

2025 WORKFORCE SURVEY REPORT

*The Status of Kentucky's
Hospital Workforce*

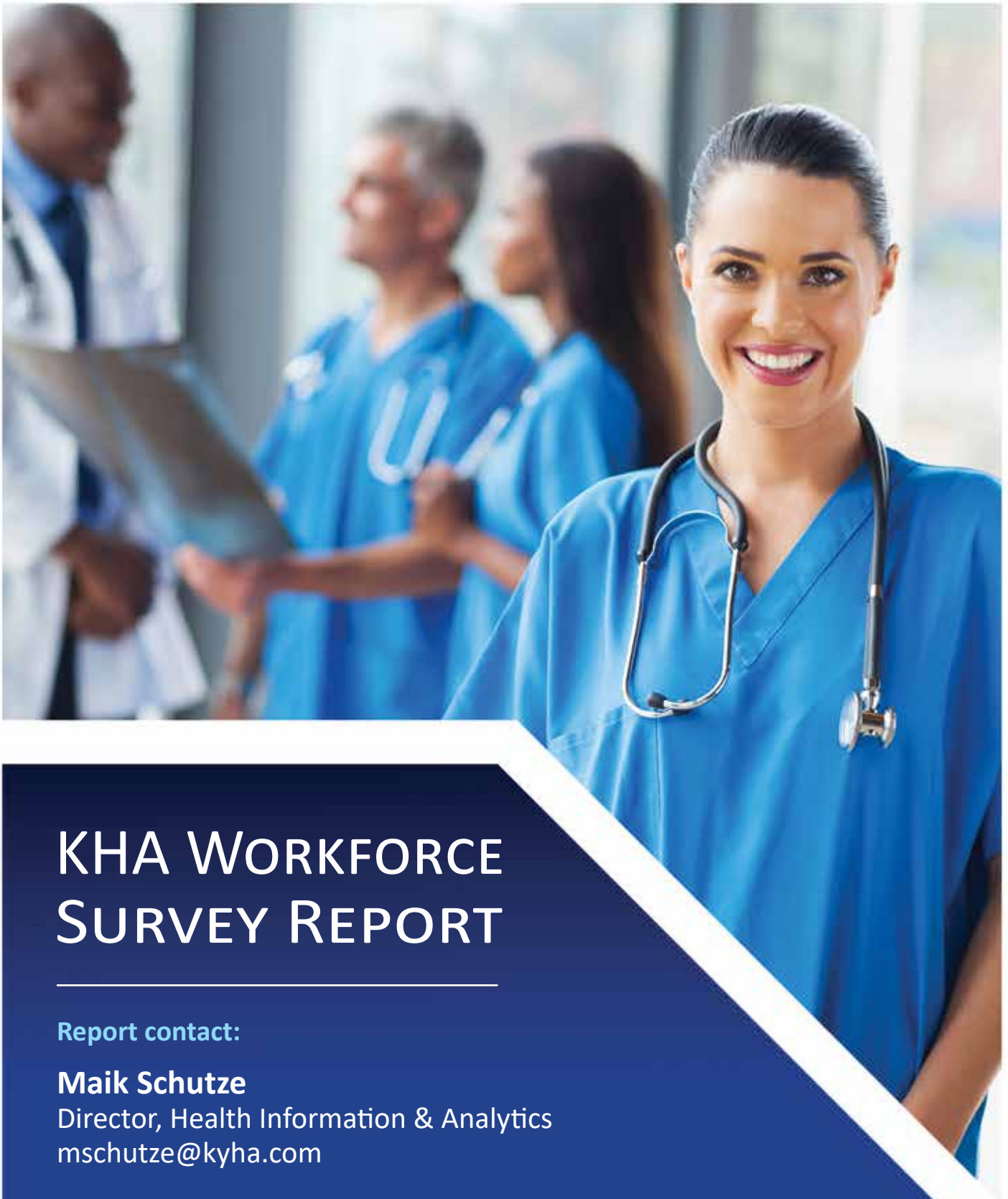


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Published June 2025



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	page 13
Kentucky Hospital Vacancies by Area Development Districts Maps	page 14
Kentucky Hospital Turnovers by Area Development Districts Maps	page 15
Kentucky Hospital Separations and Turnover by Area Development Districts	Page 16
Educational Attainment and Age.....	page 17
Employee Benefits and Pay.....	page 18
Workforce Priorities and Partners.....	page 19
Appendix A - Hospitals Listings by Area Development Districts (ADD)	
Appendix B - Employee Benefits and Pay Charts	
Appendix C - 2024 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.

Vacancy rates declined for all health professions and hospital team members. Kentucky hospitals reported a statewide hospital workforce vacancy rate of 8.9 percent, compared to 12.0 percent the year before, a decrease of almost 2,400 reported vacancies.

Registered nurses, licensed practical nurses, and nursing assistants are the largest professions of direct care providers and the nursing shortage continues to present challenges for all hospitals. However, hospitals reported lower vacancy rates for registered nurses of 11.5 percent, 2,821 vacancies, compared to 16.5 percent the year before. Licensed practical nurses decreased to 11.5 percent, 150 vacancies, and nursing assistants to 10.5 percent, 778 vacancies. There are 3,750 open positions for these three nursing professions. Among registered nurses, however, there are significant shortages for medical-surgical (17.3 percent), psychiatric (15.6 percent), and critical care (11.1 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 highest vacancy rates among registered nurses and overall. The greatest need in both urban and rural hospitals are for medical-surgical nurses, the only nurse specialty reported by rural hospitals with a vacancy rate above 10 percent.

Among the non-nursing occupations, there continues to be a great need for imaging technicians. Hospitals reported 352 openings for imaging technicians, a vacancy rate of 10.4 percent. There also continues to be a need for laboratory scientists (185 vacancies, 7.1 percent), pharmacists and pharmacy technicians (155 vacancies, 5.8 percent), and respiratory therapists (145 vacancies, 9.4 percent).

A new workforce emerges as the experienced generations leave and retire. Generation Z alone, under the age of 30, already accounts for over one-quarter of all registered nurses (26.3 percent). Their influence is reshaping health care and is crucial for the future of nursing.



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Kentucky Hospital Association 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 require sufficient numbers of professionals with the right skills to meet their goals of providing high-quality and cost-effective care for 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.

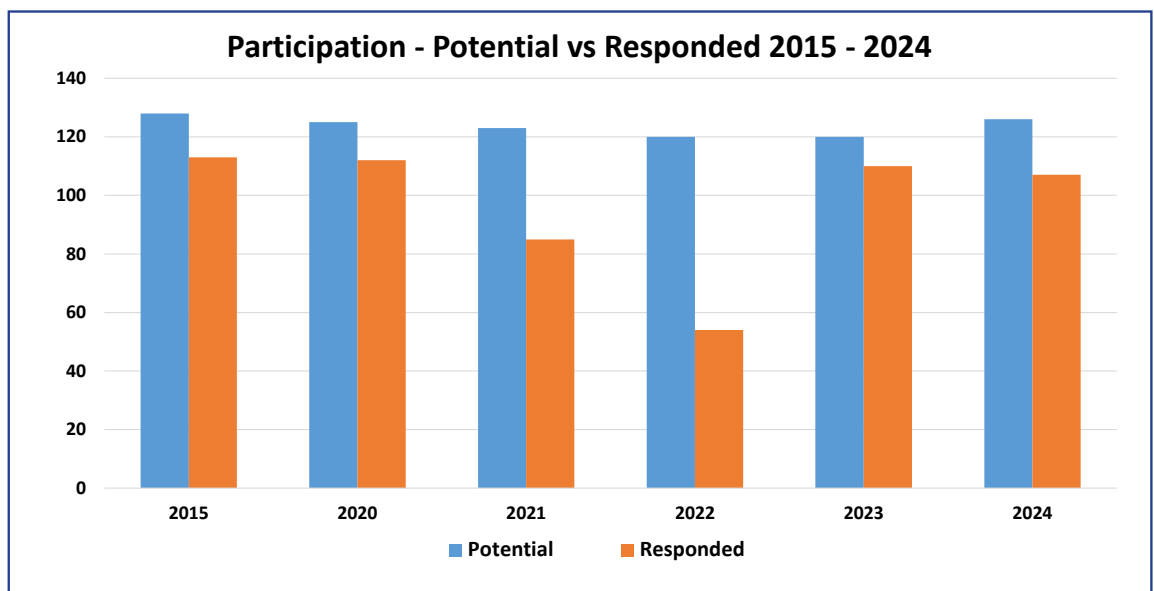


WORKFORCE SURVEY PARTICIPATION

The annual workforce survey is distributed to all Association member hospitals to collect information about non-physician hospital workforce in inpatient or hospital-related outpatient departments. The response rates often achieve near-universal participation. 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.

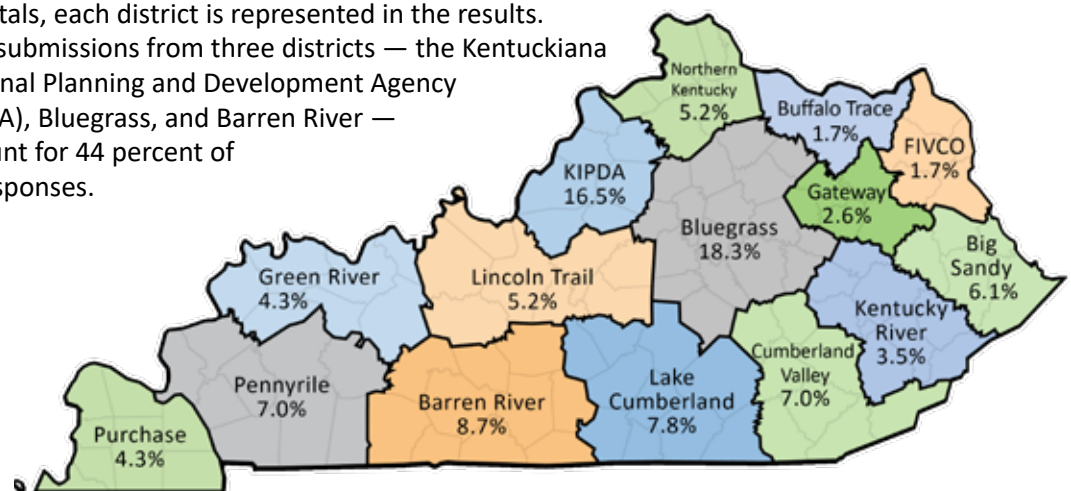
Years	2015	2020	2021	2022	2023	2024
Potential	123	120	120	126	123	127
Responded	85	54	110	107	115	115
% Responded	69.1%	45.0%	91.7%	84.9%	93.5%	90.6%

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 44 percent of all responses.



Note: The map shows the percent of all hospital responses by ADD.

HOSPITAL WORKFORCE VACANCIES



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The information in this report highlights the findings from the annual workforce survey for calendar year 2024. 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 6,281 full-time equivalent (FTE) vacancies across fourteen (14) professional areas, including direct care, support services, and other employees not engaged in direct patient care.

This results in a statewide hospital workforce vacancy rate of **8.9 percent**, compared to 12.0 percent the year before, a decrease of almost 2,400 reported vacancies. While the number of reported vacancies is again lower than in the previous year, workforce challenges remain.

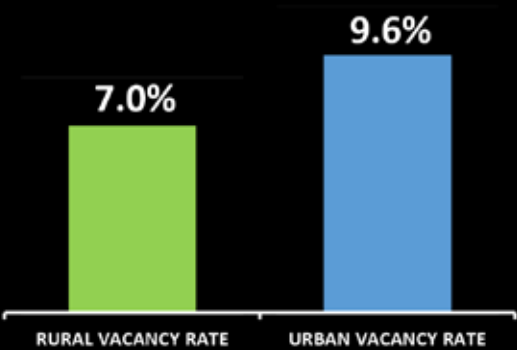
ALL EMPLOYEES — FULL-TIME EQUIVALENT VACANCIES

Statewide			Rural			Urban		
Reported 2024 Employees	2024 Reported Vacancies	State Vacancy Rate	Reported 2024 Employees	2024 Reported Vacancies	Rural Vacancy Rate	Reported 2024 Employees	2024 Reported Vacancies	Urban Vacancy Rate
64,609	6,281	8.9%	19,034	1,431	7.0%	45,575	4,850	9.6%

Overall, the Kentucky health care organizations surveyed report 8.9 percent of their positions vacant.

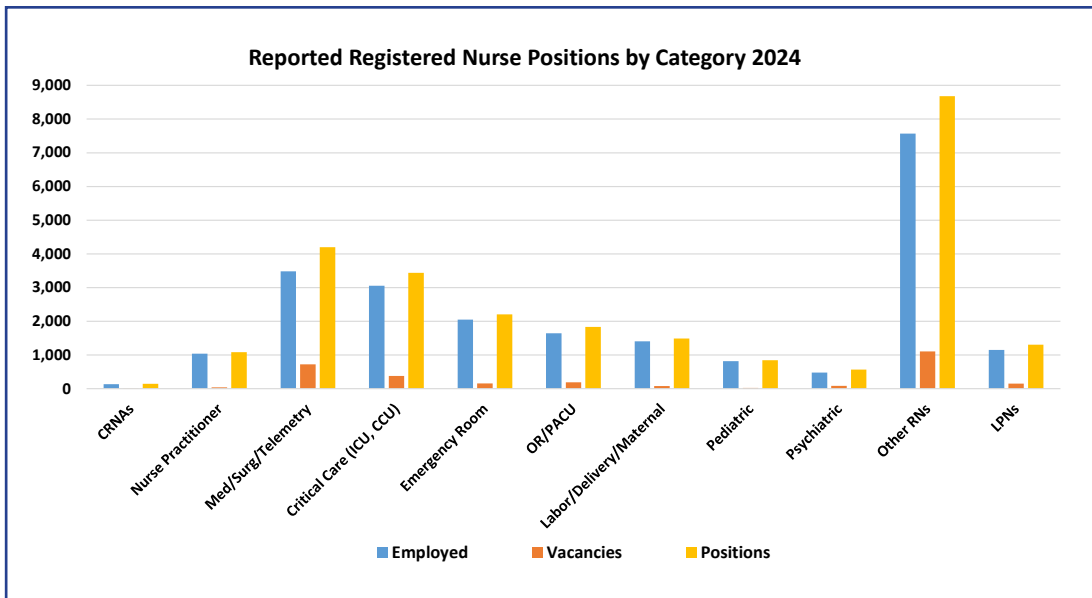
Total Employees - Vacancy Rate

- Rural Vacancy Rate
- Urban Vacancy Rate

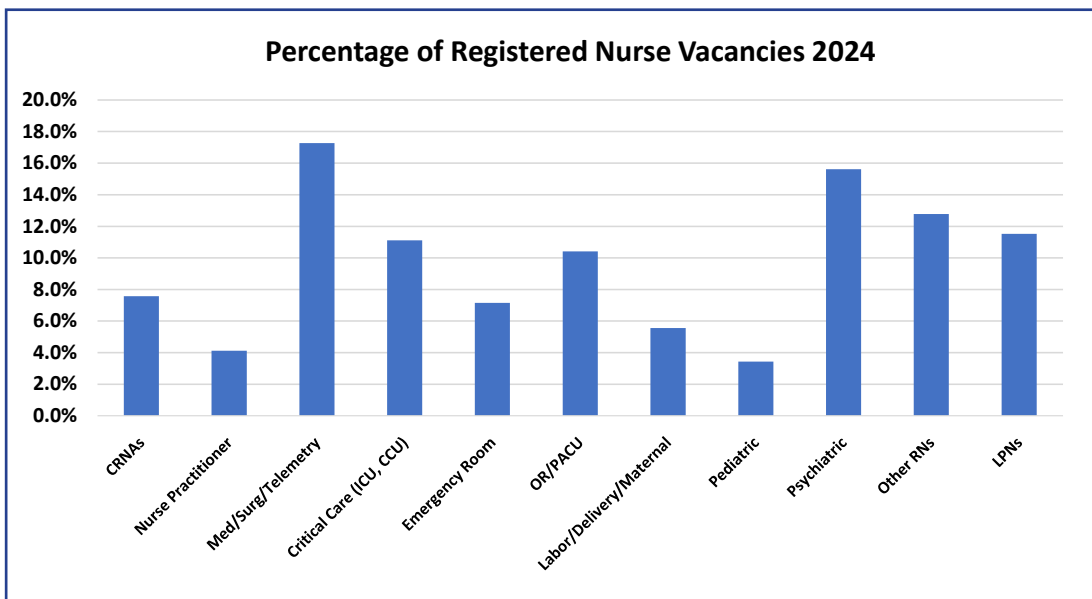


REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES

Registered nurses are the largest profession of direct care providers. Altogether, Kentucky hospitals reported 21,674 full-time equivalent RNs across the state. The nurse shortage continued in 2024 and hospitals reported 2,821 registered nurse (RN) vacancies, approximately 11.5 percent of the full-time equivalent positions. The charts below show the number of employed nurses by specialty, the number and percent of vacancies, and the total number of positions (employed and vacant), for registered nurses along with licensed practical nurses (LPNs).



Vacancy rates continue to be high for many registered nurse positions, especially for medical-surgical (17.3 percent, 726 vacancies), psychiatric nurses (15.6 percent, 89 vacancies), and critical care (11.1 percent, 382 vacancies). High vacancy rates are especially concerning for medical-surgical and critical care nurses because they form the two largest professional



REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED

groups (or nurse specialties) by employment. The third largest segment, emergency room (ER) RNs have a comparably low vacancy rate of 7.2 percent and 158 vacancies.

