specialized (general) and computed tomography (CT) technicians, still have high vacancy rates. Hospitals in the Bluegrass district report vacancy rates near or above twenty percent for six of the eight imaging technician categories. Similarly, KIPDA, which includes all Louisville hospitals, reports 59 vacancies for medical laboratory technicians, a vacancy rate of 29.2 percent. There is also a localized need for physical and respiratory therapists and mental health technicians. Paramedic, EMT, and other EMS personnel are especially needed in Green River, KIPDA, FIVCO, and the Bluegrass districts.

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

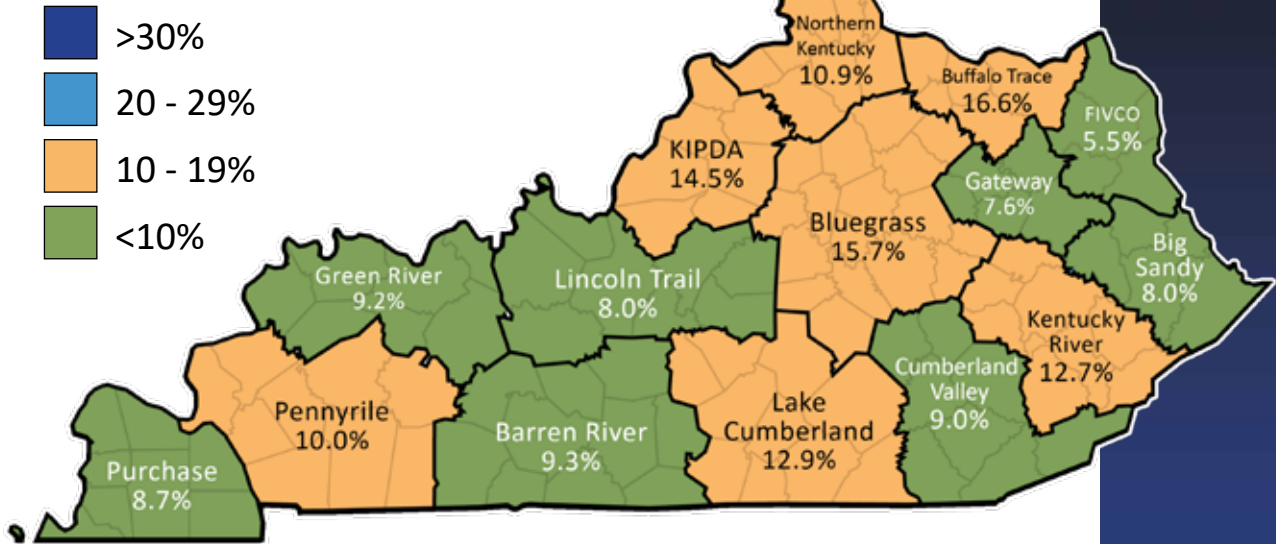
KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS MAPS



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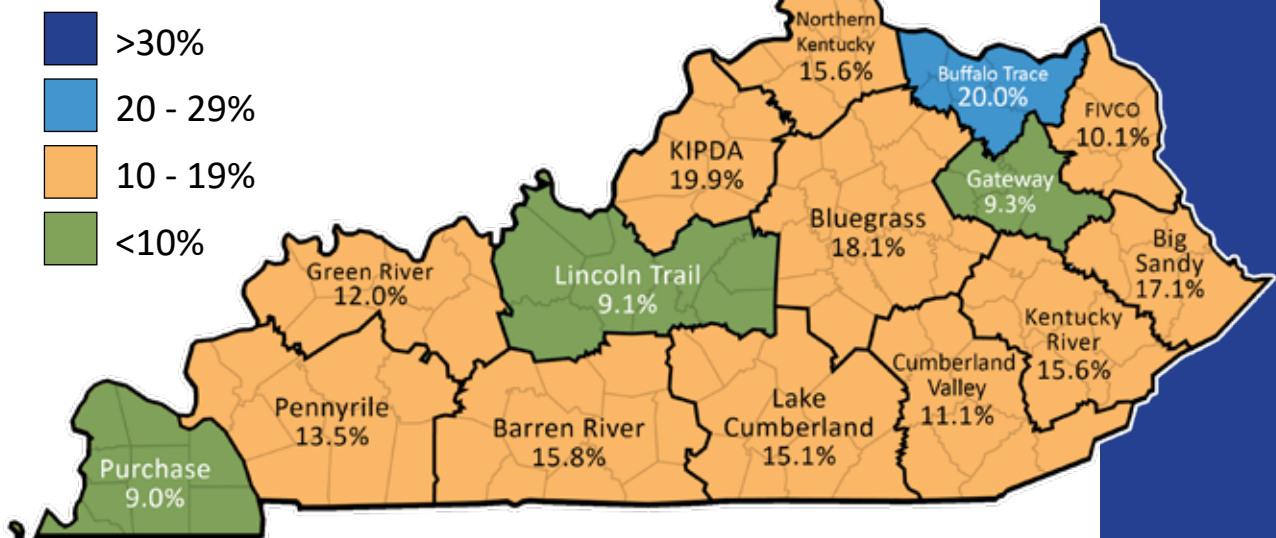
Reported Employee Vacancy by ADD

Statewide Vacancy Rate of 12.0%



Reported RN Vacancy by ADD

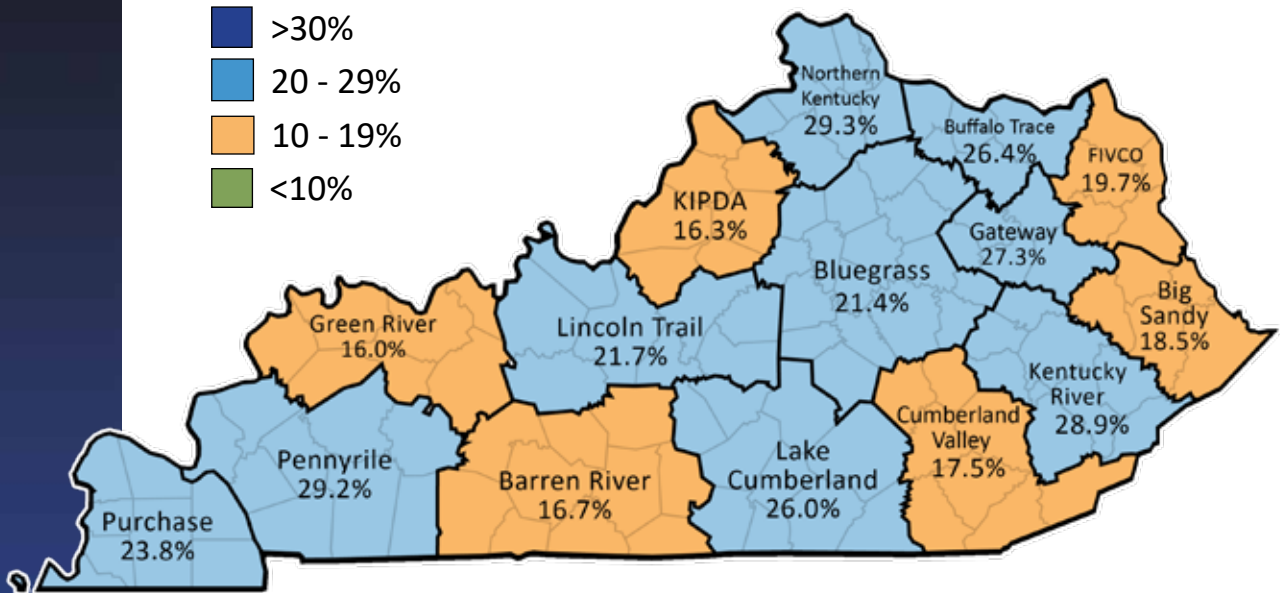
Statewide Vacancy Rate of 16.5%



KENTUCKY HOSPITAL TURNOVERS BY AREA DEVELOPMENT DISTRICTS MAPS

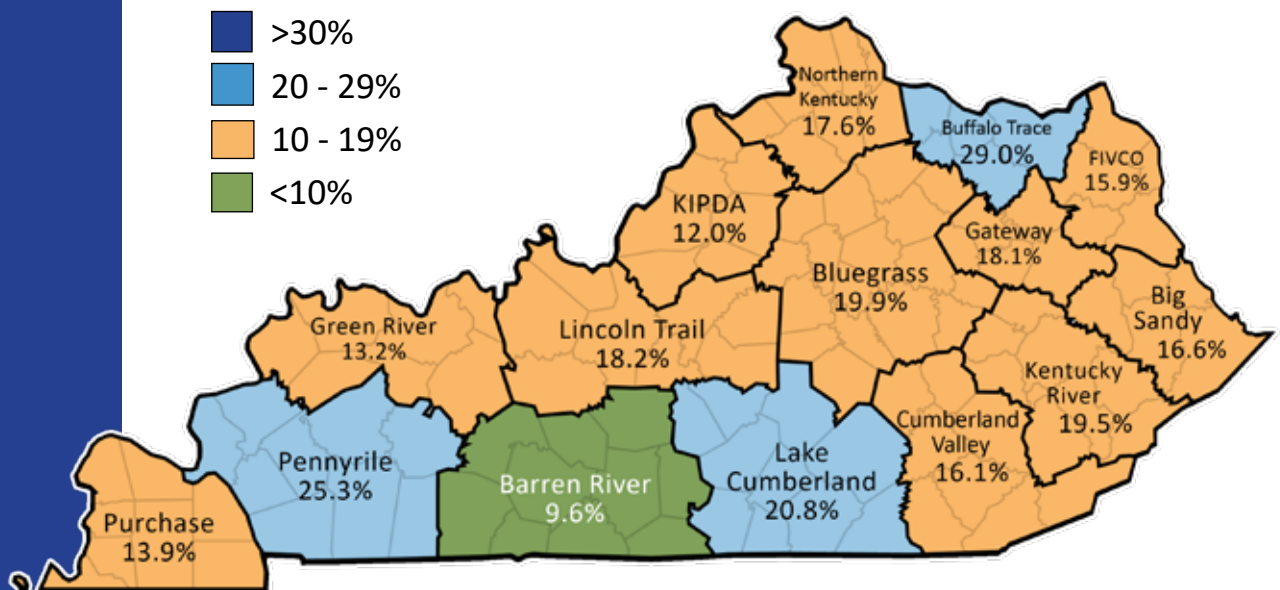
Reported Employee Turnover by ADD

Statewide Turnover Rate of 20.8%



Reported RN Turnover by ADD

Statewide Turnover Rate of 16.3%



VACANCIES AND SEPARATIONS BY AREA DEVELOPMENT DISTRICTS



This statewide survey also collected data about hires and separations for hospital positions. Kentucky hospitals hired nearly 20,000 non-physician direct care positions in calendar year 2023. However, by the end of the year, these hospitals still reported 8,641 vacancies, compared to nearly 11,000 vacancies the year before, including a critical shortage of almost 5,417 nurses and nurse assistants.

Hospitals also report hiring over six thousand new registered and licensed practical nurses (6,012) from January 1 through December 31, 2023. However, these hires were offset by over forty-one hundred (4,145) separations during the year, resulting in a net-gain/net-positive workforce. Eighty-four percent of all separations (84.2 percent) among registered nurses and licensed practical nurses were due to (voluntary) resignation or retirement. Nearly a quarter (24.4 percent) of registered and licensed practical nurses were new hires during the year.

This churn in the nurse workforce was further exacerbated by tremendous turnover among certified nursing assistants. Kentucky hospitals reported hiring nearly five thousand (4,707) nurses assistants, which means nearly half of the CNA workforce was hired during the year (48.4 percent). Nurse assistants have a higher rate of involuntary separation, approximately 1 of every 3 separations (29.0 percent), about twice the rate of registered nurses and licensed practical nurses.

2023 All Involuntary Separations.....	3,560
Nursing (RN, LPN, CNA).....	1,631
All Other.....	1,929
2023 Other Separations	11,373
Nursing (RN, LPN, CNA).....	5,877
All Other.....	5,496
2023 All Vacancies.....	8,641
Registered Nurses (RN)	3,899
Licensed Practical Nurses (LPN)	254
Nursing Technicians, Aides, Assistants (CNA).....	1,264
All Other	3,224

Turnover can also be measured as the share of separations in the workforce. The statewide turnover rate for all employees is 20.8 percent; for registered nurses, it is 16.3 percent, although that varies greatly among specialties. Psychiatric RNs have the highest turnover rate (28.8 percent), followed by RNs in medical-surgical units (19.1 percent), compared to CRNAs and nurse practitioners with turnover below 10 percent. Employee and registered nurse turnover vary widely by ADD, especially for registered nurses. The majority of districts have employee turnover rates above 20 percent. The Green River and KIPDA district hospitals continue to report the lowest employee turnover, 16.0 and 16.3 percent, respectively, while Northern Kentucky has the highest, 29.3 percent. There is more regional variation in turnover among registered nurses. In contrast, and a factor in the overall lower vacancy rates among registered nurses, hospitals in eleven districts report turnover rates below 20 percent, and one district, Barren River, reports a registered nurse turnover of 9.6 percent. Three districts, Lake Cumberland, Pennyriple, and Buffalo Trace report turnover above 20 percent. The highest turnover rate is reported by Buffalo Trace, 29.0 percent, meaning its hospitals had to replace nearly a third of the workforce, while continuing to recruit for its shortage overall.

EDUCATIONAL ATTAINMENT AND AGE

More than half of all registered nurses employed in hospitals completed a bachelor’s degree, including approximately 4.1 percent with an advanced degree, although that is lower than last year. However, hospitals continue to employ approximately one thousand Advanced Practice Registered Nurses (APRNs) who specialize in childbirth, surgical and medical anesthesia, and other specialty areas, including community health, geriatrics, and psychiatry. Nursing “diploma” programs operated by hospitals did not award a degree, and very few remain. However, about 200 hundred registered nurses who started their careers in these programs remain in the workforce.

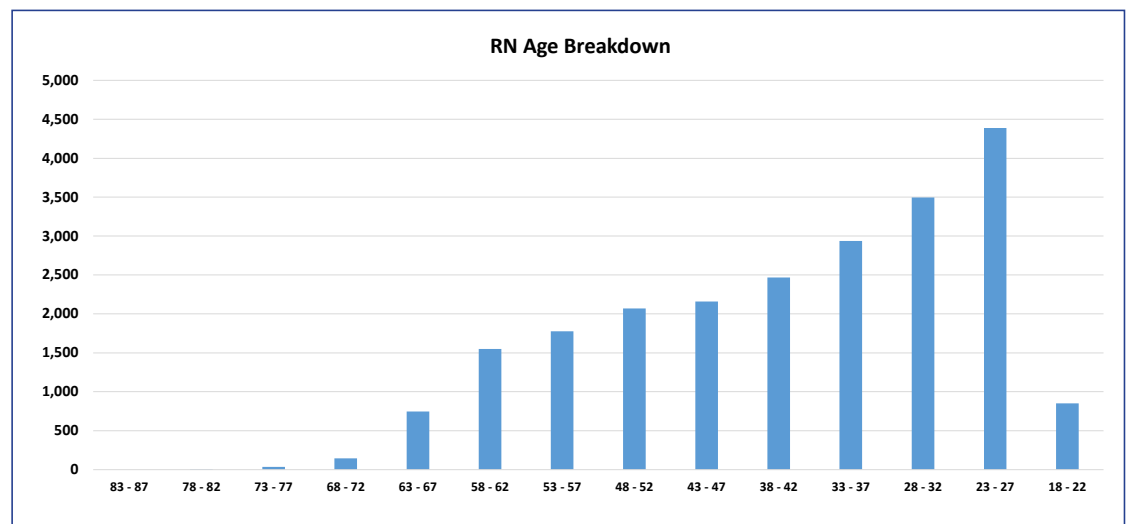
REGISTERED NURSE EDUCATION ATTAINMENT

	Diploma	Associate Degree	Bachelor's Degree	Master's Degree
Percentage of Registered Nurses	1.3%	41.7%	52.9%	4.1%

A new workforce emerges as the older generations leave and retire. Generation Z and the Millennial generation, in other words, all registered nurses age 40 or younger, comprise 62.5 percent of the current workforce. Generation Z already accounts for nearly one-quarter of all registered nurses (23.2 percent). The “Baby Boomer” generation, the youngest of whom are age 57, still constitute a sizable group, approximately 11 percent of the hospital workforce, but continue to dwindle in numbers. As the population in Kentucky and elsewhere across the country continues to age, it remains to be seen how many young adults choose nursing as a profession and enter the hospital workforce. KHA is leading efforts to highlight the benefits of a nursing career and programs to encourage student enrollment.

