

# 2023 WORKFORCE SURVEY REPORT

*The Status of Kentucky's  
Hospital Workforce*





# KHA WORKFORCE SURVEY REPORT

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# WORKFORCE SURVEY REPORT

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# EXECUTIVE SUMMARY

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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. The Association speaks with One Powerful Voice for its members. Acute care and specialty hospitals from all the Area Development Districts (ADDs) of the state participated in the survey.

Kentucky hospitals reported 10,776 full-time equivalent (FTE) vacancies, a statewide hospital workforce vacancy rate of 15.3 percent. In 2022, 100 percent of acute care hospitals responded, but in 2023 eight (8) acute care hospitals did not complete the survey. KHA calculated estimates for these facilities to provide a more complete picture of vacancies. When estimates are included, there were 12,790 total FTE hospital vacancies, an estimated statewide hospital workforce vacancy rate of 15.0 percent. Registered nurses are the largest profession of direct care providers, so the nursing shortage continues to present challenges for all hospitals. There are high reported vacancy rates for registered nurses (19.7 percent, estimated 19.1 percent), licensed practical nurses (20.1 percent, estimated 20.7 percent), and nursing assistants (16.9 percent), totaling 5,680 reported open positions for these three nursing professions (4,174 RNs, 248 LPNs, 1,258 CNAs). However, when estimates for non-reporting hospitals are included, Kentucky had 4,752 RN FTE vacancies and 300 FTE LPN vacancies. Among registered nurses, there are significant shortages for medical-surgical (30.4 percent), critical care (23.0 percent), OR/PACU, and ED nurses.

All districts across rural and urban regions of the state face these challenges, but there are differences. Five districts have vacancy rates above 40 percent for medical-surgical nurses. Northern Kentucky hospitals face severe shortages of operating room and post-anesthesia care nurses, as well as surgery and operating room technicians. Certified nursing assistant (CNA) and diagnostic imaging technician vacancy rates are above 20 percent in five districts. Respiratory therapists continue to be in high demand, and three districts still report vacancy rates above 20 percent.

For the first time, this report captures information for hospital-employed paramedics and emergency medical personnel. The 19.2 percent vacancy rate remains unsustainable and is the highest among non-nursing hospital professions.

As the overall population ages, so does the hospital workforce. The “Baby Boomer” generation, the youngest of whom are age 56, still constitutes a sizable group, approximately 13 percent of the hospital workforce. Altogether, there are over 3,300 nurses age 55 or older and expected to retire in the next ten years.

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



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## Kentucky Hospital Association

# WORKFORCE SURVEY REPORT

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The Kentucky Hospital Association (KHA), established in 1929, represents hospitals, related healthcare organizations, and integrated healthcare systems dedicated to sustaining and improving the health status of the citizens of Kentucky. KHA's mission is to be the leading voice for Kentucky's hospitals and health systems.

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

KHA believes healthcare 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 healthcare workforce needs.

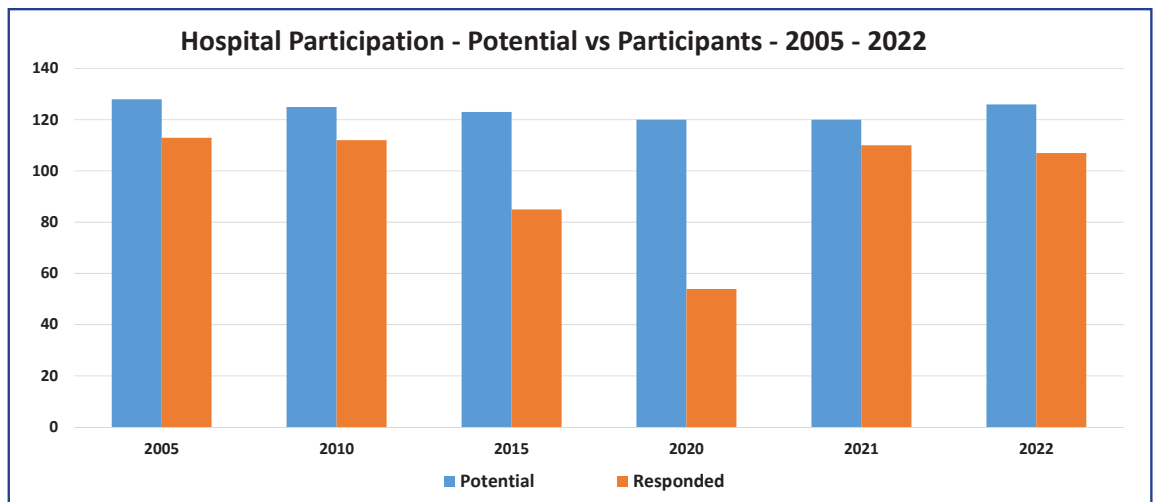


# WORKFORCE SURVEY HOSPITAL PARTICIPATION

The annual workforce survey is distributed to all Association member hospitals to collect information about **non-physician direct care positions** in inpatient or hospital-related outpatient departments. The response rates often achieve near-universal participation. This year, eighty-nine (89) of 97 acute care hospitals responded to the survey along with long-term care, rehabilitation, and psychiatric hospitals. The number of facilities surveyed and the respondents for each year of the survey included in this report are shown in the following table and bar chart. The total number of hospitals has varied over time due to closures, mergers, and acquisitions.

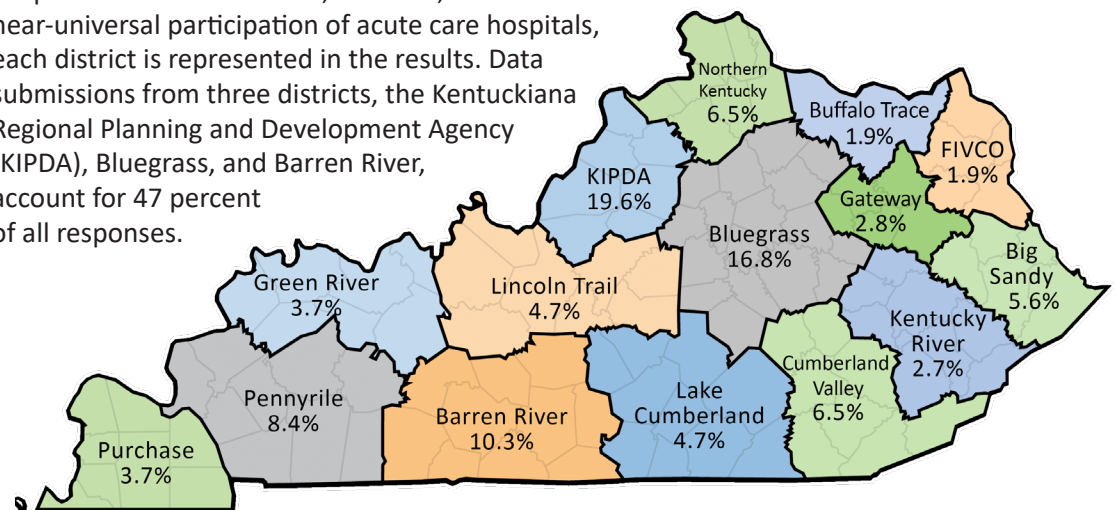
Years	2005	2010	2015	2020	2021	2022
Potential	128	125	123	120	120	126
Responded	113	112	85	54	110	107
% Responded	88.3%	89.6%	69.1%	45.0%	91.7%	84.9%

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



## HOSPITAL PARTICIPATION BY AREA DEVELOPMENT DISTRICT (ADD)

Hospitals from all of Kentucky's Area Development Districts (ADD) participated in the survey. Districts with urban and suburban metropolitan areas have a greater number of hospitals than rural districts; however, due to the 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 47 percent of all responses.



# HOSPITAL WORKFORCE VACANCIES



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A strong healthcare and hospital workforce is essential to provide high-quality and cost-effective care. The data in this report highlights the 2022 hospital workforce. The survey focuses on non-physician healthcare 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 (2022), Kentucky hospitals reported 10,776 full-time equivalent (FTE) vacancies across fourteen (14) professional areas (or groups), including direct care, support services, and all other employees not engaged in direct (patient) care. The number of open positions indicates that approximately 15.3 percent of the statewide hospital workforce positions are vacant.

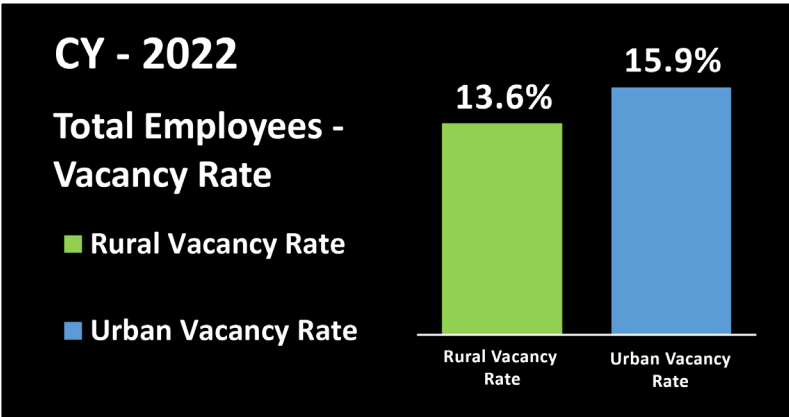
While the total number of **reported** vacancies is lower than in the previous year, reported data was missing from eight (8) acute care hospitals. Among those reporting data, the vacancy rates remain high. In other cases, as this report will demonstrate, both the number of employees and the number of open positions increased for specific specialties as hospitals and health systems target certain professional groups and specialties.

## TOTAL EMPLOYEES - VACANCY RATE

Statewide			Rural			Urban		
Reported 2022 Employees	2022 Reported Vacancies	State Vacancy Rate	Reported 2022 Employees	2022 Reported Vacancies	Rural Vacancy Rate	Reported 2022 Employees	2022 Reported Vacancies	Urban Vacancy Rate
59,805	10,776	15.3%	17,373	2,736	13.6%	42,432	8,040	15.9%

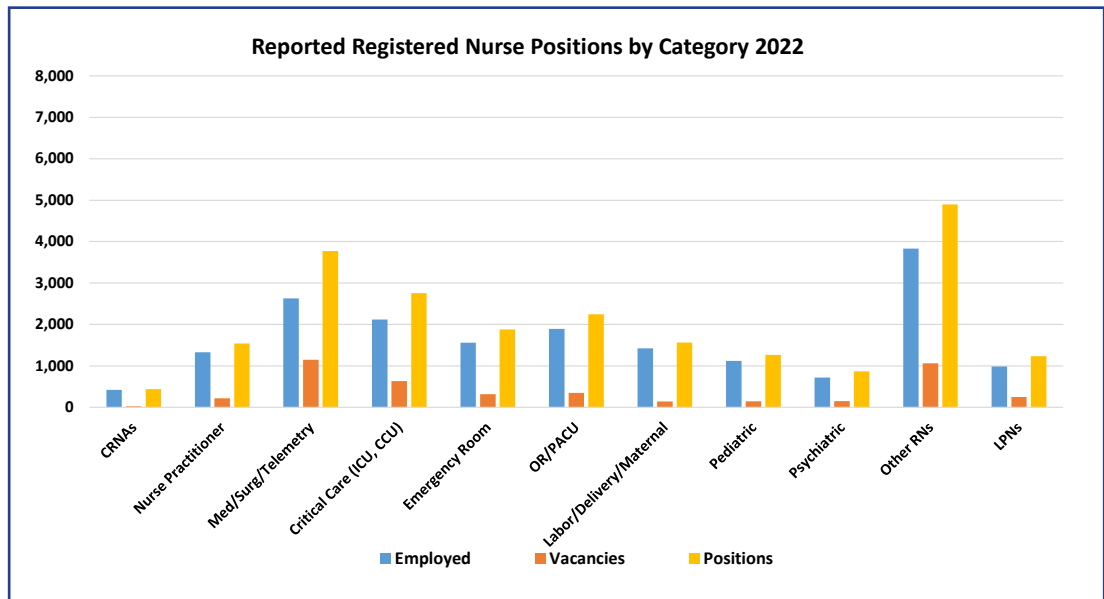
Urban hospitals have larger overall vacancy rates than rural hospitals but both are unsustainable.

Overall, the Kentucky health-care organizations surveyed have 15.3% of their positions unfilled.

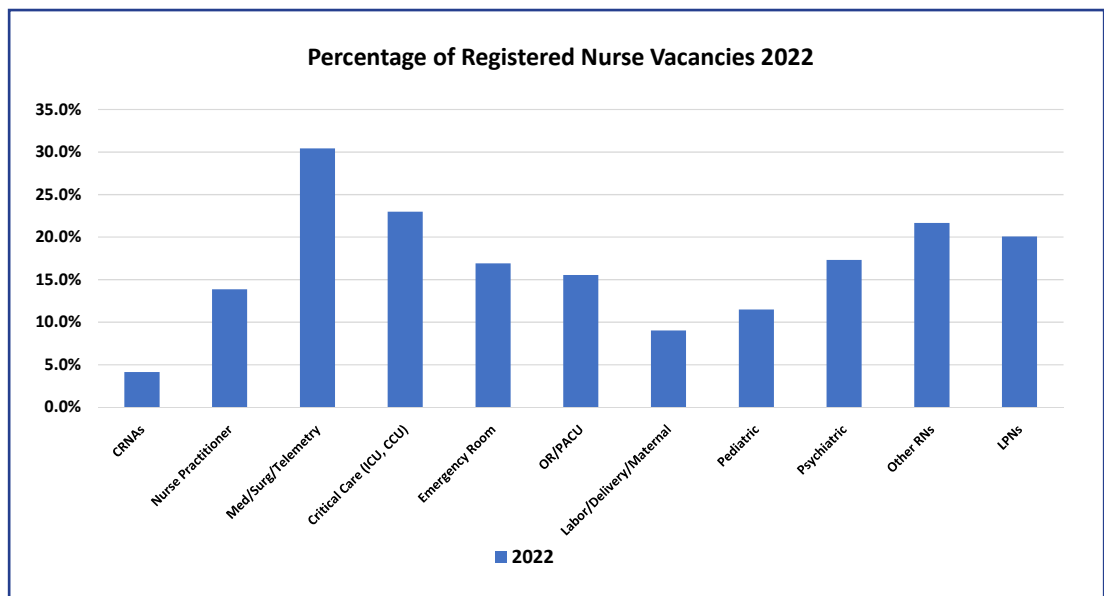


# REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES

Registered nurses are the largest profession of direct care providers. Altogether, Kentucky hospitals reported 21,211 full-time equivalent RN positions across the state. The nurse shortage intensified over the course of the public health emergency, and by December 31, 2022, **hospitals reported 4,174 RN vacancies**, approximately **19.7 percent of the full-time equivalent positions**. Accounting for the acute care hospitals that did not submit data this year, assuming their overall registered nurse workforce remained essentially unchanged, and using the current vacancy rates, **there is an estimated statewide total of 4,752 vacant RN positions, an overall vacancy rate of 19.1 percent**.



Vacancy rates continue to be very high for most registered nurse positions, especially for medical-surgical (30.4 percent, 1,147 vacancies), critical care (23.0 percent, 633 vacancies), and psychiatric (17.3 percent, 150 vacancies) nurses. Licensed practical nurses, under the supervision of registered nurses, are important contributors to patient care, but hospitals





## REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED

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report 248 openings across the state, a 20.1 percent vacancy rate. **Statewide, there are an estimated 300 LPN openings**, approximately 20.7 percent of the LPN workforce. The LPN workforce is also among the professions with the **highest rates of employees age 55 or older** (21.8 percent), behind **psychiatric nurses** (28.3 percent) and ahead of **OR/PACU** (20.9 percent). In other words, nurses that are likely to retire in the next ten years, and discounting new and younger entrants, professions that will experience significant shortages.

The three largest professional groups (or nurse specialties) by employment are medical-surgical, critical care, operating-room and post-acute care unit (OR/PACU) nurses. Together, they employ over 7,600 nurses, but 2,128 full-time equivalent positions remain unfilled, a vacancy rate of 24.3 percent.

Emergency room (ER) nurses are the next largest segment, and they, too, have a large number of reported vacancies. There were 318 reported open full-time equivalent ER positions, with a vacancy rate of 16.9 percent. Registered nurses in labor and delivery and pediatric units have the lowest vacancy rates but still face significant shortages, with vacancy rates of 9.0 percent and 11.5 percent, respectively. ER and pediatric nurses are the only specialties with fewer than ten percent of its workforce age 55 or older.

Certified registered nurse anesthetists (CRNAs) continue to have the lowest reported vacancy rates among all nursing professions, and hospitals report only eighteen (18) open positions, a vacancy rate of 4.1 percent. However, among hospitals reporting, the number of employed CRNAs in Kentucky hospitals increased by 64.5 percent, from 279 at the end of the previous calendar year to 459. Hospitals reported an even greater increase in general advanced practice registered nurses (APRNs) or nurse practitioners (NPs), more than doubling from the previous calendar year, from 638 to 1,353. In addition, the number of vacant positions and the vacancy rate increased for APRNs to 13.9 percent, reflecting a dramatic increase in the number of positions for APRNs in Kentucky hospitals.

Survey respondents categorized nurse positions under “Other RNs” if the role responsibilities were perceived to be different from the classifications used in the survey. This group likely includes a wide range of job functions and responsibilities. However, collectively, the “Other RNs” combine to form the largest specialty by employment with a 21.7 percent vacancy rate (1,061 vacancies), and nearly one-fifth (19.0 percent) are 55 years of age or older and nearing retirement.