An aging workforce remains an issue for hospitals. LPNs, under the supervision of registered nurses, are important contributors to patient care. Hospitals reported 150 openings across the state, a 11.5 percent vacancy rate for LPN positions. However, while the LPN workforce continues to become younger, it nonetheless remains among the professions with the highest rates of employees age 55 or older (13.5 percent), behind psychiatric nurses (23.3 percent), OR/PACU (17.9 percent), and medical-surgical nurses (14.0). Nursing has been considered an aging workforce, and while approximately 14.7 percent of all registered nurses in Kentucky hospitals are 55 years of age or older, and likely to retire in the next ten years, the number of registered nurses under age 55 continues to grow, from 19,819 at the end of calendar year 2023, to 21,667 in this survey. Critical care and ER nurses continue to have the smallest share of nurses 55 years of age or older, only 7.6 and 8.0 percent of its respective workforce.

Operating room and post-anesthesia care unit (OR/PACU) nurses are the next largest segment with 191 vacancies and a 10.4 percent vacancy rate. Except for certified registered nurse anesthetists (or CRNAs), by far the smallest segment of registered nurses, the lowest vacancy rates are reported for labor and delivery nurses (5.6 percent, 83 vacancies), nurse practitioners (4.1 percent, 45 vacancies), and pediatric nurses (3.4 percent, 29 vacancies).

As noted above, CRNAs continue to have the lowest reported vacancy rates among all nursing professions, with hospitals reporting only eleven (11) open positions, a vacancy rate of 7.6 percent. Many hospitals, however, now use contract CRNAs and the number of employed CRNAs continues to decline. The number of nurse practitioners and LPNs remains relatively unchanged, albeit with lower vacancy rates and fewer openings.

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 or for nurses working several roles. This group includes a wide range of job functions and responsibilities, including typical bed-side and direct patient care in hospitals not using strict classification for nursing roles. However, collectively, the “Other RNs” combine to form the largest segment by employment with a 12.8 percent vacancy rate (1,108 vacancies), and one-fifth (20.3 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, are shown in the following charts. The vast majority of vacancies are in urban areas, 2,338 compared to 483 vacancies in rural Kentucky hospitals, with vacancy rates of 12.8 percent in urban hospitals compared to 7.8 percent in rural regions. The greatest need for both urban and rural hospitals are for medical-surgical nurses, the only nurse specialty reported by rural hospitals with a vacancy rate above 10 percent. In contrast, urban hospitals report vacancy rates above 10 percent for psychiatric nurses (21.0 percent), medical-surgical (19.7 percent), OR/PACU (12.9 percent), critical care (12.5), and “Other RNs” (13.6 percent).

Statewide, there are 3,721 registered nurses in hospitals age 55 or older, and expected to retire in the next ten years, and 79 percent (2,958) of them are employed in urban hospitals. Similarly, there are 426 medical-surgical nurses age 55 or older who will need to be replaced

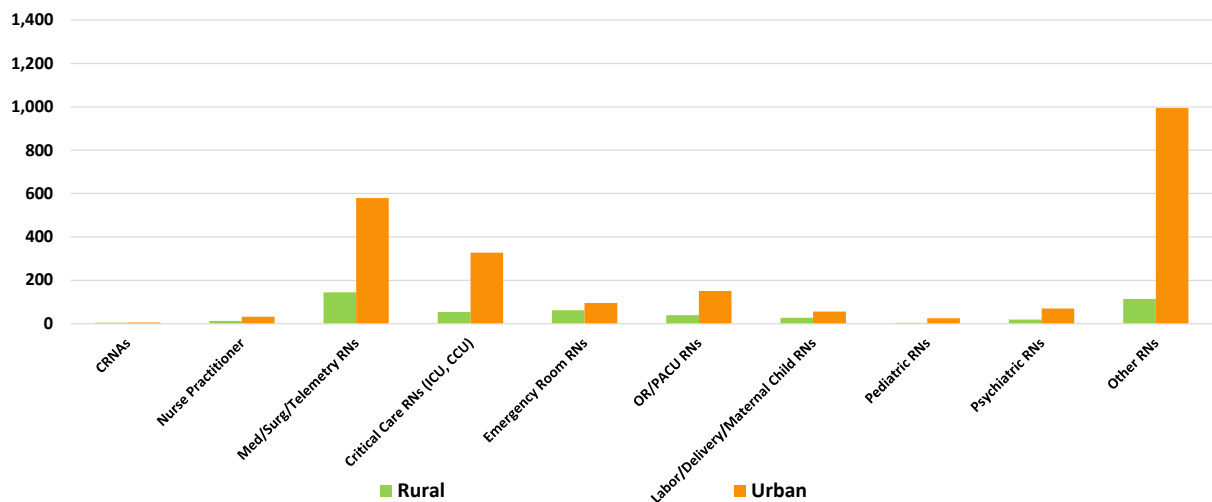


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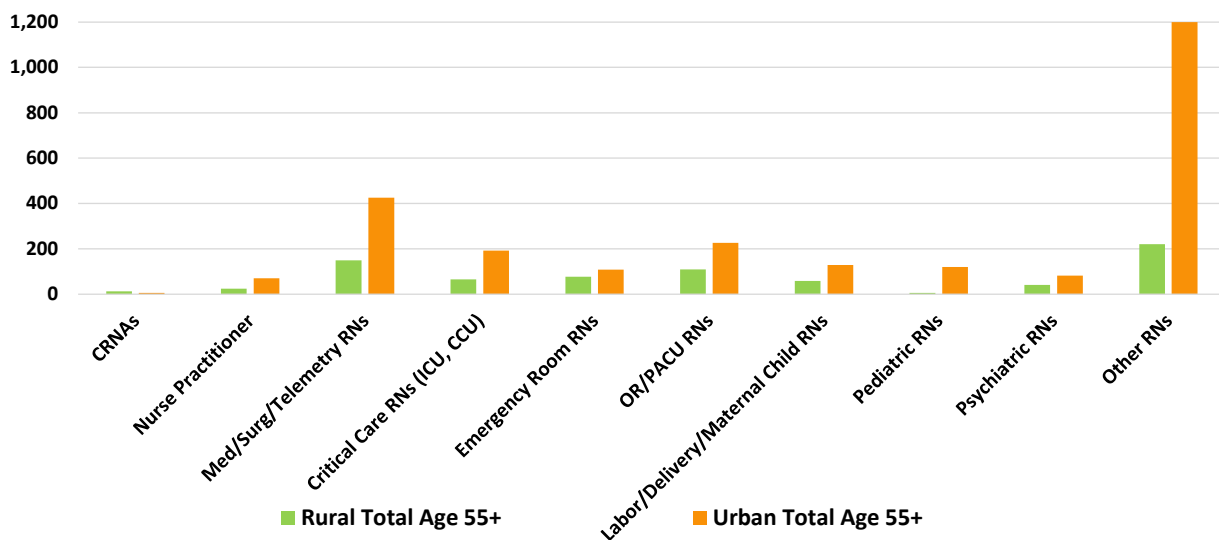
REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED

when they retire in urban hospitals, compared 149 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 336 employees, 226 in urban hospitals and 110 in rural areas. The largest share of nurses nearing retirement are psychiatric nurses employed in urban hospitals with over quarter of the workforce age 55 and above, a potentially significant barrier for access to hospital mental health care.

Number of Registered Nurse Vacancies 2024



Number of Registered Nurse Age 55+ Employed by Category 2024



VACANCY BY PROFESSION

Vacancy rates declined for all health professions and hospital team members. Nursing techs, aides, and assistants, who directly support registered nurses, form the second largest professional group in the survey. Together, this group has a 10.5 percent vacancy rate and a shortage of 778 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
Licensed Practical Nurses	1,305	150	11.5%
Registered Nurses	24,495	2,821	11.5%
Nursing Techs, Aides and Assistants	7,388	778	10.5%
Imaging Techs	3,372	352	10.4%
Behavioral Health	1,238	127	10.3%
Respiratory Therapists	1,542	145	9.4%
Food Services	833	70	8.4%
Social Workers	598	47	7.9%
Paramedic/EMT/EMS	512	40	7.8%
Laboratory Staff	2,597	185	7.1%
Environmental Services	2,384	160	6.7%
Coders	597	35	5.9%
Pharmacy	2,682	155	5.8%
Restorative Services	1,737	93	5.4%

The largest decrease in vacancy rates was observed for behavioral health and hospital-employed paramedics, EMTs, and other emergency medical personnel. Mental health technicians, the largest segment of the behavioral health treatment team, complement patient care provided by psychiatrists, counselors, and therapists. Hospitals employed 932 mental health technicians in 2024, approximately 825 full-time equivalents, almost 200 more than the year before, and reported 107 vacancies, a rate of 11.5 percent, nearly half the rate in 2023 (21.9). Similarly, albeit after a reduction in overall FTEs compared to the prior year, the hospital reported vacancy rate for paramedics and emergency medical staff decreased to 7.8 percent.

Among the other non-nursing occupations, there continue to be a great need for imaging technicians, and especially among cardiac catheterization (46 vacancies, 19.2 percent), magnetic resonance imaging (50 vacancies, 13.2 percent), and computed tomography (86 vacancies, 12.1 percent) technicians. Altogether, hospitals reported 352 openings for imaging technicians,



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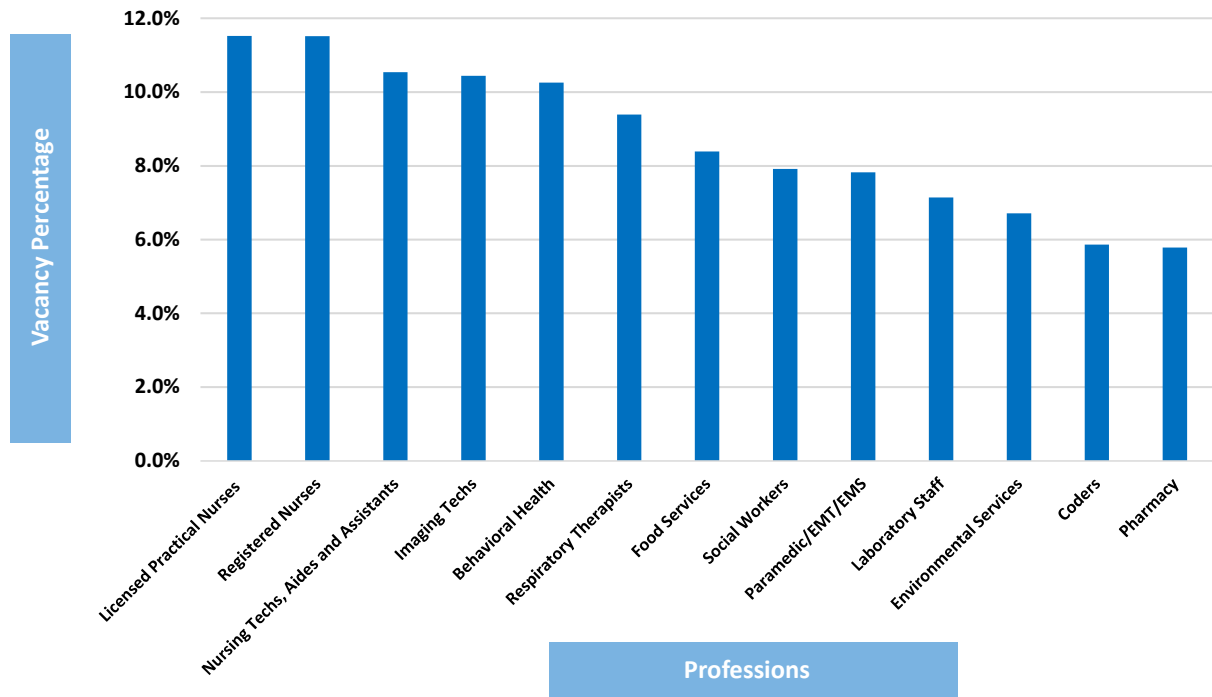
VACANCY BY PROFESSION - CONTINUED

a vacancy rate of 10.4 percent. There also continues to be a need for laboratory scientists, technicians, and phlebotomists (185 vacancies, 7.1 percent), pharmacists and pharmacy technicians (155 vacancies, 5.8 percent), and respiratory therapists (145 vacancies, 9.4 percent)

The clinical professions with the lowest vacancies are social workers (7.9 percent, 47 vacancies), and restorative services, including physical, occupational, and speech therapy (5.4 percent, 93 vacancies). Hospitals report about 600 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, such as post-acute care and long-term care.

Other hospital occupations have lower vacancy rates. Environmental services, important 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 lowest vacancy rates of 6.7 percent. Dietary and food services (8.4 percent, 70 vacancies) and medical coders (5.9 percent, 35 vacancies) have the lowest rates for non-clinical personnel. Many hospitals, however, contract out these services.

Vacancy Rate by Hospital Professions



KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS

Across the state, vacancy rates differ from region to region, both overall for hospital employees and for registered nurses. Eight of the fifteen Area Development Districts (ADDs), four more than last year, have vacancy rates below 10 percent for registered nurses and other hospital professionals. KIPDA, Bluegrass, and Buffalo Trace – three adjacent districts in north-central Kentucky – have the highest vacancy rates for registered nurses and overall.

Overall, the shortage of registered nurses is more pronounced than for overall hospital employees. Four districts have registered nurse vacancies still close to 15 percent – KIPDA (14.6 percent), Barren River (14.1 percent), Bluegrass (14.0), and Buffalo Trace (14.0 percent) – while only three have overall employee vacancies of 10 percent or above.

There is variation across the state but at least one of the three nurse specialties with highest statewide vacancies rates, medical-surgical, psychiatric, and critical care, also has the highest vacancy rate in 12 of the 15 districts. Vacancy rates for LPNs are higher than the statewide average in six districts. Especially concerning are districts with vacancy rates for medical-surgical nurses above twenty percent: KIPDA (21.7 percent), Barren River (24.6 percent), and Bluegrass (25.5 percent). Buffalo Trace also has the highest vacancy rate for critical care nurses, with 42.9 percent of the positions unfilled. The urban centers in the Bluegrass and KIPDA regions report the highest vacancies for psychiatric RNs, 28.7 percent and 21.7 percent, respectively. Hospitals report high vacancy rates for nurse practitioners in the Green River (30.1 percent) and Gateway (38.3 percent) districts.

Among certified nursing assistants (CNAs), there is a need for surgery and operating room technicians, specifically in the Big Sandy (19.4 percent), Pennyrite (19.8 percent), Northern Kentucky (21.1 percent), Barren River (21.6 percent), and Bluegrass (27.9 percent) regions. Statewide, there is a need for 778 nursing assistants, 416 of whom, more than half, are needed in the Bluegrass and KIPDA districts.

Other vacancy rates remain concerning. While there is variation among imaging technicians across the state, there are particularly high vacancy rates for cardia catheterization and nuclear medicine technicians. Hospitals employ more mental health technicians than before and there are significant shortages in three regions: Green River (16.7 percent, 17 vacancies), Bluegrass (17.4 percent, 17 vacancies), and Lincoln Trail (24.7 percent, 18 vacancies). There is also a localized need for medical laboratory scientists, social workers, paramedics, and EMTs.

Please refer to **Appendix D** for the trend in vacancy for select positions since 2010.

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

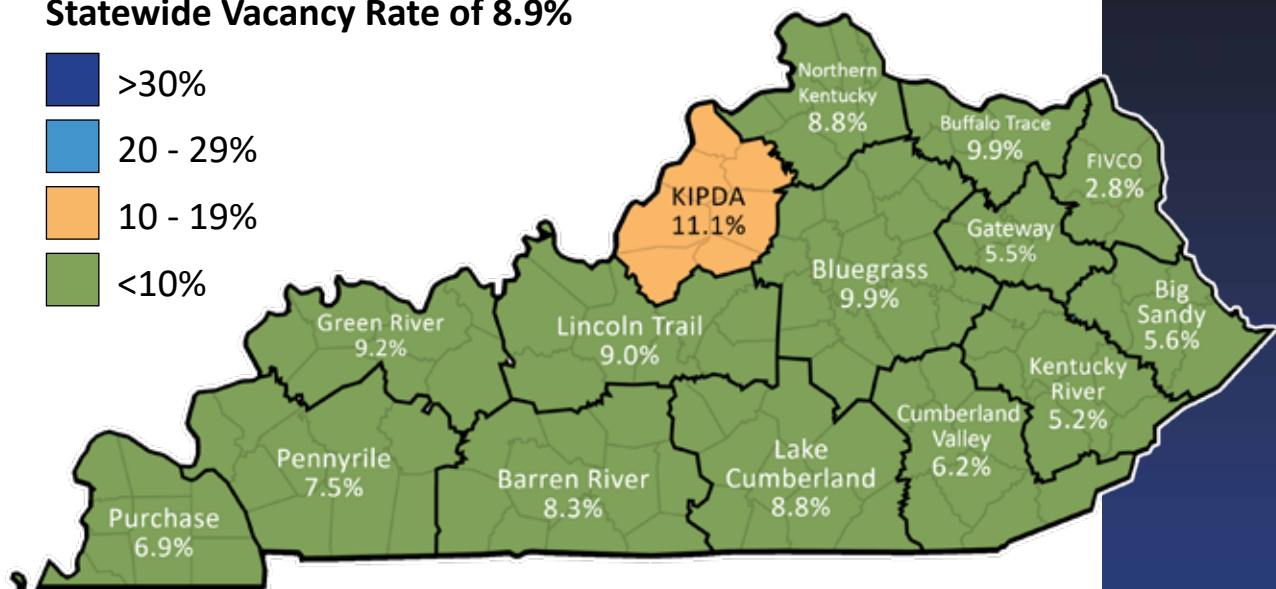
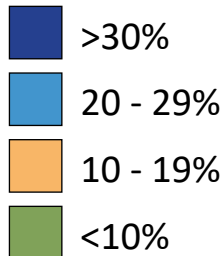
KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS MAPS