REGISTERED NURSES BY GENERATION

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



EMPLOYEE BENEFITS AND PAY



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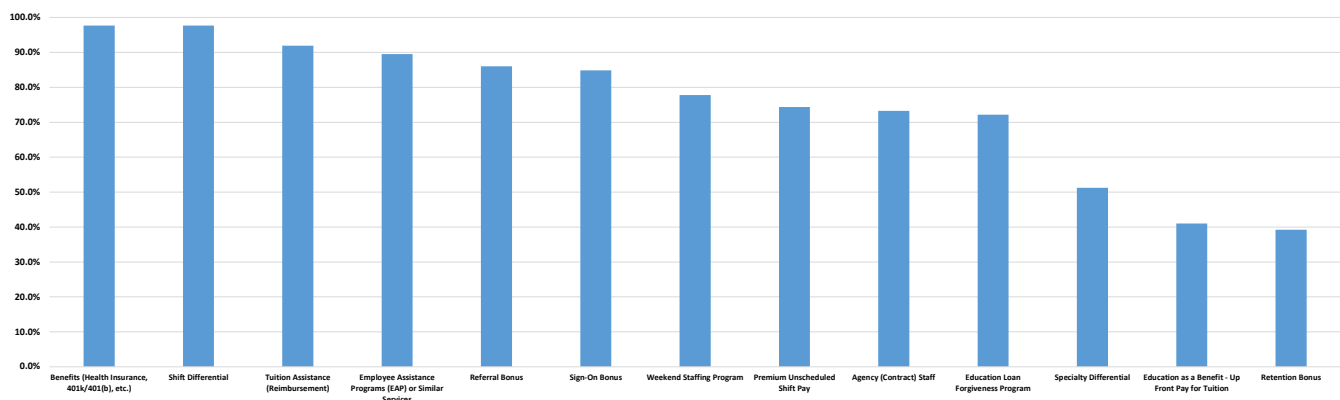
Appendix B provides the survey results for employee benefits and incentive payments used by many hospitals to attract and retain a talented workforce. Nearly all hospitals offer shift differentials (98 percent), although fewer hospitals report premium pay for unscheduled shifts (74 percent). Most hospitals (90 percent) offer employee assistance programs (EAP), including short-term counseling, referrals to community programs, and similar services. Other common programs include referral (86 percent) and sign-on bonuses (85 percent), and weekend staffing (78 percent). Many hospitals also invest in continuing employee education and career advancement through tuition assistance (92 percent) and education loan forgiveness (72 percent).

Retention bonuses are less common, offered by less than half (39 percent) of the hospitals that responded to the survey. An emerging program, “education as a benefit” (i.e., the cost of tuition), continues to grow and is offered by approximately 41 percent of hospitals.

- ▶ 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
- ▶ Employee Assistance Program (EAP)
- ▶ Education as a Benefit (Up-Front Pay for Tuition)
- ▶ Tuition Assistance (Reimbursement)

Specialty differential pay, used by about half of all hospitals (51 percent), is most frequently provided for emergency departments, intensive care, and critical care nurses. Some hospitals offer specialty differentials for obstetrics and surgery, as well as other clinical areas.

Percentage of Respondents by Programs



WORKFORCE COMMITTEE

Workforce issues have been a priority for Kentucky's hospitals and KHA for the past several decades. Health care workforce issues persist and require long-term solutions with all states competing for more health care professionals.

Hospitals and health care systems continue to face workforce shortages and growth in labor costs. This shortage will continue to worsen as Kentucky's aging population increases demand for hospital care. This issue is three-fold: the aging population retires from health care positions, naturally requires greater health care services, in a state with higher-than-national-average disease prevalence and socioeconomic challenges.

This staffing shortage will remain critical, if not worsen, unless there are united and proactive actions by (1) KHA, (2) its member hospitals and health care systems, (3) policymakers, and (4) education leaders. Kentuckians need support to ensure patient care is available and accessible. Current vacancies create stress for providers, leading to increased turnover including early career exits, which exacerbates the vacancies and possible timeliness and quality of patient care.

KHA and its members are focusing on three initiatives to address and improve the health care workforce:

1. Expand Kentucky's Healthcare Workforce Pipeline
2. Remove Barriers to Health Care Education
3. Retain the Health Care Workforce and Redesign Models of Care

Published in November 2023, each initiative includes recommendations for policymakers and education leaders, together with action items for all who can contribute to the solutions.

Beyond health care needs, hospitals tend to be the largest employers in local communities. Therefore, addressing the workforce needs of hospitals also supports the socioeconomic needs of their communities.

The fact remains that the amount of education needed for health care professionals necessitates long-term and focused planning to increase the workforce pipeline, encourage and support student entering health care education, and focus on retention and safe environments for staff. Kentucky's leaders must be proactive to increase the pipeline of health care applicants and graduates, support students with wrap-around services, and address the needs of the current workforce to retain quality hospital services.

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 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

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

LINCOLN TRAIL

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

KENTUCKIANA REGIONAL PLANNING AND DEVELOPMENT AGENCY (KIPDA)

Baptist Health La Grange
Baptist Health Louisville

Baptist Health Rehabilitation Hospital
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 Rehabilitation Hospital - Brownsboro
UofL Health - Frazier Rehabilitation Institute
UofL Health - Jewish Hospital
UofL Health - Mary & Elizabeth Hospital
UofL Health - Peace Hospital
UofL Health - South 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

HOSPITALS BY AREA DEVELOPMENT DISTRICT (ADD) - CONTINUED

St. Elizabeth Edgewood
St. Elizabeth Florence
St. Elizabeth Fort Thomas
St. Elizabeth Grant
SUN Behavioral Kentucky

BUFFALO TRACE

Fleming County Hospital
Meadowview Regional Medical Center

GATEWAY

CHI Saint Joseph Health - Saint Joseph Mount Sterling
Morgan County ARH Hospital
St. Claire Regional Medical Center

FIVCO

Bellefonte Hospital
Three Rivers Medical Center
UK King's Daughters Medical Center

BIG SANDY

ARH Advanced Care - Big Sandy
ARH Our Lady of the Way Hospital
Highlands ARH Regional Medical Center
McDowell ARH Hospital
Paintsville ARH Hospital
Pikeville Medical Center
Tug Valley ARH Regional Medical Center

KENTUCKY RIVER

ARH Advanced Care - 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 Health - 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 at Albany
Wayne County Hospital, Inc.

BLUEGRASS

Baptist Health Lexington
Baptist Health Richmond

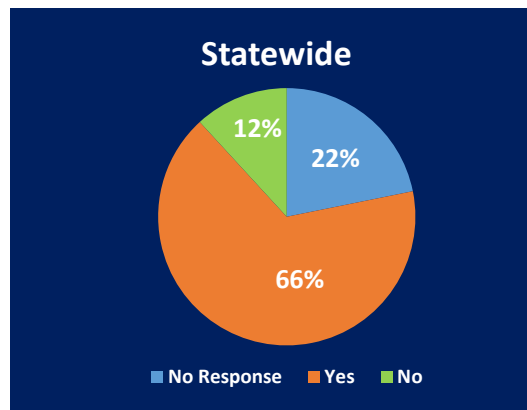
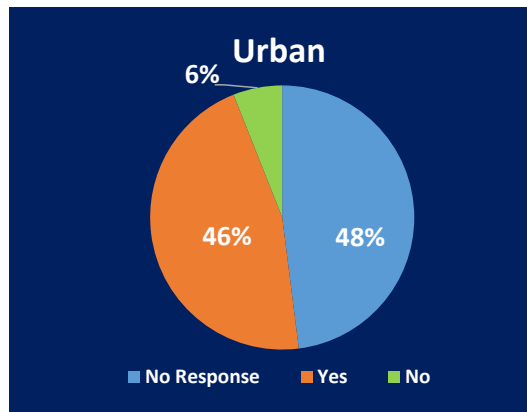
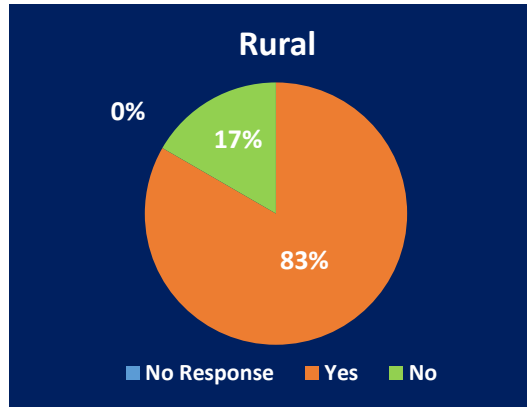
Bluegrass Community Hospital
Bourbon Community Hospital
CHI Saint Joseph Health - Continuing Care Hospital
CHI Saint Joseph Health - Saint Joseph Berea
CHI Saint Joseph Health - Saint Joseph East
CHI Saint Joseph Health - Saint Joseph Hospital
Clark Regional Medical Center
Eastern State Hospital
Encompass 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
Lexington VA Medical Center
Mercy Health - Marcum & Wallace Hospital
Select Specialty Hospital - Central Kentucky
The Ridge Behavioral Health System
UK Albert B. Chandler Hospital
UK HealthCare Good Samaritan Hospital

Appendix B

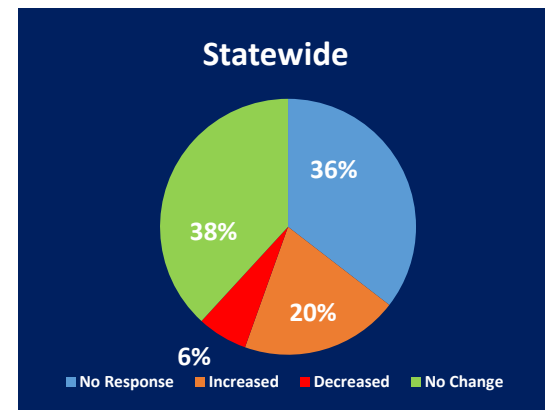
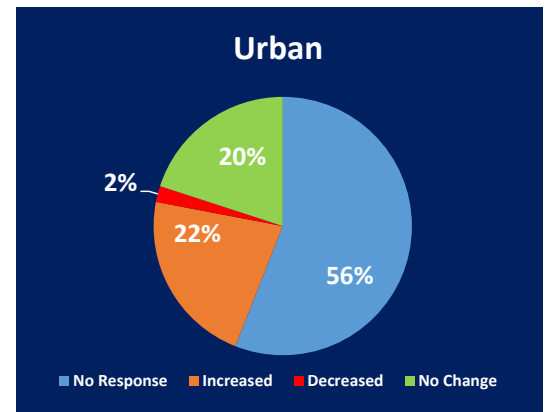
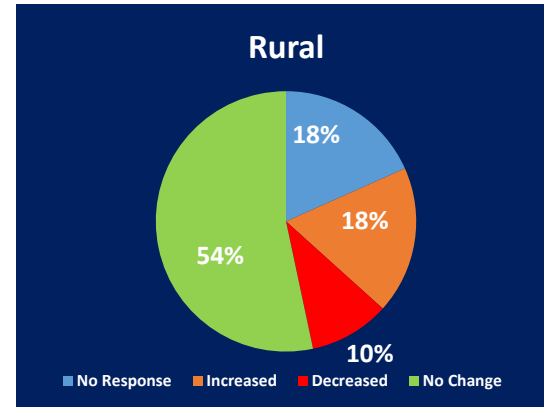
- Employee Benefits and Pay Charts

EMPLOYEE BENEFITS AND PAY

SIGN-ON BONUS - OFFERED



SIGN-ON BONUS - AMOUNT CHANGED



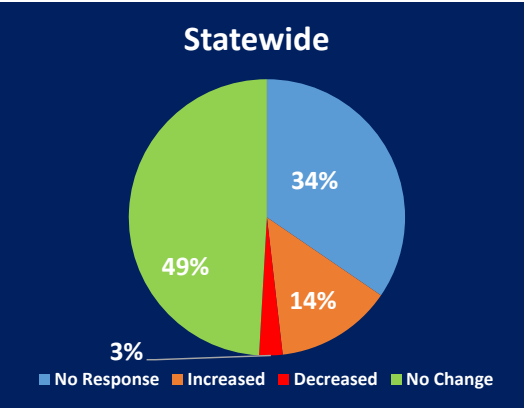
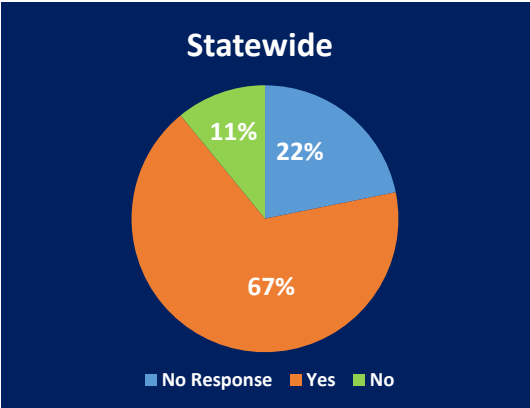
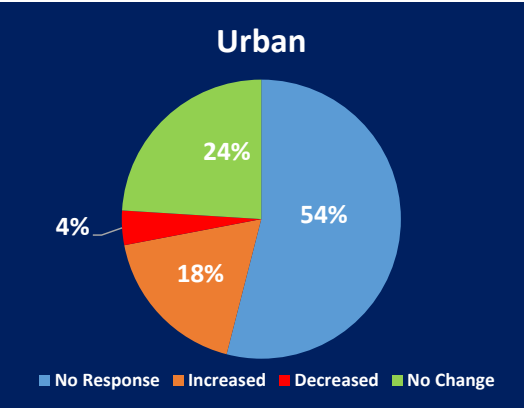
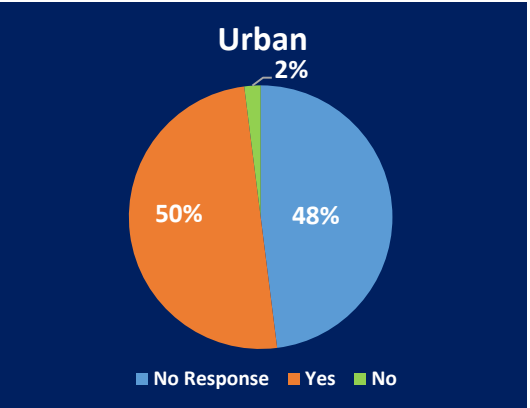
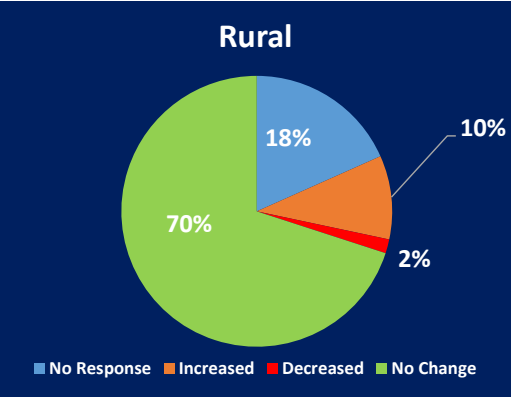
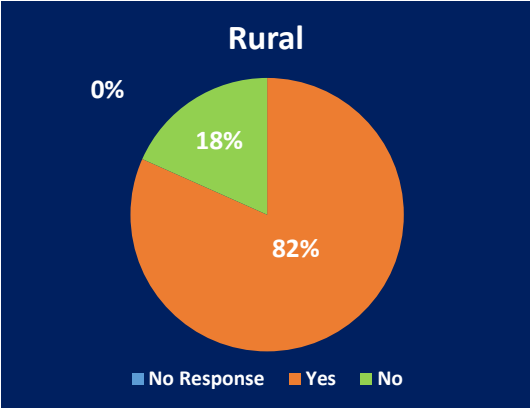
EMPLOYEE BENEFITS AND PAY - CONTINUED