### URBAN AND RURAL REGIONS

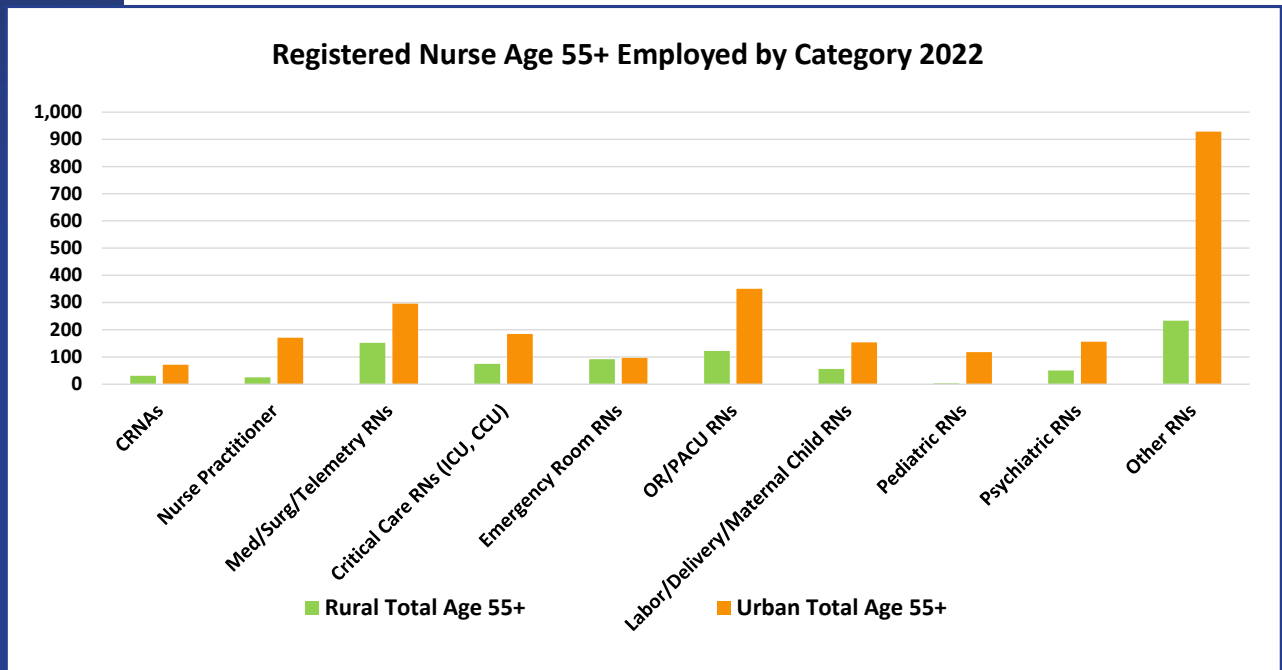
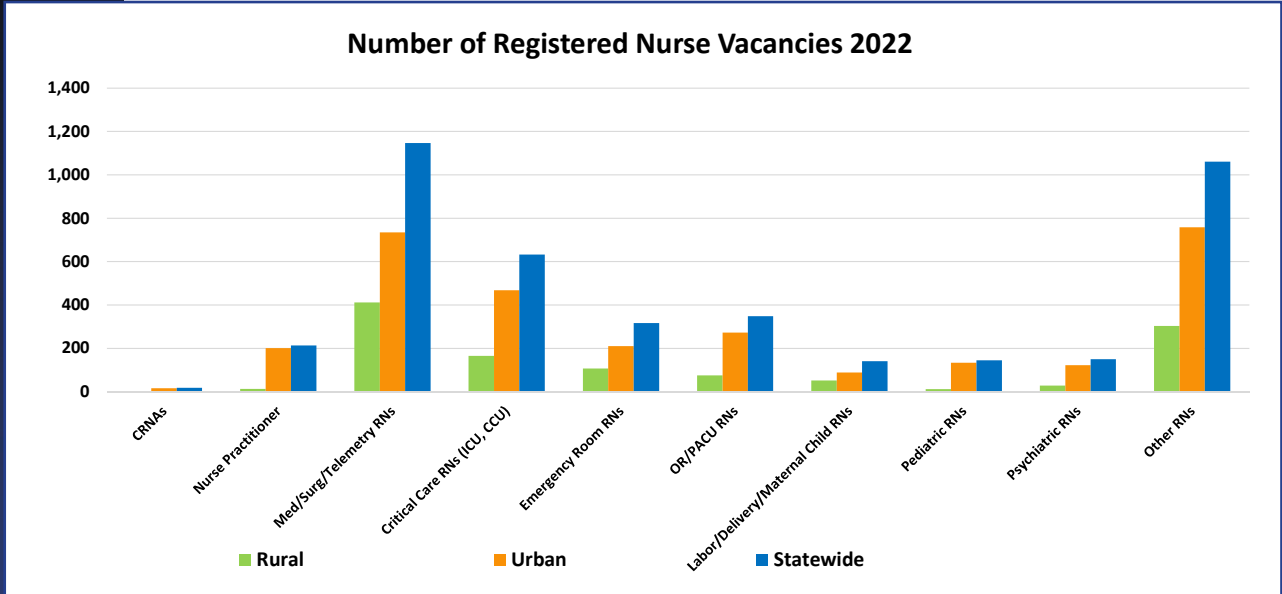
The number of employees age 55 or older and the number of vacancies in urban and rural regions, as well as statewide, are shown in the following charts. The vast majority of these vacancies are in urban areas, more than 8,000, compared to 2,736 vacancies in rural Kentucky hospitals. The vacancy rates in both regions are alarming, 13.6 percent in rural and 15.9 percent in urban areas.

Overall, there are over 3,300 nurses age 55 or older, and expected to retire in the next ten years, and over 75 percent (2,527) of them are employed in urban hospitals. Similarly, there are 296 medical-surgical nurses age 55 or older who will need to be replaced when they retire in urban hospitals, compared 152 in rural areas. However, the largest specialty group expected to retire due to age are registered nurses in the operating room and post-acute care units (OR/PACU), a total of nearly five hundred employees, 351 in urban hospitals and 122 in rural areas, nearly three times as many.



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## REGISTERED NURSE AND LICENSED PRACTICAL NURSE VACANCIES - CONTINUED



# VACANCY BY PROFESSION



In addition to nurses, many other hospital professions contribute to direct patient care, and many positions remain vacant. Nursing techs, aides, and assistants form the second largest professional group in the survey, other than registered nurses. Together, this group has a 16.9 percent vacancy rate and a shortage of 1,258 full-time equivalent positions. Primarily, this group encompasses certified nursing assistants, also called nurse aides or technicians, who help patients with activities of daily living and provide basic care. Technicians can also specialize as emergency room, surgery, or monitoring technicians, assessing patient needs, compiling patient reports, and monitoring patient health. The LPN and RN statewide estimates have been added to the table below. The vacancies for the other professions were not calculated.

	Positions	Vacancies	Vacancy Rate
Licensed Practical Nurses <i>(Statewide Estimates)</i>	1,235 <i>(1,454)</i>	248 <i>(300)</i>	20.1% <i>(20.7%)</i>
Registered Nurses <i>(Statewide Estimates)</i>	21,211 <i>(24,838)</i>	4,174 <i>(4,752)</i>	19.7% <i>(19.1%)</i>
Paramedic/EMT/EMS	609	117	19.2%
Nursing Techs, Aides and Assistants	7,455	1,258	16.9%
Respiratory Therapists	1,494	224	15.0%
Behavioral Health	142	17	12.0%
Imaging Techs	2,917	339	11.6%
Laboratory Staff	2,168	249	11.5%
Environmental Services	2,237	235	10.5%
Social Workers	524	54	10.3%
Food Services	1,040	88	8.5%
Restorative Services	1,560	104	6.7%
Pharmacy	2,313	149	6.4%
Coders	758	28	3.7%

Starting in this survey, hospital-employed paramedics, EMTs, and other EMS personnel are included in the report. The number of vacancies in this group has the highest vacancy rate among the non-nursing occupations (19.2 percent). This is followed by respiratory therapists (15.0 percent) and behavioral health professionals, among them psychologists, counselors, and therapists (12.0 percent). Based on numbers of open positions, the greatest needs are for imaging technicians and laboratory scientists and technicians, and respiratory therapists and each faces significant shortages, with vacancy rates above eleven percent.

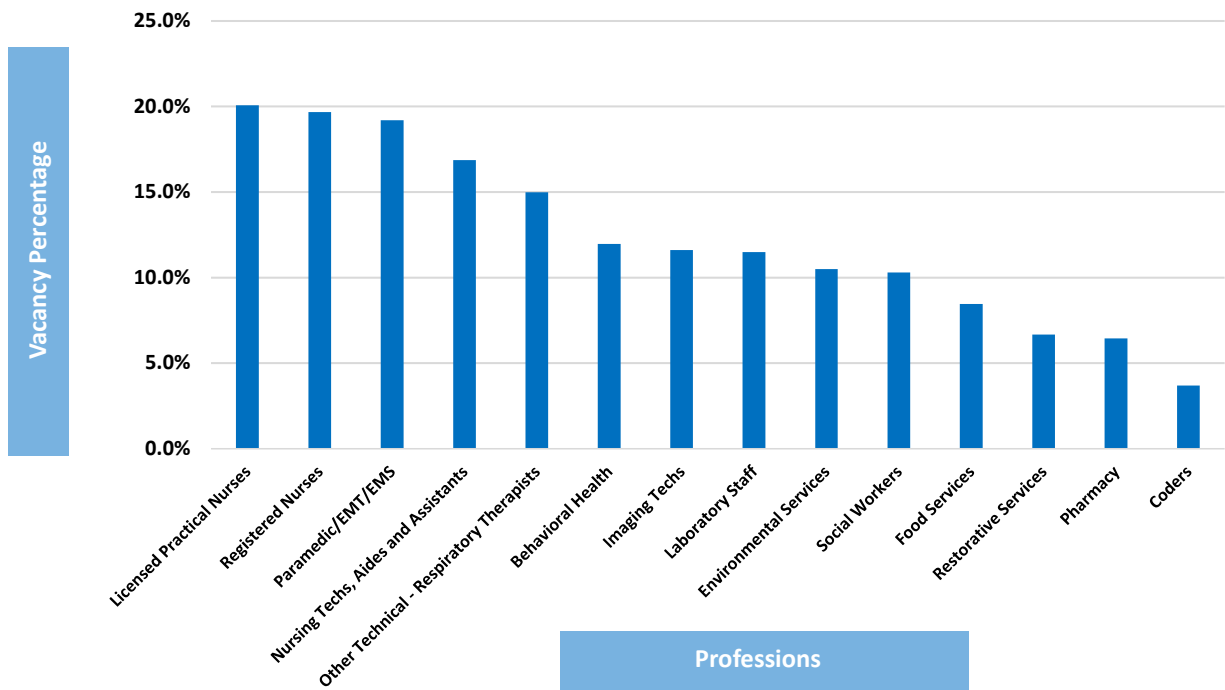
The three clinical professions with the lowest vacancies are social workers (10.3 percent, 54 vacancies), restorative services, including physical, occupational, and speech therapy (6.7 percent, 104 vacancies), and pharmacy services (6.4 percent, 149 vacancies). Restorative and pharmacy services are much larger occupational groups, but hospitals report employing more

## VACANCY BY PROFESSION - CONTINUED

social workers than in previous years as they continue to address social determinants of health in their communities. Social workers support individual patients and their families, provide them with information and counseling, and make referrals for other services.

Other hospital occupations show consistent vacancy rates. Environmental services, commonly referred to as housekeeping or janitorial services, staff that clean and disinfect medical equipment, common areas and patient rooms, represent the fifth largest segment of hospital employees and have one of the lower vacancy rates of 10.5 percent. Dietary and food services (8.5 percent, 88 vacancies) and medical coders (3.7 percent, 28 vacancies) have the lowest rates for non-clinical personnel.

### VACANCY RATES BY HOSPITAL PROFESSIONS



## KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS (ADD)

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Across the state, vacancy rates differ from region to region, both overall for hospital employees and for registered nurses. Only two Area Development Districts (ADDs), Green River and FIVCO, have vacancy rates below 10 percent for registered nurses and all hospital employees. Kentucky River, in the southeastern part of the state, has the highest vacancy rates; nearly 24 percent of its hospital workforce and 34 percent of its registered nurse positions are vacant.

Overall, the shortage in registered nurses is more pronounced than overall hospital employees; four districts have registered nurse vacancies above 20 percent – Barren River (21.2 percent), Lincoln Trail (22.3 percent), Buffalo Trace (22.4 percent), and Bluegrass (23.7 percent, estimated 23.1 percent) – compared to only one district with employee vacancies above 20 percent, Kentucky River (23.7 percent).

Among nurse specialty areas, Medical-surgical and critical care nurse vacancies are two of the highest rates in 10 of the 15 districts. Frequently among the highest vacancy rates, in approximately half of the districts, are psychiatric nurses and LPNs. Especially concerning are five districts with vacancy rates above 40 percent for medical surgical nurses: Bluegrass (40.6 percent), Lincoln Trail (42.0 percent), Kentucky River (46.5 percent), Big Sandy (47.9 percent), and Buffalo Trace (62.5). Buffalo Trace also has the highest vacancy rate for critical care nurses, more than half, 56.5 percent, of the positions are unfilled. Similarly, Northern Kentucky hospitals report a 30.2 percent vacancy rate, or 130 open positions, for operating room and post-anesthesia care units (OR/PACU). In addition, Northern Kentucky has a high rate of surgery and operating room technician vacancies (26.7 percent).

Five area development districts have certified nursing assistant (CNA) vacancy rates above twenty percent; the highest vacancy rates are in the Northern Kentucky (24.1 percent, 70 vacancies), Kentucky River (28.7 percent, 52 vacancies), Bluegrass (29.2 percent, 277 vacancies), Big Sandy (38.0 percent, 147 vacancies), and Buffalo Trace (50 percent, 4 vacancies) districts.

Diagnostic imaging technicians using ultrasound, computed tomography (CT), and other procedures face shortages above twenty percent in five districts: Pennyryle, FIVCO, Big Sandy, Lake Cumberland, and Bluegrass. Respiratory therapists continue to be in demand, and the three highest vacancy rates are in Cumberland Valley (20.1 percent, 25 vacancies), Kentuckiana (21.2 percent, 88 vacancies), and Northern Kentucky (24.7 percent, 21 vacancies).

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

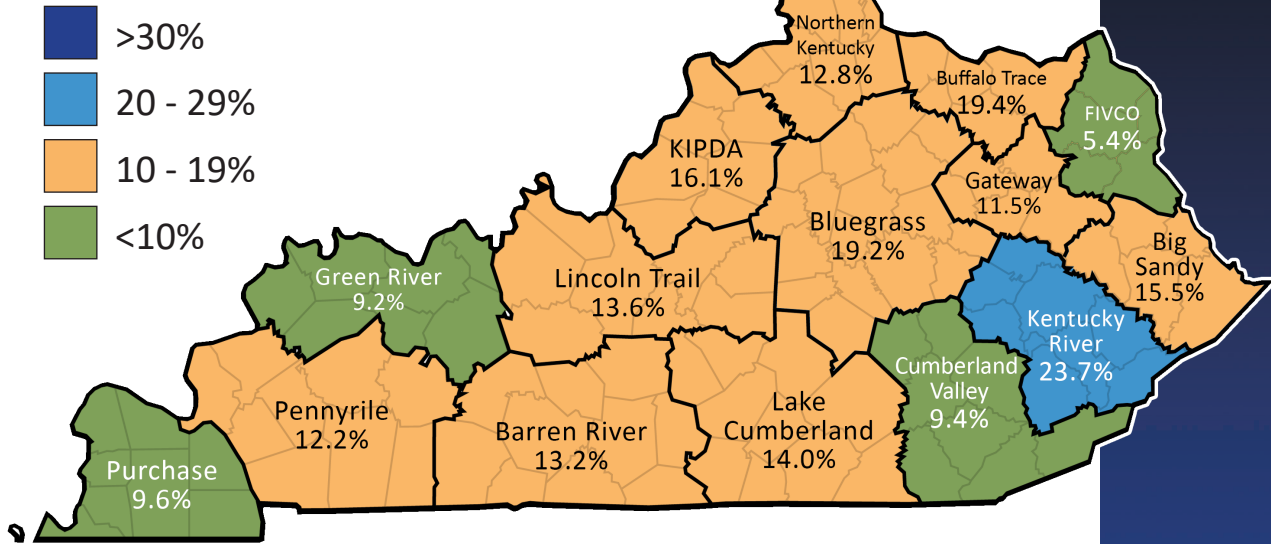
# KENTUCKY HOSPITAL VACANCIES BY AREA DEVELOPMENT DISTRICTS MAPS



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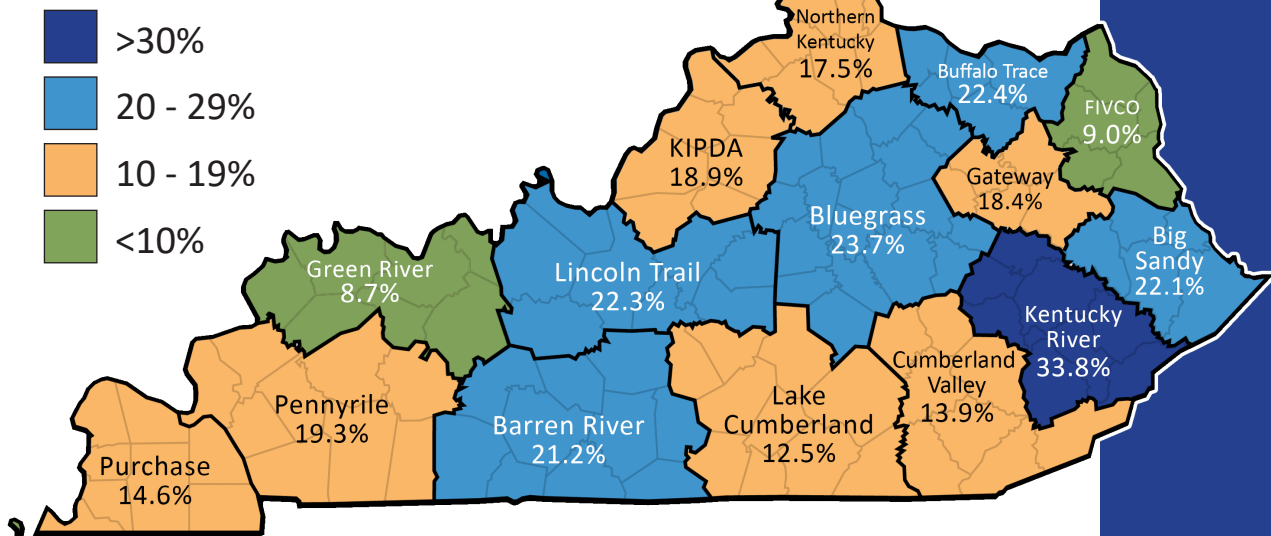
## Reported Employee Vacancy by ADD

Statewide Vacancy Rate of 15.3%



## Reported RN Vacancy by ADD

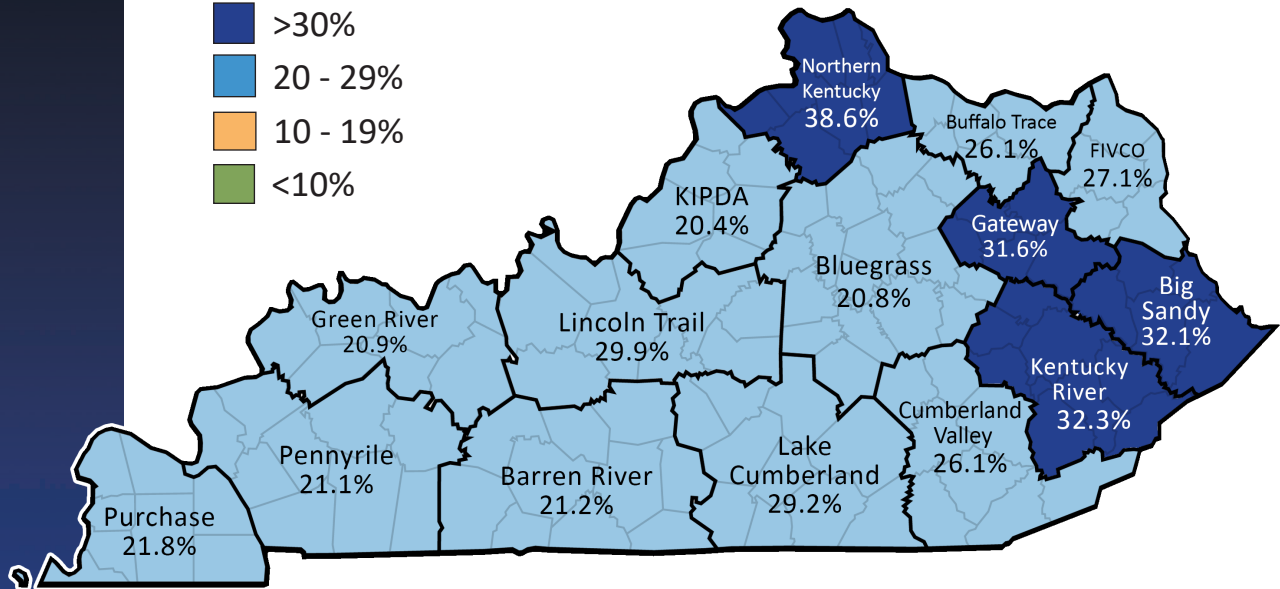
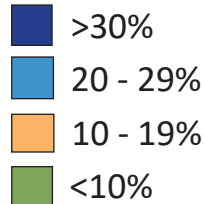
Statewide Vacancy Rate of 19.7%