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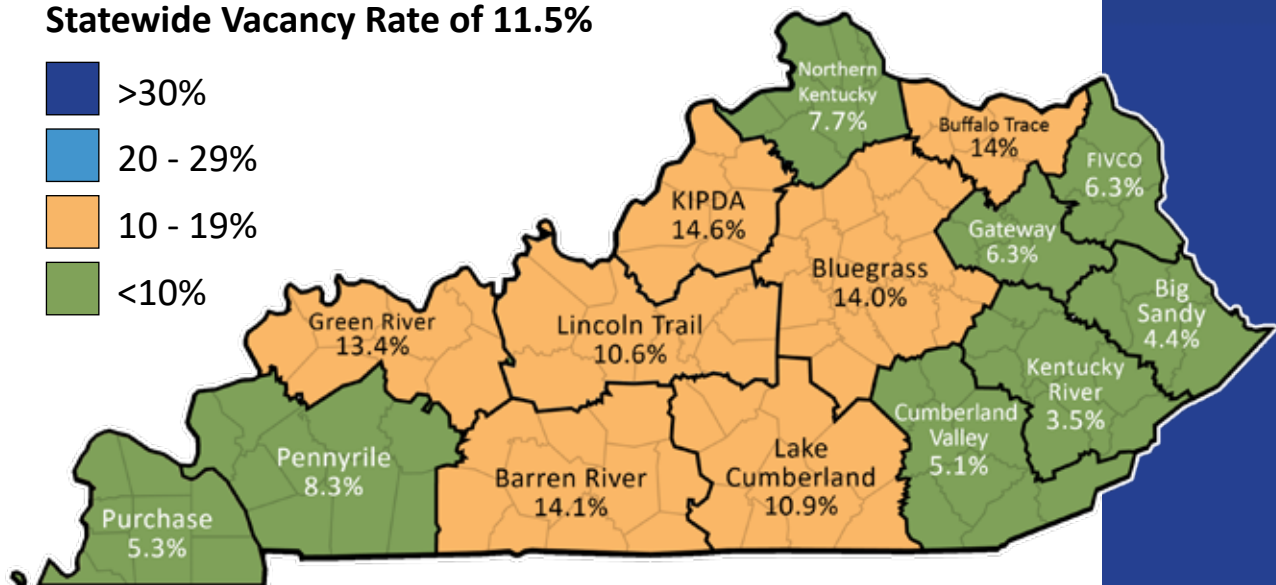
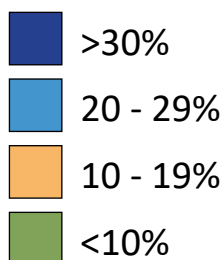
Reported Employee Vacancy by ADD

Statewide Vacancy Rate of 8.9%



Reported RN Vacancy by ADD

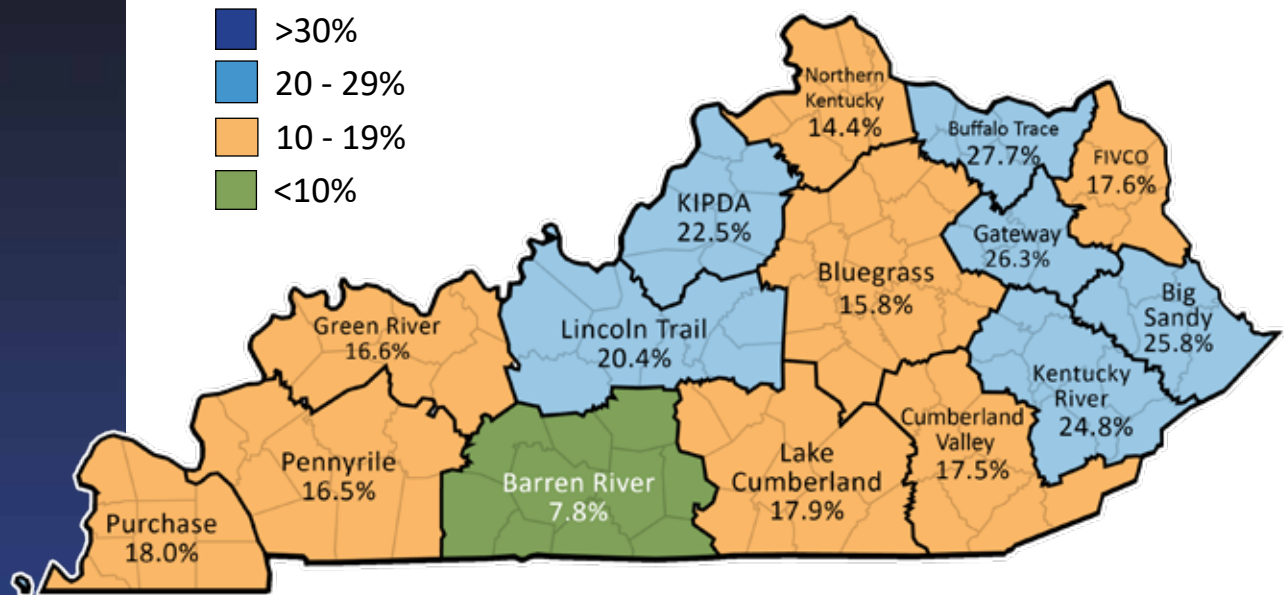
Statewide Vacancy Rate of 11.5%



KENTUCKY HOSPITAL TURNOVERS BY AREA DEVELOPMENT DISTRICTS MAPS

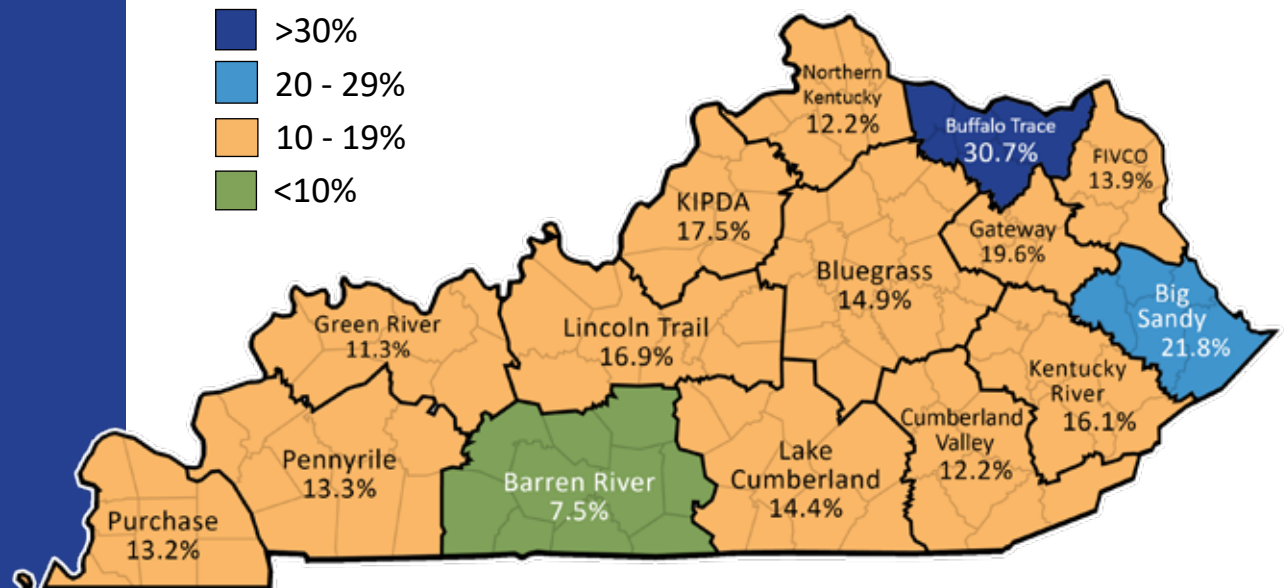
Reported Employee Turnover by ADD

Statewide Turnover Rate of 18.2%



Reported RN Turnover by ADD

Statewide Turnover Rate of 15.2%



KENTUCKY HOSPITAL SEPARATIONS AND TURNOVER BY AREA DEVELOPMENT DISTRICTS

This statewide survey also collected data about hires and separations for hospital positions. Kentucky hospitals hired over 21,200 non-physician direct care and hospital team member positions in calendar year 2024. However, by the end of the year, these hospitals still reported 6,281 vacancies, although improvement from the 8,641 vacancies the year before, including a critical shortage of 3,750 nurses and nurse assistants.

Hospitals also report hiring over 6,400 new registered and licensed practical nurses from January 1 through December 31, 2024. However, these hires were offset by over 4,200 separations during the year, resulting in a net-gain/net-positive workforce. Eighty-four percent of all separations (83.7 percent) among registered nurses and licensed practical nurses were due to (voluntary) resignation or retirement. Nearly a quarter (24.0 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 (CNA). Kentucky hospitals reported hiring nearly 4,100 nursing assistants, which means more than half of the CNA workforce was hired during the year (50.2 percent). Nursing assistants have a higher rate of involuntary separation, approximately 1 of every 3 separations (32.6 percent), about twice the rate of registered nurses and licensed practical nurses.

2024 All Involuntary Separations..... 3,210

Nursing (RN, LPN, CNA)..... 1,537
All Other..... 1,673

2024 Other Separations 10,164

Nursing (RN, LPN, CNA)..... 5,301
All Other..... 4,863

2024 All Vacancies..... 6,281

Registered Nurses (RN) 2,821
Licensed Practical Nurses (LPN) 150
Nursing Technicians, Aides, Assistants (CNA)..... 778
All Other 2,531

Turnover can also be measured as the share of separations in the workforce. The statewide turnover rate for all employees is 18.2 percent. For registered nurses, it is 15.3 percent, although that varies greatly among specialties. Psychiatric RNs have the highest turnover rate (33.0 percent), followed by LPNs (27.5), and RNs in medical-surgical units (19.4 percent), compared to pediatric RNs 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 15 percent. The Barren River district hospitals report the lowest employee turnover, 7.8 percent, while Buffalo Trace has the highest, 27.3 percent.

In contrast, and a factor in the overall lower vacancy rates among registered nurses, hospitals in nine districts report turnover rates below 15 percent, and one district, Barren River, reports a registered nurse turnover of 7.5 percent. The highest turnover rate is reported by Buffalo Trace 30.7 percent, meaning its hospitals had to replace nearly a third of the workforce, while continuing to recruit for its shortage overall.



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EDUCATIONAL ATTAINMENT AND AGE

More than half of all registered nurses employed in hospitals completed a bachelor's degree, including approximately 4.5 percent with an advanced degree, higher than last year. Hospitals employ 1,100 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. Fewer than 170 (0.9 percent) registered nurses who started their careers in these programs remain in the workforce.

REGISTERED NURSE EDUCATION ATTAINMENT

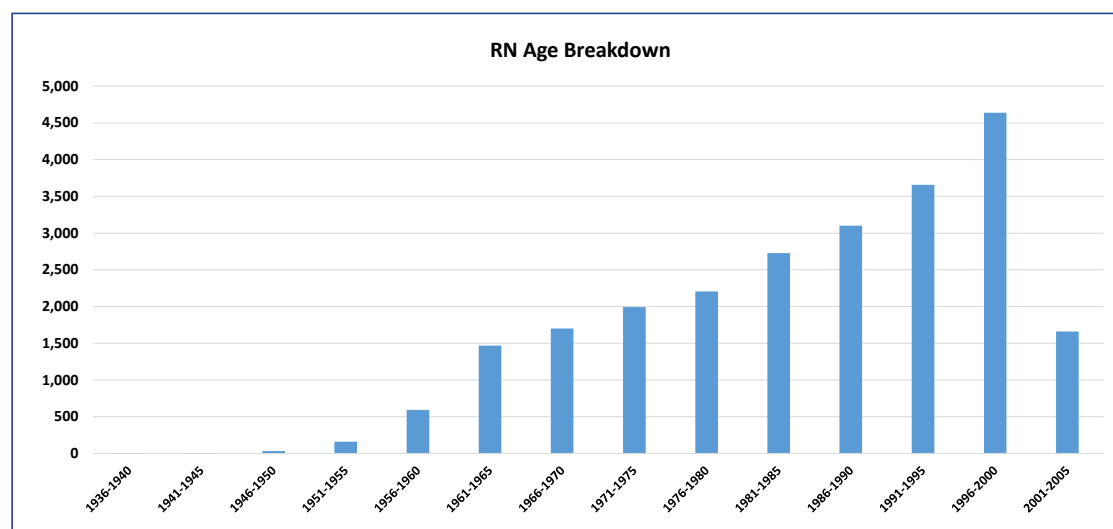
	Diploma	Associate Degree	Bachelor's Degree	Master's Degree
Percentage of Registered Nurses	0.9%	43.9%	50.7%	4.5%

A new workforce emerges as the older generations leave and retire. Generation Z and the Millennials make up two thirds (65.9 percent) of the current workforce. Generation Z alone, registered nurses under the age of 30, already accounts for over one-quarter of all registered nurses (26.3 percent). Their influence is reshaping health care and is crucial for the future of nursing. The "Baby Boomer" generation, the youngest of whom are age 58, continue to reduce in numbers and account for less than 10 percent of the current workforce.

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 and its member hospitals are leading efforts to highlight the benefits of a nursing career, provide mentoring and other programs to encourage student enrollment.

REGISTERED NURSES BY GENERATION

Generation	Years	Percentage
Baby Boomers	1946 - 1965	9.4%
Generation X	1966 - 1980	24.7%
Millennial	1981 - 1996	39.6%
Generation Z	1996 - 2005	26.3%



EMPLOYEE BENEFITS AND PAY



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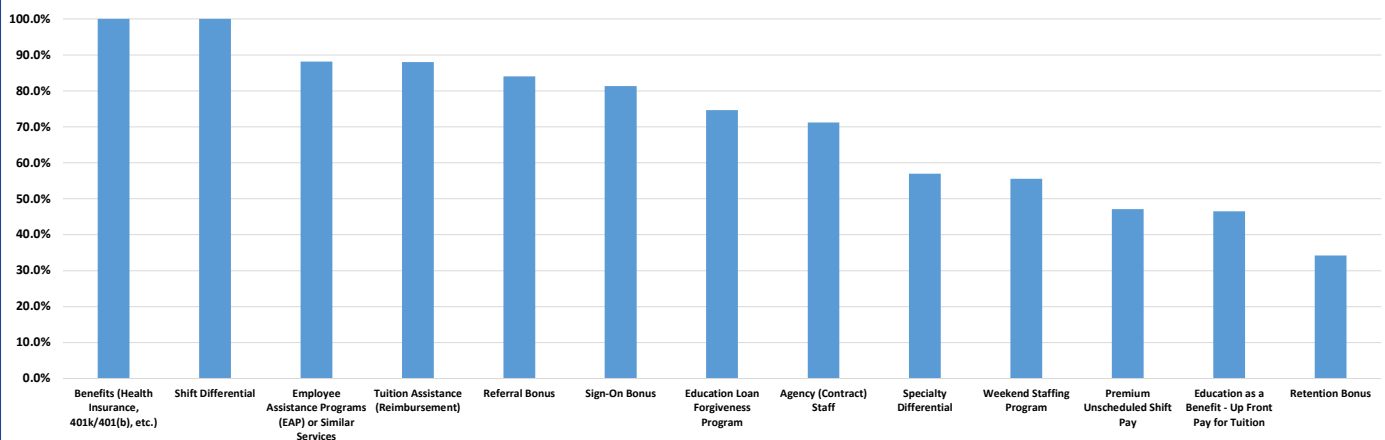
Appendix B provides the survey results for employee benefits and incentive payments used by many hospitals to attract and retain a talented workforce. All hospitals now offer shift differentials, although far fewer hospitals report premium pay for unscheduled shifts (47 percent), a dramatic decline compared to last year. Most hospitals (88 percent) offer employee assistance programs (EAP), including short-term counseling, referrals to community programs, and similar services. Other common programs include referral (84 percent) and sign-on bonuses (81 percent). Many hospitals also invest in continuing employee education and career advancement through tuition assistance (88 percent) and education loan forgiveness (75 percent). An emerging program, “education as a benefit” (i.e., the cost of tuition), continues to grow and is offered by approximately 46 percent of hospitals.

Specialty differential pay, additional compensation for specific certifications or special roles, is offered by 57 percent of hospitals, somewhat higher than last year. Specialty differential pay 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.

However, weekend staffing programs are offered by fewer hospitals this year, only slightly more than half (56 percent). Retention bonuses are less common, offered by 34 percent of the hospitals that responded to the survey.