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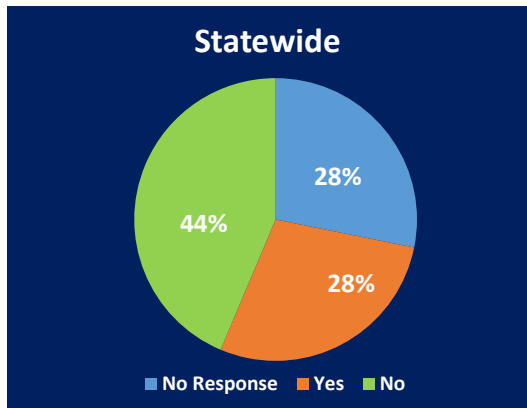
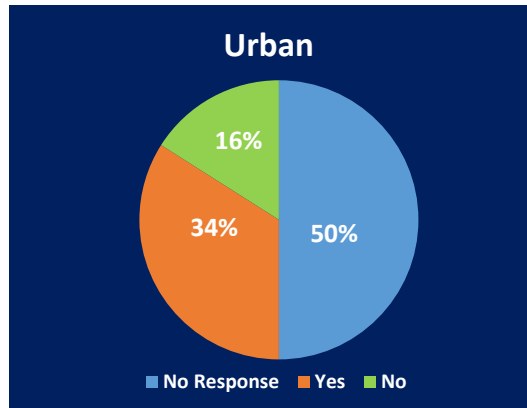
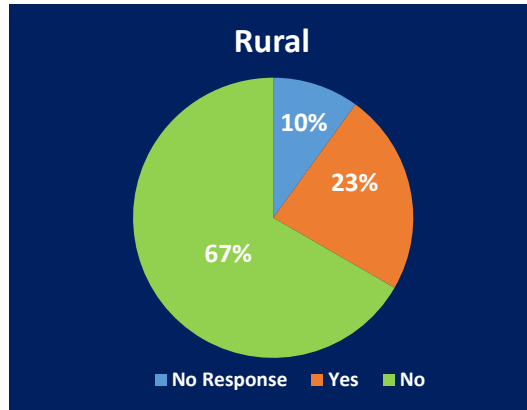
REFERRAL BONUS OFFERED

REFERRAL BONUS CHANGE

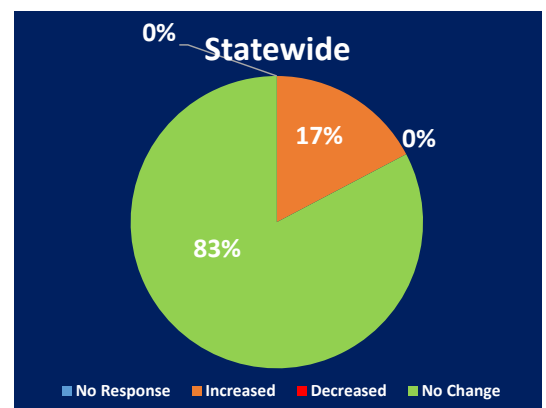
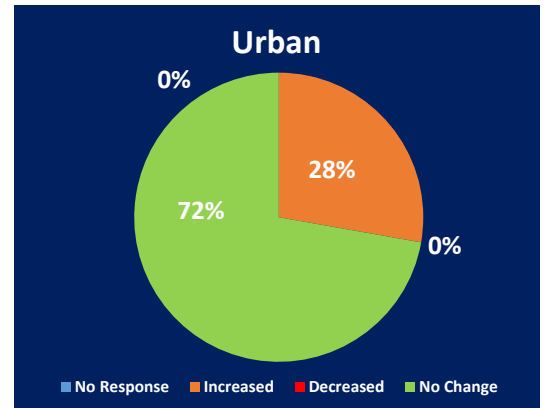
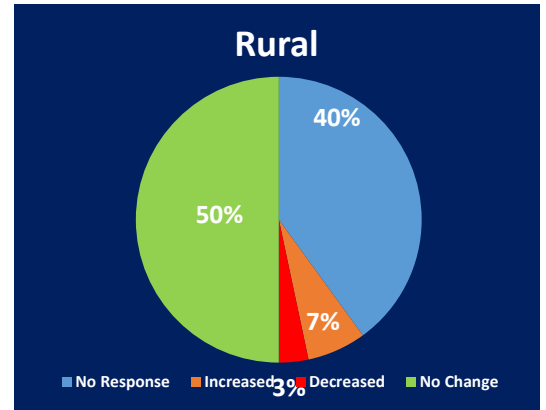


EMPLOYEE BENEFITS AND PAY - CONTINUED

RETENTION BONUS OFFERED



RETENTION BONUS CHANGE



EMPLOYEE BENEFITS AND PAY - CONTINUED

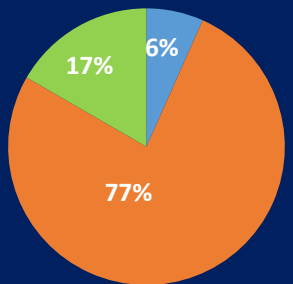


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PREMIUM UNSCHEDULED SHIFT PAY OFFERED

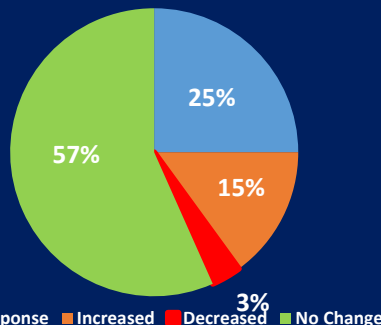
PREMIUM UNSCHEDULED SHIFT PAY CHANGED

Rural



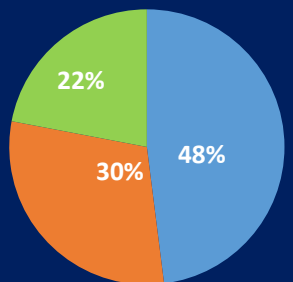
No Response Yes No

Rural



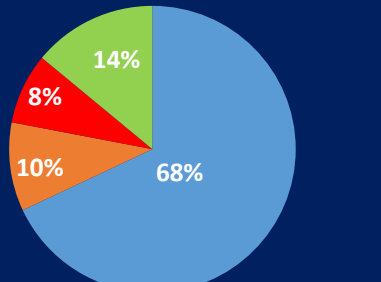
No Response Increased Decreased No Change

Urban



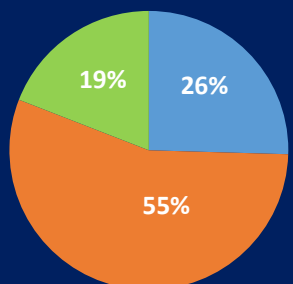
No Response Yes No

Urban



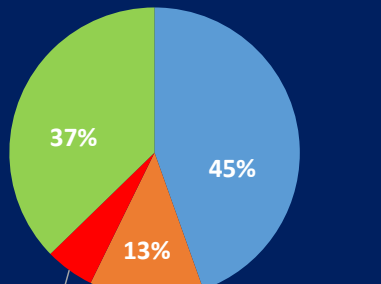
No Response Increased Decreased No Change

Statewide



No Response Yes No

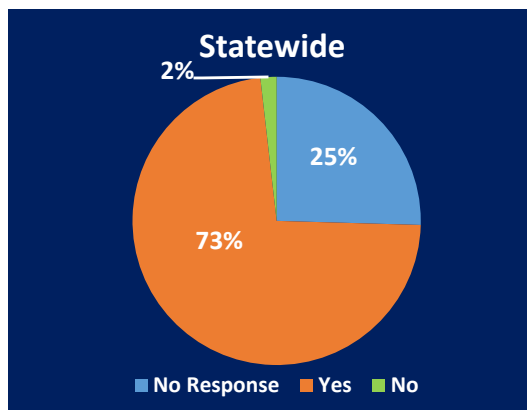
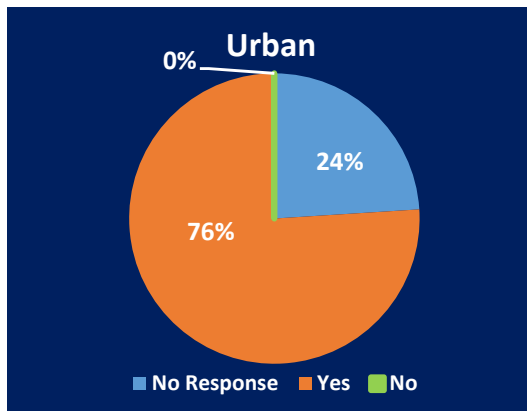
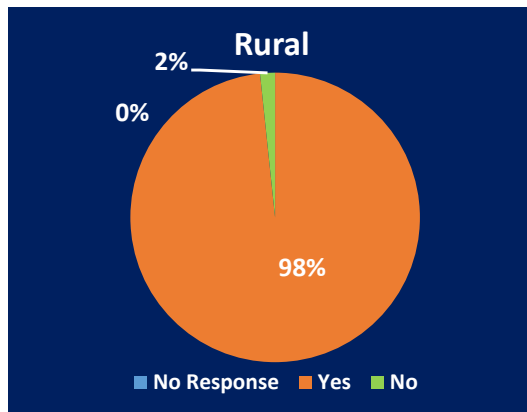
Statewide



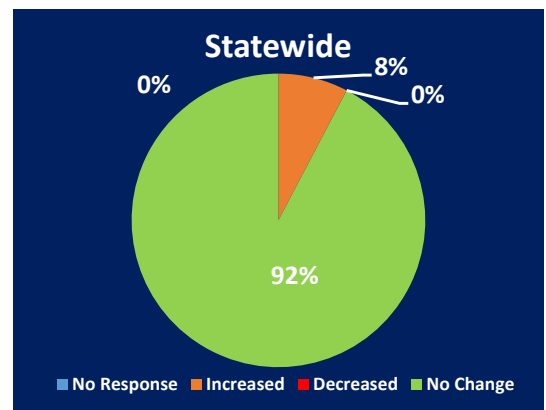
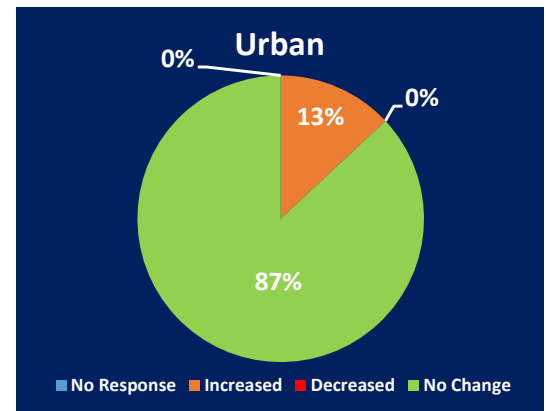
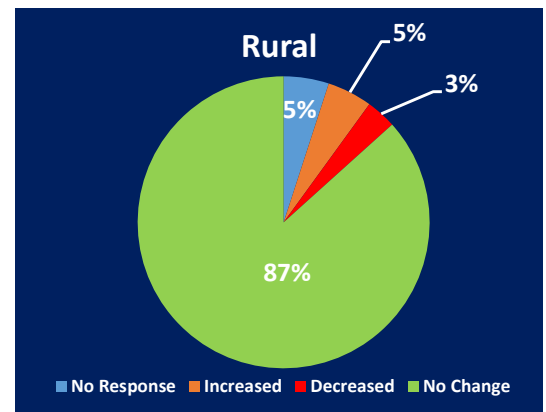
No Response Increased Decreased No Change

EMPLOYEE BENEFITS AND PAY - CONTINUED

SHIFT DIFFERENTIAL OFFERED



SHIFT DIFFERENTIAL CHANGE



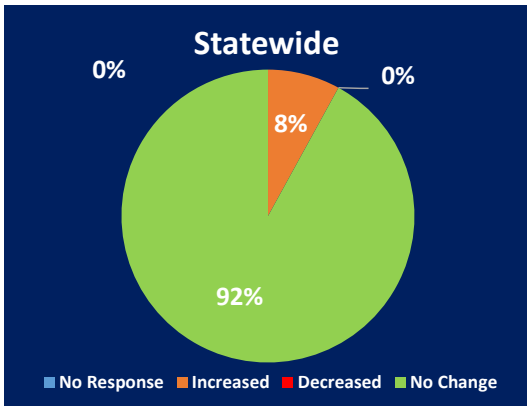
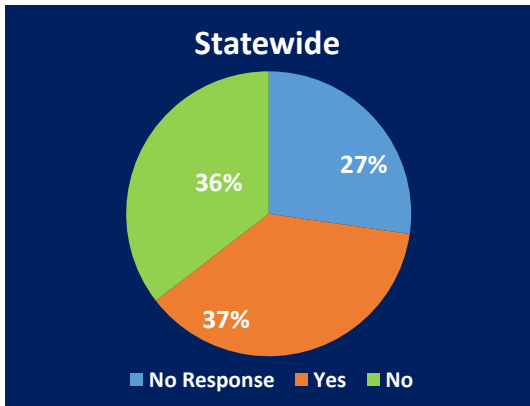
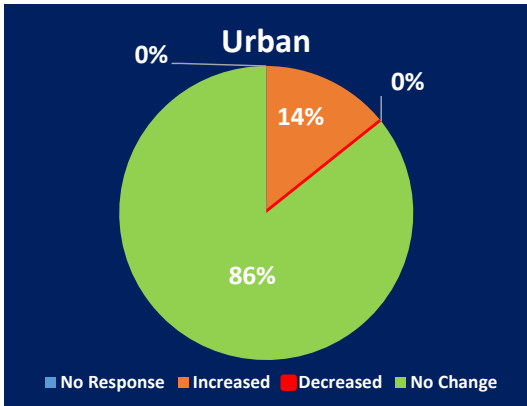
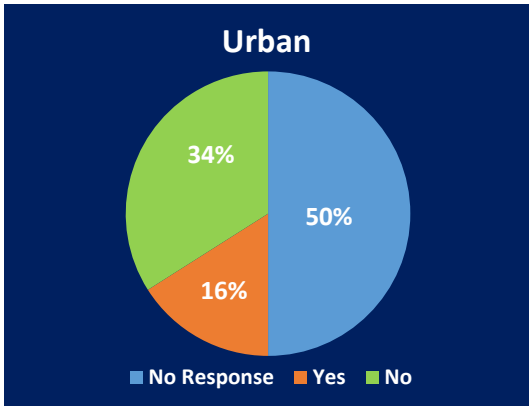
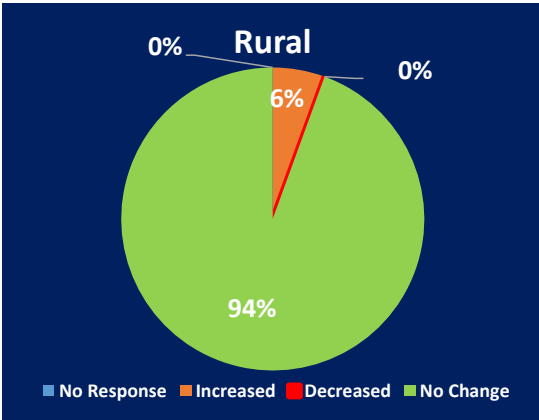
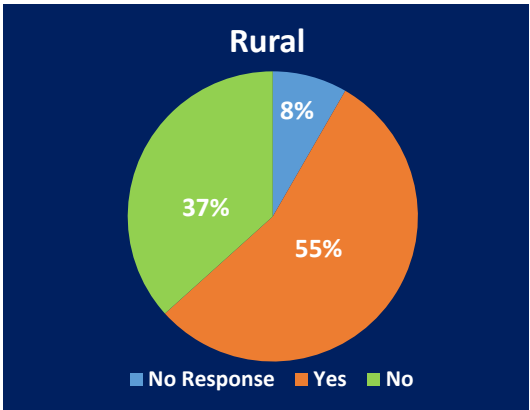
EMPLOYEE BENEFITS AND PAY - CONTINUED