# KENTUCKY HOSPITAL TURNOVERS BY AREA DEVELOPMENT DISTRICTS MAPS

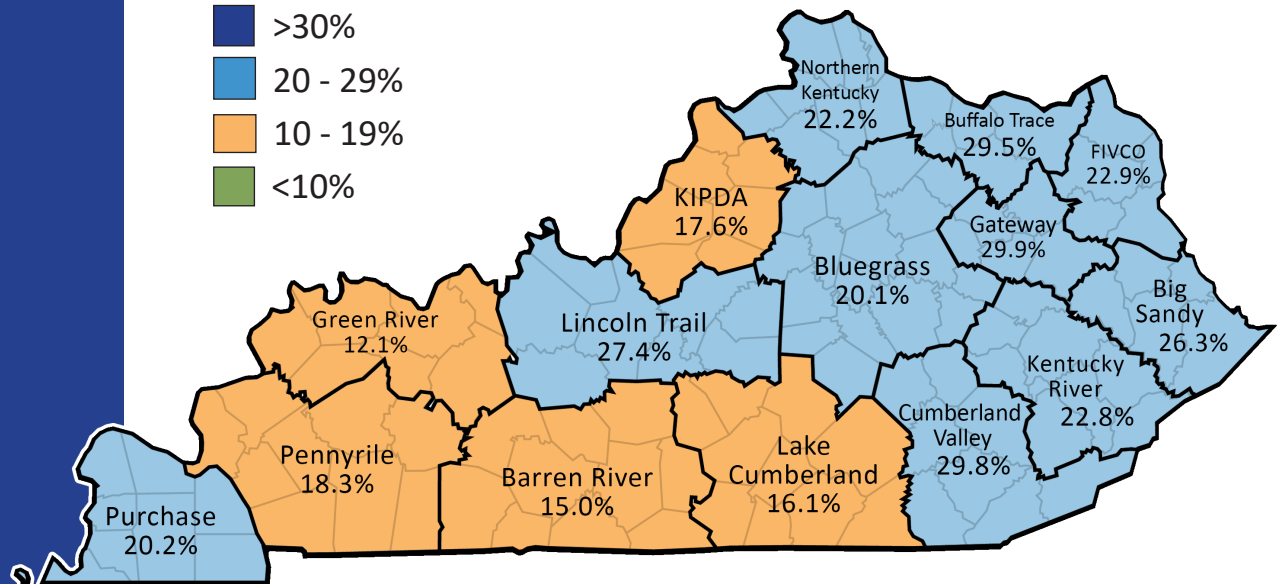
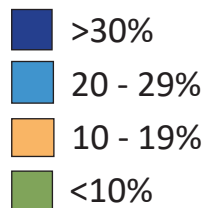
## Reported Employee Turnover by ADD

Statewide Turnover Rate of 24.0%



## Reported RN Turnover by ADD

Statewide Turnover Rate of 19.9%



# VACANCIES AND SEPARATIONS BY AREA DEVELOPMENT DISTRICTS



This statewide survey collected data about hires and separations for all hospital positions. Kentucky hospitals responding to the survey hired more than 18,000 non-physician direct care positions in calendar year 2022. However, by the end of the year, these hospitals still reported nearly 11,000 vacancies, including a critical shortage of almost 5,700 nurses and nurse assistants. Hospitals also report hiring over five thousand new registered and licensed practical nurses (5,088) from January 1 through December 31, 2022. However, these hires were offset by over forty-two hundred (4,268) separations during the year, indicating **minimal improvements in the nurse workforce shortage**. Nearly ninety percent of all separations (87.3 percent) among nurses were due to (voluntary) resignation or retirement. **Over 25 percent of registered nurses and licensed practical nurses were new hires during the year.**

## 2022 Reported All Involuntarily Separated ..... 2,982

Nursing (RN, LPN, CNA).....	1,267
All Other.....	1,715

## 2022 Reported ALL Otherwise Separated ..... 12,927

Nursing (RN, LPN, CNA).....	6,254
All Other.....	6,673

## 2022 Reported All Vacancies ..... 10,776

Registered Nurses (RN) .....	4,174
Licensed Practical Nurses (LPN) .....	248
Nursing Technicians, Aides, Assistants (CNA).....	1,258
<b>All Other .....</b>	<b>5,096</b>

This churn in the nurse workforce was further exacerbated by tremendous turnover among certified nursing assistants. Kentucky hospitals reported hiring over four thousand (4,137) nurses assistants, which means well over half of the entire CNA workforce was hired during the year (56.7 percent). Nurse assistants have a higher rate of involuntary separation, approximately 1 of every 5 separations (20.2), about twice the rate of registered nurses and licensed practical nurses.

Turnover can also be measured as the share of separations of the workforce. The statewide turnover rate for all employees is 24.0 percent; for registered nurses, it is 19.9 percent. Employee and registered nurse turnover vary by ADD but show a degree of consistency. All districts have employee turnover rates above 20 percent. The Kentuckiana Regional Planning & Development Agency (KIPDA) district continues to report the lowest employee turnover, 20.4 percent, while Northern Kentucky has the highest, 38.6 percent. There is more regional variation in turnover among registered nurses. Again, a majority of the districts have nurse turnover rates above 20 percent. Only five districts – Green River, Barren River, Lake Cumberland, Kentuckiana, and Pennyryle – fall below 20 percent; Green River has the lowest nurse turnover rate in the state, 12.1 percent. Gateway, Cumberland Valley, and Buffalo Trace have the highest nurse turnover rate. For all three, nearly a third of the workforce had to be replaced.



# EDUCATIONAL ATTAINMENT AND AGE

More than half of all registered nurses employed in hospitals completed a bachelor's degree, including about 5.5 percent of all registered nurses with an advanced graduate degree. Hospitals continue to employ more Advanced Practice Registered Nurses (APRNs) who specialize in childbirth (midwives), surgical and medical anesthesia, and other specialty areas, including community health, geriatrics, and psychiatry. Nursing "diploma" programs operated by hospitals did not award a degree, and very few remain. However, several hundred registered nurses who started their careers in these programs are still in the workforce.

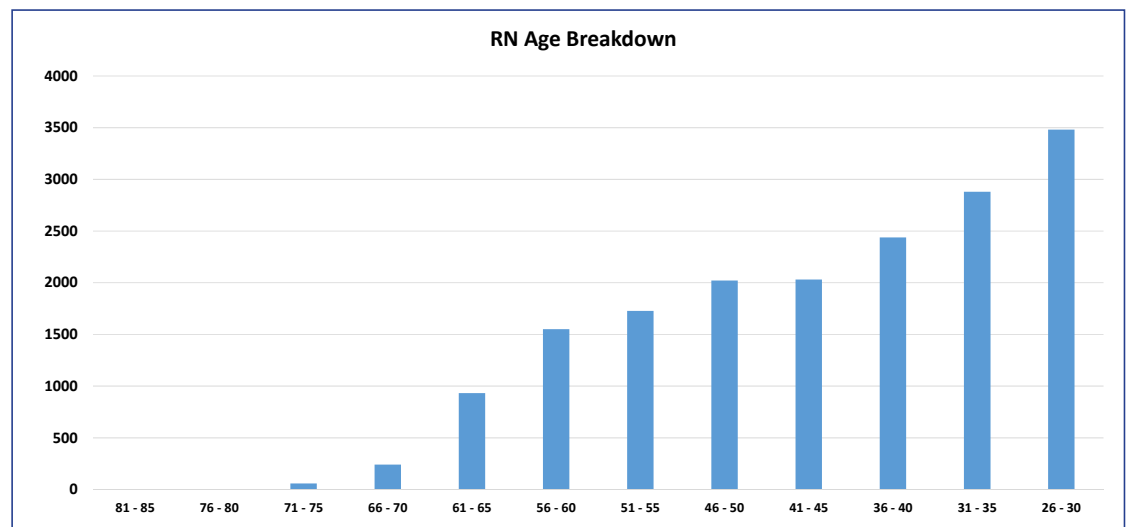
## REGISTERED NURSE EDUCATION ATTAINMENT

	Diploma	Associate Degree	Bachelor's Degree	Master's Degree
Percentage of Registered Nurses	2.1%	41.5%	50.9%	5.5%

A new workforce emerges as the older generations leave and retire. In this report, the generation born between 1996 and 2000 was reclassified as Generation Z. This generation together with the Millennial generation (in other words, all registered nurses age 40 or younger) comprise 59.2 percent of the current workforce. The "Baby Boomer" generation, the youngest of whom are age 56, still constitute a sizable group, approximately 13 percent of the hospital workforce, but continue to dwindle in numbers. As the population in Kentucky and elsewhere across the country continues to age, it remains to be seen how many young adults choose nursing as a profession and enter the hospital workforce.

## REGISTERED NURSES BY GENERATION

Generation	Years	Percentage
Baby Boomers	1946 - 1965	13.3%
Generation X	1966 - 1980	27.6%
Millennial	1981 - 1996	41.6%
Generation Z	1996 - 2000	17.2%



# EMPLOYEE BENEFITS AND PAY



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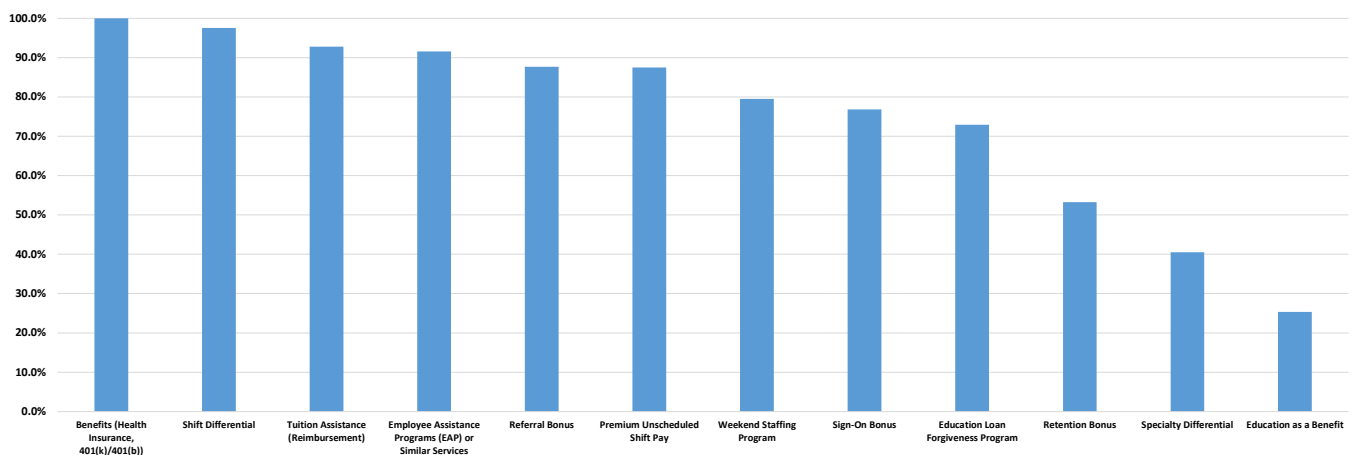
**Appendix B** provides the survey information for employee benefits and incentive payments used by many hospitals to attract and retain a talented workforce. Nearly all hospitals offer shift differentials (98 percent) and premium pay for unscheduled shifts (88 percent). Most hospitals (92 percent) offer employee assistance programs (EAP), including short-term counseling, referrals to community programs, and similar services. Other common programs include referral (88 percent) and sign-on bonuses (77 percent), and weekend staffing (79 percent). Many hospitals also invest in continuing employee education and career advancement through tuition assistance (93 percent) and education loan forgiveness (73 percent).

Retention bonuses are less common, offered by approximately half the hospitals that responded to the survey. An emerging program, “education as a benefit” (i.e., the cost of tuition), is currently offered by approximately 25 percent of hospitals.

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

Specialty differential pay, used by less than half of all hospitals (40 percent), is most frequently provided for emergency departments, intensive care, and critical care nurses. Some hospitals offer specialty differentials for obstetrics and surgery, as well as other clinical areas (data not shown).

**Percentage of Respondents by Programs**



# WORKFORCE COMMITTEE

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Workforce issues have been a priority for Kentucky's hospitals and KHA for the past several decades. The recent pandemic and the impact it had on communities and hospitals have highlighted issues with the healthcare workforce. It should be noted this is not just a Kentucky issue, it is a national problem that requires long-term solutions with all states competing for more healthcare professionals.

Quite simply, hospitals and healthcare systems are facing unprecedented workforce shortages and exponential growth in labor costs. This crisis will continue to worsen as Kentucky's aging population increases demand for hospital care. This issue is three-fold: the aging population retires from healthcare positions, naturally requires greater healthcare 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 healthcare systems, (3) policymakers, and (4) education leaders. Kentuckians need support to ensure patient care is available and accessible. Current vacancies create stress for providers, leading to increased turnover including early career exits, which exacerbates the vacancies and possible timeliness and quality of patient care.

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

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

Each initiative will include recommendations for policymakers and education leaders, together with action items for all who can contribute to the solutions.

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

# Appendix A

- Hospitals Listings by Area Development District (ADD)

# Appendix A

## HOSPITALS BY AREA DEVELOPMENT DISTRICT (ADD)

### **PURCHASE**

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

### **PENNYRILE**

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

### **GREEN RIVER**

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

### **BARREN RIVER**

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

### **LINCOLN TRAIL**

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

### **KENTUCKIANA**

Baptist Health La Grange  
Baptist Health Louisville  
Kindred Hospital - Louisville  
Kindred Hospital Louisville at Jewish Hospital

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

### **NORTHERN KENTUCKY**

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

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

---

### **BUFFALO TRACE**

Fleming County Hospital  
Meadowview Regional Medical Center

### **GATEWAY**

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

### **FIVCO**

King's Daughters Medical Center  
Three Rivers Medical Center

### **BIG SANDY**

ARH Our Lady of the Way Hospital  
Highlands ARH Regional Medical Center  
McDowell ARH Hospital  
Paintsville ARH Hospital  
Pikeville Medical Center  
Tug Valley ARH Regional Medical Center

### **KENTUCKY RIVER**

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

### **CUMBERLAND VALLEY**

AdventHealth Manchester  
Baptist Health Corbin  
Barbourville ARH Hospital

ContinueCARE Hospital at Baptist Health Corbin  
Harlan ARH Hospital  
Middlesboro ARH Hospital  
Pineville Community Health Center  
Rockcastle Regional Hospital & Respiratory Center  
Saint Joseph London

### **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  
Clark Regional Medical Center  
Continuing Care Hospital  
Encompass Health Cardinal Hill Rehabilitation Hospital  
Ephraim McDowell Fort Logan Hospital  
Ephraim McDowell James B. Haggin Hospital

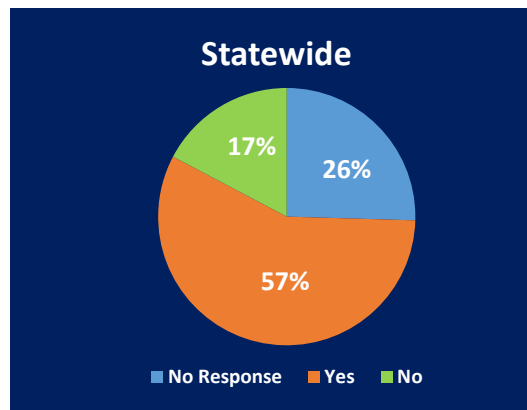
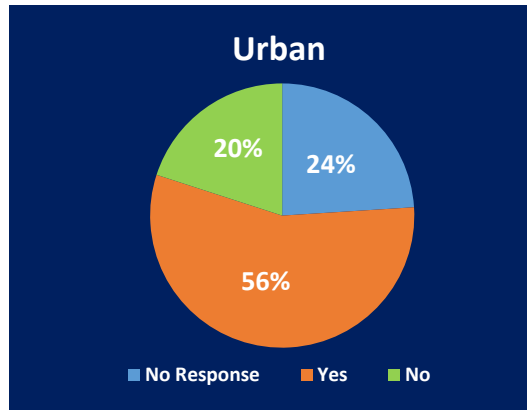
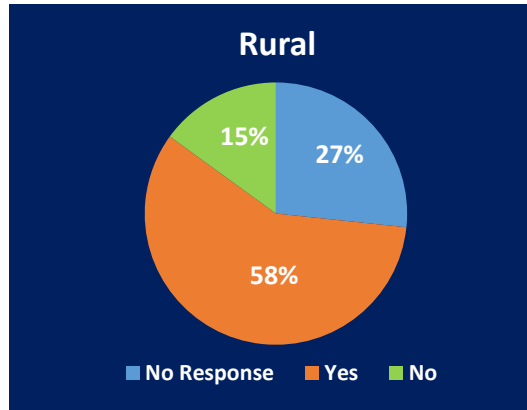
Ephraim McDowell Regional Medical Center  
Frankfort Regional Medical Center  
Georgetown Community Hospital  
Harrison Memorial Hospital  
Mercy Health - Marcum & Wallace Hospital  
Ridge Behavioral Health System  
Saint Joseph Berea  
Saint Joseph East  
Saint Joseph Hospital  
Select Specialty Hospital - Central Kentucky  
UK Albert B. Chandler Hospital  
UK HealthCare Good Samaritan Hospital

## Appendix B

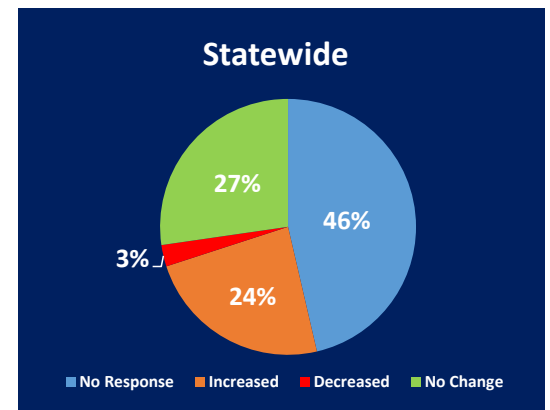
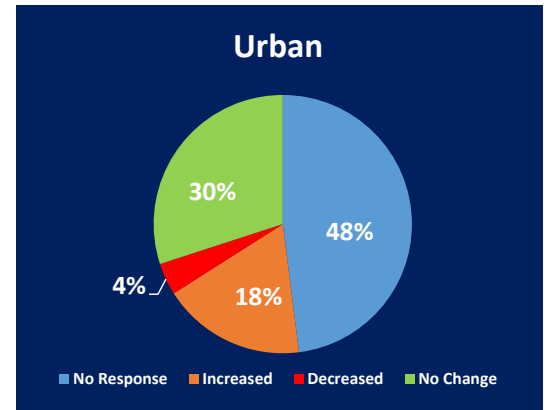
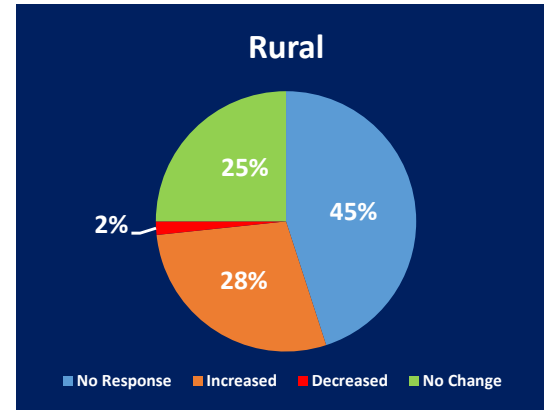
- Employee Benefits and Pay Charts