- ▶ Sign-On Bonus
- ▶ Referral Bonus
- ▶ Retention Bonus
- ▶ Premium Unscheduled Shift Pay
- ▶ Shift Differential
- ▶ Specialty Differential
- ▶ Benefits (Health Insurance, 401(k)/401(b))
- ▶ Education Loan Forgiveness Program
- ▶ Weekend Staffing Program
- ▶ Employee Assistance Program (EAP)
- ▶ Education as a Benefit (Up-Front Pay for Tuition)
- ▶ Tuition Assistance (Reimbursement)

Percentage of Respondents by Programs



KHA WORKFORCE PRIORITIES AND PARTNERS

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 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, (4) education leaders, and (5) partners, such as KHA's program with the Kentucky Chamber Foundation. 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, its Workforce Committee, 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

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 students 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
Monroe County Medical Center
Rivendell Behavioral Health 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 Russellville
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
Select Specialty Hospital - Northern Kentucky
St. Elizabeth Edgewood
St. Elizabeth Florence
St. Elizabeth Fort Thomas

HOSPITALS BY AREA DEVELOPMENT DISTRICT (ADD) - CONTINUED

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
UK 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 -

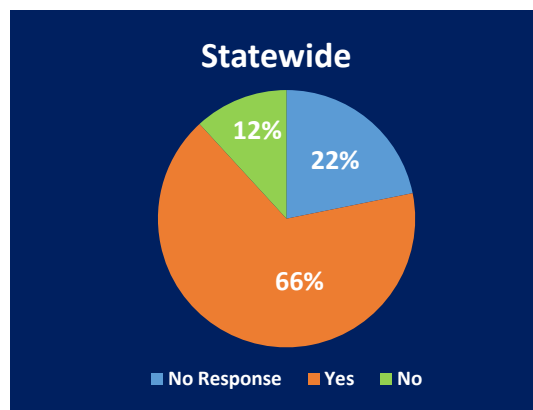
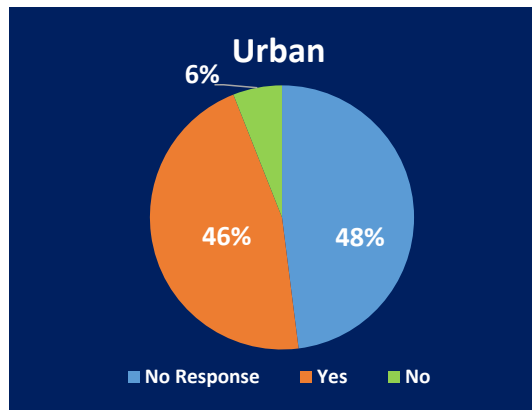
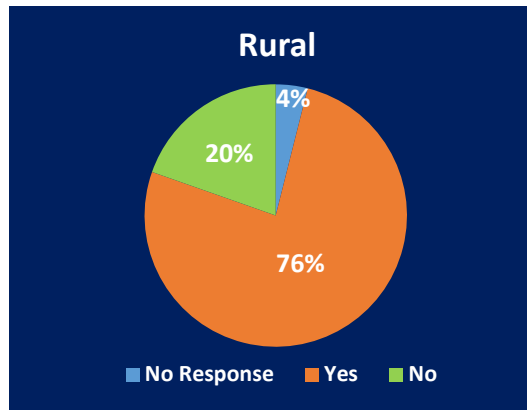
Continuing Care Hospital
CHI Saint Joseph Health - Saint Joseph Berea
CHI Saint Joseph Health - Saint Joseph East
CHI Saint Joseph Health - Saint Joseph Hospital
Clark Regional Medical Center
Eastern State Hospital
Encompass Health Cardinal Hill Rehabilitation Hospital
Ephraim McDowell Fort Logan Hospital
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

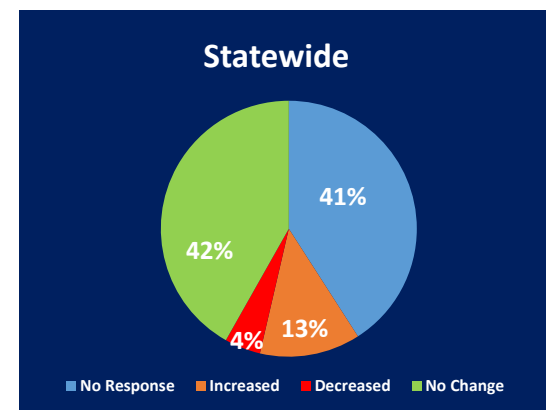
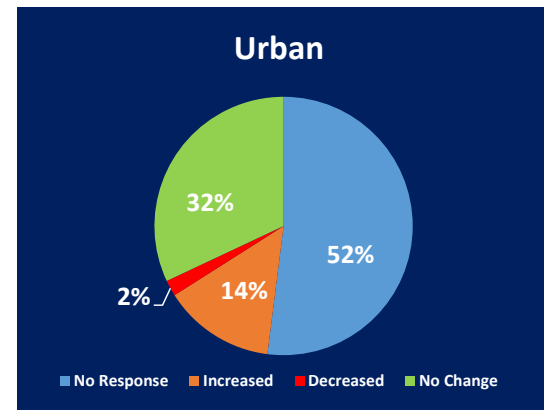
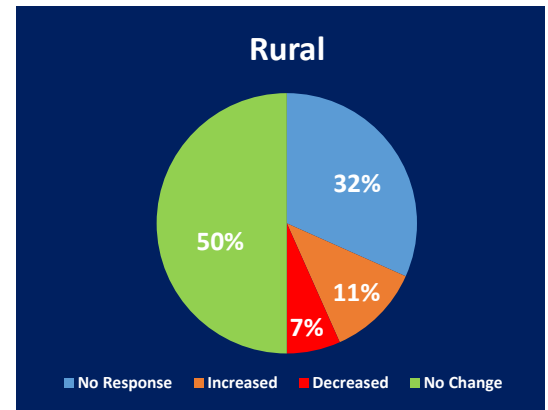
- Employee Benefits and Pay Charts

EMPLOYEE BENEFITS AND PAY

SIGN-ON BONUS - OFFERED



SIGN-ON BONUS - AMOUNT CHANGED

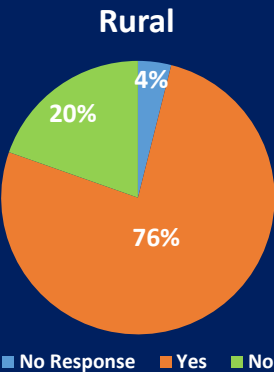


EMPLOYEE BENEFITS AND PAY - CONTINUED

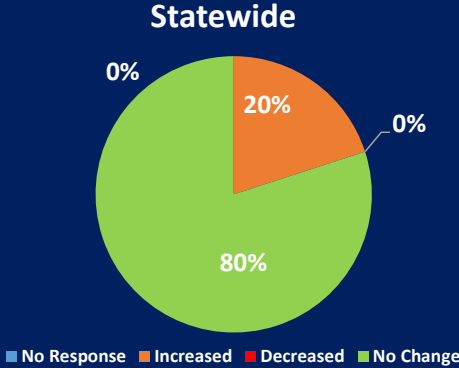
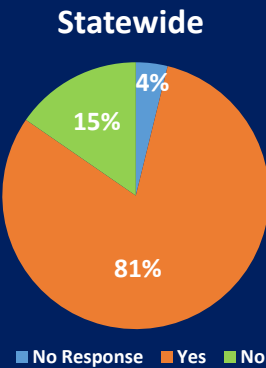
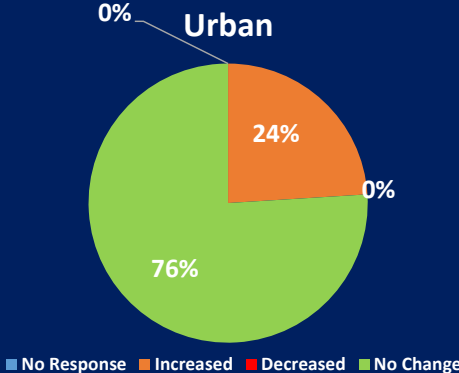
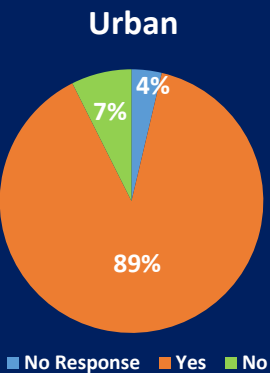
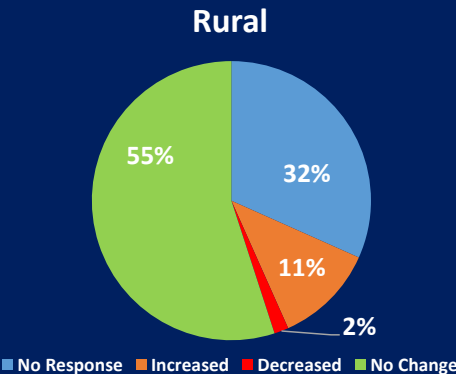


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REFERRAL BONUS OFFERED

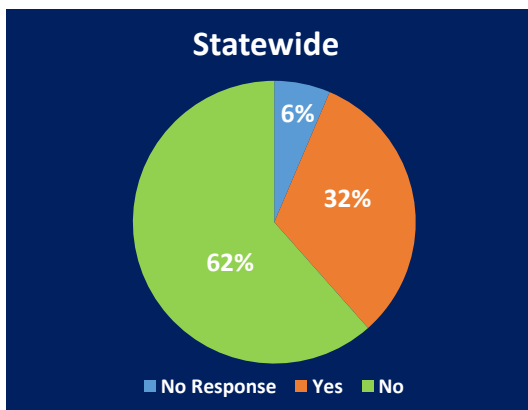
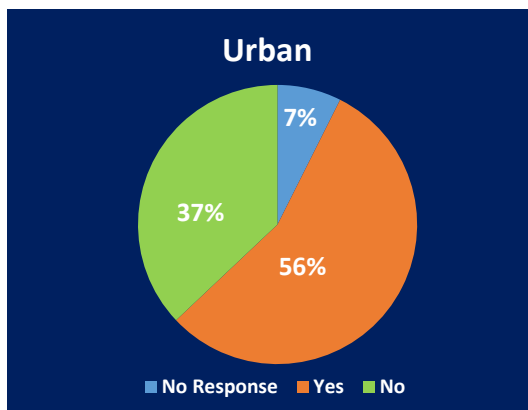
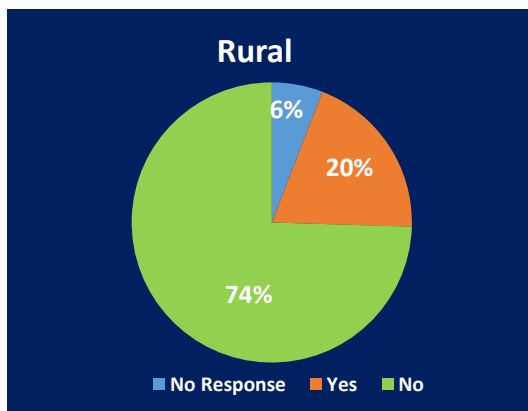


REFERRAL BONUS CHANGE

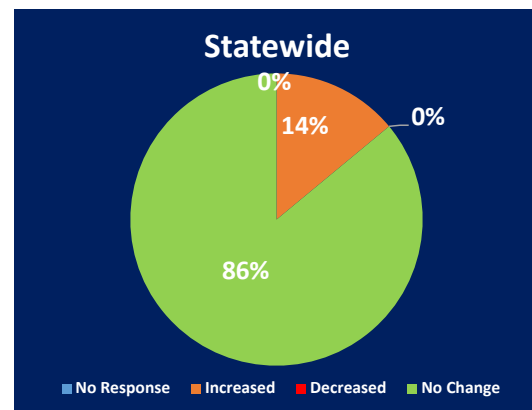
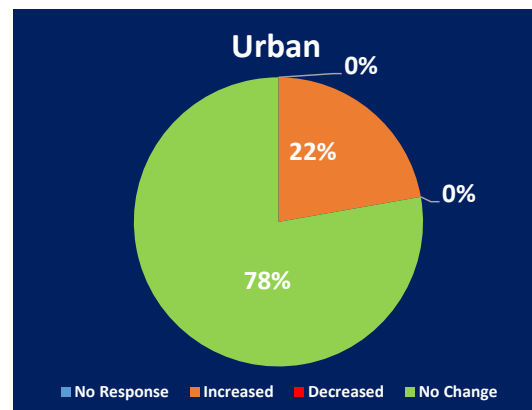
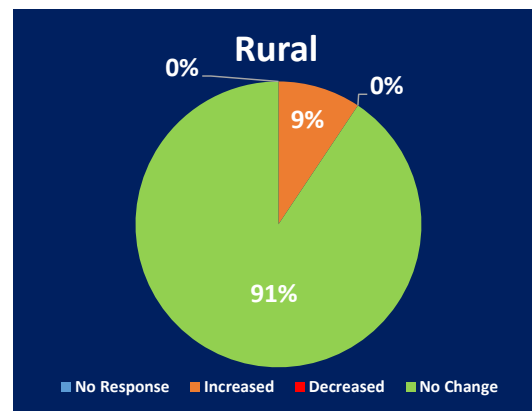


EMPLOYEE BENEFITS AND PAY - CONTINUED

RETENTION BONUS OFFERED



RETENTION BONUS CHANGE



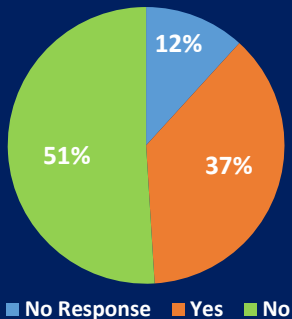
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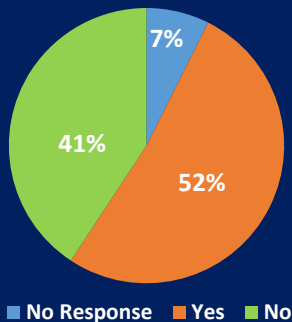
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PREMIUM UNSCHEDULED SHIFT PAY OFFERED

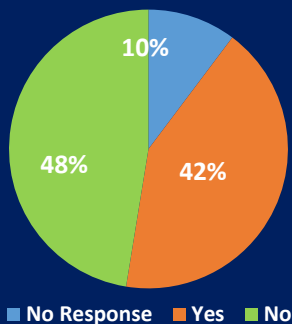
Rural



Urban

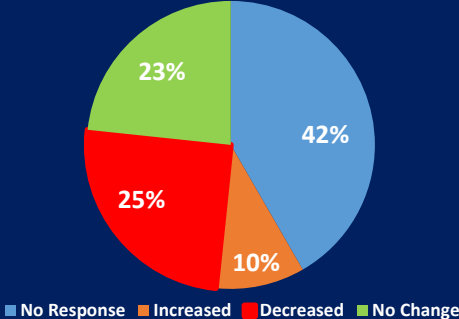


Statewide

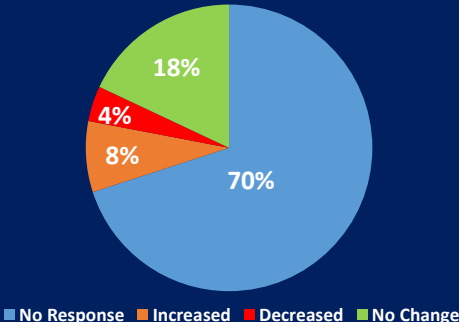


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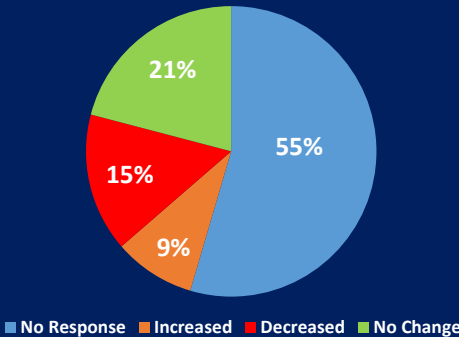
Rural



Urban

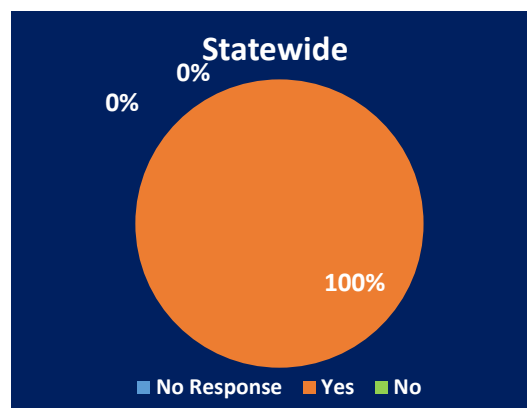
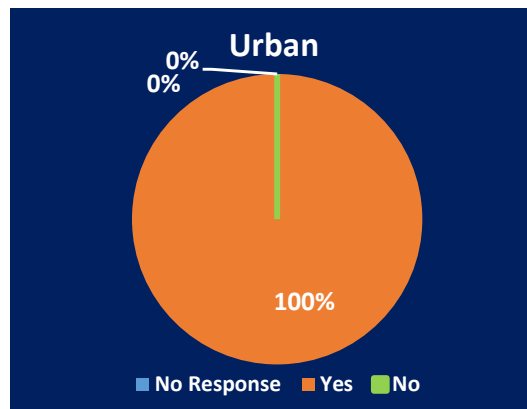
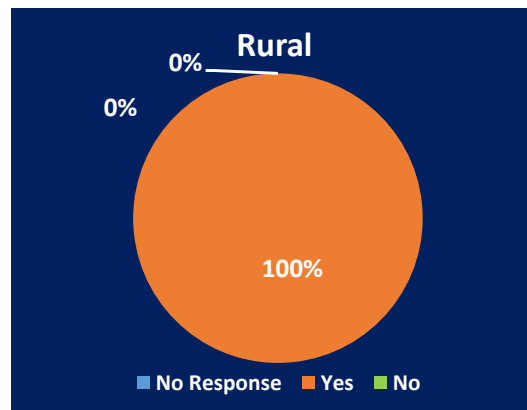


Statewide

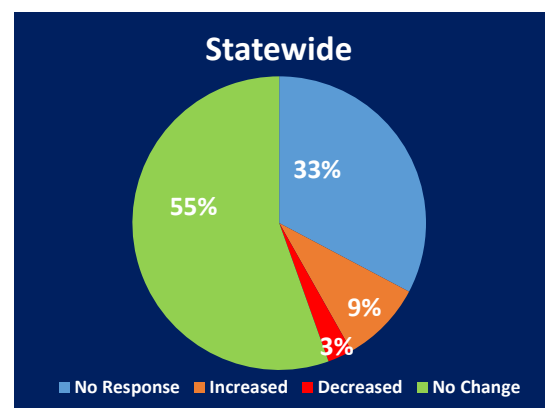
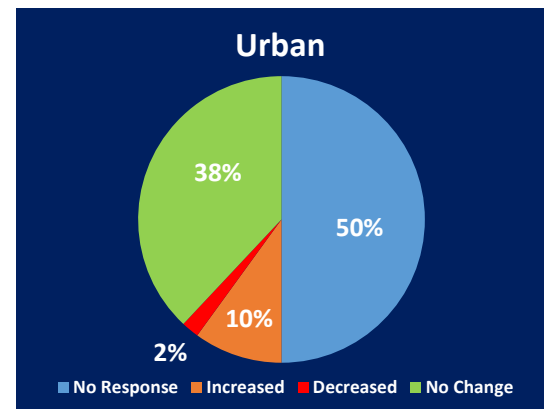
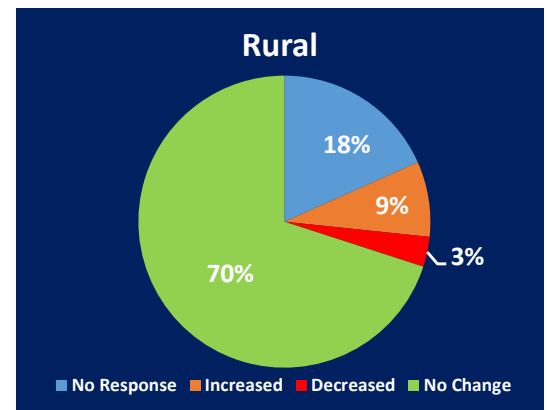