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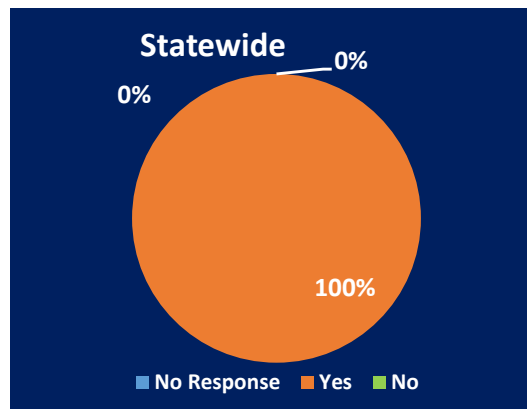
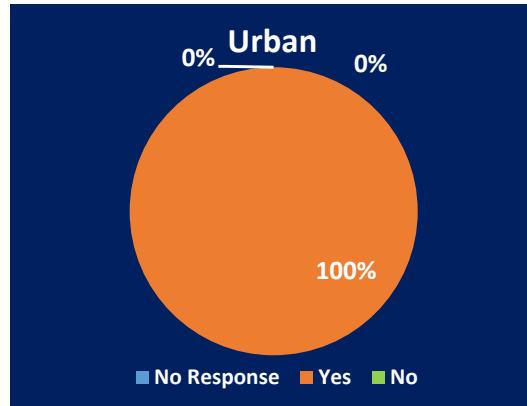
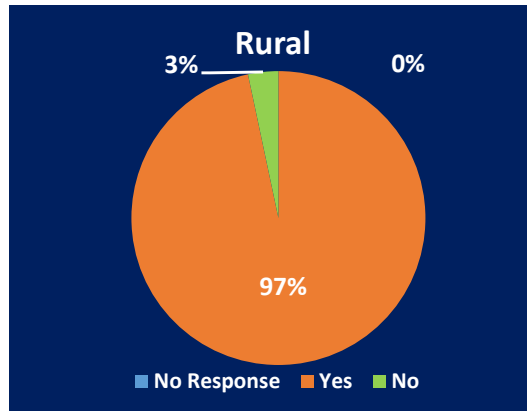
SPECIALTY DIFFERENTIAL OFFERED

SPECIALTY DIFFERENTIAL CHANGE

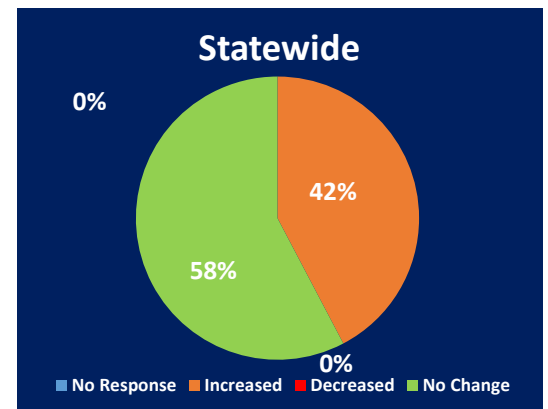
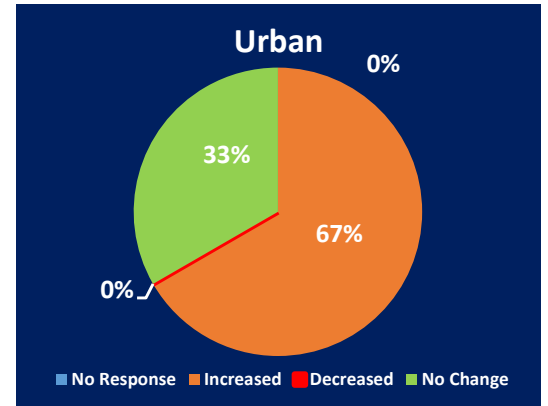
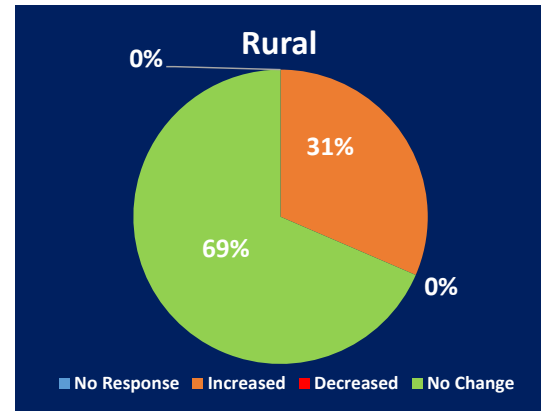


EMPLOYEE BENEFITS AND PAY - CONTINUED

BENEFITS OFFERED



BENEFITS CHANGES



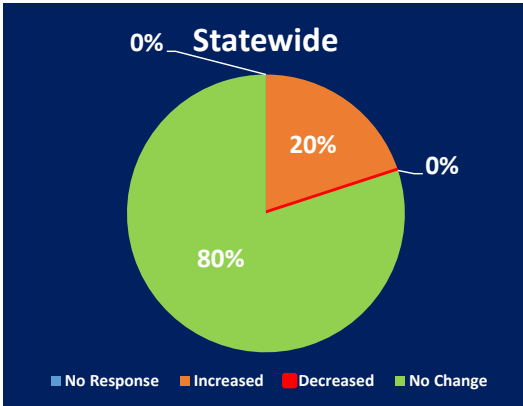
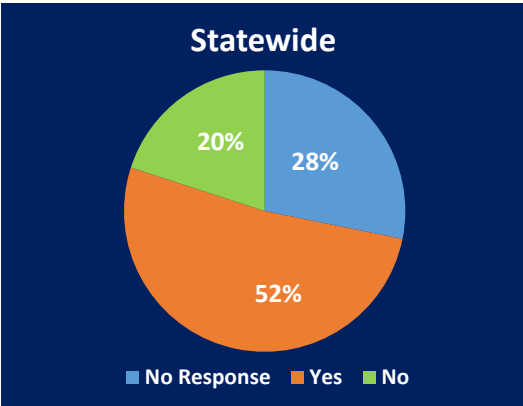
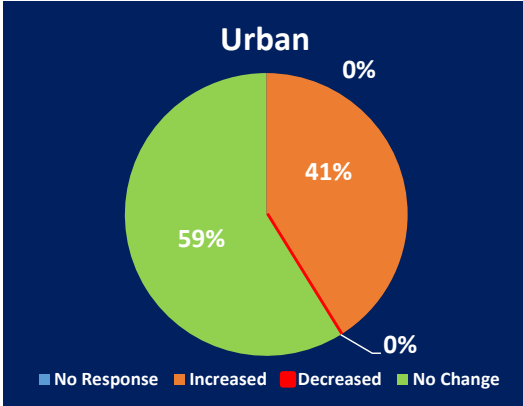
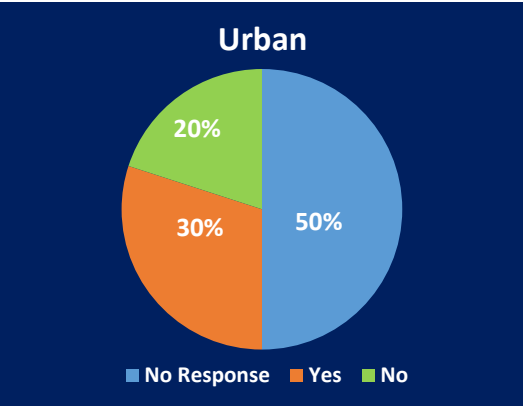
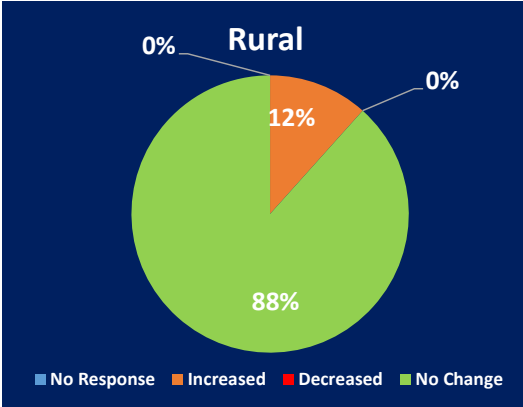
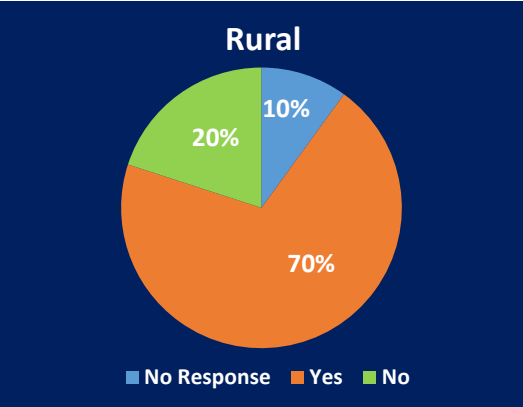
EMPLOYEE BENEFITS AND PAY - CONTINUED



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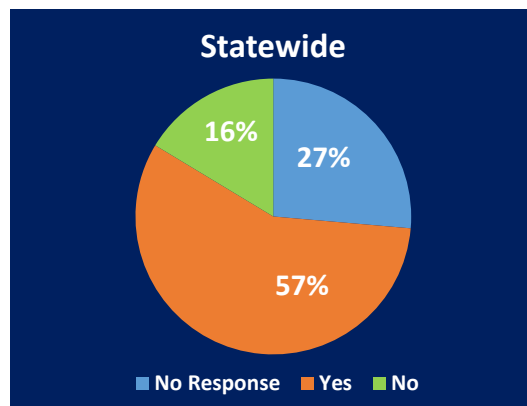
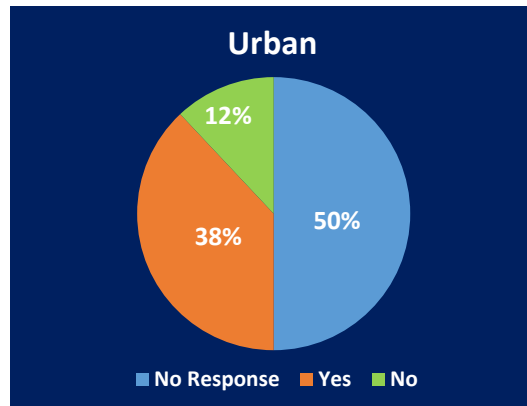
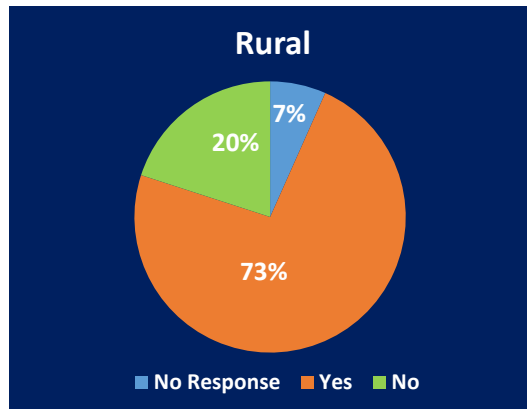
EDUCATION FINANCIAL ASSISTANCE PROGRAM OFFERED

EDUCATION FINANCIAL ASSISTANCE PROGRAM CHANGES

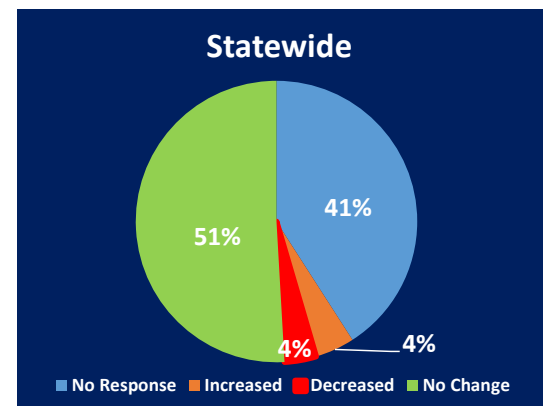
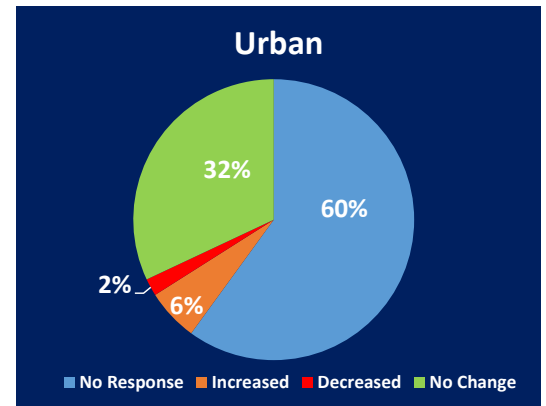
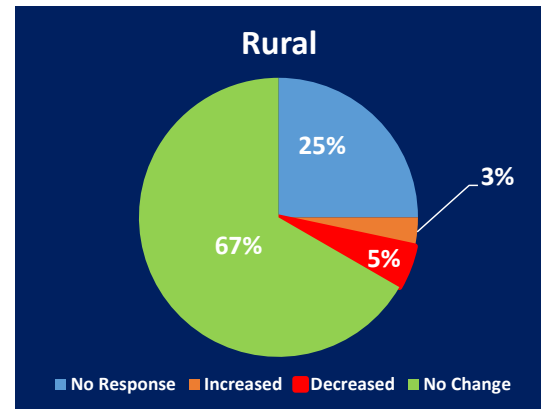