# EMPLOYEE BENEFITS AND PAY

## SIGN-ON BONUS - OFFERED



## SIGN-ON BONUS - AMOUNT CHANGED





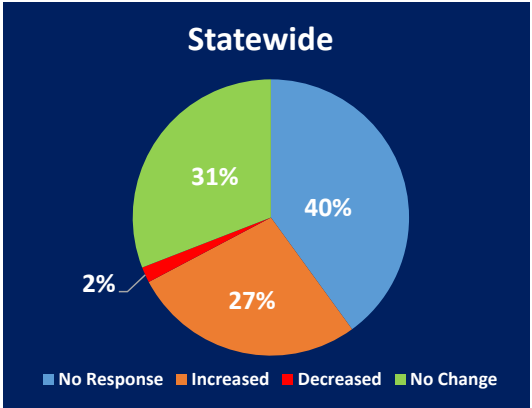
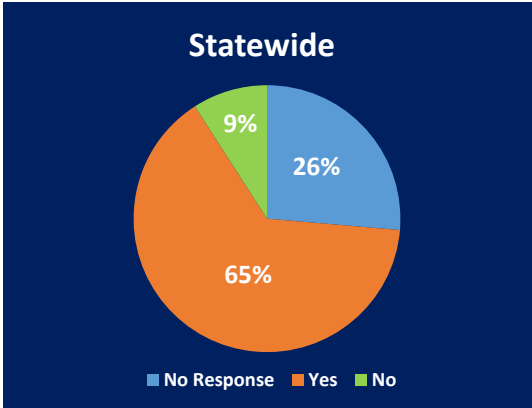
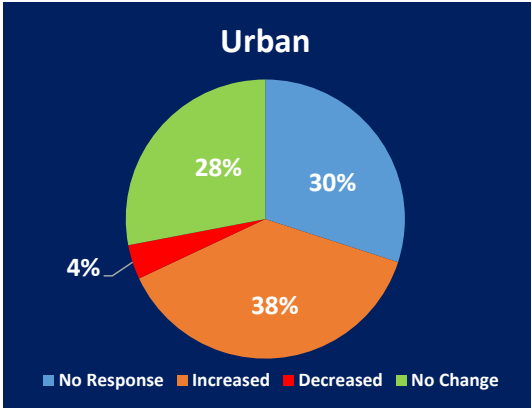
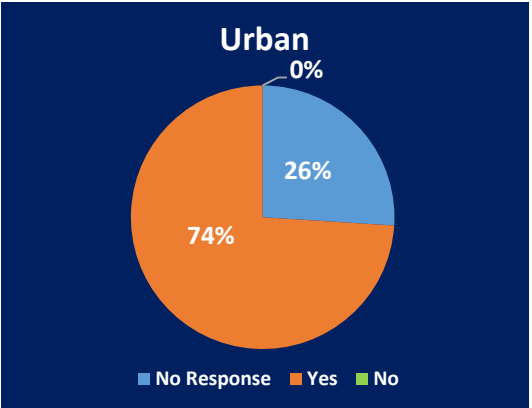
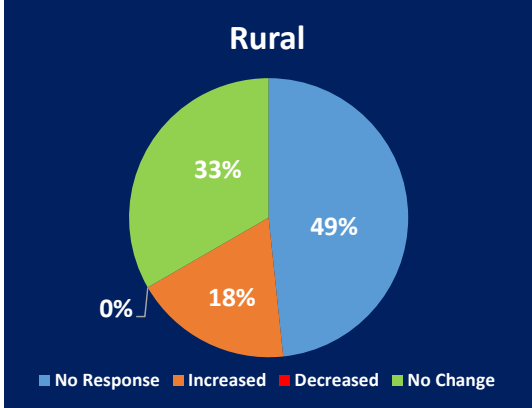
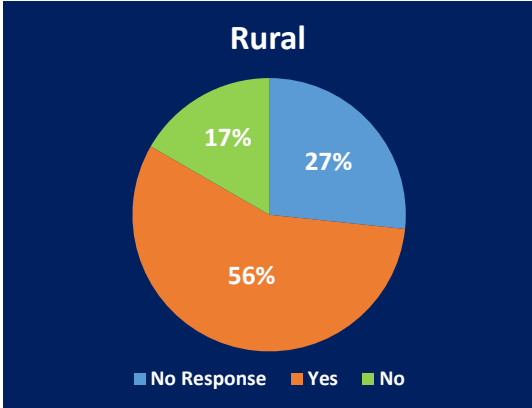
# EMPLOYEE BENEFITS AND PAY - CONTINUED



Kentucky  
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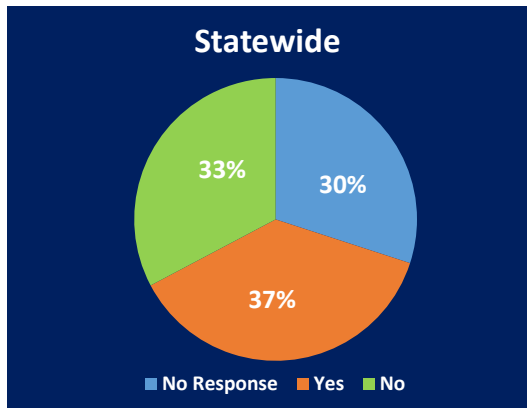
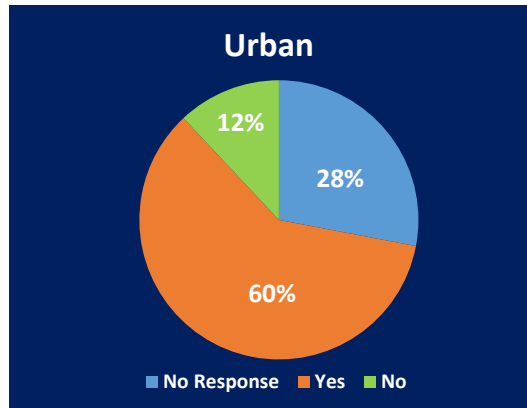
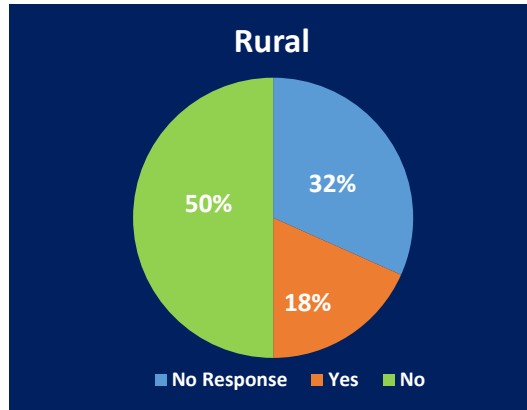
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## REFERRAL BONUS CHANGE

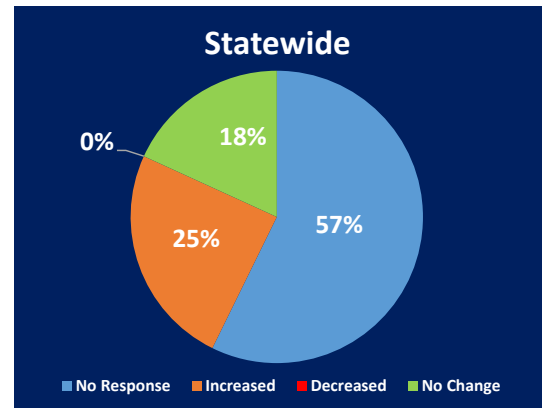
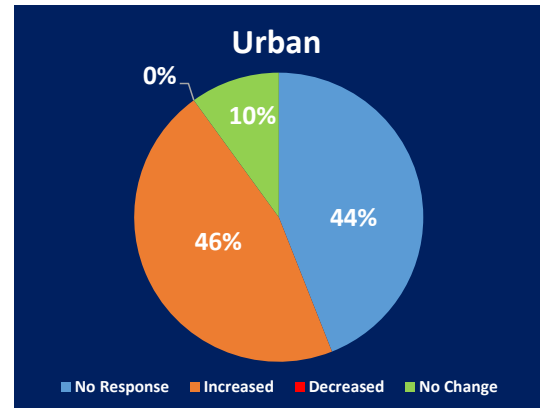
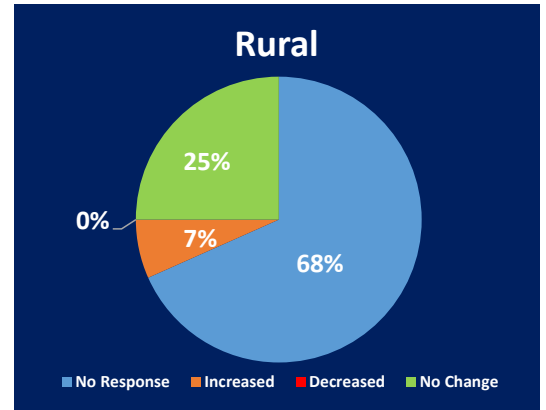


# EMPLOYEE BENEFITS AND PAY - CONTINUED

## RETENTION BONUS OFFERED



## RETENTION BONUS CHANGE



# EMPLOYEE BENEFITS AND PAY - CONTINUED

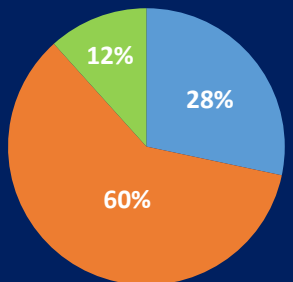


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Hospital  
Association

## PREMIUM UNSCHEDULED SHIFT PAY OFFERED

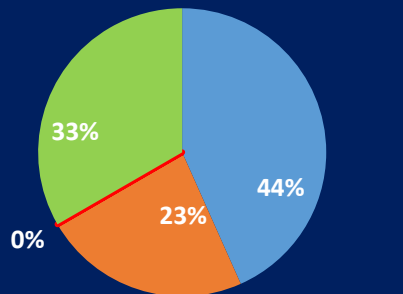
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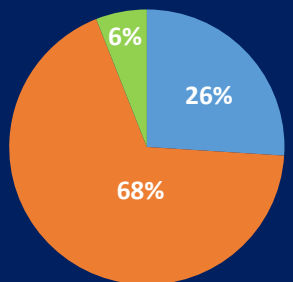
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### Rural



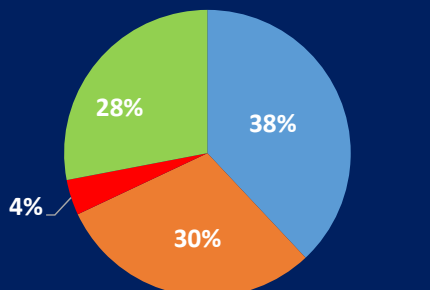
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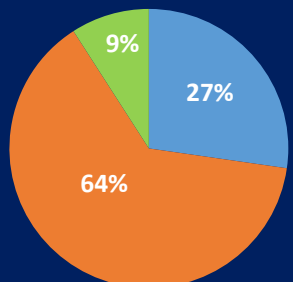
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### Urban



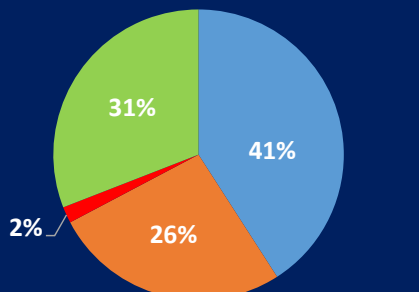
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### Statewide



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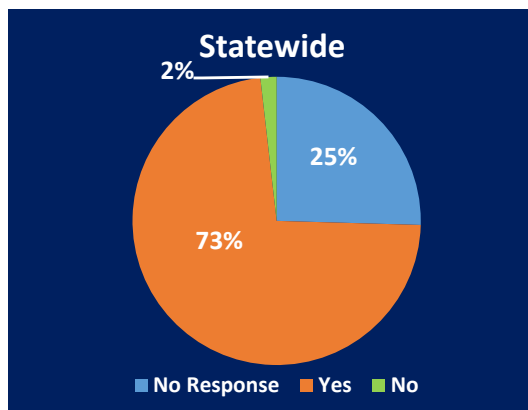
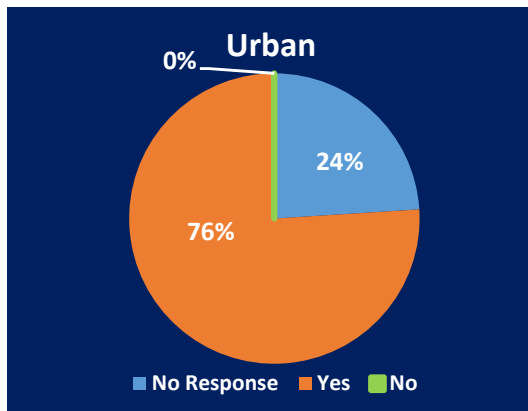
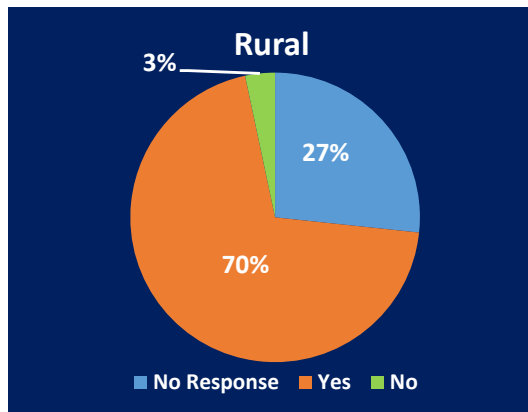
### Statewide



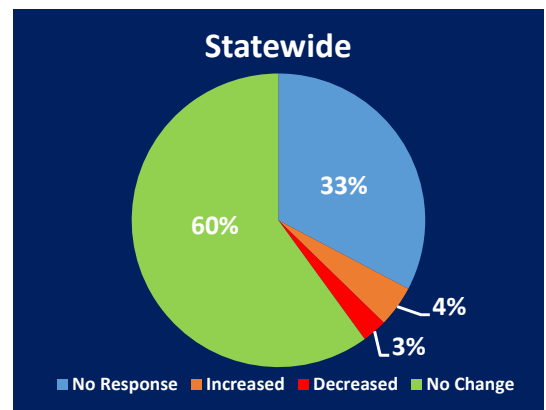
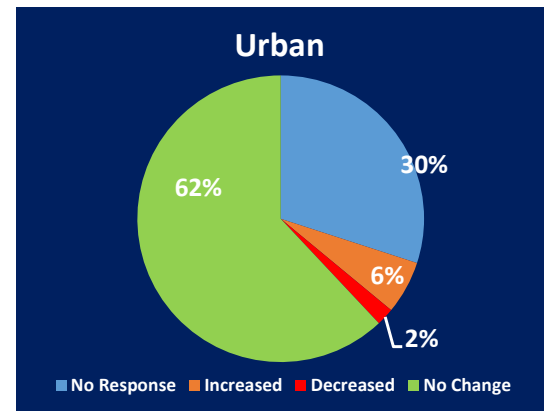
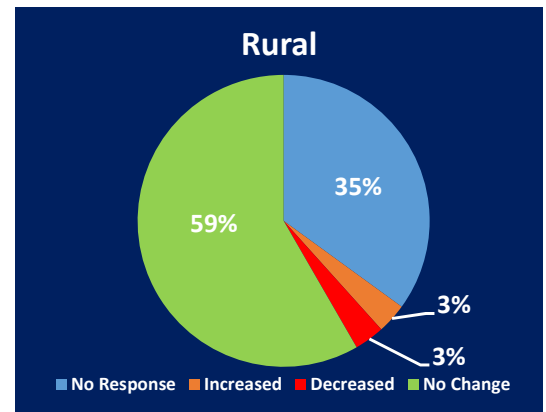
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# EMPLOYEE BENEFITS AND PAY - CONTINUED

## SHIFT DIFFERENTIAL OFFERED



## SHIFT DIFFERENTIAL CHANGE



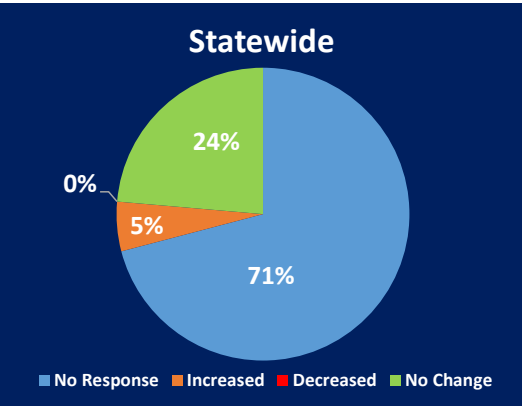
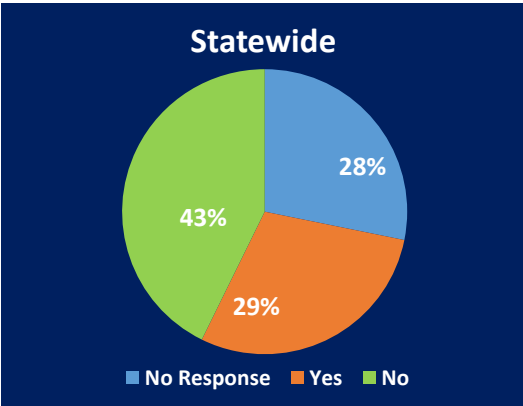
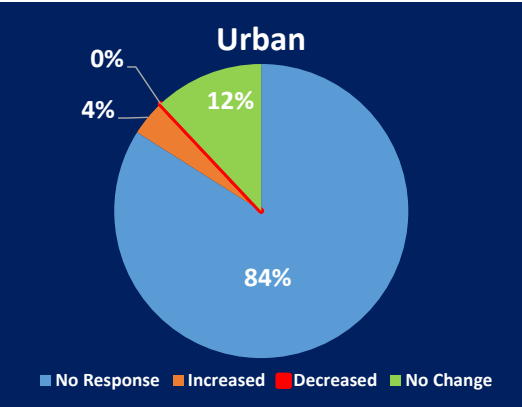
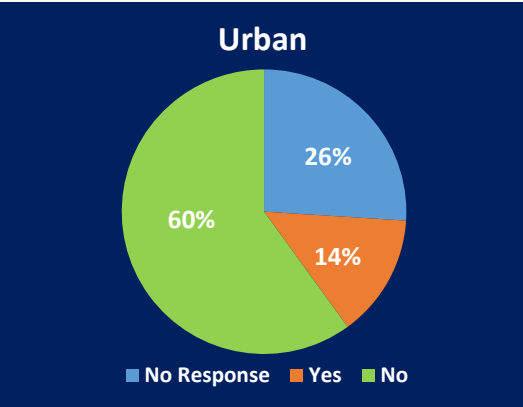
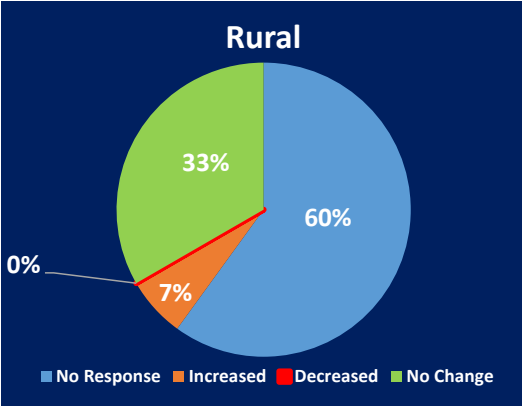
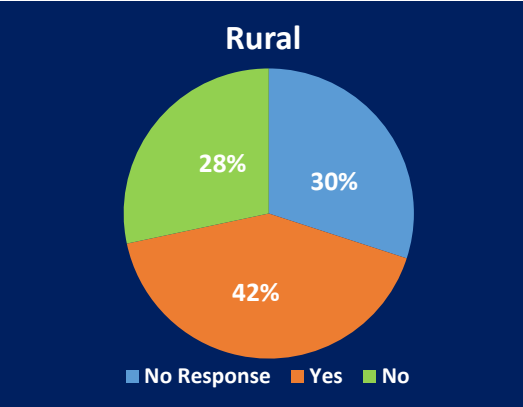
# EMPLOYEE BENEFITS AND PAY - CONTINUED