EMPLOYEE BENEFITS AND PAY - CONTINUED

SHIFT DIFFERENTIAL OFFERED



SHIFT DIFFERENTIAL CHANGE

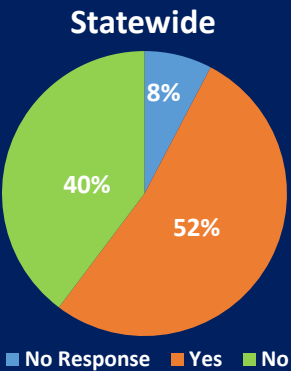
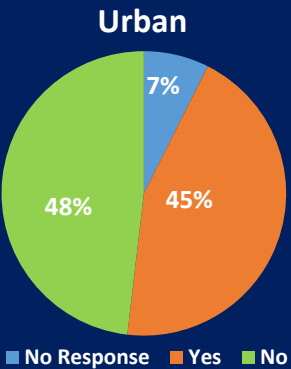
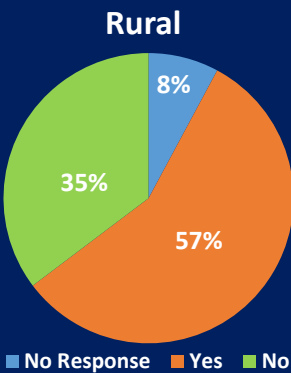


EMPLOYEE BENEFITS AND PAY - CONTINUED

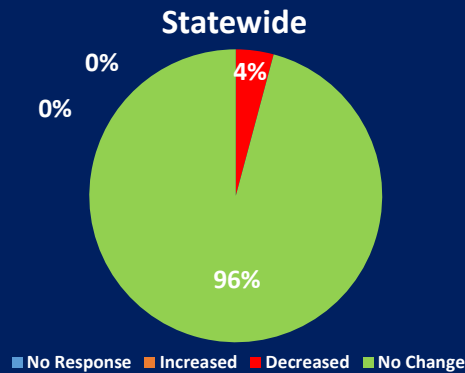
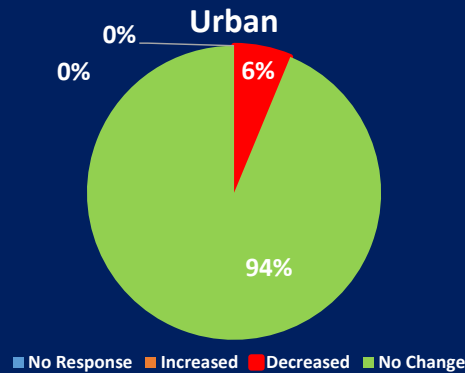
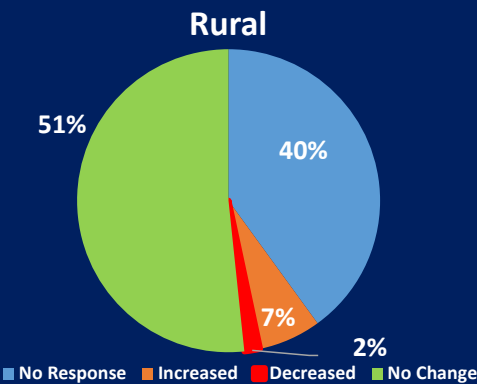


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SPECIALTY DIFFERENTIAL OFFERED

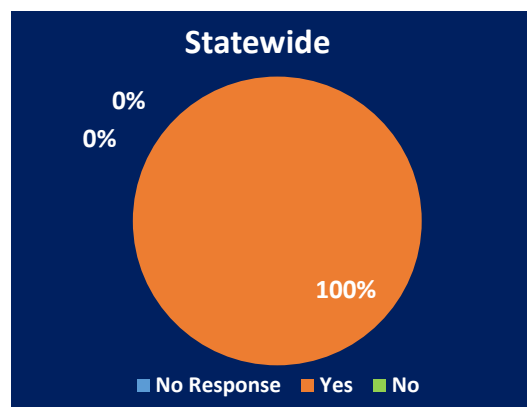
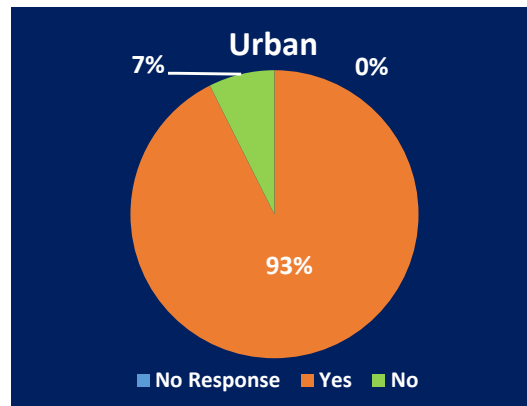
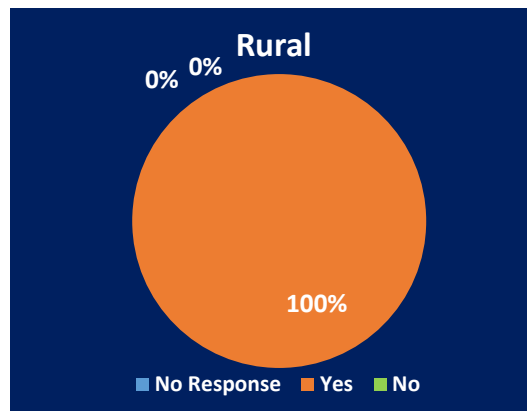


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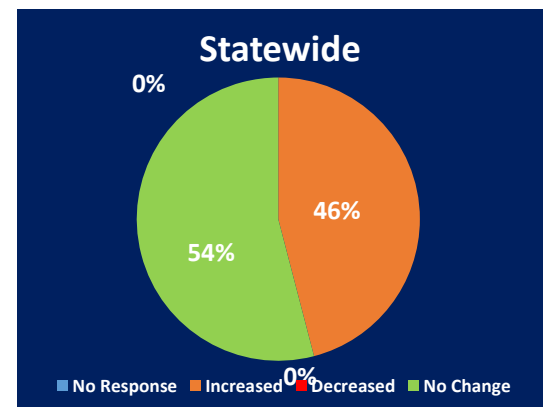
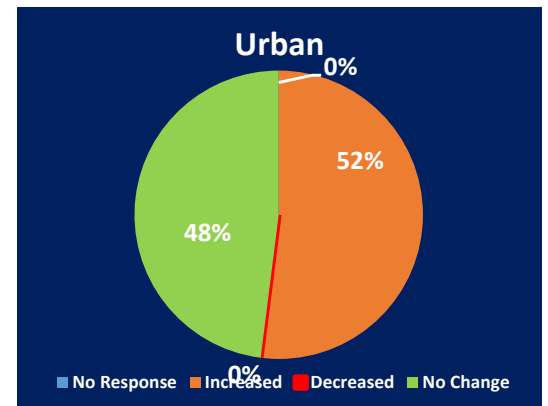
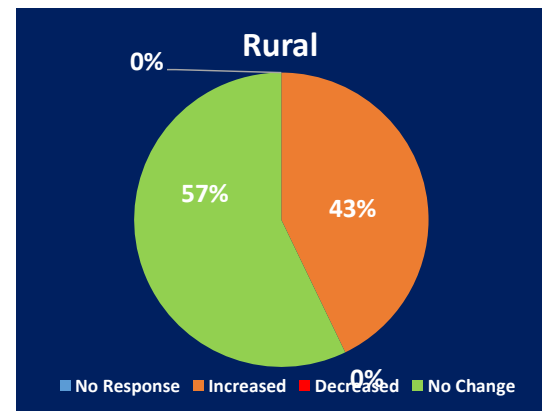


EMPLOYEE BENEFITS AND PAY - CONTINUED

BENEFITS OFFERED



BENEFITS CHANGES

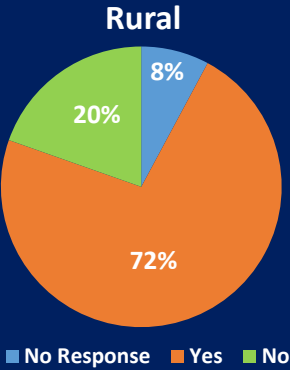


EMPLOYEE BENEFITS AND PAY - CONTINUED

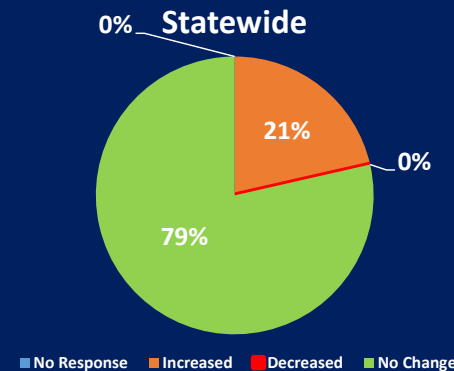
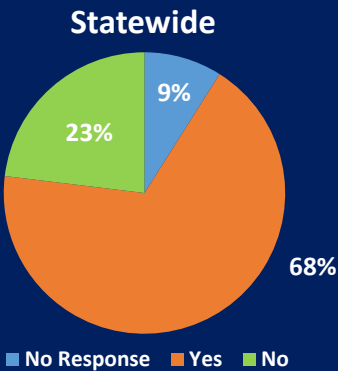
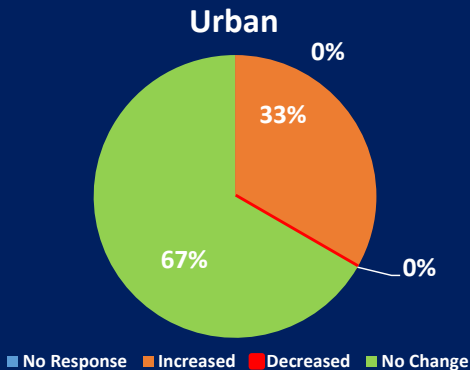
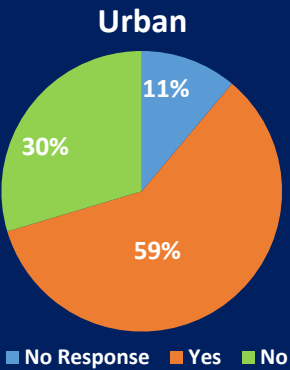
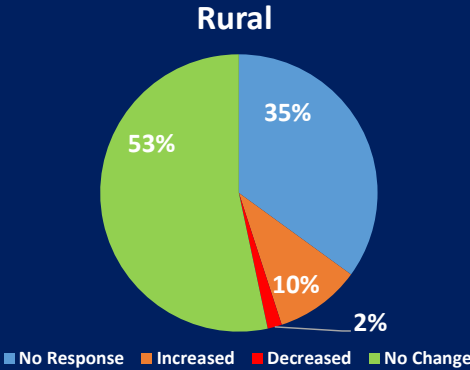


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EDUCATION FINANCIAL ASSISTANCE PROGRAM OFFERED

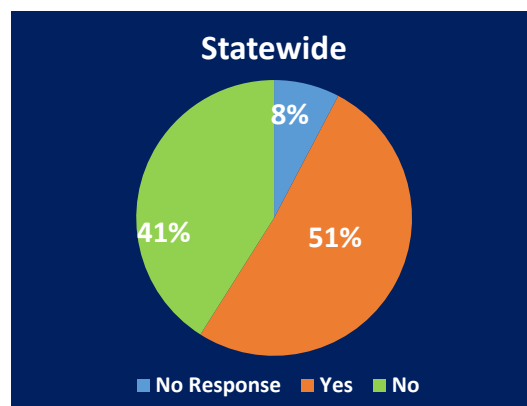
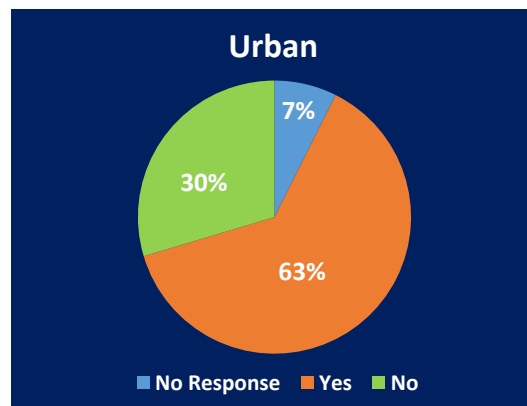
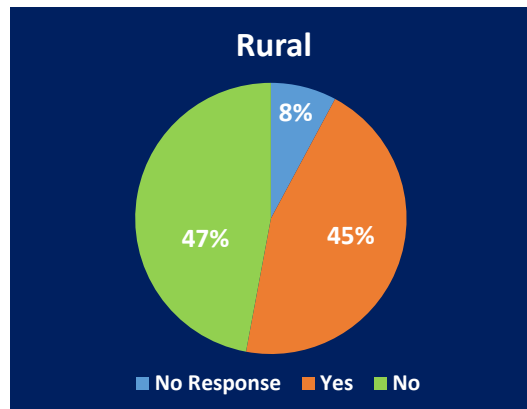


EDUCATION FINANCIAL ASSISTANCE PROGRAM CHANGES

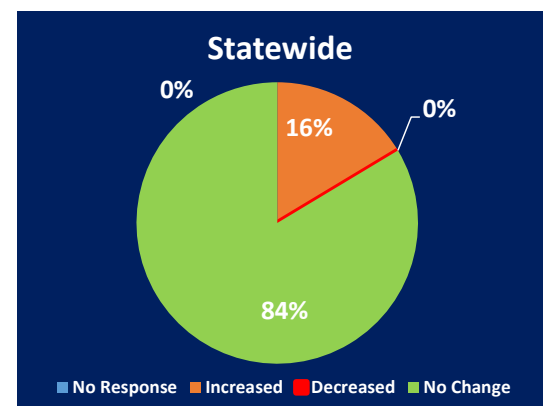
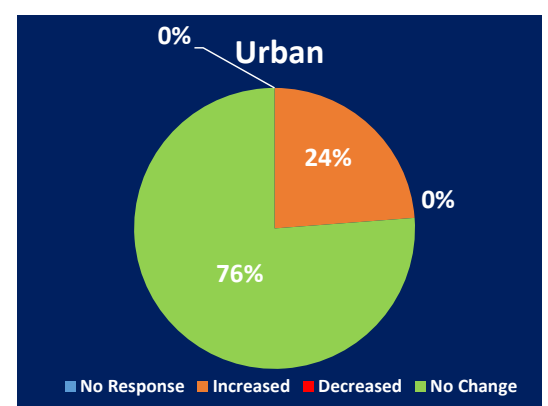
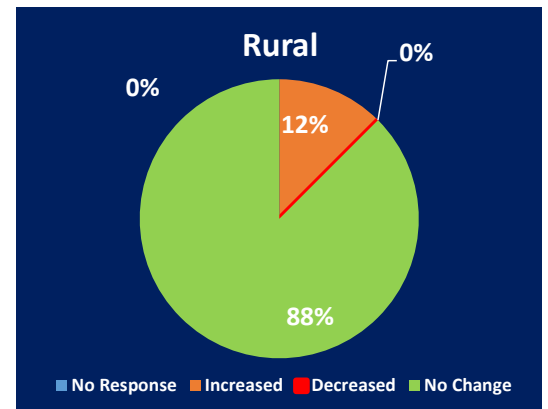


EMPLOYEE BENEFITS AND PAY - CONTINUED

WEEKEND STAFFING PROGRAM OFFERED



WEEKEND STAFFING PROGRAM CHANGES

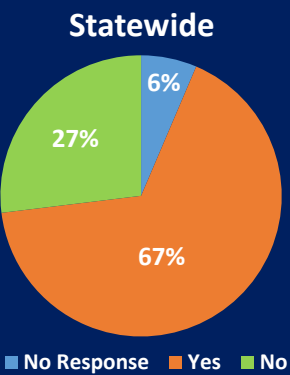
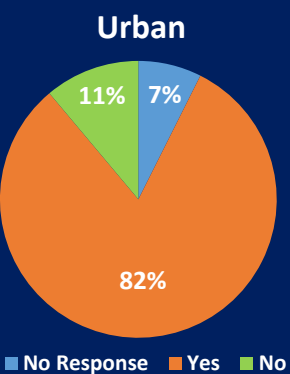
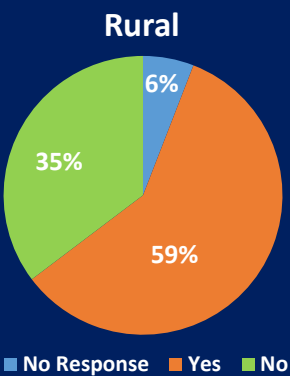


EMPLOYEE BENEFITS AND PAY - CONTINUED

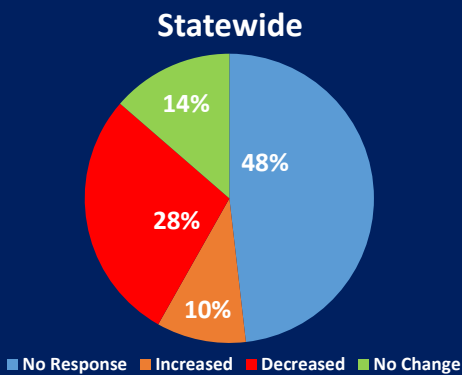
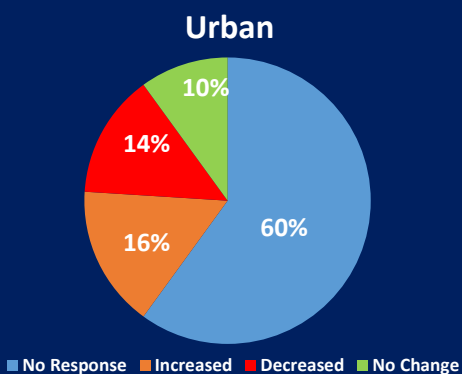
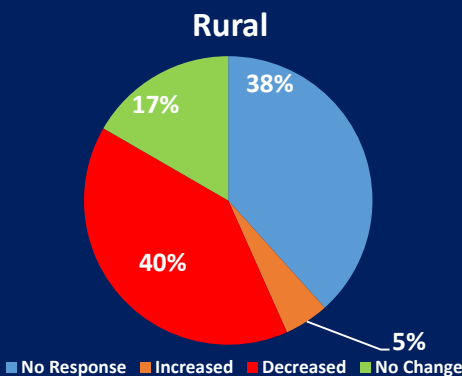


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AGENCY STAFFING



AGENCY STAFFING CHANGES



Appendix C

- 2024 KHA Workforce 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).