EMPLOYEE BENEFITS AND PAY - CONTINUED

WEEKEND STAFFING PROGRAM OFFERED



WEEKEND STAFFING PROGRAM CHANGES



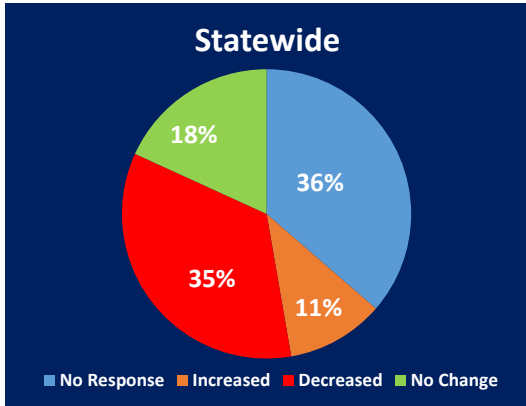
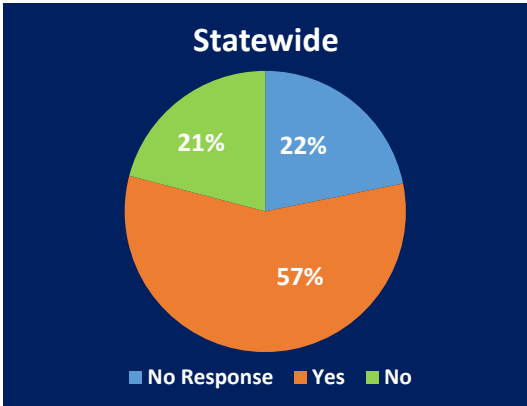
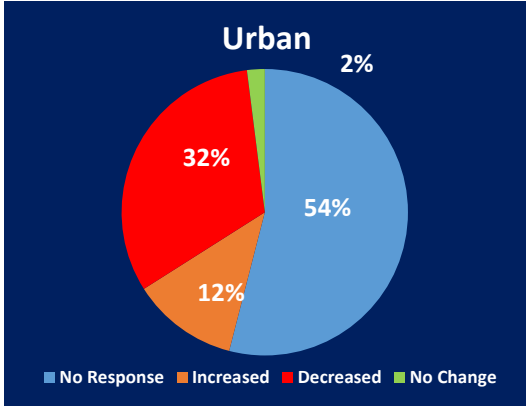
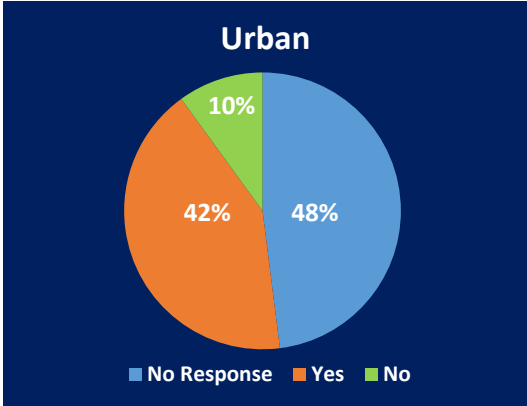
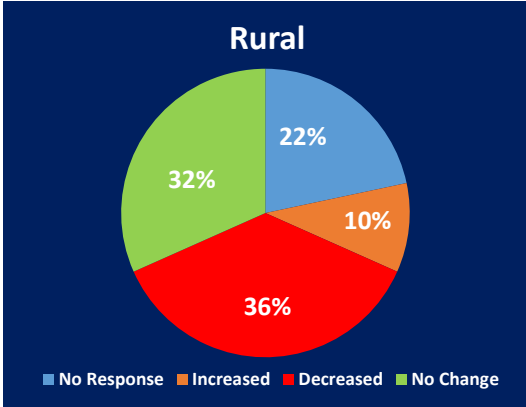
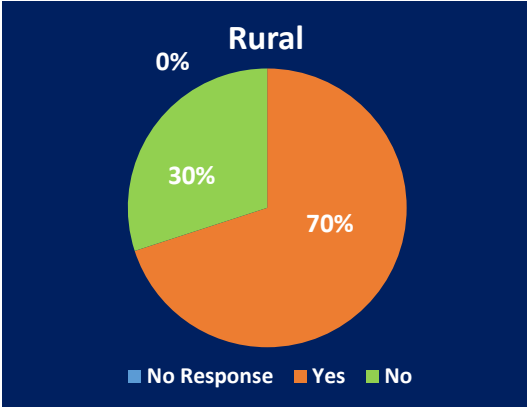
EMPLOYEE BENEFITS AND PAY - CONTINUED



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AGENCY STAFFING

AGENCY STAFFING CHANGES



Appendix C

- 2023 KHA Workforce Survey



Welcome to the 2024 KHA Workforce Survey

KHA encourages all members to participate in this annual survey. 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, 2023, through December 31, 2023.

Please e-mail the completed survey workbook to Maik (Mike) Schutze: mschutze@kyha.com

Enter Your Facility Name:

Positions Direct Care positions Only Settings include only <u>Inpatient or Hospital-Related Outpatient Departments</u> *** 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 (Full and Part Time Employees)						Full-Time Equivalents	
	Number of Persons Hired from 01/01/2023 through 12/31/2023	Separations			Total Number of Employees as of 12/31/2023	Total Number of Employees of Age 55+ as of 12/31/2023	Current FTEs as of 12/31/2023	Current FTE Vacancies as of 12/31/2023
		Number Involuntarily Separated	Number Otherwise Separated (including resignation or retirement)					
			01/01/2023 - 06/30/2023	07/01/2023 - 12/31/2023				
Registered Nurses (RNs) and Licensed Practical Nurses (LPNs)								
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 - include other RN positions not shown above								
Licensed Practical Nurses (LPNs)								
Nursing Technicians, Aides, Assistants								
Emergency Technicians								
Nursing Assistants/Nursing Tech/Unit Secretaries								
Surgery/OR Technicians								
Monitor Technicians								
Pharmacy								
Pharmacy Technicians (certified & non-certified)								
Registered Pharmacists								
Imaging Technicians								
Imaging Technicians (non-specialized)								
Mammography Technicians								
Nuclear Med Technicians								
MRI Technicians								
Ultrasound Technicians								
CT Technicians								
EEG Technicians								
Cardiac Cath Technicians								

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

Considering **Registered Nurses (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 12/31/2023.

If No, please leave the Increased/Decreased/No Change Blank. Please place an 'x' in the appropriate box.

Attribute:	Yes	No	Increased	Decreased	No Change
Agency (Contract) Staff					
Benefits (Health Insurance, 401k/401(b), etc.)					
Education as a Benefit - Up Front Pay for Tuition					
Education Loan Forgiveness Program					
Employee Assistance Programs (EAP) or Similar Services					
Premium Unscheduled Shift Pay					
Referral Bonus					
Retention Bonus					
Shift Differential					
Sign-On Bonus					
Specialty Differential					
Tuition Assistance (Reimbursement)					
Weekend Staffing Program					

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

Please provide a count of Direct Care Registered Nurses (RN) employees by birth year range.

This will allow KHA to analyze responses across age cohorts.

Birth Year Range	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	
2001-2005	

Agency (Contract) Staff & Premium Pay from 01/01/2023 through 12/31/2023	CY 2023
Total number of RN contract staff that your hospital contracted	
Total dollars spent by your hospital/health system on nursing contract staff	
Total dollars spent by your hospital/health system on other contract staff	
Total dollars spent by your hospital/health system on nursing premium pay	
Total dollars spent by your hospital/health system on non-nursing staff premium pay	

KHA appreciates your participation in this Annual Survey

If you have problems with this form, please contact Maik Schutze (mschutze@kya.com or 502-992-4316).

Please print this document for your records.

Appendix D

- Annual Trends in Vacancies

ANNUAL TRENDS IN VACANCIES

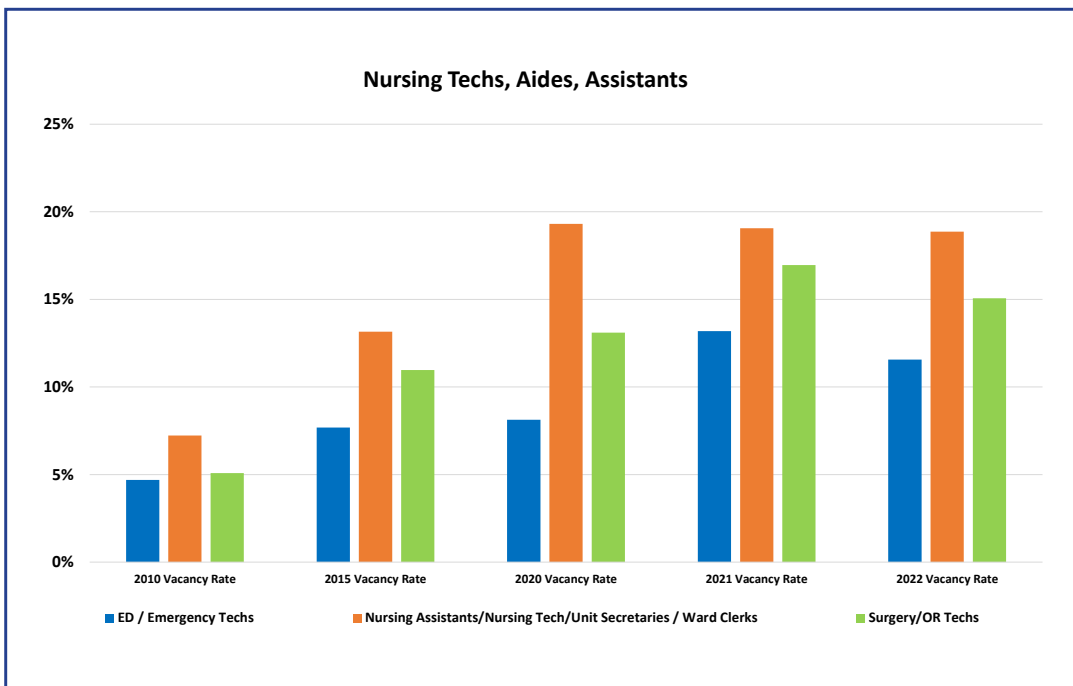
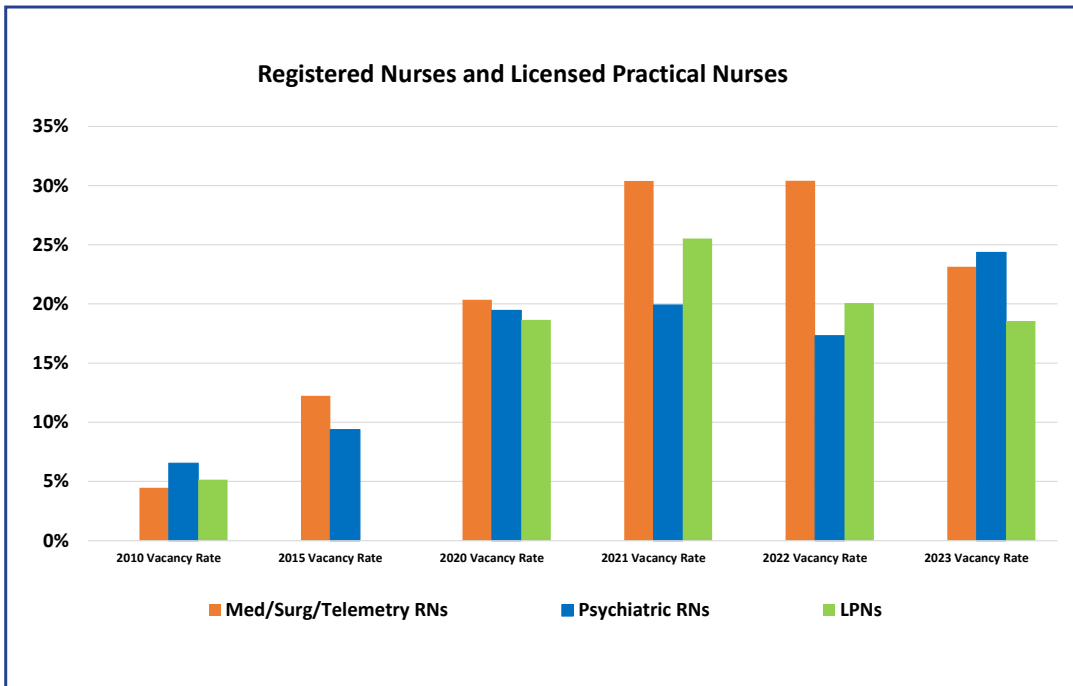
Select Position	2010	2015	2020	2021	2022	2023
	2010 Vacancy Rate	2015 Vacancy Rate	2020 Vacancy Rate	2021 Vacancy Rate	2022 Vacancy Rate	2023 Vacancy Rate
Registered Nurses and Licensed Practical Nurses						
Med/Surg/Telemetry RNs	4%	12%	20%	30%	30%	23%
Critical Care RNs (ICU, CCU)	*	*	*	27%	23%	19%
Psychiatric RNs	7%	9%	19%	20%	17%	24%
LPNs	5%	*	19%	26%	20%	19%
Nursing Techs, Aides, Assistants						
ED / Emergency Techs	5%	8%	8%	13%	12%	14%
Nursing Assistants/Nursing Tech	7%	13%	19%	19%	19%	14%
Surgery/OR Techs	5%	11%	13%	17%	15%	14%
Pharmacy						
Pharmacy Techs (certified & non-certified)	3%	9%	11%	12%	9%	9%
Imaging Techs						
Imaging Techs (non-specialized)	2%	*	10%	12%	15%	15%
CT Techs (ECG, Echo)	*	*	*	13%	13%	14%
Cardiac Cath Techs	*	*	9%	15%	11%	26%
Restorative Services						
Physical Therapists	10%	9%	3%	10%	10%	13%
Physical Therapy Assistants	6%	5%	3%	7%	4%	7%
Occupational Therapists	9%	9%	4%	6%	5%	7%
Speech Therapists/Language Pathologists	8%	10%	4%	7%	5%	8%
Laboratory Staff						
Medical Laboratory Scientists	*	*	17%	12%	13%	11%
Medical Laboratory Technicians	*	*	*	*	12%	11%
Phlebotomists	5%	11%	16%	15%	11%	9%
Other Technical						
Respiratory Therapists	3%	5%	16%	18%	15%	12%
Social Workers						
Licensed Clinical Social Worker	*	11%	9%	14%	12%	16%
Certified Social Worker	*	5%	10%	14%	9%	7%
Behavioral Health						
Art Therapist	*	50%	13%	0%	22%	15%
Licensed Professional Clinical Counselor	*	*	*	*	0%	7%
Psychologist - Licensed	*	*	*	*	33%	23%
Peer Support Specialist	*	*	24%	10%	15%	6%
Other						
Medical Coders	*	*	11%	5%	4%	5%
Paramedic/EMT/EMS	*	*	*	*	19%	19%