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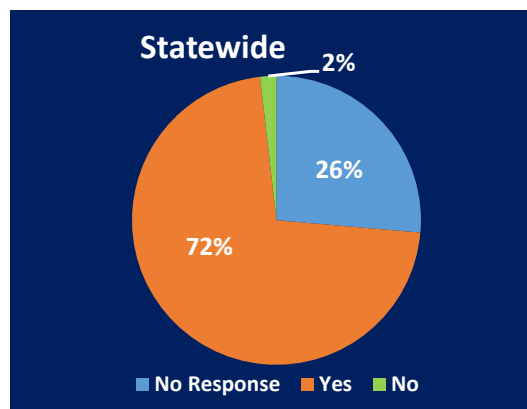
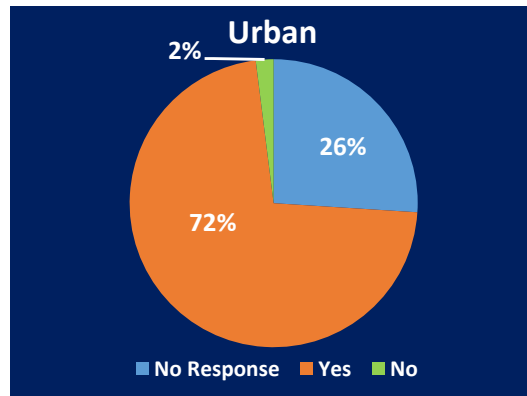
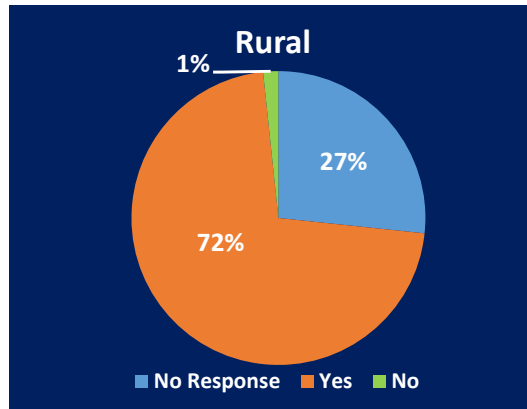
## SPECIALTY DIFFERENTIAL OFFERED

## SPECIALTY DIFFERENTIAL CHANGE

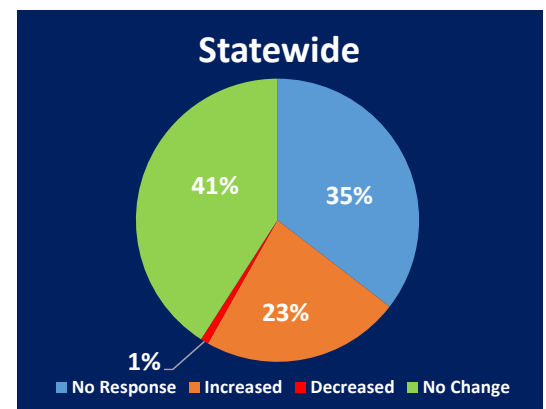
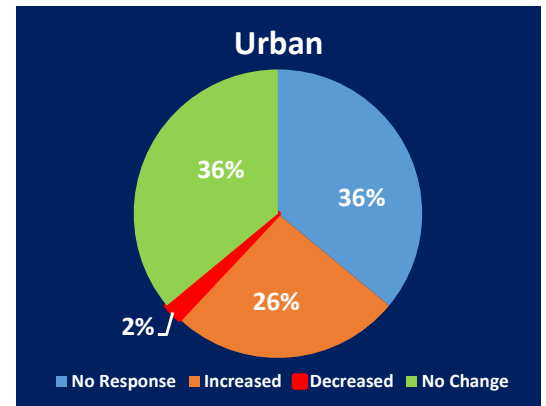
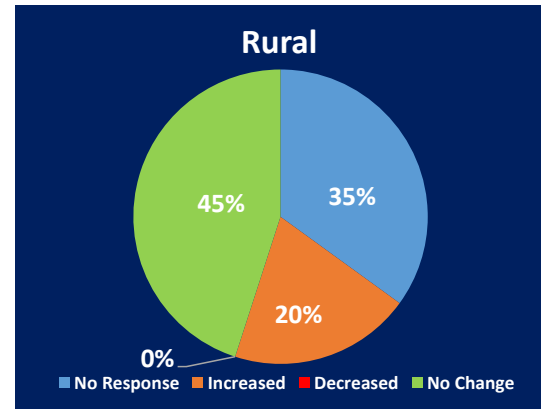


# EMPLOYEE BENEFITS AND PAY - CONTINUED

## BENEFITS OFFERED



## BENEFITS CHANGES



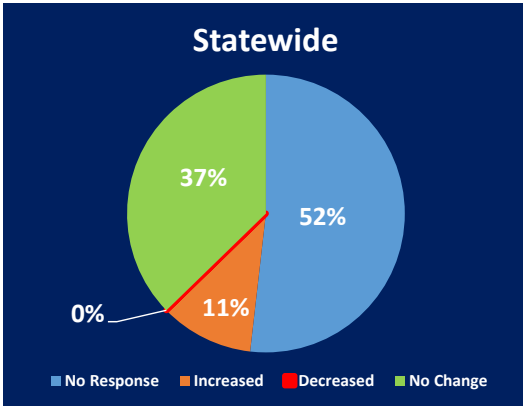
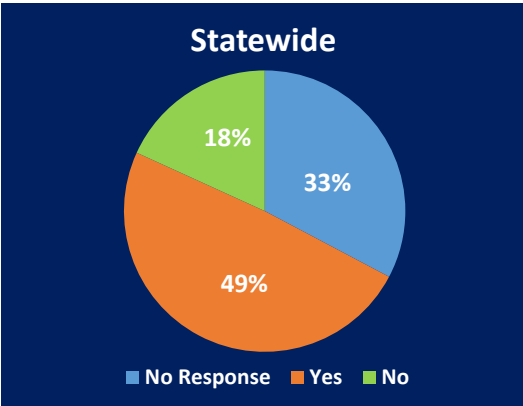
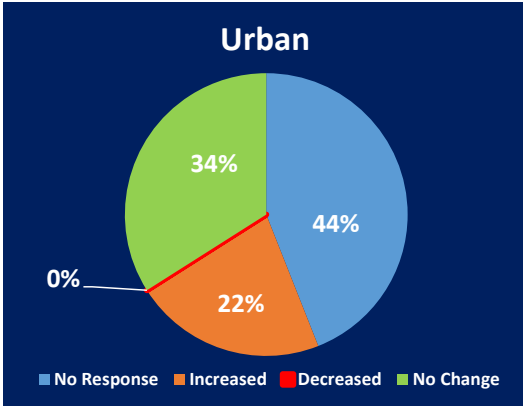
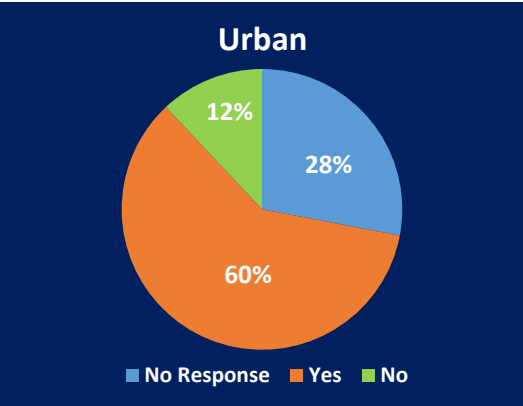
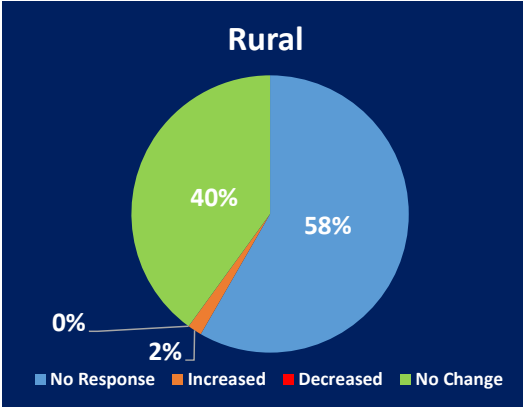
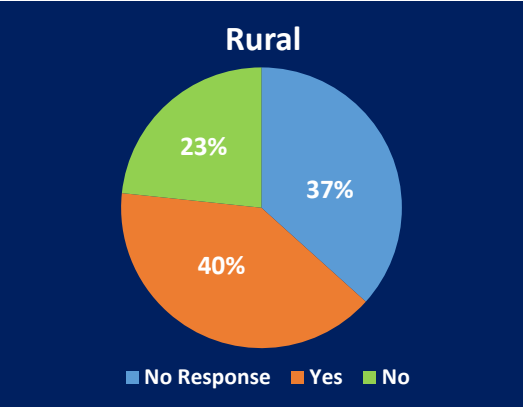
# EMPLOYEE BENEFITS AND PAY - CONTINUED



Kentucky  
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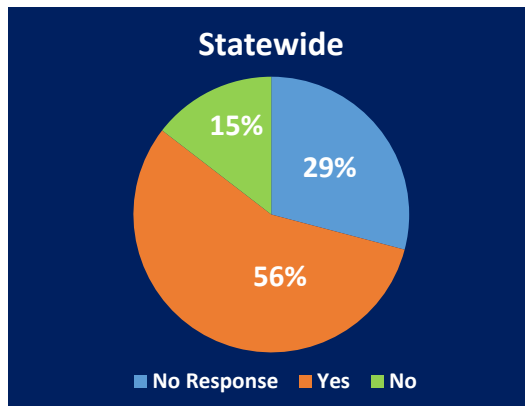
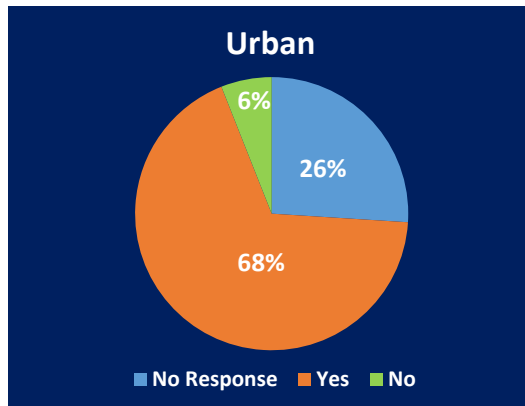
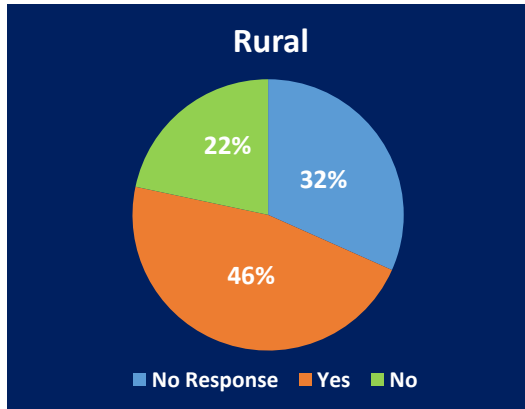
## EDUCATION FINANCIAL ASSISTANCE PROGRAM OFFERED

## EDUCATION FINANCIAL ASSISTANCE PROGRAM CHANGES

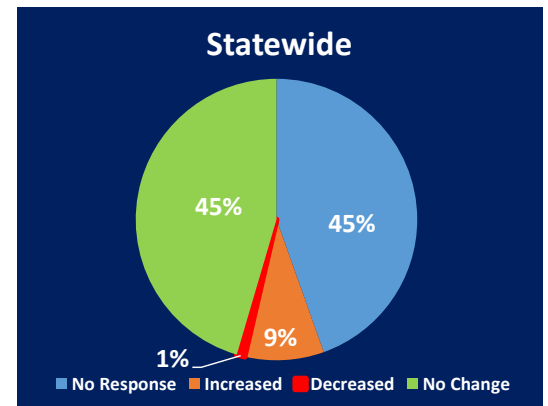
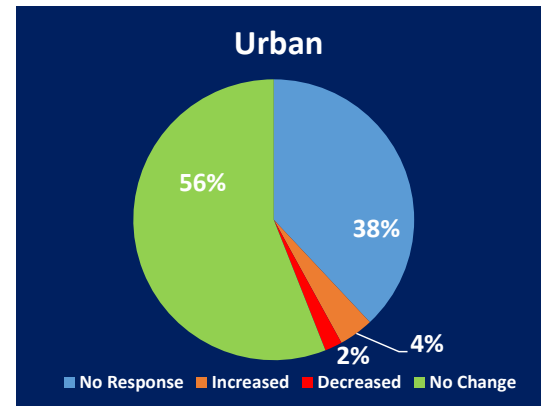
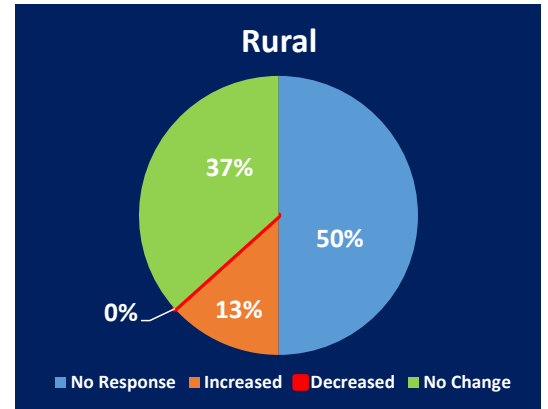


# EMPLOYEE BENEFITS AND PAY - CONTINUED

## WEEKEND STAFFING PROGRAM OFFERED



## WEEKEND STAFFING PROGRAM CHANGES





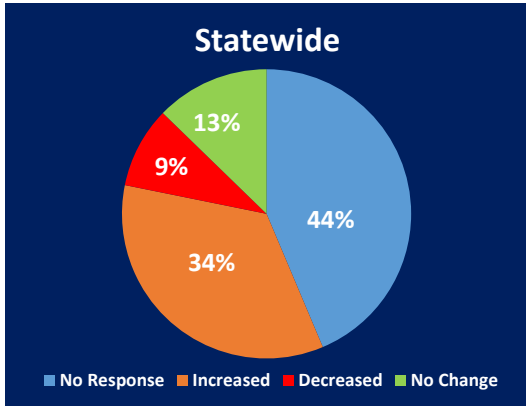
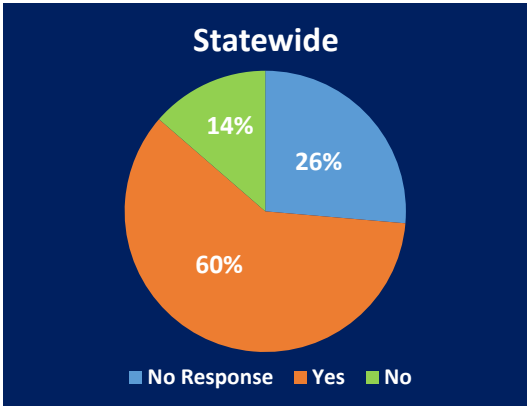
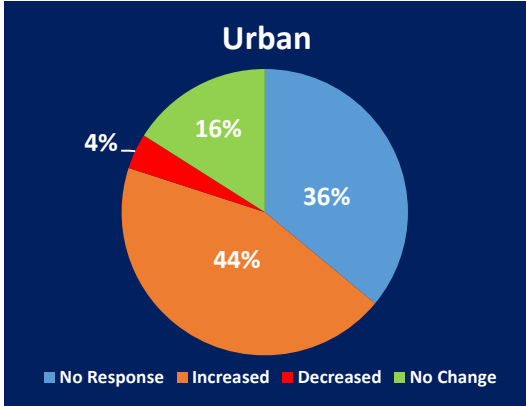
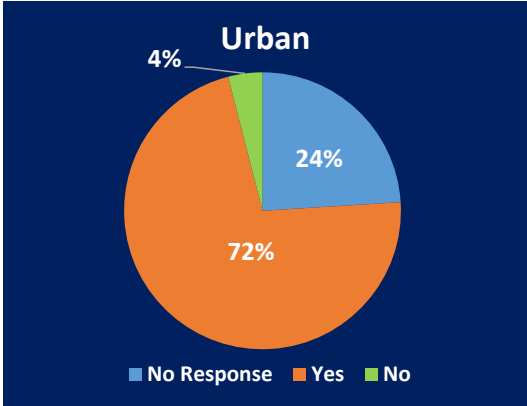
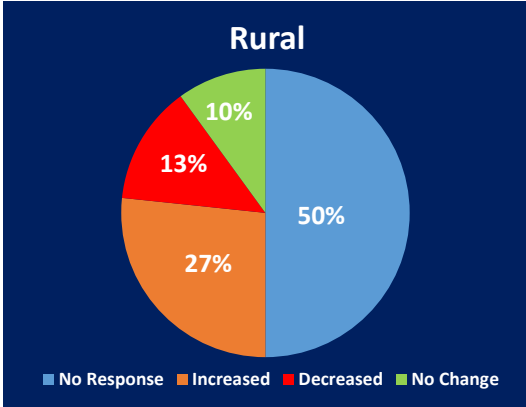
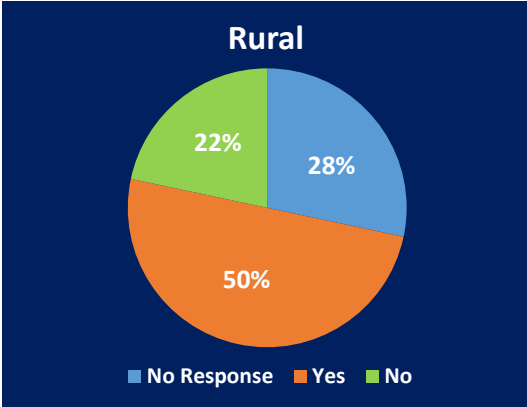
# EMPLOYEE BENEFITS AND PAY - CONTINUED



Kentucky  
Hospital  
Association

## AGENCY STAFFING

## AGENCY STAFFING CHANGES



# Appendix C

- 2022 KHA Workforce Survey



## Welcome to the 2023 KHA Workforce Survey

KHA encourages all members to participate in this annual survey.

Please complete the columns of data for each cell. If you do not have the position in your organization, leave the cell **blank**. Otherwise, enter zero (0).

The period for this survey begins January 1, 2022 through December 31, 2022.