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

Survey workbook to Maik (Mike) Schutze: mschutze@kyha.com

Positions		Individual Persons (Full and Part Time Employees)						Full-Time Equivalents			
Direct Care positions Only *** 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).		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 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	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											

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

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

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 Malik Schutze (mschutze@kyha.com or 502-992-4316).

Please print this document for your records.

Appendix D

- Annual Trends in Vacancies

ANNUAL TRENDS IN VACANCIES

Select Position	2015	2020	2021	2022	2023	2024
	2015 Vacancy Rate	2020 Vacancy Rate	2021 Vacancy Rate	2022 Vacancy Rate	2023 Vacancy Rate	2024 Vacancy Rate
Registered Nurses and Licensed Practical Nurses						
Med/Surg/Telemetry RNs	12%	20%	30%	30%	23%	17%
Critical Care RNs (ICU, CCU)	*	*	27%	23%	19%	11%
Psychiatric RNs	9%	19%	20%	17%	24%	16%
LPNs	*	19%	26%	20%	19%	12%
Nursing Techs, Aides, Assistants						
ED / Emergency Techs	8%	8%	13%	12%	14%	7%
Nursing Assistants/Nursing Tech/Unit Secretaries / Ward Clerks	13%	19%	19%	19%	14%	10%
Surgery/OR Techs	11%	13%	17%	15%	14%	16%
Pharmacy						
Pharmacy Techs (certified & non-certified)	9%	11%	12%	9%	9%	6%
Imaging Techs						
Imaging Techs (non-specialized)	*	10%	12%	15%	15%	9%
CT Techs (ECG, Echo)	*	*	13%	13%	14%	12%
Cardiac Cath Techs	*	9%	15%	11%	26%	19%
Restorative Services						
Physical Therapists	9%	3%	10%	10%	13%	7%
Physical Therapy Assistants	5%	3%	7%	4%	7%	3%
Occupational Therapists	9%	4%	6%	5%	7%	3%
Speech Therapists/Language Pathologists	10%	4%	7%	5%	8%	7%
Laboratory Staff						
Medical Laboratory Scientists	*	17%	12%	13%	11%	6%
Medical Laboratory Technicians	*	*	*	12%	11%	6%
Phlebotomists	11%	16%	15%	11%	9%	8%
Other Technical						
Respiratory Therapists	5%	16%	18%	15%	12%	9%
Social Workers						
Licensed Clinical Social Worker	11%	9%	14%	12%	16%	11%
Certified Social Worker	5%	10%	14%	9%	7%	7%
Behavioral Health						
Art Therapist	50%	13%	0%	22%	15%	15%
Licensed Professional Clinical Counselor	*	*	*	0%	7%	14%
Psychologist - Licensed	*	*	*	33%	23%	5%
Peer Support Specialist	*	24%	10%	15%	6%	6%
Other						
Medical Coders	*	11%	5%	4%	5%	6%
Paramedic/EMT/EMS	*	*	*	19%	19%	8%

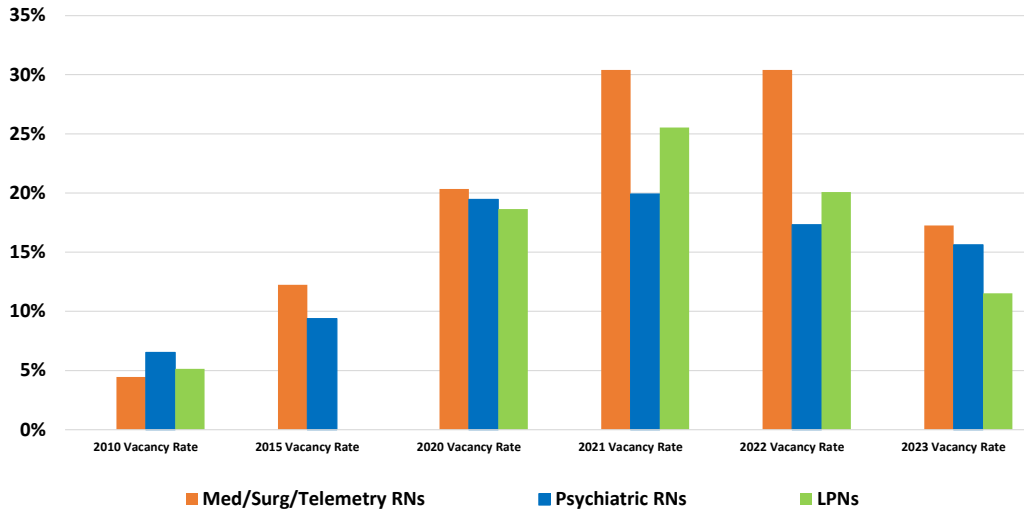
* Previously not surveyed

ANNUAL TRENDS IN VACANCIES - CONTINUED

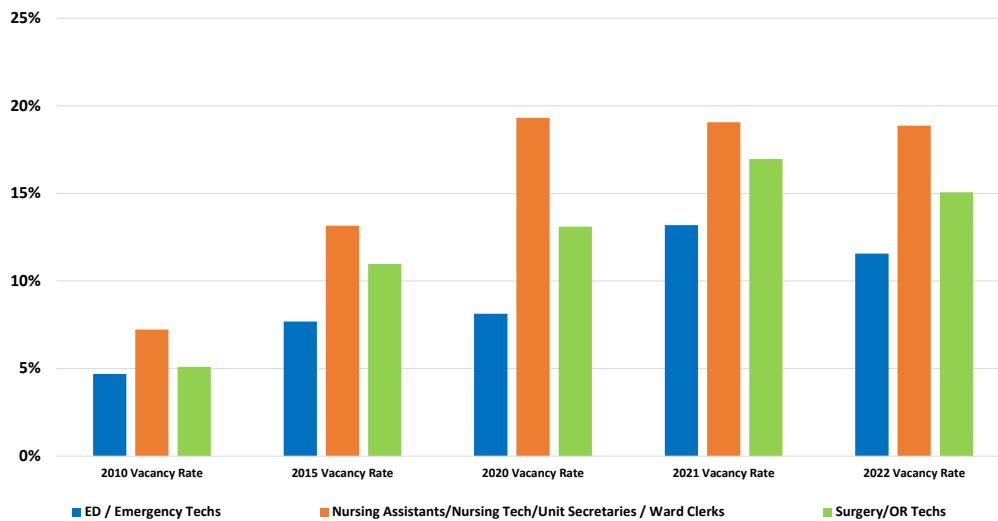


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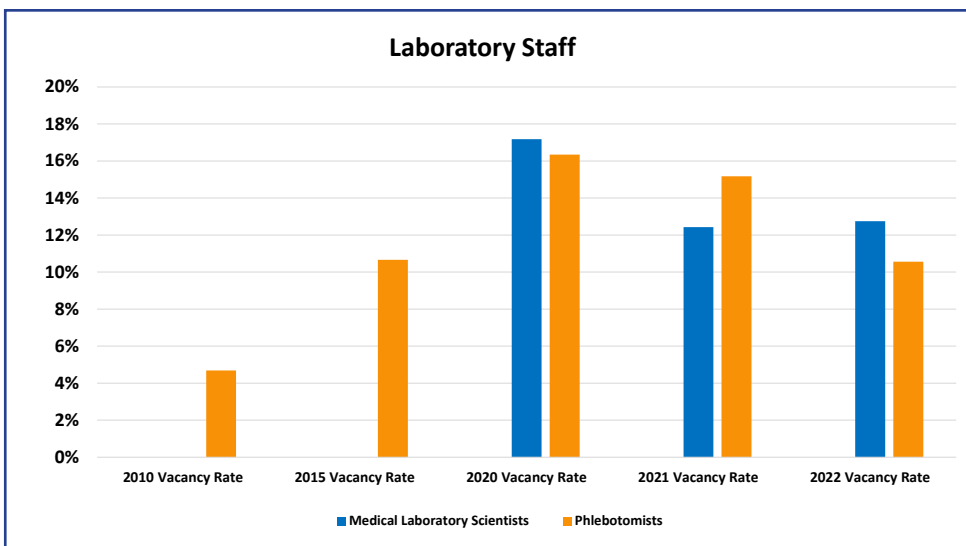
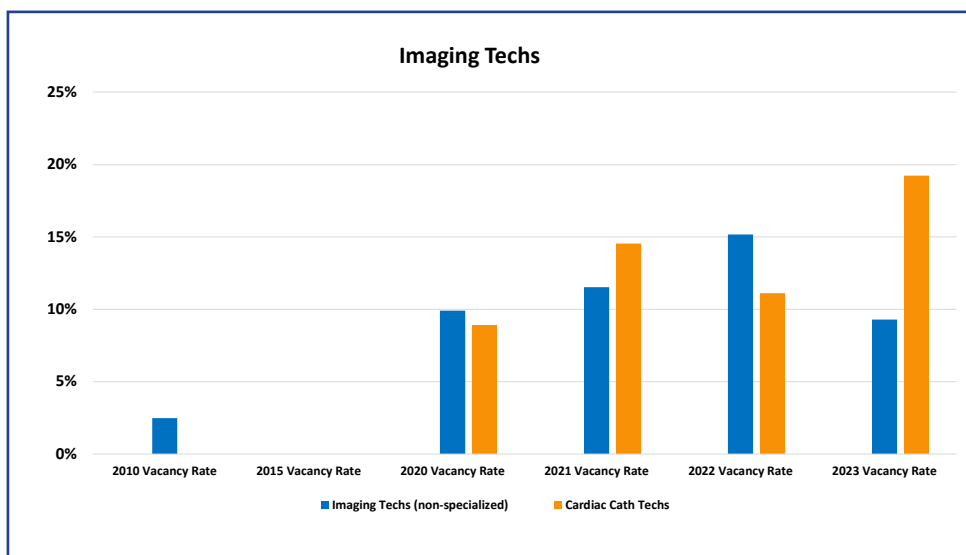
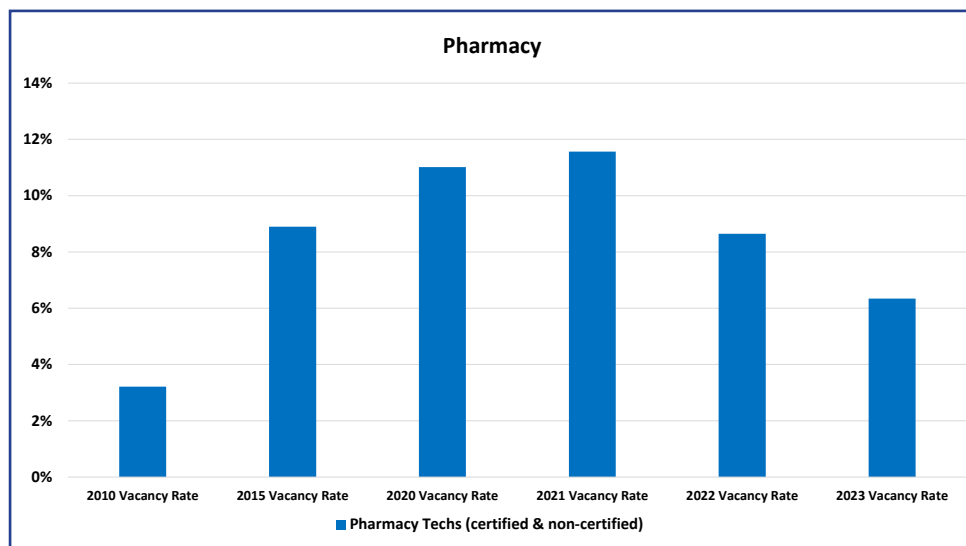
Registered Nurses and Licensed Practical Nurses



Nursing Techs, Aides, Assistants



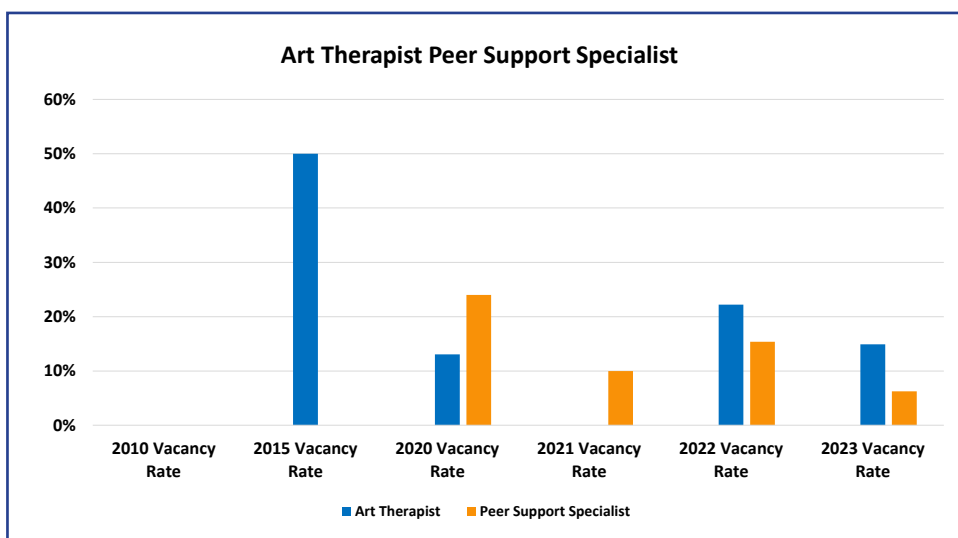
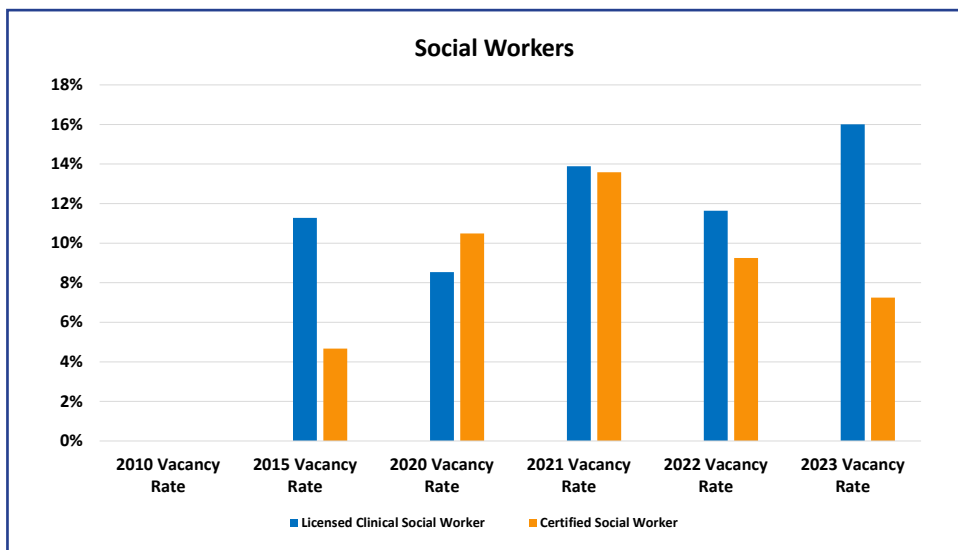
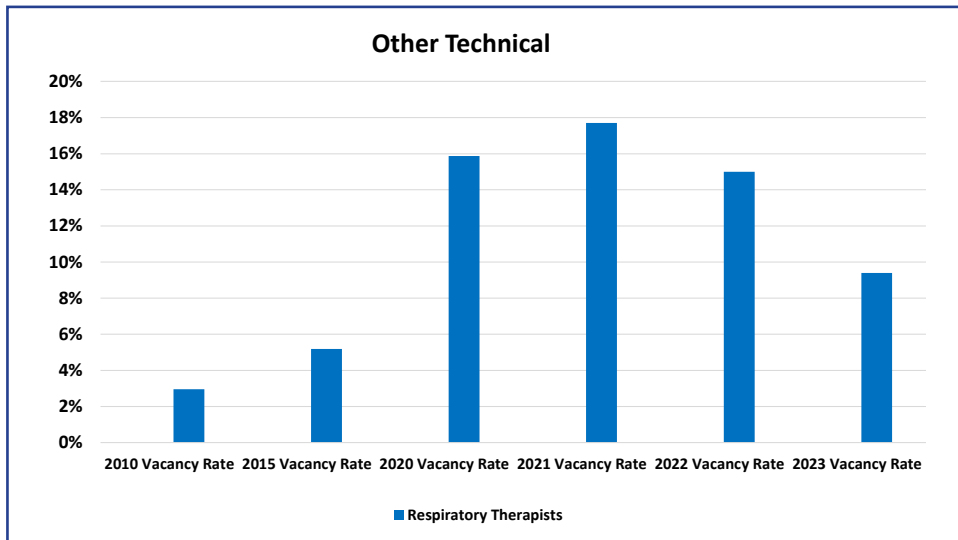
ANNUAL TRENDS IN VACANCIES - CONTINUED