* Previously not surveyed

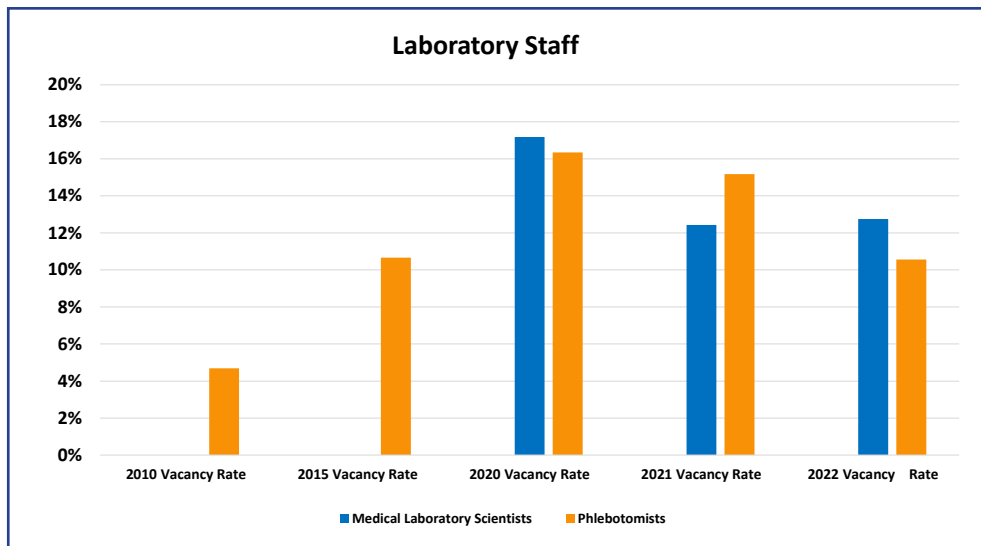
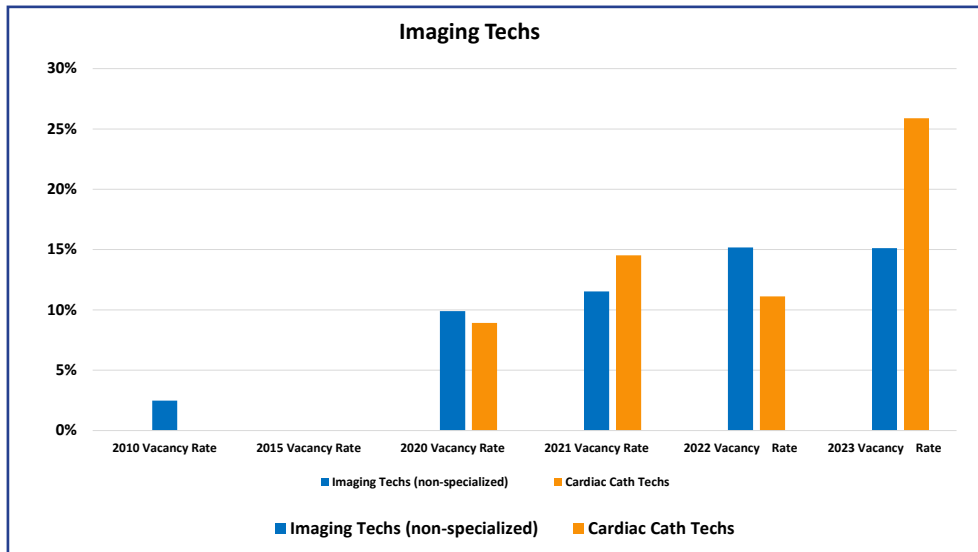
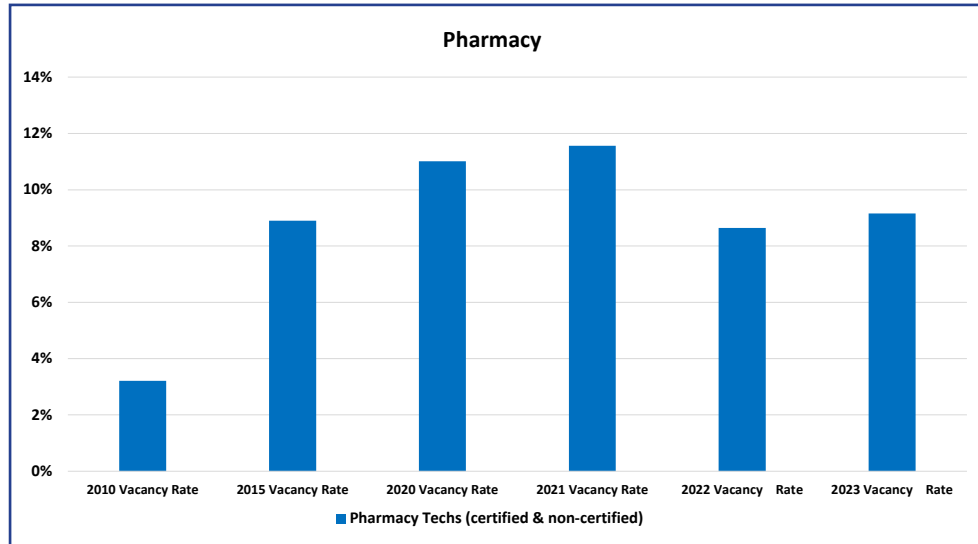
ANNUAL TRENDS IN VACANCIES - CONTINUED



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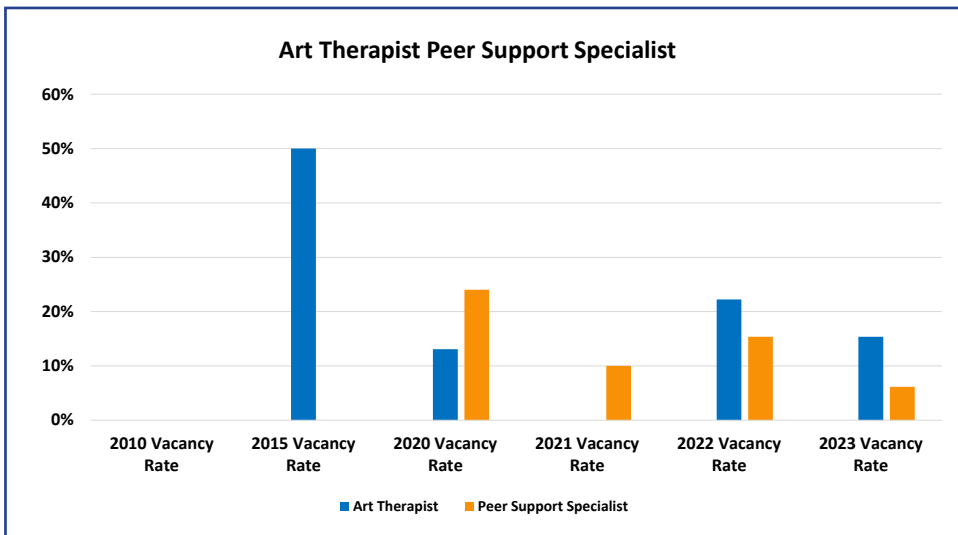
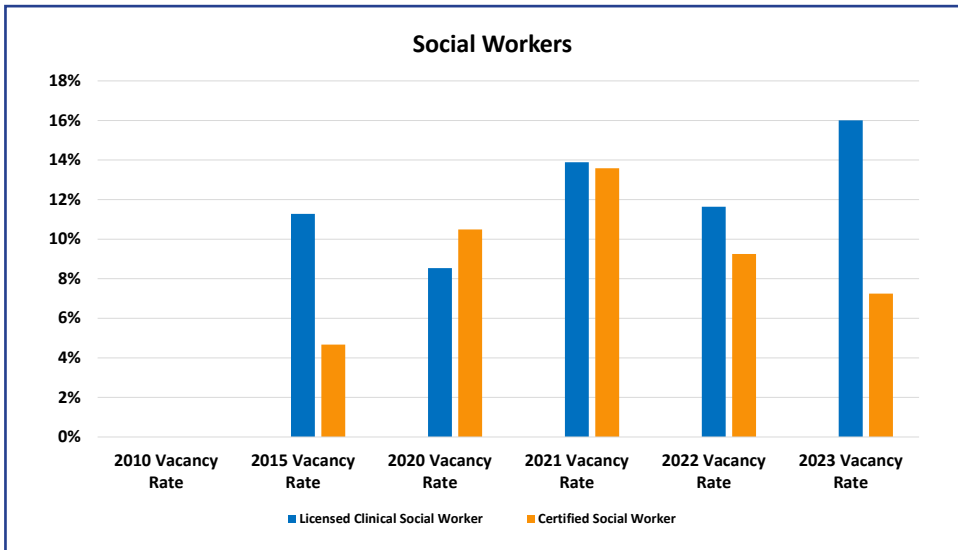
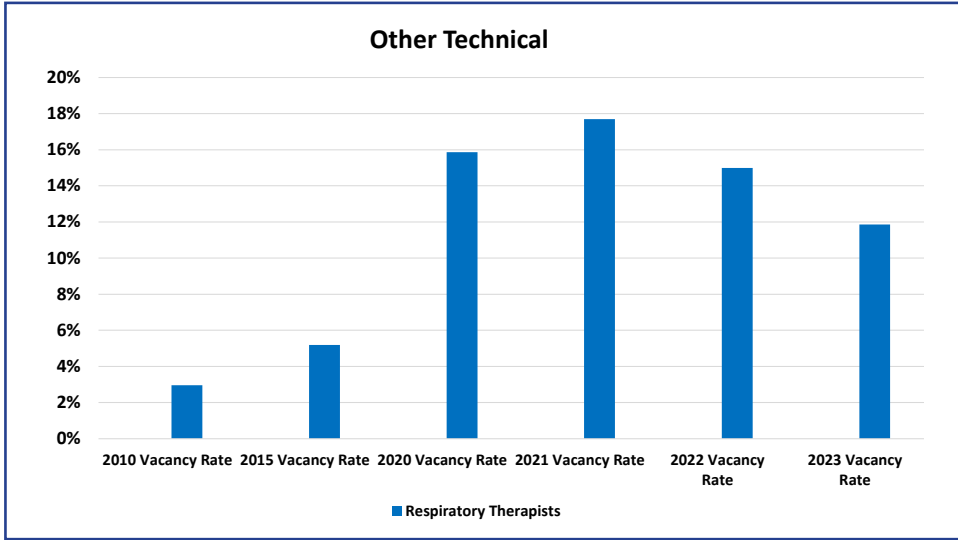
ANNUAL TRENDS IN VACANCIES - CONTINUED



ANNUAL TRENDS IN VACANCIES - CONTINUED



Kentucky
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Appendix E

- Vacancy Rates by Area Development Districts (ADD)

Statewide	All		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	17	5.6%	11.6%
Nurse Practitioner	103	9.8%	9.8%
Med/Surg/Telemetry RNs	1,024	23.2%	19.1%
Critical Care RNs (ICU, CCU)	627	18.5%	17.4%
Emergency Room RNs	276	12.5%	16.6%
OR/PACU RNs	238	11.0%	7.5%
Labor/Delivery/Maternal Child RNs	127	7.9%	13.3%
Pediatric RNs	63	6.0%	12.4%
Psychiatric RNs	202	24.4%	28.8%
Other RNs - include other RN positions not shown above	1,221	18.3%	16.8%
Licensed Practical Nurses (LPNs)	254	18.6%	26.2%
Nursing Techs, Aides, Assistants			
Emergency Technicians	96	14.0%	36.2%
Nursing Assistants/Nursing Tech/Unit Secretaries	941	14.4%	38.9%
Surgery/OR Technicians	176	14.3%	16.6%
Monitor Technicians	52	9.1%	19.4%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	122	9.2%	19.7%
Registered Pharmacists	79	6.3%	8.1%
Imaging Techs			
Imaging Technicians (non-specialized)	190	15.1%	12.1%
Mammography Technicians	28	10.2%	3.6%
Nuclear Med Technicians	20	10.1%	10.9%
MRI Technicians	48	13.2%	9.5%
Ultrasound Technicians	31	6.9%	8.6%
CT Technicians	97	14.1%	9.3%
EEG Technicians	4	4.3%	7.3%
Cardiac Cath Technicians	47	25.9%	11.2%
Restorative Services			
Physical Therapists	90	13.0%	7.3%
Physical Therapy Assistants	23	7.5%	9.7%
Occupational Therapists	34	7.4%	5.4%
Speech Therapists/Language Pathologists	22	7.8%	10.2%
Laboratory Staff			
Medical Laboratory Scientists	68	10.6%	12.0%
Medical Laboratory Technicians	113	11.0%	13.5%
Phlebotomists	82	8.7%	40.9%
Other Technical			
Respiratory Therapists	195	11.9%	13.2%
Food Services			
Registered Dietitians	32	13.4%	16.7%
Dietary Aide	59	8.0%	50.5%
Social Workers			
Licensed Clinical Social Worker	28	16.0%	19.2%
Certified Social Worker	30	7.2%	18.5%
Behavioral Health			
Psychologist - Licensed	1	5.9%	12.5%
Psychological Practitioner - Licensed	10	22.7%	5.9%
Psychological Associate - Licensed	1	100.0%	0.0%
Licensed Professional Clinical Counselor	3	7.3%	12.5%
Licensed Professional Counselor Associate	2	11.8%	12.5%
Marriage and Family Therapist	9	81.8%	0.0%
Behavior Analyst - Licensed	6	33.3%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	21.4%
Art Therapist	4	15.4%	17.6%
Certified Alcohol and Drug Counselor	0	0.0%	15.4%
Peer Support Specialist	3	6.1%	10.9%
Mental Health Technicians	176	21.9%	51.7%
Other			
Medical Coders	27	4.7%	8.8%
Environmental Services	179	7.5%	41.1%
Paramedic	55	17.4%	17.5%
EMT	53	19.8%	25.7%
Other EMS Staff	18	22.2%	61.4%
All Other Employees - include other positions not shown above	1,235	6.4%	18.9%

Purchase District	01 - Purchase		
	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	7.7%	6.3%
Med/Surg/Telemetry RNs	38	17.9%	17.6%
Critical Care RNs (ICU, CCU)	14	7.0%	11.8%
Emergency Room RNs	5	4.9%	16.4%
OR/PACU RNs	3	2.5%	7.3%
Labor/Delivery/Maternal Child RNs	2	1.9%	14.2%
Pediatric RNs	0	0.0%	6.5%
Psychiatric RNs	1	3.6%	24.1%
Other RNs - include other RN positions not shown above	26	13.3%	11.0%
Licensed Practical Nurses (LPNs)	11	16.7%	14.1%
Nursing Techs, Aides, Assistants			
Emergency Technicians	2	3.9%	17.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	30	19.7%	38.4%
Surgery/OR Technicians	13	15.7%	26.4%
Monitor Technicians	3	8.1%	25.7%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	3	9.4%	20.0%
Registered Pharmacists	2	5.0%	5.1%
Imaging Techs			
Imaging Technicians (non-specialized)	7	7.4%	10.0%
Mammography Technicians	0	0.0%	18.2%
Nuclear Med Technicians	1	9.1%	0.0%
MRI Technicians	3	15.8%	11.8%
Ultrasound Technicians	5	16.4%	0.0%
CT Technicians	1	3.5%	7.1%
EEG Technicians	0	0.0%	14.3%
Cardiac Cath Technicians	4	19.7%	29.4%
Restorative Services			
Physical Therapists	1	4.7%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	6.7%
Speech Therapists/Language Pathologists	1	6.8%	5.9%
Laboratory Staff			
Medical Laboratory Scientists	3	9.6%	6.7%
Medical Laboratory Technicians	1	2.4%	20.0%
Phlebotomists	2	3.4%	30.0%
Other Technical			
Respiratory Therapists	6	8.3%	12.5%
Food Services			
Registered Dietitians	1	11.4%	50.0%
Dietary Aide	10	14.8%	39.7%
Social Workers			
Licensed Clinical Social Worker	1	20.4%	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%
Mental Health Technicians	0	0.0%	300.0%
Other			
Medical Coders	1	4.8%	0.0%
Environmental Services	1	0.9%	17.4%
Paramedic	1	6.3%	14.3%
EMT	2	8.0%	42.9%
Other EMS Staff	0	0.0%	1000.0%
All Other Employees - include other positions not shown above	70	7.6%	37.8%

Pennyrile District	02 - Pennyrile		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	4	23.5%	20.0%
Nurse Practitioner	4	8.9%	17.4%
Med/Surg/Telemetry RNs	28	13.4%	23.4%
Critical Care RNs (ICU, CCU)	14	19.2%	38.8%
Emergency Room RNs	9	10.9%	35.4%
OR/PACU RNs	6	9.2%	13.3%
Labor/Delivery/Maternal Child RNs	1	2.7%	8.2%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	12	19.8%	65.2%
Other RNs - include other RN positions not shown above	29	14.4%	13.4%
Licensed Practical Nurses (LPNs)	7	9.4%	27.9%
Nursing Techs, Aides, Assistants			
Emergency Technicians	1	4.9%	10.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	8	4.3%	37.7%
Surgery/OR Technicians	11	17.8%	16.4%
Monitor Technicians	0	0.0%	25.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	2	4.2%	20.9%
Registered Pharmacists	1	2.8%	5.7%
Imaging Techs			
Imaging Technicians (non-specialized)	4	8.1%	17.7%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	1	9.9%	10.0%
Ultrasound Technicians	0	0.0%	15.4%
CT Technicians	0	0.0%	0.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	2	37.2%	0.0%
Restorative Services			
Physical Therapists	3	11.6%	19.2%
Physical Therapy Assistants	2	6.6%	14.3%
Occupational Therapists	0	0.0%	18.8%
Speech Therapists/Language Pathologists	1	9.6%	30.8%
Laboratory Staff			
Medical Laboratory Scientists	1	7.7%	22.2%
Medical Laboratory Technicians	5	8.0%	12.9%
Phlebotomists	2	4.2%	51.8%
Other Technical			
Respiratory Therapists	3	4.4%	9.1%
Food Services			
Registered Dietitians	1	11.4%	11.1%
Dietary Aide	4	12.1%	90.3%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	57.1%
Certified Social Worker	0	0.0%	180.0%
Behavioral Health			
Psychologist - Licensed	0	0.0%	100.0%
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%	100.0%
Marriage and Family Therapist	1	100.0%	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%
Mental Health Technicians	10	21.4%	162.3%
Other			
Medical Coders	3	15.8%	29.4%
Environmental Services	10	6.5%	35.3%
Paramedic	3	8.6%	13.5%
EMT	2	7.7%	21.9%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	68	10.1%	27.3%