Please e-mail the completed survey workbook to Melanie Landrum: [mlandrum@kha.com](mailto:mlandrum@kha.com)

Facility: \_\_\_\_\_

Positions <b>Direct Care positions Only</b> Settings include only <u>Inpatient or Hospital-Related Outpatient Departments</u>  Excluding Executive, Management, and Supervisory Staff Exclude Physician Offices, Urgent Care/Express Care facilities Active Staff only - No PRN or agency staff  <i>For specific position descriptions, hover over the cell comment (red arrow in upper right-hand corner of each cell).</i>	Individual Persons (Full and Part Time Employees)					Total Number of Employees as of 12/31/2022	Total Number of Employees Age 55+ as of 12/31/2022	Currently Employed FTEs 12/31/2022	Full-Time Equivalents 12/31/2022
	Number of Persons Hired from 01/01/2022 through 12/31/2022	Separations			Number Otherwise Separated (including resignation or retirement)				
		Number Involuntarily Separated	01/01/2022-06/30/2022	07/01/2022-12/31/2022					
<b>Registered Nurses and Licensed Practical Nurses</b>									
CRNAs ( <i>verify with administration or contract anesthesia services</i> )									
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									
<b>Nursing Techs, Aides, Assistants</b>									
Emergency Techs									
Nursing Assistants/Nursing Tech/Unit Secretaries									
Surgery/OR Techs									
Monitor Techs									
<b>Pharmacy</b>									
Pharmacy Techs (certified & non-certified)									
Registered Pharmacists									
<b>Imaging Techs</b>									
Imaging Techs (non-specialized)									
Mammography Techs									
Nuclear Med Techs									
MRI Techs									
Ultrasound Techs									
CT Techs									
EEG Techs									
Cardiac Cath Techs									

FTE is the total number of hours worked (excluding non-worked hours such as PTO, etc.) by all employees over the full (12 months) reporting period divided by the normal number of hours worked by a full-time employee for the same time period.

<b>Restorative Services</b>												
Physical Therapists												
Physical Therapy Assistants												
Occupational Therapists												
Speech Therapists/Language Pathologists												
<b>Laboratory Staff</b>												
Medical Laboratory Scientists												
Medical Laboratory Technicians												
Phlebotomists												
<b>Other Technical</b>												
Respiratory Therapists												
<b>Food Services</b>												
Registered Dietitians												
Dietary Aide												
<b>Social Workers</b>												
Licensed Clinical Social Worker												
Certified Social Worker												
<b>Behavioral Health</b>												
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												
<b>Other</b>												
Medical Coders												
Environmental Services												
Paramedic												
EMT												
Other EMS Staff												
<b>All Other Employees</b> - include other positions not shown above												
<b>Registered Nurses Educational Attainment</b>												
<b>Direct Care Positions</b> In whole numbers												
Diploma												
Associate Degree												
Bachelors Degree												
Masters Degree												
Total Direct Care RNs												

FTE is the total number of hours worked (excluding non-worked hours such as PTO, etc.) by all employees over the full (12 months) reporting period divided by the normal number of hours worked by a full-time employee for the same time period.

Considering **RNs Only**, please check Yes or No related to whether you hospital incurs the following expenses. If Yes, please indicate whether the expense has increased decreased or was unchanged in the 12 months ending 12/31/2022. 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
Sign-On Bonus					
Referral Bonus					
Retention Bonus					
Premium Unscheduled Shift Pay					
Shift Differential					
Specialty Differential					
Benefits (Health Insurance, 401k/401 (b), etc.)					
Education Loan Forgiveness Program					
Weekend Staffing Program					
Agency Staffing					
Employee Assistance Programs (EAP) or Similar Services					
Education as a Benefit - Up Front Pay for Tuition					
Tuition Assistance (Reimbursement)					

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

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

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

**KHA appreciates your participation in this Annual Survey**  
If you have problems with this form, please contact Melanie Landrum (mlandrum@kyha.com or 502-992-4328)  
Please print this document for your records

**New Travel Staff Questions**

Travel Staff	
Total Number of RN Travel Staff that your hospital contracted from 1/1/2022 through 12/31/2022	
Total dollars spent by your hospital/health system on nursing contract labor from 1/1/2022 through 12/31/2022	
Total dollars spent by your hospital/health system on other contract labor from 1/1/2022 through 12/31/2022	
Total dollars spent by your hospital/health system on nursing premium pay from 1/1/2022 through 12/31/2022	
Total dollars spent by your hospital/health system on premium pay for non-nursing staff from 1/1/2022 through 12/31/2022	

# Appendix D

- Annual Trends in Vacancies

# ANNUAL TRENDS IN VACANCIES

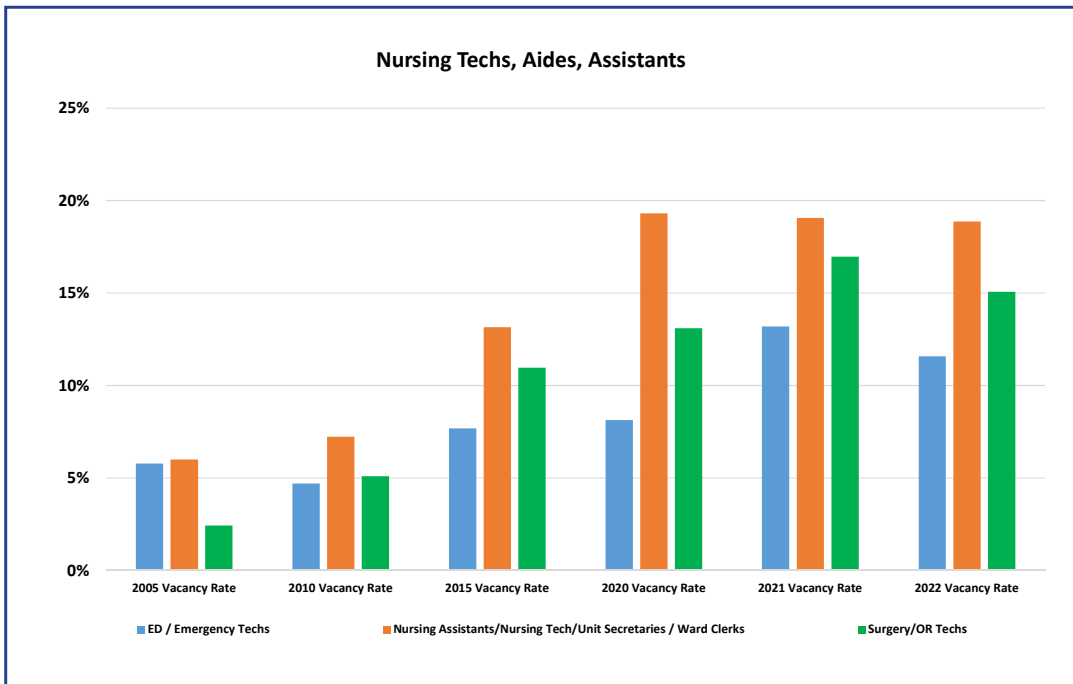
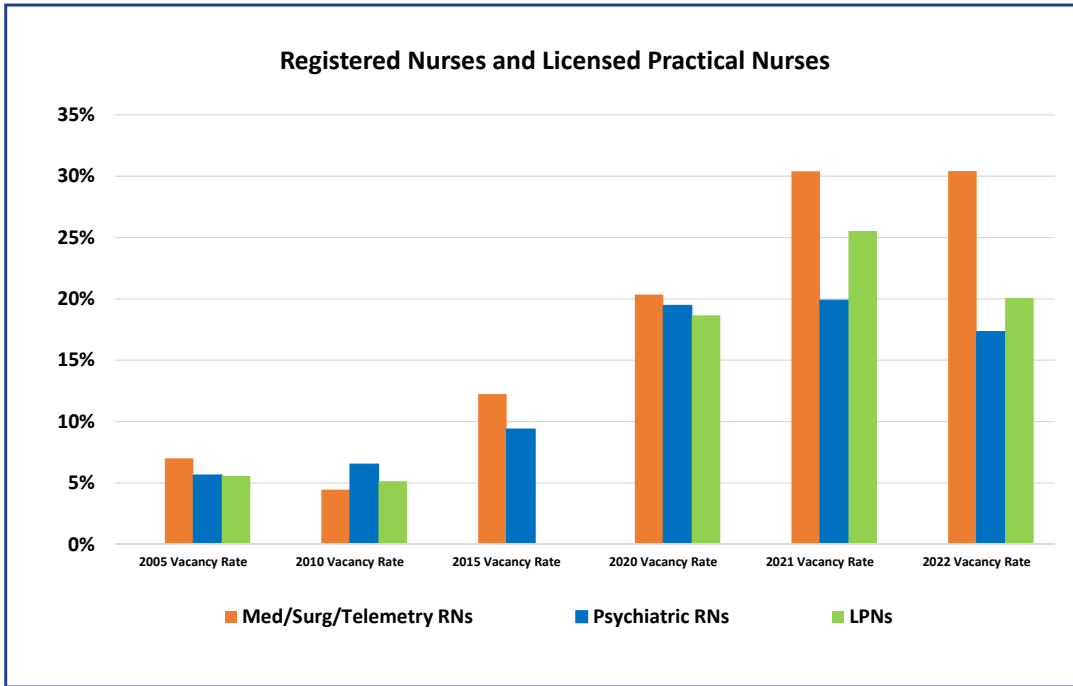
Select Position	2005	2010	2015	2020	2021	2022
	2005 Vacancy Rate	2010 Vacancy Rate	2015 Vacancy Rate	2020 Vacancy Rate	2021 Vacancy Rate	2022 Vacancy Rate
<b>Registered Nurses and Licensed Practical Nurses</b>						
Med/Surg/Telemetry RNs	7%	4%	12%	20%	30%	30%
Critical Care RNs (ICU, CCU)	*	*	*	*	27%	23%
Psychiatric RNs	6%	7%	9%	19%	20%	17%
LPNs	6%	5%	*	19%	26%	20%
<b>Nursing Techs, Aides, Assistants</b>						
ED / Emergency Techs	6%	5%	8%	8%	13%	12%
Nursing Assistants/Nursing Tech/Unit Secretaries / Ward Clerks	6%	7%	13%	19%	19%	19%
Surgery/OR Techs	2%	5%	11%	13%	17%	15%
<b>Pharmacy</b>						
Pharmacy Techs (certified & non-certified)	3%	3%	9%	11%	12%	9%
<b>Imaging Techs</b>						
Imaging Techs (non-specialized)	2%	2%	*	10%	12%	15%
CT Techs (ECG, Echo)	*	*	*	*	13%	13%
Cardiac Cath Techs	*	*	*	9%	15%	11%
<b>Restorative Services</b>						
Physical Therapists	12%	10%	9%	3%	10%	10%
Physical Therapy Assistants	9%	6%	5%	3%	7%	4%
Occupational Therapists	11%	9%	9%	4%	6%	5%
Speech Therapists/Language Pathologists	15%	8%	10%	4%	7%	5%
<b>Laboratory Staff</b>						
Medical Laboratory Scientists	*	*	*	17%	12%	13%
Medical Laboratory Technicians	*	*	*	*	*	12%
Phlebotomists	5%	5%	11%	16%	15%	11%
<b>Other Technical</b>						
Respiratory Therapists	6%	3%	5%	16%	18%	15%
<b>Social Workers</b>						
Licensed Clinical Social Worker	*	*	11%	9%	14%	12%
Certified Social Worker	*	*	5%	10%	14%	9%
<b>Behavioral Health</b>						
Art Therapist	*	*	50%	13%	0%	22%
Licensed Professional Clinical Counselor	*	*	*	*	*	0%
Psychologist - Licensed	*	*	*	*	*	33%
Peer Support Specialist	*	*	*	24%	10%	15%
<b>Other</b>						
Medical Coders	*	*	*	11%	5%	4%
Paramedic/EMT/EMS	*	*	*	*	*	19%

\* Previously not surveyed

# ANNUAL TRENDS IN VACANCIES - CONTINUED

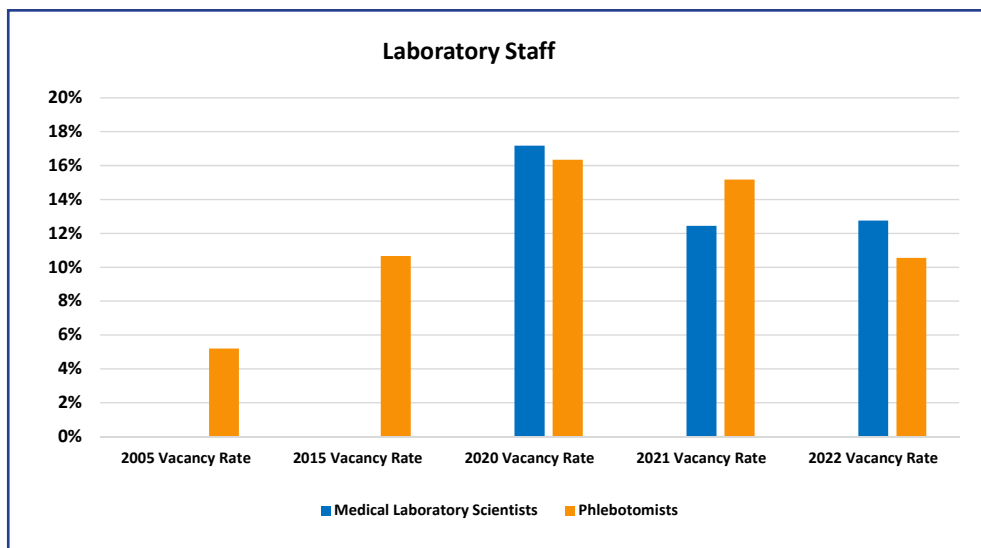
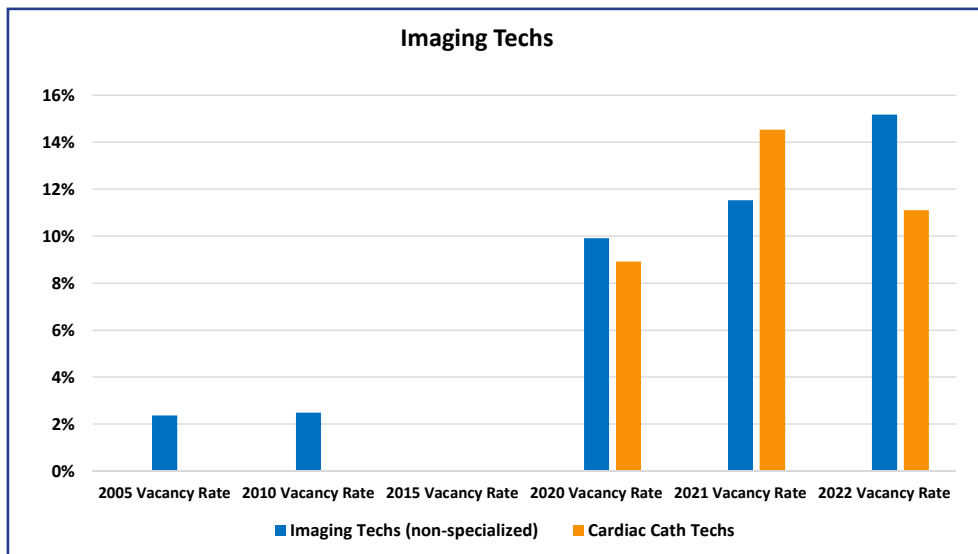
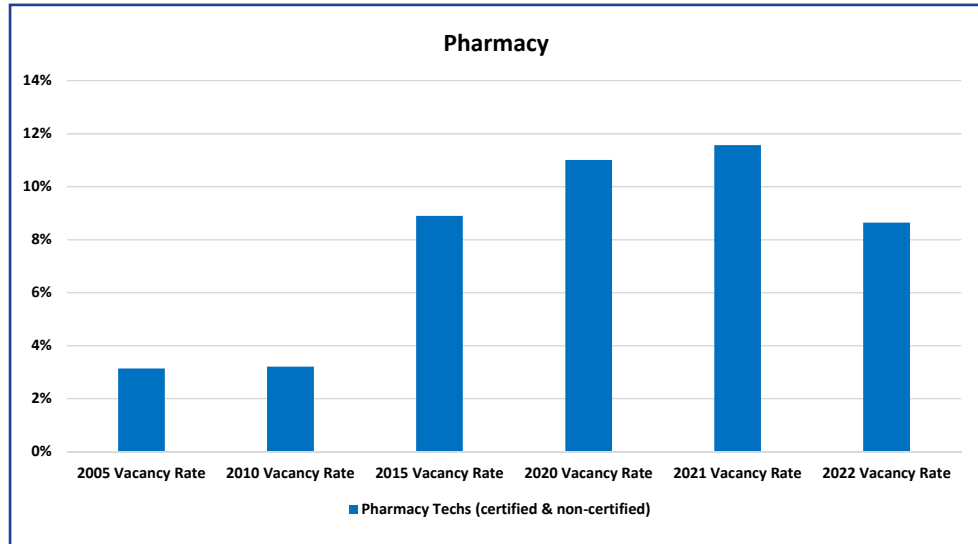


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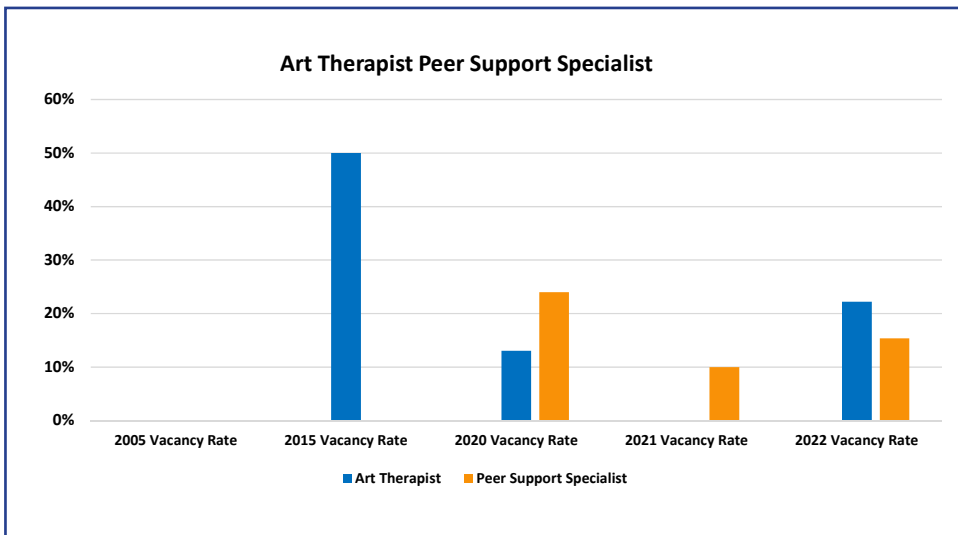
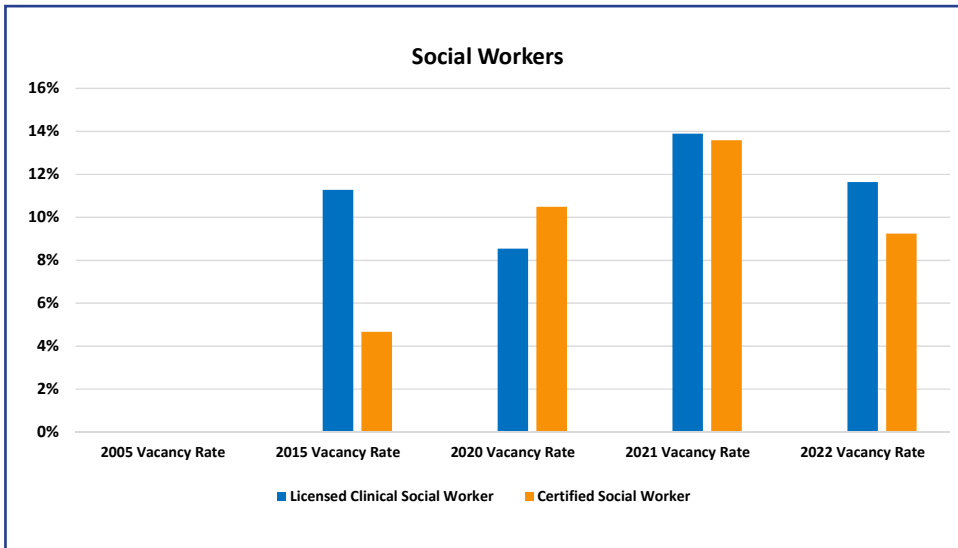
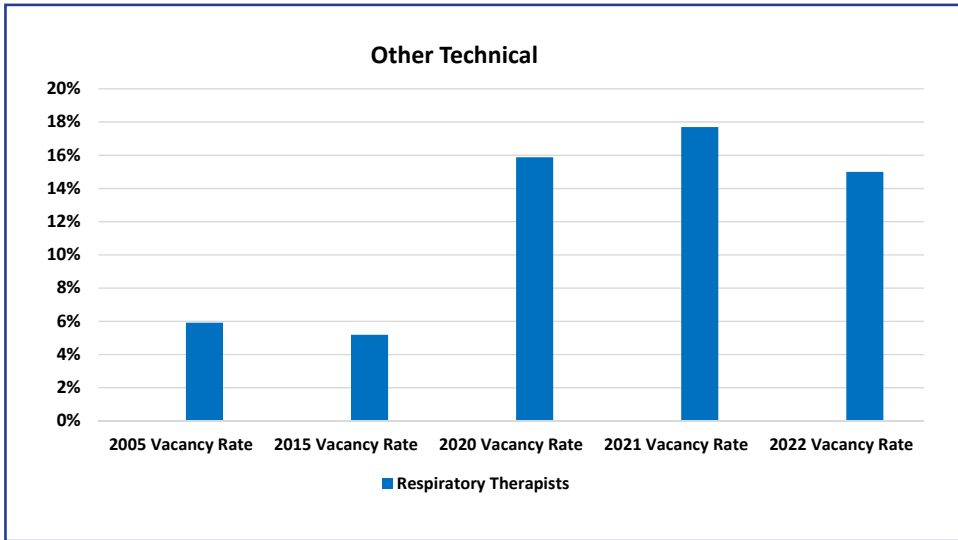
## ANNUAL TRENDS IN VACANCIES - CONTINUED