ANNUAL TRENDS IN VACANCIES - CONTINUED



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Appendix E

- Vacancy Rates by Area Development Districts (ADD)

	All		
Statewide	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	11	7.6%	7.7%
Nurse Practitioner	43	4.1%	5.7%
Med/Surg/Telemetry RNs	711	17.2%	19.1%
Critical Care RNs (ICU, CCU)	362	10.9%	15.9%
Emergency Room RNs	151	7.0%	14.9%
OR/PACU RNs	188	10.8%	7.7%
Labor/Delivery/Maternal Child RNs	75	5.3%	13.4%
Pediatric RNs	29	3.4%	9.3%
Psychiatric RNs	82	15.5%	33.3%
Other RNs - include other RN positions not shown above	1,095	12.9%	15.1%
Licensed Practical Nurses (LPNs)	124	10.7%	28.4%
Nursing Techs, Aides, Assistants			
Emergency Technicians	46	6.8%	25.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	512	10.2%	36.6%
Surgery/OR Technicians	180	16.1%	15.5%
Monitor Technicians	13	3.3%	20.9%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	76	6.1%	16.1%
Registered Pharmacists	73	5.3%	6.6%
Imaging Techs			
Imaging Technicians (non-specialized)	88	9.0%	8.2%
Mammography Technicians	17	6.5%	9.1%
Nuclear Med Technicians	19	9.6%	10.1%
MRI Technicians	49	13.1%	9.4%
Ultrasound Technicians	29	6.6%	8.8%
CT Technicians	81	11.8%	7.9%
EEG Technicians	7	6.6%	17.2%
Cardiac Cath Technicians	44	19.4%	8.2%
Restorative Services			
Physical Therapists	46	6.8%	5.7%
Physical Therapy Assistants	10	3.2%	9.0%
Occupational Therapists	14	3.2%	9.3%
Speech Therapists/Language Pathologists	20	7.2%	9.8%
Laboratory Staff			
Medical Laboratory Scientists	46	6.3%	13.7%
Medical Laboratory Technicians	48	5.7%	13.0%
Phlebotomists	80	8.4%	49.3%
Other Technical			
Respiratory Therapists	138	9.2%	10.1%
Food Services			
Registered Dietitians	11	5.0%	11.7%
Dietary Aide	54	9.1%	36.5%
Social Workers			
Licensed Clinical Social Worker	17	9.7%	24.6%
Certified Social Worker	27	6.6%	16.4%
Behavioral Health			
Psychologist - Licensed	1	5.4%	5.6%
Psychological Practitioner - Licensed	4	7.3%	15.4%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	9	13.8%	3.5%
Licensed Professional Counselor Associate	1	1.6%	39.0%
Marriage and Family Therapist	0	0.0%	100.0%
Behavior Analyst - Licensed	2	16.7%	25.0%
Behavior Analyst Assistant - Licensed	0	0.0%	27.9%
Art Therapist	2	14.9%	27.3%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	1	6.3%	20.0%
Mental Health Technicians	104	11.3%	56.3%
Other			
Medical Coders	33	5.7%	11.4%
Environmental Services	158	6.7%	33.9%
Paramedic	22	9.6%	28.3%
EMT	16	6.8%	23.0%
Other EMS Staff	1	3.0%	15.7%
All Other Employees - include other positions not shown above	1,086	5.7%	14.1%

Purchase District	01 - Purchase		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (<i>verify with administration or contract anesthesia service</i>)	0	0.0%	0.0%
Nurse Practitioner	1	2.1%	2.1%
Med/Surg/Telemetry RNs	12	8.5%	25.7%
Critical Care RNs (ICU, CCU)	5	2.6%	11.5%
Emergency Room RNs	6	5.9%	18.1%
OR/PACU RNs	4	3.7%	6.6%
Labor/Delivery/Maternal Child RNs	5	4.2%	11.6%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	4	12.5%	45.8%
Other RNs - include other RN positions not shown above	21	6.3%	10.3%
Licensed Practical Nurses (LPNs)	14	16.6%	16.7%
Nursing Techs, Aides, Assistants			
Emergency Technicians	2	5.2%	31.8%
Nursing Assistants/Nursing Tech/Unit Secretaries	24	15.1%	37.1%
Surgery/OR Technicians	13	13.8%	12.0%
Monitor Technicians	4	11.6%	3.7%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	6	9.3%	27.9%
Registered Pharmacists	5	7.8%	14.5%
Imaging Techs			
Imaging Technicians (non-specialized)	5	4.8%	7.8%
Mammography Technicians	1	9.4%	9.1%
Nuclear Med Technicians	2	18.3%	22.2%
MRI Technicians	3	15.1%	18.8%
Ultrasound Technicians	1	3.5%	6.5%
CT Technicians	1	3.4%	7.1%
EEG Technicians	0	0.0%	12.5%
Cardiac Cath Technicians	1	4.8%	10.0%
Restorative Services			
Physical Therapists	2	6.6%	3.4%
Physical Therapy Assistants	0	0.0%	4.3%
Occupational Therapists	1	5.9%	11.1%
Speech Therapists/Language Pathologists	1	6.8%	31.3%
Laboratory Staff			
Medical Laboratory Scientists	1	3.1%	15.6%
Medical Laboratory Technicians	4	8.4%	11.1%
Phlebotomists	0	0.0%	45.1%
Other Technical			
Respiratory Therapists	7	12.7%	11.5%
Food Services			
Registered Dietitians	1	9.3%	10.0%
Dietary Aide	6	10.5%	57.4%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	1	9.4%	18.2%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	0	0.0%	0.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Mental Health Technicians	3	37.5%	0.0%
Other			
Medical Coders	0	0.0%	17.6%
Environmental Services	4	3.7%	38.4%
Paramedic	3	20.7%	21.1%
EMT	1	4.3%	12.8%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	78	6.3%	19.6%

	02 - Pennyrile		
Pennyrile District	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	1	9.1%	10.0%
Nurse Practitioner	0	0.0%	1.8%
Med/Surg/Telemetry RNs	19	11.7%	13.4%
Critical Care RNs (ICU, CCU)	9	14.1%	31.7%
Emergency Room RNs	6	7.7%	17.1%
OR/PACU RNs	8	13.6%	14.8%
Labor/Delivery/Maternal Child RNs	0	0.0%	0.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	3	12.6%	38.1%
Other RNs - include other RN positions not shown above	6	5.1%	8.9%
Licensed Practical Nurses (LPNs)	1	1.9%	17.6%
Nursing Techs, Aides, Assistants			
Emergency Technicians	1	4.2%	6.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	6	5.4%	17.3%
Surgery/OR Technicians	9	19.8%	20.0%
Monitor Technicians	0	0.0%	9.1%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	2	5.3%	7.5%
Registered Pharmacists	4	13.2%	7.4%
Imaging Techs			
Imaging Technicians (non-specialized)	5	15.2%	5.6%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	1	15.9%	0.0%
Ultrasound Technicians	0	0.0%	15.4%
CT Technicians	0	0.0%	0.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	3	29.6%	12.5%
Restorative Services			
Physical Therapists	0	0.0%	5.6%
Physical Therapy Assistants	1	2.4%	3.8%
Occupational Therapists	2	19.9%	33.3%
Speech Therapists/Language Pathologists	3	26.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	1	3.7%	15.8%
Medical Laboratory Technicians	2	6.3%	9.4%
Phlebotomists	1	4.8%	48.5%
Other Technical			
Respiratory Therapists	5	9.4%	10.0%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	2	9.1%	4.5%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	11.1%
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	2	12.8%	46.7%
Other			
Medical Coders	1	6.1%	18.8%
Environmental Services	4	3.8%	39.6%
Paramedic	1	9.2%	50.3%
EMT	4	19.4%	18.5%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	28	6.2%	18.3%

	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%	50.0%
Nurse Practitioner	9	30.1%	12.2%
Med/Surg/Telemetry RNs	24	16.7%	15.0%
Critical Care RNs (ICU, CCU)	6	6.1%	15.9%
Emergency Room RNs	9	7.7%	15.8%
OR/PACU RNs	9	6.8%	2.8%
Labor/Delivery/Maternal Child RNs	6	5.3%	10.2%
Pediatric RNs	1	3.4%	11.4%
Psychiatric RNs	2	18.2%	20.0%
Other RNs - include other RN positions not shown above	75	19.7%	8.7%
Licensed Practical Nurses (LPNs)	6	19.0%	14.0%
Nursing Techs, Aides, Assistants			
Emergency Technicians	1	2.5%	22.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	36	12.5%	25.5%
Surgery/OR Technicians	4	8.3%	16.3%
Monitor Technicians	0	0.0%	0.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	2	3.2%	2.9%
Registered Pharmacists	3	7.2%	2.3%
Imaging Techs			
Imaging Technicians (non-specialized)	6	13.8%	10.0%
Mammography Technicians	1	6.0%	5.3%
Nuclear Med Technicians	2	20.0%	25.0%
MRI Technicians	3	6.0%	13.3%
Ultrasound Technicians	5	21.7%	4.5%
CT Technicians	8	20.6%	16.2%
EEG Technicians	1	25.0%	33.3%
Cardiac Cath Technicians	1	9.1%	16.7%
Restorative Services			
Physical Therapists	8	25.8%	3.1%
Physical Therapy Assistants	2	8.0%	10.0%
Occupational Therapists	2	22.2%	14.3%
Speech Therapists/Language Pathologists	3	25.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	2	22.0%	11.1%
Medical Laboratory Technicians	1	2.1%	12.7%
Phlebotomists	13	14.1%	40.6%
Other Technical			
Respiratory Therapists	4	5.6%	5.3%
Food Services			
Registered Dietitians	1	10.3%	33.3%
Dietary Aide	0	0.0%	0.0%
Social Workers			
Licensed Clinical Social Worker	5	19.2%	21.7%
Certified Social Worker	4	40.0%	25.0%
Behavioral Health			
Psychologist - Licensed	1	100.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	1	11.1%	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	17	16.7%	46.5%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	9	5.8%	42.8%
Paramedic	2	8.8%	14.3%
EMT	3	7.0%	27.5%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	56	4.0%	15.1%

	04 - Barren River		
Barren River District	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	2	33.3%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	29	24.6%	9.1%
Critical Care RNs (ICU, CCU)	3	7.1%	15.4%
Emergency Room RNs	11	12.7%	10.3%
OR/PACU RNs	4	4.1%	7.0%
Labor/Delivery/Maternal Child RNs	4	16.7%	0.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	5	13.9%	31.8%
Other RNs - include other RN positions not shown above	44	16.9%	3.6%
Licensed Practical Nurses (LPNs)	8	7.0%	7.0%
Nursing Techs, Aides, Assistants			
Emergency Technicians	2	15.4%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	13	13.9%	13.9%
Surgery/OR Technicians	8	21.6%	23.1%
Monitor Technicians	2	12.5%	0.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	5	20.2%	0.0%
Registered Pharmacists	5	18.3%	4.8%
Imaging Techs			
Imaging Technicians (non-specialized)	5	16.2%	0.0%
Mammography Technicians	1	6.8%	0.0%
Nuclear Med Technicians	4	47.5%	0.0%
MRI Technicians	3	30.6%	0.0%
Ultrasound Technicians	4	22.3%	0.0%
CT Technicians	8	20.1%	0.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	1	8.3%	0.0%
Restorative Services			
Physical Therapists	3	10.5%	3.8%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	1	4.8%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	3	22.2%	0.0%
Medical Laboratory Technicians	5	14.8%	11.1%
Phlebotomists	3	10.1%	16.7%
Other Technical			
Respiratory Therapists	6	11.9%	4.7%
Food Services			
Registered Dietitians	1	20.8%	25.0%
Dietary Aide	3	8.4%	18.9%
Social Workers			
Licensed Clinical Social Worker	1	25.0%	33.3%
Certified Social Worker	3	14.3%	4.8%
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	3	4.3%	53.7%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	1	2.5%	27.5%
Paramedic	0	0.0%	0.0%
EMT	0	0.0%	8.3%
Other EMS Staff	0	6.7%	0.0%
All Other Employees - include other positions not shown above	4	0.5%	4.2%

	05 - Lincoln Trail		
Lincoln Trail 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%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	25	15.5%	21.1%
Critical Care RNs (ICU, CCU)	6	8.0%	27.8%
Emergency Room RNs	6	8.4%	13.6%
OR/PACU RNs	4	3.1%	3.8%
Labor/Delivery/Maternal Child RNs	1	5.9%	30.4%
Pediatric RNs	0	0.0%	10.0%
Psychiatric RNs	1	6.9%	11.1%
Other RNs - include other RN positions not shown above	28	14.3%	16.0%
Licensed Practical Nurses (LPNs)	4	14.9%	56.0%
Nursing Techs, Aides, Assistants			
Emergency Technicians	5	13.5%	26.3%
Nursing Assistants/Nursing Tech/Unit Secretaries	16	10.2%	36.4%
Surgery/OR Technicians	5	12.1%	10.3%
Monitor Technicians	1	4.8%	6.7%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	1	4.4%	9.5%
Registered Pharmacists	3	12.4%	22.7%
Imaging Techs			
Imaging Technicians (non-specialized)	2	4.1%	4.9%
Mammography Technicians	0	0.0%	6.3%
Nuclear Med Technicians	2	29.4%	20.0%
MRI Technicians	0	0.0%	0.0%
Ultrasound Technicians	0	0.0%	0.0%
CT Technicians	5	20.9%	10.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	5	40.0%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	2	13.9%	0.0%
Speech Therapists/Language Pathologists	2	16.7%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	2	29.7%	0.0%
Medical Laboratory Technicians	2	6.3%	14.3%
Phlebotomists	2	5.4%	57.6%
Other Technical			
Respiratory Therapists	3	5.4%	9.8%
Food Services			
Registered Dietitians	1	15.7%	42.9%
Dietary Aide	2	7.8%	39.3%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	75.0%
Certified Social Worker	0	0.0%	27.3%
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%	16.7%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	200.0%
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	18	24.7%	50.9%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	14	12.9%	52.7%
Paramedic	1	11.0%	50.0%
EMT	0	0.0%	70.0%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	27	4.4%	12.5%

	06 - Kentuckiana		
Kentuckiana Regional Planning & Development Agency (KIPDA)	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	239	21.7%	14.7%
Critical Care RNs (ICU, CCU)	48	9.2%	16.6%
Emergency Room RNs	23	7.0%	17.5%
OR/PACU RNs	15	6.9%	8.0%
Labor/Delivery/Maternal Child RNs	15	4.9%	13.3%
Pediatric RNs	8	1.4%	8.9%
Psychiatric RNs	43	21.7%	42.6%
Other RNs - include other RN positions not shown above	628	17.0%	20.7%
Licensed Practical Nurses (LPNs)	30	11.0%	44.3%
Nursing Techs, Aides, Assistants			
Emergency Technicians	15	7.9%	36.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	134	8.3%	47.5%
Surgery/OR Technicians	35	10.5%	12.4%
Monitor Technicians	2	1.4%	19.2%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	16	5.7%	21.7%
Registered Pharmacists	20	6.2%	12.3%
Imaging Techs			
Imaging Technicians (non-specialized)	28	16.4%	11.0%
Mammography Technicians	2	3.4%	9.1%
Nuclear Med Technicians	4	6.8%	3.8%
MRI Technicians	22	22.7%	16.5%
Ultrasound Technicians	2	2.0%	12.9%
CT Technicians	13	7.3%	5.9%
EEG Technicians	3	12.0%	4.3%
Cardiac Cath Technicians	11	24.0%	2.9%
Restorative Services			
Physical Therapists	11	5.7%	6.4%
Physical Therapy Assistants	1	2.4%	6.1%
Occupational Therapists	3	2.1%	9.7%
Speech Therapists/Language Pathologists	7	9.9%	4.5%
Laboratory Staff			
Medical Laboratory Scientists	11	5.6%	11.1%
Medical Laboratory Technicians	9	6.4%	13.5%
Phlebotomists	18	8.5%	69.6%
Other Technical			
Respiratory Therapists	59	16.4%	11.9%
Food Services			
Registered Dietitians	3	11.1%	20.0%
Dietary Aide	16	13.0%	23.3%
Social Workers			
Licensed Clinical Social Worker	2	6.6%	37.0%
Certified Social Worker	10	11.3%	25.6%
Behavioral Health			
Psychologist - Licensed	0	0.0%	16.7%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	6	73.3%	0.0%
Licensed Professional Counselor Associate	0	0.0%	39.7%
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	1	11.9%	28.6%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
Mental Health Technicians	34	8.4%	73.2%
Other			
Medical Coders	3	1.5%	6.3%
Environmental Services	38	7.5%	20.8%
Paramedic	3	7.2%	17.5%
EMT	4	16.4%	23.1%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	324	9.0%	18.7%