	03 - Green River		
Green River District	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	36.4%
Nurse Practitioner	2	12.5%	7.9%
Med/Surg/Telemetry RNs	13	9.4%	10.5%
Critical Care RNs (ICU, CCU)	1	1.6%	8.1%
Emergency Room RNs	15	16.3%	19.8%
OR/PACU RNs	10	12.0%	3.3%
Labor/Delivery/Maternal Child RNs	4	3.8%	12.9%
Pediatric RNs	12	34.3%	27.6%
Psychiatric RNs	4	33.3%	11.1%
Other RNs - include other RN positions not shown above	39	14.2%	14.3%
Licensed Practical Nurses (LPNs)	3	10.3%	3.3%
Nursing Techs, Aides, Assistants			
Emergency Technicians	7	18.4%	28.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	14	5.9%	20.3%
Surgery/OR Technicians	4	9.5%	16.0%
Monitor Technicians	1	5.6%	21.1%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	3	4.9%	9.2%
Registered Pharmacists	0	0.0%	5.0%
Imaging Techs			
Imaging Technicians (non-specialized)	10	17.5%	6.9%
Mammography Technicians	1	5.6%	5.3%
Nuclear Med Technicians	5	41.7%	42.9%
MRI Technicians	4	16.7%	0.0%
Ultrasound Technicians	5	21.7%	9.5%
CT Technicians	14	41.2%	8.3%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	1	3.8%	7.1%
Physical Therapy Assistants	2	10.0%	9.1%
Occupational Therapists	2	8.7%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	1	50.0%	0.0%
Medical Laboratory Technicians	1	2.4%	9.5%
Phlebotomists	5	7.8%	28.4%
Other Technical			
Respiratory Therapists	6	12.2%	5.5%
Food Services			
Registered Dietitians	1	12.5%	28.6%
Dietary Aide	0	0.0%	0.0%
Social Workers			
Licensed Clinical Social Worker	1	10.0%	22.2%
Certified Social Worker	5	20.8%	14.3%
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	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%
Mental Health Technicians	25	37.3%	31.5%
Other			
Medical Coders	0	0.0%	36.4%
Environmental Services	4	3.4%	38.3%
Paramedic	7	36.8%	16.7%
EMT	13	29.5%	7.3%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	82	5.3%	16.8%

	04 - Barren River		
Barren River District	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%	10.0%
Nurse Practitioner	1	2.4%	5.0%
Med/Surg/Telemetry RNs	67	28.5%	12.8%
Critical Care RNs (ICU, CCU)	29	22.2%	9.7%
Emergency Room RNs	17	9.8%	8.3%
OR/PACU RNs	31	16.4%	4.1%
Labor/Delivery/Maternal Child RNs	4	4.0%	6.5%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	13	22.8%	40.9%
Other RNs - include other RN positions not shown above	6	5.2%	3.4%
Licensed Practical Nurses (LPNs)	6	4.2%	24.3%
Nursing Techs, Aides, Assistants			
Emergency Technicians	1	3.5%	29.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	10	4.2%	29.7%
Surgery/OR Technicians	4	4.1%	14.4%
Monitor Technicians	2	2.9%	27.6%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	2	2.8%	12.5%
Registered Pharmacists	0	0.0%	14.6%
Imaging Techs			
Imaging Technicians (non-specialized)	6	11.3%	9.8%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	1	9.5%	10.0%
MRI Technicians	0	0.0%	0.0%
Ultrasound Technicians	1	2.4%	3.6%
CT Technicians	3	7.4%	0.0%
EEG Technicians	0	0.0%	25.0%
Cardiac Cath Technicians	2	40.0%	0.0%
Restorative Services			
Physical Therapists	1	14.3%	0.0%
Physical Therapy Assistants	1	14.3%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	1	100.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	3	8.5%	8.6%
Medical Laboratory Technicians	4	10.9%	22.9%
Phlebotomists	4	9.8%	30.0%
Other Technical			
Respiratory Therapists	8	10.0%	9.8%
Food Services			
Registered Dietitians	1	12.5%	25.0%
Dietary Aide	0	0.0%	3.4%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	20.0%
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%
Mental Health Technicians	15	15.8%	90.0%
Other			
Medical Coders	1	4.3%	4.5%
Environmental Services	13	8.4%	20.0%
Paramedic	4	9.2%	11.8%
EMT	2	4.7%	14.6%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	37	5.3%	14.6%

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	27	12.2%	24.8%
Critical Care RNs (ICU, CCU)	8	9.8%	16.9%
Emergency Room RNs	5	4.8%	17.6%
OR/PACU RNs	2	1.6%	5.0%
Labor/Delivery/Maternal Child RNs	4	11.3%	12.1%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	14	19.3%	30.0%
Other RNs - include other RN positions not shown above	6	7.5%	16.9%
Licensed Practical Nurses (LPNs)	1	3.4%	38.7%
Nursing Techs, Aides, Assistants			
Emergency Technicians	3	7.0%	18.2%
Nursing Assistants/Nursing Tech/Unit Secretaries	15	9.0%	47.3%
Surgery/OR Technicians	5	12.8%	28.6%
Monitor Technicians	0	0.0%	8.3%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	2	7.2%	15.4%
Registered Pharmacists	0	0.0%	6.5%
Imaging Techs			
Imaging Technicians (non-specialized)	6	12.6%	7.0%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	1	14.3%	14.3%
MRI Technicians	2	16.9%	10.0%
Ultrasound Technicians	0	0.0%	0.0%
CT Technicians	6	23.9%	10.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	2	22.2%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	1	20.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	20.0%
Medical Laboratory Technicians	3	7.3%	5.4%
Phlebotomists	2	4.3%	30.4%
Other Technical			
Respiratory Therapists	3	5.1%	9.4%
Food Services			
Registered Dietitians	0	0.0%	37.5%
Dietary Aide	1	4.2%	51.7%
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%
Mental Health Technicians	11	17.7%	90.2%
Other			
Medical Coders	0	0.0%	33.3%
Environmental Services	12	11.2%	67.7%
Paramedic	0	0.0%	0.0%
EMT	0	0.0%	0.0%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	41	6.1%	12.6%

Kentuckiana Regional Planning & Development Agency (KIPDA)	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>)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	330	26.2%	15.6%
Critical Care RNs (ICU, CCU)	226	29.9%	15.9%
Emergency Room RNs	82	16.0%	16.2%
OR/PACU RNs	72	19.3%	9.2%
Labor/Delivery/Maternal Child RNs	30	8.5%	13.3%
Pediatric RNs	23	3.0%	12.9%
Psychiatric RNs	80	38.8%	25.3%
Other RNs - include other RN positions not shown above	480	20.5%	6.2%
Licensed Practical Nurses (LPNs)	72	30.5%	25.2%
Nursing Techs, Aides, Assistants			
Emergency Technicians	29	16.5%	35.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	257	14.7%	38.6%
Surgery/OR Technicians	49	15.3%	12.2%
Monitor Technicians	10	8.3%	14.4%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	19	9.1%	22.1%
Registered Pharmacists	27	12.4%	4.5%
Imaging Techs			
Imaging Technicians (non-specialized)	40	19.4%	9.5%
Mammography Technicians	2	3.0%	2.7%
Nuclear Med Technicians	1	2.0%	9.4%
MRI Technicians	10	9.7%	6.0%
Ultrasound Technicians	7	6.6%	5.3%
CT Technicians	22	12.8%	6.2%
EEG Technicians	0	0.0%	11.8%
Cardiac Cath Technicians	9	40.9%	0.0%
Restorative Services			
Physical Therapists	33	17.1%	4.0%
Physical Therapy Assistants	7	22.1%	31.0%
Occupational Therapists	10	8.0%	6.7%
Speech Therapists/Language Pathologists	9	13.5%	14.3%
Laboratory Staff			
Medical Laboratory Scientists	9	10.3%	13.8%
Medical Laboratory Technicians	59	29.2%	13.7%
Phlebotomists	19	10.4%	24.2%
Other Technical			
Respiratory Therapists	35	11.5%	12.2%
Food Services			
Registered Dietitians	8	18.2%	20.5%
Dietary Aide	11	8.1%	20.3%
Social Workers			
Licensed Clinical Social Worker	4	13.8%	7.7%
Certified Social Worker	5	6.4%	13.7%
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	1	14.3%	0.0%
Marriage and Family Therapist	7	100.0%	0.0%
Behavior Analyst - Licensed	2	100.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	2	10.5%	25.0%
Certified Alcohol and Drug Counselor	0	0.0%	18.2%
Peer Support Specialist	0	0.0%	0.0%
Mental Health Technicians	79	25.7%	6.8%
Other			
Medical Coders	7	4.5%	7.4%
Environmental Services	41	8.3%	25.6%
Paramedic	8	21.8%	5.9%
EMT	9	28.1%	33.3%
Other EMS Staff	9	30.0%	33.3%
All Other Employees - include other positions not shown above	204	5.2%	14.4%

		07 - Northern Kentucky		
Northern Kentucky District		Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses				
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	20.0%	
Nurse Practitioner	1	1.7%	24.6%	
Med/Surg/Telemetry RNs	59	16.3%	16.2%	
Critical Care RNs (ICU, CCU)	13	5.6%	2.1%	
Emergency Room RNs	2	1.1%	0.9%	
OR/PACU RNs	4	1.5%	2.0%	
Labor/Delivery/Maternal Child RNs	1	1.5%	1.8%	
Pediatric RNs	0	0.0%	0.0%	
Psychiatric RNs	0	0.0%	0.0%	
Other RNs - include other RN positions not shown above	254	25.9%	32.4%	
Licensed Practical Nurses (LPNs)	11	21.4%	45.7%	
Nursing Techs, Aides, Assistants				
Emergency Technicians	4	57.1%	1300.0%	
Nursing Assistants/Nursing Tech/Unit Secretaries	63	20.9%	56.5%	
Surgery/OR Technicians	10	17.5%	26.9%	
Monitor Technicians	2	15.4%	25.0%	
Pharmacy				
Pharmacy Technicians (certified & non-certified)	8	7.3%	32.5%	
Registered Pharmacists	12	11.7%	8.6%	
Imaging Techs				
Imaging Technicians (non-specialized)	25	17.9%	6.6%	
Mammography Technicians	1	5.0%	2.9%	
Nuclear Med Technicians	0	0.0%	0.0%	
MRI Technicians	0	0.0%	6.5%	
Ultrasound Technicians	1	3.0%	8.7%	
CT Technicians	6	7.3%	3.4%	
EEG Technicians	0	0.0%	9.1%	
Cardiac Cath Technicians	0	0.0%	0.0%	
Restorative Services				
Physical Therapists	1	1.6%	5.8%	
Physical Therapy Assistants	1	6.3%	11.1%	
Occupational Therapists	2	9.5%	5.3%	
Speech Therapists/Language Pathologists	0	0.0%	24.0%	
Laboratory Staff				
Medical Laboratory Scientists	4	18.2%	5.3%	
Medical Laboratory Technicians	8	8.3%	14.5%	
Phlebotomists	10	10.3%	77.1%	
Other Technical				
Respiratory Therapists	27	30.3%	33.3%	
Food Services				
Registered Dietitians	1	6.7%	10.0%	
Dietary Aide	3	6.0%	88.7%	
Social Workers				
Licensed Clinical Social Worker	1	11.1%	30.0%	
Certified Social Worker	4	7.8%	45.3%	
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	0	0.0%	66.7%	
Licensed Professional Counselor Associate	0	0.0%	100.0%	
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	1	33.3%	50.0%	
Mental Health Technicians	0	0.0%	100.0%	
Other				
Medical Coders	1	2.4%	8.3%	
Environmental Services	7	3.9%	88.9%	
Paramedic	0	0.0%	250.0%	
EMT	0	0.0%	0.0%	
Other EMS Staff	0	0.0%	0.0%	
All Other Employees - include other positions not shown above	93	4.8%	31.1%	

		08 - Buffalo Trace		
Buffalo Trace District		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	10	38.5%	43.8%	
Critical Care RNs (ICU, CCU)	10	45.5%	300.0%	
Emergency Room RNs	4	20.0%	12.5%	
OR/PACU RNs	2	7.7%	11.5%	
Labor/Delivery/Maternal Child RNs	1	7.1%	30.8%	
Pediatric RNs	0	0.0%	0.0%	
Psychiatric RNs	0	0.0%	0.0%	
Other RNs - include other RN positions not shown above	0	0.0%	33.3%	
Licensed Practical Nurses (LPNs)	2	14.3%	33.3%	
Nursing Techs, Aides, Assistants				
Emergency Technicians	0	0.0%	0.0%	
Nursing Assistants/Nursing Tech/Unit Secretaries	4	18.2%	61.1%	
Surgery/OR Technicians	2	40.0%	0.0%	
Monitor Technicians	0	0.0%	0.0%	
Pharmacy				
Pharmacy Technicians (certified & non-certified)	0	0.0%	0.0%	
Registered Pharmacists	0	0.0%	0.0%	
Imaging Techs				
Imaging Technicians (non-specialized)	1	12.5%	14.3%	
Mammography Technicians	0	0.0%	33.3%	
Nuclear Med Technicians	0	0.0%	0.0%	
MRI Technicians	2	28.6%	20.0%	
Ultrasound Technicians	0	0.0%	0.0%	
CT Technicians	1	50.0%	0.0%	
EEG Technicians	0	0.0%	0.0%	
Cardiac Cath Technicians	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	0	0.0%	0.0%	
Medical Laboratory Technicians	0	0.0%	0.0%	
Phlebotomists	2	25.0%	40.0%	
Other Technical				
Respiratory Therapists	1	7.7%	18.2%	
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%	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%	
Mental Health Technicians	0	0.0%	0.0%	
Other				
Medical Coders	0	0.0%	0.0%	
Environmental Services	0	0.0%	0.0%	
Paramedic	0	0.0%	66.7%	
EMT	0	0.0%	0.0%	
Other EMS Staff	0	0.0%	0.0%	
All Other Employees - include other positions not shown above				
	0	0.0%	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%	28.6%
Nurse Practitioner	1	8.7%	9.1%
Med/Surg/Telemetry RNs	4	8.0%	17.0%
Critical Care RNs (ICU, CCU)	1	5.3%	16.7%
Emergency Room RNs	2	6.5%	19.4%
OR/PACU RNs	4	12.2%	6.9%
Labor/Delivery/Maternal Child RNs	3	19.3%	15.4%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	0.0%
Other RNs - include other RN positions not shown above	3	17.6%	23.1%
Licensed Practical Nurses (LPNs)	3	19.1%	33.3%
Nursing Techs, Aides, Assistants			
Emergency Technicians	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	0	0.0%	40.0%
Surgery/OR Technicians	2	28.6%	20.0%
Monitor Technicians	0	0.0%	0.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	0	0.0%	14.3%
Registered Pharmacists	0	0.0%	0.0%
Imaging Techs			
Imaging Technicians (non-specialized)	1	11.1%	0.0%
Mammography Technicians	1	100.0%	0.0%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	0	0.0%	0.0%
Ultrasound Technicians	2	25.0%	33.3%
CT Technicians	3	15.0%	11.8%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	2	25.0%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	1	11.1%	12.5%
Speech Therapists/Language Pathologists	2	40.0%	33.3%
Laboratory Staff			
Medical Laboratory Scientists	3	16.7%	0.0%
Medical Laboratory Technicians	1	17.4%	20.0%
Phlebotomists	1	6.1%	76.5%
Other Technical			
Respiratory Therapists	1	2.9%	6.1%
Food Services			
Registered Dietitians	1	50.0%	0.0%
Dietary Aide	2	5.0%	34.4%
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%
Mental Health Technicians	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	4.8%
Environmental Services	4	6.3%	80.3%
Paramedic	0	0.0%	50.0%
EMT	0	0.0%	0.0%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	4	5.7%	15.9%