# ANNUAL TRENDS IN VACANCIES - CONTINUED



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## Appendix E

- Vacancy Rates by Area Development Districts (ADD)

Statewide	All		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs (verify with administration or contract anesthesia service)	18	4.1%	25.6%
Nurse Practitioner	214	13.9%	8.0%
Med/Surg/Telemetry RNs	1147	30.4%	24.0%
Critical Care RNs (ICU, CCU)	633	23.0%	20.8%
Emergency Room RNs	318	16.9%	23.8%
OR/PACU RNs	349	15.6%	21.7%
Labor/Delivery/Maternal Child RNs	141	9.0%	17.4%
Pediatric RNs	145	11.5%	14.6%
Psychiatric RNs	150	17.3%	31.0%
Other RNs	1061	21.7%	16.9%
Licensed Practical Nurses	248	20.1%	36.5%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	59	11.6%	29.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	981	18.9%	45.6%
Surgery/OR Techs	170	15.1%	23.5%
Monitor Techs	48	7.8%	39.9%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	105	8.6%	20.5%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	155	15.2%	17.4%
Mammography Techs	11	5.5%	8.5%
Nuclear Med Techs	16	8.3%	9.7%
MRI Techs	23	7.8%	6.2%
Ultrasound Techs	32	8.3%	10.9%
CT Techs	77	13.3%	10.9%
EEG Techs	9	8.8%	25.2%
Cardiac Cath Techs	16	11.1%	12.1%
<b>Restorative Services</b>			
Physical Therapists	62	9.6%	9.9%
Physical Therapy Assistants	13	4.0%	9.5%
Occupational Therapists	16	4.5%	12.7%
Speech Therapists/Language Pathologists	13	5.4%	10.4%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	57	12.8%	12.7%
Medical Laboratory Technicians	83	12.0%	18.2%
Phlebotomists	109	10.5%	36.7%
<b>Other Technical</b>			
Respiratory Therapists	224	15.0%	16.9%
<b>Food Services</b>			
Registered Dietitians	24	10.3%	14.6%
Dietary Aide	64	7.9%	49.7%
<b>Social Workers</b>			
Licensed Clinical Social Worker	27	11.6%	26.2%
Certified Social Worker	27	9.2%	19.6%
<b>Behavioral Health</b>			
Psychologist - Licensed	5	29.4%	11.8%
Psychological Practitioner - Licensed	1	25.0%	0.0%
Psychological Associate - Licensed	1	33.3%	20.0%
Licensed Professional Clinical Counselor	0	0.0%	13.0%
Licensed Professional Counselor Associate	1	14.3%	50.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	5	33.3%	30.8%
Behavior Analyst Assistant - Licensed	0	0.0%	20.9%
Art Therapist	2	22.2%	20.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	2	15.4%	88.9%
<b>Other</b>			
Medical Coders	28	3.7%	6.5%
Environmental Services	235	10.5%	56.7%
Paramedic	53	20.1%	22.7%
EMT	48	18.8%	12.2%
Other EMS Staff	16	17.6%	13.1%
All Other Employees - include other positions not shown above	3,493	14.0%	16.3%

## Statewide Estimated Vacancies

RN = 19.1 percent

LPN = 20.7 percent

**Purchase District  
Estimated Vacancies**

**RN = 14.2 percent  
LPN = 16.7 percent**

Purchase District	01 - Purchase		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	150.0%
Nurse Practitioner	4	15.4%	7.1%
Med/Surg/Telemetry RNs	18	18.0%	19.8%
Critical Care RNs (ICU, CCU)	17	24.3%	35.4%
Emergency Room RNs	2	4.8%	25.4%
OR/PACU RNs	6	7.7%	6.7%
Labor/Delivery/Maternal Child RNs	3	7.3%	10.5%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	19.0%
Other RNs	27	18.1%	20.8%
Licensed Practical Nurses	2	5.4%	37.0%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	21.4%
Nursing Assistants/Nursing Tech/Unit Secretaries	4	4.2%	28.3%
Surgery/OR Techs	2	7.7%	3.8%
Monitor Techs	0	0.0%	30.0%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	7	28.0%	22.7%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	0	0.0%	16.1%
Mammography Techs	0	0.0%	14.3%
Nuclear Med Techs	1	16.7%	42.9%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	0	0.0%	20.0%
CT Techs	1	12.5%	12.5%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	2	22.2%	0.0%
<b>Restorative Services</b>			
Physical Therapists	3	20.0%	13.3%
Physical Therapy Assistants	0	0.0%	7.1%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	2	7.7%	17.9%
Medical Laboratory Technicians	4	26.7%	14.3%
Phlebotomists	1	3.1%	23.1%
<b>Other Technical</b>			
Respiratory Therapists	4	10.8%	28.3%
<b>Food Services</b>			
Registered Dietitians	0	0.0%	20.0%
Dietary Aide	3	17.6%	50.0%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	33.3%
Certified Social Worker	1	25.0%	0.0%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	1	4.8%	30.0%
Environmental Services	0	0.0%	100.0%
Paramedic	1	11.1%	8.0%
EMT	2	8.7%	16.1%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	16	5.4%	23.1%

Pennyrile District	02 - Pennyrile		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	12.0%
Med/Surg/Telemetry RNs	56	28.4%	21.5%
Critical Care RNs (ICU, CCU)	23	19.3%	17.4%
Emergency Room RNs	15	15.0%	24.0%
OR/PACU RNs	20	16.5%	10.9%
Labor/Delivery/Maternal Child RNs	8	5.9%	12.8%
Pediatric RNs	2	10.0%	30.0%
Psychiatric RNs	11	20.0%	40.0%
Other RNs	85	22.7%	16.4%
Licensed Practical Nurses	9	15.3%	24.1%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	3	6.0%	33.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	45	14.1%	27.7%
Surgery/OR Techs	10	17.2%	11.5%
Monitor Techs	3	4.1%	102.7%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	2	2.7%	14.5%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	9	13.8%	13.3%
Mammography Techs	0	0.0%	10.0%
Nuclear Med Techs	1	11.1%	11.1%
MRI Techs	2	9.5%	4.8%
Ultrasound Techs	3	15.8%	17.6%
CT Techs	7	21.2%	0.0%
EEG Techs	0	0.0%	25.0%
Cardiac Cath Techs	1	11.1%	0.0%
<b>Restorative Services</b>			
Physical Therapists	3	6.0%	5.8%
Physical Therapy Assistants	2	3.8%	5.6%
Occupational Therapists	0	0.0%	6.5%
Speech Therapists/Language Pathologists	1	6.3%	5.6%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	2	28.6%	0.0%
Medical Laboratory Technicians	1	2.0%	5.3%
Phlebotomists	9	10.2%	60.0%
<b>Other Technical</b>			
Respiratory Therapists	8	10.1%	6.3%
<b>Food Services</b>			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	1	2.1%	48.0%
<b>Social Workers</b>			
Licensed Clinical Social Worker	1	14.3%	16.7%
Certified Social Worker	1	12.5%	37.5%
<b>Behavioral Health</b>			
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%	75.0%
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%
<b>Other</b>			
Medical Coders	1	16.7%	20.0%
Environmental Services	6	6.6%	68.8%
Paramedic	7	21.9%	13.0%
EMT	5	31.3%	0.0%
Other EMS Staff	1	33.3%	50.0%
<b>All Other Employees - include other positions not shown above</b>	<b>86</b>	<b>7.5%</b>	<b>15.4%</b>

**Pennyrile District  
Estimated Vacancies**

**RN = 18.8 percent  
LPN = 16.1 percent**

Green River District	03 - Green River		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	1	12.7%	14.3%
Med/Surg/Telemetry RNs	4	4.2%	6.8%
Critical Care RNs (ICU, CCU)	5	24.0%	12.5%
Emergency Room RNs	6	11.8%	13.3%
OR/PACU RNs	5	12.7%	15.4%
Labor/Delivery/Maternal Child RNs	0	0.0%	12.8%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	1	14.3%	27.3%
Other RNs	5	10.6%	11.1%
Licensed Practical Nurses	0	0.0%	25.0%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	11.1%
Nursing Assistants/Nursing Tech/Unit Secretaries	2	3.9%	34.4%
Surgery/OR Techs	4	12.2%	3.1%
Monitor Techs	0	0.0%	16.7%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	0	0.0%	0.0%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	1	3.6%	14.3%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	1	9.5%	44.4%
CT Techs	0	0.0%	16.7%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
<b>Restorative Services</b>			
Physical Therapists	0	0.0%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	25.0%
Speech Therapists/Language Pathologists	1	33.3%	0.0%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	0	0.0%	27.3%
Medical Laboratory Technicians	3	11.6%	4.0%
Phlebotomists	2	6.8%	50.0%
<b>Other Technical</b>			
Respiratory Therapists	4	13.4%	22.2%
<b>Food Services</b>			
Registered Dietitians	1	20.8%	33.3%
Dietary Aide	0	0.0%	50.0%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	0	0.0%	25.0%
<b>Behavioral Health</b>			
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%	100.0%
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%
<b>Other</b>			
Medical Coders	0	0.0%	0.0%
Environmental Services	1	2.0%	48.1%
Paramedic	3	17.3%	26.7%
EMT	6	16.7%	8.3%
Other EMS Staff	0	0.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	<b>28</b>	<b>16.9%</b>	<b>28.4%</b>

Barren River District	04 - Barren River		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	1	16.7%	0.0%
Nurse Practitioner	2	14.3%	12.5%
Med/Surg/Telemetry RNs	54	27.3%	15.1%
Critical Care RNs (ICU, CCU)	30	20.5%	17.6%
Emergency Room RNs	40	24.2%	14.1%
OR/PACU RNs	9	6.5%	16.7%
Labor/Delivery/Maternal Child RNs	8	7.0%	9.2%
Pediatric RNs	3	33.3%	66.7%
Psychiatric RNs	10	15.4%	37.5%
Other RNs	118	26.6%	12.1%
Licensed Practical Nurses	27	28.7%	27.4%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	43.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	48	12.7%	39.7%
Surgery/OR Techs	7	6.7%	21.6%
Monitor Techs	14	8.4%	44.2%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	1	1.5%	17.2%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	7	11.3%	19.0%
Mammography Techs	2	16.7%	12.5%
Nuclear Med Techs	1	8.3%	0.0%
MRI Techs	1	5.0%	10.5%
Ultrasound Techs	4	11.4%	0.0%
CT Techs	2	5.1%	2.6%
EEG Techs	1	16.7%	0.0%
Cardiac Cath Techs	0	0.0%	12.5%
<b>Restorative Services</b>			
Physical Therapists	2	10.0%	14.3%
Physical Therapy Assistants	1	5.6%	21.4%
Occupational Therapists	1	8.3%	10.0%
Speech Therapists/Language Pathologists	1	12.5%	37.5%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	6	12.5%	13.6%
Medical Laboratory Technicians	9	17.3%	15.6%
Phlebotomists	4	7.1%	37.5%
<b>Other Technical</b>			
Respiratory Therapists	11	11.7%	10.3%
<b>Food Services</b>			
Registered Dietitians	1	10.0%	11.1%
Dietary Aide	2	6.1%	69.7%
<b>Social Workers</b>			
Licensed Clinical Social Worker	6	21.4%	45.5%
Certified Social Worker	0	0.0%	16.7%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	8	12.3%	16.7%
Environmental Services	18	14.3%	20.7%
Paramedic	5	11.6%	17.1%
EMT	4	9.8%	21.1%
Other EMS Staff	1	5.3%	33.3%
<b>All Other Employees - include other positions not shown above</b>	<b>59</b>	<b>6.1%</b>	<b>17.9%</b>



Lincoln Trail District	05 - Lincoln Trail		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAS (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	18	42.0%	21.4%
Critical Care RNs (ICU, CCU)	8	34.5%	17.6%
Emergency Room RNs	9	20.9%	42.9%
OR/PACU RNs	1	4.8%	9.5%
Labor/Delivery/Maternal Child RNs	2	7.9%	11.5%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	14	23.7%	49.0%
Other RNs	11	17.6%	22.4%
Licensed Practical Nurses	4	22.5%	56.3%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	16	13.4%	60.3%
Surgery/OR Techs	1	7.8%	7.7%
Monitor Techs	0	0.0%	0.0%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	0	0.0%	11.1%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	1	20.0%	25.0%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	33.3%
Ultrasound Techs	0	0.0%	0.0%
CT Techs	1	7.1%	6.7%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
<b>Restorative Services</b>			
Physical Therapists	1	10.5%	11.1%
Physical Therapy Assistants	1	16.7%	33.3%
Occupational Therapists	0	0.0%	16.7%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	0	0.0%	20.0%
Medical Laboratory Technicians	1	9.7%	42.9%
Phlebotomists	1	8.1%	35.7%
<b>Other Technical</b>			
Respiratory Therapists	1	5.2%	5.0%
<b>Food Services</b>			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	2	9.8%	17.4%
<b>Social Workers</b>			
Licensed Clinical Social Worker	1	8.3%	18.2%
Certified Social Worker	0	0.0%	0.0%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	0	0.0%	0.0%
Environmental Services	4	10.0%	32.4%
Paramedic	0	0.0%	200.0%
EMT	0	0.0%	0.0%
Other EMS Staff	0	0.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	<b>1</b>	<b>1.3%</b>	<b>22.5%</b>

Kentuckiana District	06 - Kentuckiana		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	5.6%
Nurse Practitioner	57	10.0%	8.6%
Med/Surg/Telemetry RNs	492	28.4%	20.2%
Critical Care RNs (ICU, CCU)	199	19.0%	17.3%
Emergency Room RNs	82	16.1%	21.4%
OR/PACU RNs	91	13.0%	12.3%
Labor/Delivery/Maternal Child RNs	62	9.5%	15.9%
Pediatric RNs	60	7.6%	17.9%
Psychiatric RNs	55	16.6%	29.0%
Other RNs	302	28.4%	15.1%
Licensed Practical Nurses	69	19.5%	31.1%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	26	12.2%	30.9%
Nursing Assistants/Nursing Tech/Unit Secretaries	268	13.4%	39.7%
Surgery/OR Techs	76	19.0%	27.4%
Monitor Techs	7	6.3%	19.9%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	26	8.0%	21.3%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	45	15.9%	15.6%
Mammography Techs	3	3.1%	1.6%
Nuclear Med Techs	3	4.1%	7.1%
MRI Techs	11	9.3%	6.8%
Ultrasound Techs	5	3.1%	7.4%
CT Techs	21	11.1%	6.1%
EEG Techs	4	16.7%	19.4%
Cardiac Cath Techs	5	14.7%	16.7%
<b>Restorative Services</b>			
Physical Therapists	21	8.8%	7.1%
Physical Therapy Assistants	3	3.1%	8.1%
Occupational Therapists	4	3.7%	16.1%
Speech Therapists/Language Pathologists	4	5.1%	7.3%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	13	15.1%	17.0%
Medical Laboratory Technicians	5	8.2%	14.9%
Phlebotomists	41	16.2%	21.1%
<b>Other Technical</b>			
Respiratory Therapists	88	21.2%	12.2%
<b>Food Services</b>			
Registered Dietitians	10	14.9%	22.0%
Dietary Aide	20	6.5%	32.8%
<b>Social Workers</b>			
Licensed Clinical Social Worker	8	14.5%	16.5%
Certified Social Worker	7	7.0%	25.7%
<b>Behavioral Health</b>			
Psychologist - Licensed	0	0.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	1	33.3%	20.0%
Licensed Professional Clinical Counselor	0	0.0%	66.7%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	4	100.0%	100.0%
Behavior Analyst Assistant - Licensed	0	0.0%	0.0%
Art Therapist	0	0.0%	21.4%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	0.0%
<b>Other</b>			
Medical Coders	11	3.1%	5.7%
Environmental Services	124	12.8%	35.9%
Paramedic	16	29.1%	15.3%
EMT	11	18.3%	3.6%
Other EMS Staff	0	0.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	<b>2536</b>	<b>16.9%</b>	<b>11.5%</b>

**Kentuckiana District  
Estimated Vacancies**

**RN = 18.2 percent  
LPN = 20.4 percent**

		07 - Northern Kentucky		
Northern Kentucky District		Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>				
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	0.0%	
Nurse Practitioner	2	3.9%	13.6%	
Med/Surg/Telemetry RNs	64	27.0%	29.1%	
Critical Care RNs (ICU, CCU)	134	31.6%	1.5%	
Emergency Room RNs	21	9.6%	17.2%	
OR/PACU RNs	130	30.2%	67.0%	
Labor/Delivery/Maternal Child RNs	5	5.6%	15.0%	
Pediatric RNs	0	0.0%	0.0%	
Psychiatric RNs	0	0.0%	18.6%	
Other RNs	41	5.4%	13.3%	
Licensed Practical Nurses	4	6.8%	56.4%	
<b>Nursing Techs, Aides, Assistants</b>				
Emergency Techs	4	7.5%	23.0%	
Nursing Assistants/Nursing Tech/Unit Secretaries	70	24.1%	99.0%	
Surgery/OR Techs	16	26.7%	50.0%	
Monitor Techs	0	0.0%	17.6%	
<b>Pharmacy</b>				
Pharmacy Techs (certified & non-certified)	5	4.7%	61.5%	
<b>Imaging Techs</b>				
Imaging Techs (non-specialized)	25	18.5%	21.2%	
Mammography Techs	1	5.0%	26.7%	
Nuclear Med Techs	0	0.0%	0.0%	
MRI Techs	3	9.4%	3.2%	
Ultrasound Techs	4	11.4%	5.3%	
CT Techs	4	5.5%	9.5%	
EEG Techs	0	0.0%	20.0%	
Cardiac Cath Techs	0	0.0%	0.0%	
<b>Restorative Services</b>				
Physical Therapists	1	1.5%	18.1%	
Physical Therapy Assistants	0	0.0%	25.0%	
Occupational Therapists	1	3.8%	36.8%	
Speech Therapists/Language Pathologists	1	6.3%	31.3%	
<b>Laboratory Staff</b>				
Medical Laboratory Scientists	0	0.0%	0.0%	
Medical Laboratory Technicians	32	26.7%	24.8%	
Phlebotomists	15	16.0%	96.7%	
<b>Other Technical</b>				
Respiratory Therapists	21	24.7%	38.0%	
<b>Food Services</b>				
Registered Dietitians	1	6.7%	21.1%	
Dietary Aide	7	14.9%	80.0%	
<b>Social Workers</b>				
Licensed Clinical Social Worker	1	2.7%	42.9%	
Certified Social Worker	7	63.6%	21.2%	
<b>Behavioral Health</b>				
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%	150.0%	
<b>Other</b>				
Medical Coders	1	2.4%	2.2%	
Environmental Services	24	12.8%	168.7%	
Paramedic	1	33.3%	133.3%	
EMT	0	0.0%	0.0%	
Other EMS Staff	0	0.0%	0.0%	
<b>All Other Employees - include other positions not shown above</b>	<b>132</b>	<b>6.3%</b>	<b>39.0%</b>	