	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%	0.0%
Nurse Practitioner	4	6.0%	8.0%
Med/Surg/Telemetry RNs	68	11.9%	10.1%
Critical Care RNs (ICU, CCU)	28	11.5%	5.1%
Emergency Room RNs	15	6.2%	5.3%
OR/PACU RNs	6	9.9%	4.5%
Labor/Delivery/Maternal Child RNs	5	6.0%	4.6%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	0.0%
Other RNs - include other RN positions not shown above	65	5.4%	16.4%
Licensed Practical Nurses (LPNs)	11	24.7%	32.5%
Nursing Techs, Aides, Assistants			
Emergency Technicians	6	8.3%	11.6%
Nursing Assistants/Nursing Tech/Unit Secretaries	26	11.7%	27.4%
Surgery/OR Technicians	6	21.1%	24.0%
Monitor Technicians	0	0.0%	10.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	15	12.0%	18.3%
Registered Pharmacists	9	8.5%	3.5%
Imaging Techs			
Imaging Technicians (non-specialized)	0	0.0%	0.0%
Mammography Technicians	3	11.0%	9.1%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	4	13.3%	5.1%
Ultrasound Technicians	1	2.1%	4.2%
CT Technicians	14	15.5%	1.1%
EEG Technicians	0	0.0%	11.1%
Cardiac Cath Technicians	3	38.1%	20.0%
Restorative Services			
Physical Therapists	0	0.0%	2.5%
Physical Therapy Assistants	0	0.0%	5.3%
Occupational Therapists	1	2.8%	11.1%
Speech Therapists/Language Pathologists	0	0.0%	15.8%
Laboratory Staff			
Medical Laboratory Scientists	1	50.0%	0.0%
Medical Laboratory Technicians	7	25.3%	16.7%
Phlebotomists	20	19.7%	42.5%
Other Technical			
Respiratory Therapists	19	20.4%	6.8%
Food Services			
Registered Dietitians	0	0.0%	4.5%
Dietary Aide	3	9.4%	35.3%
Social Workers			
Licensed Clinical Social Worker	4	31.7%	20.0%
Certified Social Worker	2	3.5%	17.2%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	1	13.0%	14.3%
Licensed Professional Counselor Associate	1	100.0%	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	1	100.0%	0.0%
Mental Health Technicians	10	9.4%	28.4%
Other			
Medical Coders	1	2.6%	26.0%
Environmental Services	12	5.6%	40.3%
Paramedic	1	25.5%	0.0%
EMT	0	0.0%	0.0%
Other EMS Staff	0	0.0%	25.0%
All Other Employees - include other positions not shown above	298	8.6%	13.5%

Buffalo Trace District	08 - Buffalo Trace		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	4	18.2%	66.7%
Critical Care RNs (ICU, CCU)	9	42.9%	166.7%
Emergency Room RNs	4	19.0%	21.4%
OR/PACU RNs	1	4.0%	3.8%
Labor/Delivery/Maternal Child RNs	0	0.0%	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	0	0.0%	33.3%
Licensed Practical Nurses (LPNs)	0	0.0%	25.0%
Nursing Techs, Aides, Assistants			
Emergency Technicians	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	2	10.0%	41.2%
Surgery/OR Technicians	0	0.0%	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	0	0.0%	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%	60.0%
Medical Laboratory Technicians	0	0.0%	88.9%
Phlebotomists	1	16.7%	40.0%
Other Technical			
Respiratory Therapists	1	7.7%	0.0%
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%	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	0	0.0%	0.0%

Gateway District	09 - Gateway		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	1	17.5%	40.0%
Nurse Practitioner	2	38.3%	0.0%
Med/Surg/Telemetry RNs	2	3.5%	14.8%
Critical Care RNs (ICU, CCU)	1	4.3%	27.3%
Emergency Room RNs	0	0.0%	16.2%
OR/PACU RNs	4	12.8%	25.9%
Labor/Delivery/Maternal Child RNs	0	0.0%	25.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	1	11.0%	25.0%
Other RNs - include other RN positions not shown above	3	9.4%	13.3%
Licensed Practical Nurses (LPNs)	1	7.4%	58.3%
Nursing Techs, Aides, Assistants			
Emergency Technicians	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	0	0.0%	28.0%
Surgery/OR Technicians	2	27.5%	80.0%
Monitor Technicians	0	0.0%	0.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	1	4.4%	13.6%
Registered Pharmacists	0	0.0%	8.3%
Imaging Techs			
Imaging Technicians (non-specialized)	1	33.3%	0.0%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	1	17.2%	0.0%
Ultrasound Technicians	0	0.0%	0.0%
CT Technicians	2	14.4%	25.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	1	20.0%	0.0%
Restorative Services			
Physical Therapists	1	10.6%	0.0%
Physical Therapy Assistants	1	33.3%	100.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	25.0%
Laboratory Staff			
Medical Laboratory Scientists	1	6.3%	13.3%
Medical Laboratory Technicians	1	15.3%	50.0%
Phlebotomists	1	4.0%	57.7%
Other Technical			
Respiratory Therapists	2	6.8%	22.2%
Food Services			
Registered Dietitians	1	38.5%	0.0%
Dietary Aide	2	4.5%	38.2%
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	1	4.0%	8.3%
Environmental Services	1	1.5%	57.4%
Paramedic	0	0.0%	0.0%
EMT	0	0.0%	33.3%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	5	6.2%	19.5%

FIVCO District	10 - FIVCO		
	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	7.1%	13.3%
Med/Surg/Telemetry RNs	5	7.5%	12.3%
Critical Care RNs (ICU, CCU)	16	6.2%	10.8%
Emergency Room RNs	3	3.4%	16.5%
OR/PACU RNs	0	0.0%	30.8%
Labor/Delivery/Maternal Child RNs	0	0.0%	3.2%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	1	7.7%	41.7%
Other RNs - include other RN positions not shown above	17	8.0%	17.3%
Licensed Practical Nurses (LPNs)	2	2.1%	10.6%
Nursing Techs, Aides, Assistants			
Emergency Technicians	5	8.8%	5.3%
Nursing Assistants/Nursing Tech/Unit Secretaries	3	1.8%	3.3%
Surgery/OR Technicians	2	6.2%	18.2%
Monitor Technicians	0	0.0%	25.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	0	0.0%	24.2%
Registered Pharmacists	3	6.7%	6.0%
Imaging Techs			
Imaging Technicians (non-specialized)	1	2.4%	4.3%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	1	7.2%	13.3%
MRI Technicians	1	5.1%	10.5%
Ultrasound Technicians	0	0.0%	2.9%
CT Technicians	1	8.8%	18.2%
EEG Technicians	0	0.0%	20.0%
Cardiac Cath Technicians	1	4.2%	8.3%
Restorative Services			
Physical Therapists	1	5.4%	10.5%
Physical Therapy Assistants	0	0.0%	5.7%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	1	11.6%	12.5%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	41.2%
Medical Laboratory Technicians	0	0.0%	20.8%
Phlebotomists	0	0.0%	18.0%
Other Technical			
Respiratory Therapists	1	1.7%	2.8%
Food Services			
Registered Dietitians	0	0.0%	9.1%
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%	7.4%
Environmental Services	3	1.8%	33.9%
Paramedic	1	7.7%	36.4%
EMT	0	0.0%	17.9%
Other EMS Staff	1	9.1%	41.7%
All Other Employees - include other positions not shown above	17	1.4%	24.2%

	11 - Big Sandy		
Big Sandy 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%	8.5%
Med/Surg/Telemetry RNs	28	11.3%	34.9%
Critical Care RNs (ICU, CCU)	1	0.6%	25.4%
Emergency Room RNs	4	2.7%	22.0%
OR/PACU RNs	4	3.1%	6.2%
Labor/Delivery/Maternal Child RNs	2	2.2%	18.8%
Pediatric RNs	0	0.0%	8.3%
Psychiatric RNs	1	7.7%	8.3%
Other RNs - include other RN positions not shown above	6	3.9%	20.9%
Licensed Practical Nurses (LPNs)	2	3.0%	37.1%
Nursing Techs, Aides, Assistants			
Emergency Technicians	2	6.8%	36.7%
Nursing Assistants/Nursing Tech/Unit Secretaries	24	7.4%	61.4%
Surgery/OR Technicians	9	19.4%	34.2%
Monitor Technicians	1	5.4%	20.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	2	2.7%	31.6%
Registered Pharmacists	1	1.7%	6.8%
Imaging Techs			
Imaging Technicians (non-specialized)	4	5.1%	9.3%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	0	0.0%	12.5%
MRI Technicians	1	7.7%	0.0%
Ultrasound Technicians	1	5.4%	16.7%
CT Technicians	2	5.8%	3.0%
EEG Technicians	0	0.0%	50.0%
Cardiac Cath Technicians	1	6.0%	6.3%
Restorative Services			
Physical Therapists	3	11.3%	8.0%
Physical Therapy Assistants	0	0.0%	11.8%
Occupational Therapists	1	4.0%	16.7%
Speech Therapists/Language Pathologists	0	0.0%	22.2%
Laboratory Staff			
Medical Laboratory Scientists	3	5.8%	10.2%
Medical Laboratory Technicians	1	4.3%	9.1%
Phlebotomists	5	9.3%	73.5%
Other Technical			
Respiratory Therapists	0	0.0%	6.1%
Food Services			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	4	9.8%	62.2%
Social Workers			
Licensed Clinical Social Worker	1	25.0%	100.0%
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	2	18.2%	27.3%
Behavior Analyst Assistant - Licensed	0	0.0%	27.9%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	25.0%
Mental Health Technicians	0	0.0%	50.0%
Other			
Medical Coders	0	0.0%	0.0%
Environmental Services	2	3.0%	42.2%
Paramedic	1	26.3%	166.7%
EMT	1	13.7%	42.9%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	49	7.9%	15.9%

	12 - Kentucky River		
Kentucky 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%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	6	5.7%	20.4%
Critical Care RNs (ICU, CCU)	5	5.6%	18.9%
Emergency Room RNs	1	1.7%	15.0%
OR/PACU RNs	1	2.1%	4.3%
Labor/Delivery/Maternal Child RNs	0	0.0%	10.5%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	30.0%
Other RNs - include other RN positions not shown above	1	3.6%	7.4%
Licensed Practical Nurses (LPNs)	0	0.0%	50.0%
Nursing Techs, Aides, Assistants			
Emergency Technicians	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	15	10.0%	59.4%
Surgery/OR Technicians	3	12.5%	38.1%
Monitor Technicians	1	9.1%	40.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	0	0.0%	9.4%
Registered Pharmacists	1	3.3%	3.3%
Imaging Techs			
Imaging Technicians (non-specialized)	1	3.7%	11.5%
Mammography Technicians	0	0.0%	0.0%
Nuclear Med Technicians	0	0.0%	0.0%
MRI Technicians	0	0.0%	33.3%
Ultrasound Technicians	0	0.0%	16.7%
CT Technicians	0	0.0%	0.0%
EEG Technicians	0	0.0%	0.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	2	11.1%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	7.7%
Speech Therapists/Language Pathologists	2	33.3%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	0	0.0%	13.6%
Medical Laboratory Technicians	0	0.0%	20.0%
Phlebotomists	2	11.1%	100.0%
Other Technical			
Respiratory Therapists	1	2.3%	14.0%
Food Services			
Registered Dietitians	0	0.0%	42.9%
Dietary Aide	4	12.5%	50.0%
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	8	10.7%	41.8%
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	5	3.5%	18.1%

	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%	0.0%
Nurse Practitioner	0	0.0%	6.3%
Med/Surg/Telemetry RNs	9	4.8%	17.4%
Critical Care RNs (ICU, CCU)	5	5.6%	20.2%
Emergency Room RNs	7	5.7%	8.7%
OR/PACU RNs	0	0.0%	2.9%
Labor/Delivery/Maternal Child RNs	0	0.0%	16.7%
Pediatric RNs	4	20.0%	25.0%
Psychiatric RNs	0	0.0%	7.7%
Other RNs - include other RN positions not shown above	17	10.2%	9.3%
Licensed Practical Nurses (LPNs)	25	25.3%	29.5%
Nursing Techs, Aides, Assistants			
Emergency Technicians	0	1.1%	15.2%
Nursing Assistants/Nursing Tech/Unit Secretaries	37	12.0%	32.7%
Surgery/OR Technicians	2	5.0%	27.0%
Monitor Technicians	0	0.0%	21.4%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	0	0.0%	9.6%
Registered Pharmacists	1	1.3%	9.6%
Imaging Techs			
Imaging Technicians (non-specialized)	5	7.7%	5.0%
Mammography Technicians	0	0.0%	57.1%
Nuclear Med Technicians	0	0.0%	20.0%
MRI Technicians	1	8.7%	9.1%
Ultrasound Technicians	1	5.7%	11.8%
CT Technicians	1	3.4%	0.0%
EEG Technicians	0	0.0%	25.0%
Cardiac Cath Technicians	0	0.0%	0.0%
Restorative Services			
Physical Therapists	3	13.7%	0.0%
Physical Therapy Assistants	2	11.8%	33.3%
Occupational Therapists	0	0.0%	4.2%
Speech Therapists/Language Pathologists	1	5.1%	0.0%
Laboratory Staff			
Medical Laboratory Scientists	1	3.9%	4.0%
Medical Laboratory Technicians	2	3.2%	5.0%
Phlebotomists	0	0.0%	23.7%
Other Technical			
Respiratory Therapists	17	14.2%	7.3%
Food Services			
Registered Dietitians	1	16.7%	0.0%
Dietary Aide	4	7.2%	47.3%
Social Workers			
Licensed Clinical Social Worker	0	0.0%	37.5%
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%	33.3%
Mental Health Technicians	0	0.0%	0.0%
Other			
Medical Coders	1	16.7%	0.0%
Environmental Services	17	10.3%	23.5%
Paramedic	1	11.5%	25.0%
EMT	2	25.8%	20.0%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	26	2.7%	18.6%

	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%	12.5%
Nurse Practitioner	2	4.5%	22.0%
Med/Surg/Telemetry RNs	49	15.5%	18.0%
Critical Care RNs (ICU, CCU)	38	16.2%	17.8%
Emergency Room RNs	16	7.5%	7.6%
OR/PACU RNs	32	12.6%	6.4%
Labor/Delivery/Maternal Child RNs	15	8.4%	10.5%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	7	10.7%	39.6%
Other RNs - include other RN positions not shown above	14	5.4%	14.7%
Licensed Practical Nurses (LPNs)	33	15.0%	14.5%
Nursing Techs, Aides, Assistants			
Emergency Technicians	4	7.1%	15.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	44	9.1%	23.1%
Surgery/OR Technicians	15	12.5%	9.3%
Monitor Technicians	5	6.1%	26.0%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	5	5.9%	15.2%
Registered Pharmacists	1	2.0%	7.8%
Imaging Techs			
Imaging Technicians (non-specialized)	15	10.4%	10.9%
Mammography Technicians	0	0.0%	15.4%
Nuclear Med Technicians	1	7.2%	23.1%
MRI Technicians	1	5.7%	0.0%
Ultrasound Technicians	6	13.0%	9.3%
CT Technicians	8	18.2%	11.4%
EEG Technicians	1	9.4%	18.2%
Cardiac Cath Technicians	2	25.0%	33.3%
Restorative Services			
Physical Therapists	0	0.0%	9.5%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	1	4.3%	9.1%
Laboratory Staff			
Medical Laboratory Scientists	1	2.0%	14.0%
Medical Laboratory Technicians	7	5.6%	7.6%
Phlebotomists	8	8.4%	48.8%
Other Technical			
Respiratory Therapists	13	7.4%	9.5%
Food Services			
Registered Dietitians	2	10.5%	16.7%
Dietary Aide	2	2.7%	29.1%
Social Workers			
Licensed Clinical Social Worker	2	22.2%	71.4%
Certified Social Worker	2	15.4%	90.0%
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	3	6.5%	79.6%
Other			
Medical Coders	4	7.7%	14.6%
Environmental Services	20	9.1%	21.8%
Paramedic	5	14.0%	12.5%
EMT	1	2.5%	12.8%
Other EMS Staff	0	0.0%	8.3%
All Other Employees - include other positions not shown above	68	5.8%	20.1%

Bluegrass District	15 - Bluegrass		
	Number of Shortage	Vacancy Rate	Turnover Rate
Registered Nurses and Licensed Practical Nurses			
CRNAs (verify with administration or contract anesthesia service)	7	10.4%	6.7%
Nurse Practitioner	26	4.1%	5.0%
Med/Surg/Telemetry RNs	208	25.5%	29.8%
Critical Care RNs (ICU, CCU)	202	15.2%	16.2%
Emergency Room RNs	48	9.2%	20.2%
OR/PACU RNs	101	20.3%	10.6%
Labor/Delivery/Maternal Child RNs	31	8.5%	17.6%
Pediatric RNs	16	13.0%	11.4%
Psychiatric RNs	22	28.7%	38.2%
Other RNs - include other RN positions not shown above	182	11.4%	8.2%
Licensed Practical Nurses (LPNs)	14	7.8%	35.6%
Nursing Techs, Aides, Assistants			
Emergency Technicians	4	3.8%	40.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	144	16.3%	34.4%
Surgery/OR Technicians	79	27.9%	13.4%
Monitor Technicians	2	2.7%	28.5%
Pharmacy			
Pharmacy Technicians (certified & non-certified)	26	7.7%	13.7%
Registered Pharmacists	19	3.4%	3.3%
Imaging Techs			
Imaging Technicians (non-specialized)	17	8.7%	11.2%
Mammography Technicians	9	11.9%	10.3%
Nuclear Med Technicians	4	9.0%	11.1%
MRI Technicians	10	11.7%	6.4%
Ultrasound Technicians	10	15.0%	12.1%
CT Technicians	23	14.7%	14.2%
EEG Technicians	3	8.3%	19.4%
Cardiac Cath Technicians	22	32.8%	11.8%
Restorative Services			
Physical Therapists	8	4.1%	7.9%
Physical Therapy Assistants	4	6.6%	20.6%
Occupational Therapists	3	2.5%	11.2%
Speech Therapists/Language Pathologists	1	1.3%	15.7%
Laboratory Staff			
Medical Laboratory Scientists	21	7.5%	15.4%
Medical Laboratory Technicians	14	6.0%	14.0%
Phlebotomists	9	6.7%	53.4%
Other Technical			
Respiratory Therapists	9	3.3%	13.9%
Food Services			
Registered Dietitians	2	2.2%	7.1%
Dietary Aide	10	11.4%	46.5%
Social Workers			
Licensed Clinical Social Worker	5	8.1%	10.5%
Certified Social Worker	6	3.9%	11.5%
Behavioral Health			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	4	8.2%	17.4%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	1	3.6%	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	1	33.3%	50.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	25.0%
Mental Health Technicians	17	17.4%	38.4%
Other			
Medical Coders	24	13.7%	17.0%
Environmental Services	28	7.0%	41.0%
Paramedic	4	6.9%	37.0%
EMT	1	2.1%	36.4%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	136	3.6%	7.8%