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>)	1	3.0%	25.0%
Nurse Practitioner	8	3.9%	8.3%
Med/Surg/Telemetry RNs	61	27.2%	23.2%
Critical Care RNs (ICU, CCU)	3	2.5%	21.7%
Emergency Room RNs	14	17.7%	18.7%
OR/PACU RNs	4	3.6%	8.9%
Labor/Delivery/Maternal Child RNs	2	3.3%	3.2%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	2	6.4%	36.4%
Other RNs - include other RN positions not shown above	8	5.1%	15.9%
Licensed Practical Nurses (LPNs)	24	19.0%	21.7%
Nursing Techs, Aides, Assistants			
Emergency Technicians	5	10.8%	34.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	10	4.4%	61.3%
Surgery/OR Technicians	0	0.0%	18.2%
Monitor Technicians	3	5.9%	24.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	3	3.6%	16.9%
Registered Pharmacists	0	0.0%	9.8%
Imaging Techs			
Imaging Technicians (non-specialized)	10	18.7%	9.8%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	0	0.0%	6.3%
MRI Technicians	1	4.3%	9.1%
Ultrasound Technicians	0	0.0%	10.0%
CT Technicians	7	28.9%	18.8%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	2	6.9%	21.4%
Restorative Services			
Physical Therapists	0	0.0%	10.0%
Physical Therapy Assistants	0	0.0%	3.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	2	11.1%	11.1%
Medical Laboratory Technicians	6	11.6%	13.0%
Phlebotomists	0	0.0%	43.5%
Other Technical			
Respiratory Therapists	4	4.9%	11.0%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	1	9.1%	30.0%
Social Workers			
Licensed Clinical Social Worker	2	40.0%	66.7%
Certified Social Worker	1	3.8%	16.0%
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%
Mental Health Technicians	1	14.3%	85.7%
Other			
Medical Coders	0	0.0%	7.7%
Environmental Services	7	3.7%	54.9%
Paramedic	5	37.5%	12.5%
EMT	11	30.4%	4.2%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	83	2.9%	16.1%

Big Sandy District	11 - Big Sandy		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	2	4.9%	14.0%
Nurse Practitioner	0	0.0%	8.5%
Med/Surg/Telemetry RNs	50	25.4%	23.7%
Critical Care RNs (ICU, CCU)	33	17.6%	19.0%
Emergency Room RNs	19	15.4%	22.9%
OR/PACU RNs	14	15.4%	4.9%
Labor/Delivery/Maternal Child RNs	15	17.4%	10.3%
Pediatric RNs	3	33.3%	14.3%
Psychiatric RNs	4	26.7%	18.2%
Other RNs - include other RN positions not shown above	23	16.9%	11.8%
Licensed Practical Nurses (LPNs)	19	24.1%	40.0%
Nursing Techs, Aides, Assistants			
Emergency Technicians	1	3.3%	46.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	32	9.8%	56.5%
Surgery/OR Technicians	13	19.7%	10.9%
Monitor Technicians	0	0.0%	3.1%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	1	1.4%	23.3%
Registered Pharmacists	1	2.0%	14.0%
Imaging Techs			
Imaging Technicians (non-specialized)	9	9.5%	12.6%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	1	12.5%	0.0%
MRI Technicians	0	0.0%	10.0%
Ultrasound Technicians	0	0.0%	13.6%
CT Technicians	1	3.8%	7.7%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	2	15.4%	0.0%
Restorative Services			
Physical Therapists	0	0.0%	24.0%
Physical Therapy Assistants	0	0.0%	18.8%
Occupational Therapists	3	11.5%	8.7%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	5	8.9%	9.6%
Medical Laboratory Technicians	0	0.0%	10.5%
Phlebotomists	2	3.5%	48.2%
Other Technical			
Respiratory Therapists	8	6.3%	6.3%
Food Services			
Registered Dietitians	0	0.0%	150.0%
Dietary Aide	3	6.3%	157.8%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	0	0.0%	33.3%
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	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	2	15.4%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	21.4%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	133.3%
Mental Health Technicians	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	15.4%
Environmental Services	5	6.8%	30.4%
Paramedic	2	33.3%	50.0%
EMT	3	42.9%	66.7%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	19	1.5%	8.0%

		12 - Kentucky River		
Kentucky River District		Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses				
CRNAs (<i>verify with administration or contract anesthesia service</i>)	1	9.1%	40.0%	
Nurse Practitioner	0	0.0%	0.0%	
Med/Surg/Telemetry RNs	27	34.2%	15.4%	
Critical Care RNs (ICU, CCU)	5	6.3%	25.3%	
Emergency Room RNs	3	7.5%	13.5%	
OR/PACU RNs	1	2.6%	5.4%	
Labor/Delivery/Maternal Child RNs	0	0.0%	17.9%	
Pediatric RNs	0	0.0%	28.6%	
Psychiatric RNs	4	12.9%	11.1%	
Other RNs - include other RN positions not shown above	16	32.7%	30.3%	
Licensed Practical Nurses (LPNs)	1	5.9%	25.0%	
Nursing Techs, Aides, Assistants				
Emergency Technicians	0	0.0%	0.0%	
Nursing Assistants/Nursing Tech/Unit Secretaries	38	21.1%	52.1%	
Surgery/OR Technicians	2	7.7%	8.3%	
Monitor Technicians	5	31.3%	27.3%	
Pharmacy				
Pharmacy Technicians (certified & non-certified)	0	0.0%	6.7%	
Registered Pharmacists	2	6.7%	10.7%	
Imaging Techs				
Imaging Technicians (non-specialized)	3	7.1%	17.9%	
Mammography Technicians	0	0.0%	0.0%	
Nuclear Med Technicians	1	33.3%	50.0%	
MRI Technicians	0	0.0%	0.0%	
Ultrasound Technicians	0	0.0%	0.0%	
CT Technicians	0	0.0%	20.0%	
EEG Technicians	0	0.0%	0.0%	
Cardiac Cath Technicians	0	0.0%	0.0%	
Restorative Services				
Physical Therapists	2	14.3%	16.7%	
Physical Therapy Assistants	1	9.1%	0.0%	
Occupational Therapists	3	27.3%	0.0%	
Speech Therapists/Language Pathologists	0	0.0%	66.7%	
Laboratory Staff				
Medical Laboratory Scientists	2	8.7%	9.5%	
Medical Laboratory Technicians	2	12.5%	0.0%	
Phlebotomists	2	7.7%	37.5%	
Other Technical				
Respiratory Therapists	2	4.2%	8.7%	
Food Services				
Registered Dietitians	0	0.0%	33.3%	
Dietary Aide	6	18.8%	69.2%	
Social Workers				
Licensed Clinical Social Worker	0	0.0%	66.7%	
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%	
Mental Health Technicians	0	0.0%	0.0%	
Other				
Medical Coders	0	0.0%	0.0%	
Environmental Services	10	13.5%	101.6%	
Paramedic	0	0.0%	0.0%	
EMT	0	0.0%	0.0%	
Other EMS Staff	0	0.0%	0.0%	
All Other Employees - include other positions not shown above	24	8.3%	22.7%	

	13 - Cumberland Valley		
Cumberland Valley District	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	8.3%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	19	12.5%	24.7%
Critical Care RNs (ICU, CCU)	16	16.0%	11.0%
Emergency Room RNs	5	4.7%	12.4%
OR/PACU RNs	5	8.8%	12.7%
Labor/Delivery/Maternal Child RNs	1	1.4%	9.3%
Pediatric RNs	5	26.3%	7.7%
Psychiatric RNs	10	15.3%	19.7%
Other RNs - include other RN positions not shown above	23	13.7%	14.3%
Licensed Practical Nurses (LPNs)	9	11.3%	14.3%
Nursing Techs, Aides, Assistants			
Emergency Technicians	1	4.2%	17.6%
Nursing Assistants/Nursing Tech/Unit Secretaries	45	15.4%	33.7%
Surgery/OR Technicians	0	0.0%	4.5%
Monitor Technicians	4	24.0%	0.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	1	2.1%	10.0%
Registered Pharmacists	0	0.0%	8.7%
Imaging Techs			
Imaging Technicians (non-specialized)	2	3.2%	6.3%
Mammography Technicians	2	22.2%	0.0%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	1	12.7%	14.3%
Ultrasound Technicians	2	11.4%	6.3%
CT Technicians	0	0.0%	13.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	1	5.6%	11.8%
Physical Therapy Assistants	0	0.0%	11.1%
Occupational Therapists	0	0.0%	4.8%
Speech Therapists/Language Pathologists	0	0.0%	5.9%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	9.1%
Medical Laboratory Technicians	3	5.2%	8.9%
Phlebotomists	1	2.7%	30.0%
Other Technical			
Respiratory Therapists	24	19.3%	11.4%
Food Services			
Registered Dietitians	1	12.5%	0.0%
Dietary Aide	3	5.2%	37.5%
Social Workers			
Licensed Clinical Social Worker	2	22.2%	28.6%
Certified Social Worker	0	0.0%	7.7%
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%
Mental Health Technicians	0	0.0%	0.0%
Other			
Medical Coders	0	0.0%	25.0%
Environmental Services	19	11.2%	28.4%
Paramedic	2	25.0%	33.3%
EMT	2	32.7%	60.0%
Other EMS Staff	2	28.6%	33.3%
All Other Employees - include other positions not shown above	61	6.4%	15.9%

	14 - Lake Cumberland		
Lake Cumberland District	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	7.1%
Nurse Practitioner	2	5.9%	19.4%
Med/Surg/Telemetry RNs	52	28.1%	26.7%
Critical Care RNs (ICU, CCU)	25	17.2%	22.4%
Emergency Room RNs	12	9.8%	16.4%
OR/PACU RNs	4	5.0%	20.3%
Labor/Delivery/Maternal Child RNs	9	12.9%	13.3%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	2	8.7%	4.8%
Other RNs - include other RN positions not shown above	7	9.1%	32.2%
Licensed Practical Nurses (LPNs)	34	23.4%	33.6%
Nursing Techs, Aides, Assistants			
Emergency Technicians	8	21.6%	25.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	41	16.5%	49.3%
Surgery/OR Technicians	4	12.9%	18.5%
Monitor Technicians	7	20.6%	55.6%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	7	15.2%	12.5%
Registered Pharmacists	2	8.0%	8.3%
Imaging Techs			
Imaging Technicians (non-specialized)	9	11.4%	13.0%
Mammography Technicians	1	9.1%	22.2%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	0	0.0%	25.0%
Ultrasound Technicians	1	5.6%	16.7%
CT Technicians	0	0.0%	31.3%
EEG Technicians	1	11.1%	0.0%
Cardiac Cath Technicians	5	62.5%	33.3%
Restorative Services			
Physical Therapists	1	5.9%	6.3%
Physical Therapy Assistants	1	4.0%	3.7%
Occupational Therapists	0	0.0%	5.9%
Speech Therapists/Language Pathologists	1	9.1%	10.0%
Laboratory Staff			
Medical Laboratory Scientists	5	20.8%	22.2%
Medical Laboratory Technicians	3	4.1%	8.3%
Phlebotomists	6	10.7%	59.2%
Other Technical			
Respiratory Therapists	11	13.1%	25.0%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	6	13.0%	71.1%
Social Workers			
Licensed Clinical Social Worker	1	14.3%	0.0%
Certified Social Worker	0	0.0%	50.0%
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%
Mental Health Technicians	0	0.0%	0.0%
Other			
Medical Coders	3	10.0%	14.3%
Environmental Services	5	5.8%	26.2%
Paramedic	1	8.3%	8.3%
EMT	0	0.0%	28.6%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	53	9.2%	24.6%

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)	9	9.8%	8.0%
Nurse Practitioner	83	16.3%	9.0%
Med/Surg/Telemetry RNs	240	27.2%	21.5%
Critical Care RNs (ICU, CCU)	230	19.4%	21.3%
Emergency Room RNs	83	18.0%	22.1%
OR/PACU RNs	76	14.6%	9.5%
Labor/Delivery/Maternal Child RNs	51	11.0%	19.3%
Pediatric RNs	20	10.9%	9.4%
Psychiatric RNs	56	25.2%	25.7%
Other RNs - include other RN positions not shown above	302	16.4%	22.6%
Licensed Practical Nurses (LPNs)	51	19.3%	25.8%
Nursing Techs, Aides, Assistants			
Emergency Technicians	35	18.0%	42.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	374	17.7%	32.8%
Surgery/OR Technicians	57	18.5%	19.8%
Monitor Technicians	16	9.1%	57.3%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	72	14.3%	20.4%
Registered Pharmacists	33	6.1%	8.8%
Imaging Techs			
Imaging Technicians (non-specialized)	57	22.1%	21.3%
Mammography Technicians	20	23.8%	1.5%
Nuclear Med Technicians	9	18.4%	22.0%
MRI Technicians	24	24.9%	16.0%
Ultrasound Technicians	8	8.8%	12.0%
CT Technicians	34	19.2%	15.1%
EEG Technicians	3	8.6%	6.1%
Cardiac Cath Technicians	22	39.5%	11.8%
Restorative Services			
Physical Therapists	42	17.2%	8.0%
Physical Therapy Assistants	8	16.8%	12.0%
Occupational Therapists	13	8.0%	3.7%
Speech Therapists/Language Pathologists	6	6.2%	5.1%
Laboratory Staff			
Medical Laboratory Scientists	30	10.6%	13.1%
Medical Laboratory Technicians	17	6.4%	16.1%
Phlebotomists	24	15.4%	39.2%
Other Technical			
Respiratory Therapists	58	13.1%	14.5%
Food Services			
Registered Dietitians	18	16.2%	12.6%
Dietary Aide	9	5.4%	38.9%
Social Workers			
Licensed Clinical Social Worker	16	24.6%	18.4%
Certified Social Worker	15	8.5%	12.0%
Behavioral Health			
Psychologist - Licensed	1	100.0%	10.0%
Psychological Practitioner - Licensed	10	26.3%	7.1%
Psychological Associate - Licensed	1	100.0%	0.0%
Licensed Professional Clinical Counselor	3	17.6%	7.1%
Licensed Professional Counselor Associate	1	25.0%	0.0%
Marriage and Family Therapist	1	50.0%	0.0%
Behavior Analyst - Licensed	2	100.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	2	40.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	2	33.3%	0.0%
Mental Health Technicians	35	22.9%	71.0%
Other			
Medical Coders	11	6.7%	4.4%
Environmental Services	42	10.1%	33.3%
Paramedic	22	18.7%	18.9%
EMT	11	25.7%	44.7%
Other EMS Staff	7	53.8%	37.5%
All Other Employees - include other positions not shown above	396	12.9%	19.0%