Buffalo Trace District	08 - Buffalo Trace		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	10	62.5%	57.1%
Critical Care RNs (ICU, CCU)	13	56.5%	37.5%
Emergency Room RNs	6	33.3%	40.0%
OR/PACU RNs	3	13.0%	23.1%
Labor/Delivery/Maternal Child RNs	0	0.0%	31.6%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	0	0.0%	0.0%
Other RNs	0	0.0%	19.7%
Licensed Practical Nurses	6	21.4%	29.0%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	1	50.0%	66.7%
Nursing Assistants/Nursing Tech/Unit Secretaries	4	50.0%	63.6%
Surgery/OR Techs	0	0.0%	0.0%
Monitor Techs	0	0.0%	100.0%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	0	0.0%	0.0%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	0	0.0%	0.0%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	0	0.0%	0.0%
CT Techs	2	18.2%	18.2%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
<b>Restorative Services</b>			
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%	50.0%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	0	0.0%	0.0%
Medical Laboratory Technicians	5	33.3%	28.6%
Phlebotomists	0	0.0%	0.0%
<b>Other Technical</b>			
Respiratory Therapists	2	15.4%	0.0%
<b>Food Services</b>			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	0	0.0%	0.0%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	50.0%
Certified Social Worker	0	0.0%	0.0%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	0	0.0%	0.0%
Environmental Services	0	0.0%	0.0%
Paramedic	1	33.3%	33.3%
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
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	37.5%
Nurse Practitioner	5	35.7%	0.0%
Med/Surg/Telemetry RNs	21	28.9%	28.7%
Critical Care RNs (ICU, CCU)	2	7.5%	31.0%
Emergency Room RNs	7	17.9%	44.0%
OR/PACU RNs	1	3.0%	16.2%
Labor/Delivery/Maternal Child RNs	5	20.5%	25.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	1	14.3%	11.1%
Other RNs	5	14.6%	39.5%
Licensed Practical Nurses	8	34.9%	58.8%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	36.4%
Nursing Assistants/Nursing Tech/Unit Secretaries	6	6.7%	38.2%
Surgery/OR Techs	2	15.4%	14.3%
Monitor Techs	0	0.0%	80.0%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	3	12.5%	12.0%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	1	4.8%	14.3%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	1	16.7%	28.6%
CT Techs	0	0.0%	11.8%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
<b>Restorative Services</b>			
Physical Therapists	5	38.5%	36.4%
Physical Therapy Assistants	1	15.4%	14.3%
Occupational Therapists	1	7.2%	10.0%
Speech Therapists/Language Pathologists	1	17.2%	33.3%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	3	15.0%	15.8%
Medical Laboratory Technicians	1	9.2%	7.1%
Phlebotomists	0	0.0%	59.3%
<b>Other Technical</b>			
Respiratory Therapists	1	2.7%	19.6%
<b>Food Services</b>			
Registered Dietitians	2	44.4%	66.7%
Dietary Aide	1	2.9%	82.4%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	0	0.0%	0.0%
<b>Behavioral Health</b>			
Psychologist - Licensed	3	75.0%	100.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	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%
<b>Other</b>			
Medical Coders	0	0.0%	0.0%
Environmental Services	3	4.2%	72.2%
Paramedic	2	25.6%	57.1%
EMT	0	0.0%	0.0%
Other EMS Staff	1	100.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	10	7.2%	18.8%

FIVCO District	10 - FIVCO		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	10.7%
Nurse Practitioner	1	4.5%	14.3%
Med/Surg/Telemetry RNs	19	14.8%	25.8%
Critical Care RNs (ICU, CCU)	13	12.5%	23.3%
Emergency Room RNs	10	14.3%	23.5%
OR/PACU RNs	0	0.0%	14.0%
Labor/Delivery/Maternal Child RNs	1	8.3%	23.1%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	1	3.8%	27.6%
Other RNs	1	2.7%	41.5%
Licensed Practical Nurses	0	0.0%	29.6%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	2	5.3%	117.6%
Surgery/OR Techs	0	0.0%	12.8%
Monitor Techs	0	0.0%	60.7%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	0	0.0%	18.2%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	6	37.5%	0.0%
Mammography Techs	0	0.0%	33.3%
Nuclear Med Techs	0	0.0%	25.0%
MRI Techs	2	11.1%	5.9%
Ultrasound Techs	0	0.0%	0.0%
CT Techs	8	26.7%	56.5%
EEG Techs	0	0.0%	66.7%
Cardiac Cath Techs	0	0.0%	3.2%
<b>Restorative Services</b>			
Physical Therapists	1	10.0%	0.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	14.3%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	0	0.0%	0.0%
Medical Laboratory Technicians	3	6.8%	27.3%
Phlebotomists	0	0.0%	34.7%
<b>Other Technical</b>			
Respiratory Therapists	3	6.4%	25.5%
<b>Food Services</b>			
Registered Dietitians	0	0.0%	10.0%
Dietary Aide	1	8.3%	36.4%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	25.0%
Certified Social Worker	0	0.0%	52.2%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	0	0.0%	0.0%
Environmental Services	2	1.6%	57.0%
Paramedic	0	0.0%	133.3%
EMT	1	2.9%	21.2%
Other EMS Staff	0	0.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	<b>3</b>	<b>3.5%</b>	<b>17.6%</b>

Big Sandy District	11 - Big Sandy		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	2	2.6%	13.8%
Nurse Practitioner	1	1.6%	12.5%
Med/Surg/Telemetry RNs	138	47.9%	21.3%
Critical Care RNs (ICU, CCU)	49	23.7%	42.3%
Emergency Room RNs	25	19.5%	34.0%
OR/PACU RNs	14	14.6%	16.7%
Labor/Delivery/Maternal Child RNs	8	9.4%	14.8%
Pediatric RNs	2	22.2%	62.5%
Psychiatric RNs	4	33.3%	37.5%
Other RNs	27	10.5%	28.8%
Licensed Practical Nurses	29	27.1%	42.2%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	6	14.0%	15.8%
Nursing Assistants/Nursing Tech/Unit Secretaries	147	38.0%	54.3%
Surgery/OR Techs	7	14.3%	30.2%
Monitor Techs	0	0.0%	33.3%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	4	5.7%	23.5%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	21	20.6%	25.9%
Mammography Techs	0	0.0%	33.3%
Nuclear Med Techs	1	12.5%	0.0%
MRI Techs	1	9.1%	0.0%
Ultrasound Techs	1	5.9%	11.8%
CT Techs	2	8.3%	17.4%
EEG Techs	0	0.0%	38.5%
Cardiac Cath Techs	1	7.1%	38.5%
<b>Restorative Services</b>			
Physical Therapists	5	16.1%	10.3%
Physical Therapy Assistants	1	5.6%	16.7%
Occupational Therapists	4	16.7%	19.0%
Speech Therapists/Language Pathologists	1	6.3%	6.7%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	9	18.4%	12.8%
Medical Laboratory Technicians	3	12.5%	28.6%
Phlebotomists	4	5.6%	44.8%
<b>Other Technical</b>			
Respiratory Therapists	7	5.9%	14.0%
<b>Food Services</b>			
Registered Dietitians	3	30.0%	28.6%
Dietary Aide	7	7.4%	93.1%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	0.0%
Certified Social Worker	0	0.0%	0.0%
<b>Behavioral Health</b>			
Psychologist - Licensed	1	50.0%	0.0%
Psychological Practitioner - Licensed	0	0.0%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	0	0.0%	0.0%
Marriage and Family Therapist	0	0.0%	0.0%
Behavior Analyst - Licensed	1	14.3%	16.7%
Behavior Analyst Assistant - Licensed	0	0.0%	20.9%
Art Therapist	0	0.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	0	0.0%	166.7%
<b>Other</b>			
Medical Coders	0	0.0%	5.5%
Environmental Services	6	3.7%	86.3%
Paramedic	10	76.9%	66.7%
EMT	0	0.0%	0.0%
Other EMS Staff	0	0.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	<b>152</b>	<b>9.1%</b>	<b>29.0%</b>

Kentucky River District	12 - Kentucky River		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs (verify with administration or contract anesthesia service)	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	46	46.5%	37.7%
Critical Care RNs (ICU, CCU)	4	7.0%	30.2%
Emergency Room RNs	1	2.5%	15.4%
OR/PACU RNs	2	5.1%	8.1%
Labor/Delivery/Maternal Child RNs	0	0.0%	24.1%
Pediatric RNs	0	0.0%	28.6%
Psychiatric RNs	5	10.4%	0.0%
Other RNs	97	70.3%	36.6%
Licensed Practical Nurses	8	29.6%	26.3%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	0.0%
Nursing Assistants/Nursing Tech/Unit Secretaries	52	28.7%	70.5%
Surgery/OR Techs	9	25.7%	26.9%
Monitor Techs	6	66.7%	66.7%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	0	0.0%	6.7%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	2	5.0%	10.5%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	2	40.0%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	0	0.0%	0.0%
CT Techs	0	0.0%	28.6%
EEG Techs	1	33.3%	0.0%
Cardiac Cath Techs	2	25.0%	16.7%
<b>Restorative Services</b>			
Physical Therapists	3	15.8%	18.8%
Physical Therapy Assistants	1	7.1%	0.0%
Occupational Therapists	4	28.6%	30.0%
Speech Therapists/Language Pathologists	0	0.0%	9.1%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	6	20.0%	8.3%
Medical Laboratory Technicians	0	0.0%	10.0%
Phlebotomists	3	10.3%	46.2%
<b>Other Technical</b>			
Respiratory Therapists	5	10.0%	28.9%
<b>Food Services</b>			
Registered Dietitians	2	33.3%	25.0%
Dietary Aide	6	15.4%	66.7%
<b>Social Workers</b>			
Licensed Clinical Social Worker	1	33.3%	50.0%
Certified Social Worker	0	0.0%	33.3%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	0	0.0%	166.7%
Environmental Services	14	17.7%	60.0%
Paramedic	0	0.0%	0.0%
EMT	0	0.0%	0.0%
Other EMS Staff	0	0.0%	0.0%
<b>All Other Employees - include other positions not shown above</b>	<b>62</b>	<b>18.3%</b>	<b>26.7%</b>



Cumberland Valley District	13 - Cumberland Valley		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	7.1%
Nurse Practitioner	0	0.0%	0.0%
Med/Surg/Telemetry RNs	23	22.0%	50.5%
Critical Care RNs (ICU, CCU)	10	12.0%	23.1%
Emergency Room RNs	15	16.5%	34.8%
OR/PACU RNs	0	0.0%	29.7%
Labor/Delivery/Maternal Child RNs	5	9.0%	34.4%
Pediatric RNs	5	29.4%	41.7%
Psychiatric RNs	3	30.0%	0.0%
Other RNs	31	14.4%	27.0%
Licensed Practical Nurses	19	19.6%	34.6%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	0	0.0%	34.5%
Nursing Assistants/Nursing Tech/Unit Secretaries	29	14.6%	53.7%
Surgery/OR Techs	0	0.0%	25.0%
Monitor Techs	0	0.0%	10.0%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	1	2.4%	4.5%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	8	11.3%	14.1%
Mammography Techs	0	0.0%	0.0%
Nuclear Med Techs	3	42.9%	0.0%
MRI Techs	0	0.0%	0.0%
Ultrasound Techs	0	0.0%	10.0%
CT Techs	0	0.0%	6.7%
EEG Techs	0	0.0%	0.0%
Cardiac Cath Techs	0	0.0%	0.0%
<b>Restorative Services</b>			
Physical Therapists	4	26.7%	15.4%
Physical Therapy Assistants	2	13.4%	12.5%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	1	6.9%	13.3%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	1	4.3%	0.0%
Medical Laboratory Technicians	1	2.1%	38.5%
Phlebotomists	1	2.9%	30.6%
<b>Other Technical</b>			
Respiratory Therapists	25	20.1%	23.8%
<b>Food Services</b>			
Registered Dietitians	1	11.8%	0.0%
Dietary Aide	6	10.2%	35.1%
<b>Social Workers</b>			
Licensed Clinical Social Worker	0	0.0%	50.0%
Certified Social Worker	0	0.0%	0.0%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	1	7.1%	0.0%
Environmental Services	15	11.9%	37.2%
Paramedic	1	9.7%	18.2%
EMT	1	50.0%	0.0%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	23	2.9%	20.6%

**Cumberland Valley District  
Estimated Vacancies**

**RN = 13.7 percent  
LPN = 19.7 percent**

	14 - Lake Cumberland		
Lake Cumberland District	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	0	0.0%	0.0%
Nurse Practitioner	0	0.0%	50.0%
Med/Surg/Telemetry RNs	11	25.0%	66.7%
Critical Care RNs (ICU, CCU)	17	15.2%	*
Emergency Room RNs	3	8.1%	71.4%
OR/PACU RNs	2	4.4%	33.3%
Labor/Delivery/Maternal Child RNs	5	13.5%	0.0%
Pediatric RNs	0	0.0%	0.0%
Psychiatric RNs	2	11.8%	0.0%
Other RNs	14	12.0%	75.0%
Licensed Practical Nurses	21	19.4%	*
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	1	33.3%	*
Nursing Assistants/Nursing Tech/Unit Secretaries	11	12.2%	*
Surgery/OR Techs	5	17.9%	*
Monitor Techs	4	17.4%	*
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	3	15.0%	*
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	7	22.6%	50.0%
Mammography Techs	1	25.0%	0.0%
Nuclear Med Techs	0	0.0%	0.0%
MRI Techs	1	25.0%	100.0%
Ultrasound Techs	2	28.6%	*
CT Techs	2	18.2%	0.0%
EEG Techs	1	14.3%	0.0%
Cardiac Cath Techs	2	25.0%	0.0%
<b>Restorative Services</b>			
Physical Therapists	0	0.0%	100.0%
Physical Therapy Assistants	0	0.0%	0.0%
Occupational Therapists	0	0.0%	0.0%
Speech Therapists/Language Pathologists	0	0.0%	0.0%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	2	25.0%	0.0%
Medical Laboratory Technicians	3	10.3%	33.3%
Phlebotomists	6	21.4%	*
<b>Other Technical</b>			
Respiratory Therapists	3	7.7%	*
<b>Food Services</b>			
Registered Dietitians	0	0.0%	0.0%
Dietary Aide	1	14.3%	91.7%
<b>Social Workers</b>			
Licensed Clinical Social Worker	1	25.0%	0.0%
Certified Social Worker	1	50.0%	0.0%
<b>Behavioral Health</b>			
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%
<b>Other</b>			
Medical Coders	3	20.0%	0.0%
Environmental Services	2	33.3%	*
Paramedic	2	18.2%	0.0%
EMT	3	20.0%	11.1%
Other EMS Staff	0	0.0%	0.0%
All Other Employees - include other positions not shown above	25	11.6%	40.2%

**Cumberland Valley  
District  
Estimated Vacancies**

**RN = 12.1 percent  
LPN = 18.3 percent**

\* Insufficient Data

Bluegrass District	15 - Bluegrass		
	Number of Shortage	Vacancy Rate	Turnover Rate
<b>Registered Nurses and Licensed Practical Nurses</b>			
CRNAs ( <i>verify with administration or contract anesthesia service</i> )	15	5.0%	34.9%
Nurse Practitioner	141	20.6%	6.5%
Med/Surg/Telemetry RNs	173	40.6%	38.7%
Critical Care RNs (ICU, CCU)	109	37.3%	36.1%
Emergency Room RNs	76	23.0%	25.3%
OR/PACU RNs	65	17.9%	15.1%
Labor/Delivery/Maternal Child RNs	29	13.8%	27.0%
Pediatric RNs	73	17.9%	1.8%
Psychiatric RNs	43	28.3%	44.4%
Other RNs	297	25.8%	16.4%
Licensed Practical Nurses	42	31.4%	49.5%
<b>Nursing Techs, Aides, Assistants</b>			
Emergency Techs	18	21.4%	27.2%
Nursing Assistants/Nursing Tech/Unit Secretaries	277	29.2%	45.2%
Surgery/OR Techs	31	13.8%	18.1%
Monitor Techs	14	9.9%	30.4%
<b>Pharmacy</b>			
Pharmacy Techs (certified & non-certified)	53	14.4%	10.8%
<b>Imaging Techs</b>			
Imaging Techs (non-specialized)	22	21.0%	19.3%
Mammography Techs	4	12.4%	12.1%
Nuclear Med Techs	4	13.9%	27.3%
MRI Techs	2	3.8%	5.8%
Ultrasound Techs	11	21.7%	34.2%
CT Techs	27	25.9%	18.0%
EEG Techs	2	7.4%	20.8%
Cardiac Cath Techs	3	13.0%	15.0%
<b>Restorative Services</b>			
Physical Therapists	13	8.8%	10.3%
Physical Therapy Assistants	1	2.8%	14.3%
Occupational Therapists	1	1.2%	5.0%
Speech Therapists/Language Pathologists	2	3.8%	1.9%
<b>Laboratory Staff</b>			
Medical Laboratory Scientists	13	11.3%	11.8%
Medical Laboratory Technicians	12	6.8%	10.2%
Phlebotomists	22	9.2%	19.1%
<b>Other Technical</b>			
Respiratory Therapists	41	13.3%	14.5%
<b>Food Services</b>			
Registered Dietitians	3	4.4%	4.4%
Dietary Aide	7	10.4%	28.6%
<b>Social Workers</b>			
Licensed Clinical Social Worker	8	13.3%	32.1%
Certified Social Worker	10	8.5%	6.4%
<b>Behavioral Health</b>			
Psychologist - Licensed	1	20.0%	20.0%
Psychological Practitioner - Licensed	1	33.3%	0.0%
Psychological Associate - Licensed	0	0.0%	0.0%
Licensed Professional Clinical Counselor	0	0.0%	0.0%
Licensed Professional Counselor Associate	1	50.0%	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	2	100.0%	0.0%
Certified Alcohol and Drug Counselor	0	0.0%	0.0%
Peer Support Specialist	2	50.0%	0.0%
<b>Other</b>			
Medical Coders	2	1.5%	3.1%
Environmental Services	16	8.6%	41.0%
Paramedic	4	7.2%	24.6%
EMT	15	57.7%	16.7%
Other EMS Staff	13	30.2%	15.2%
All Other Employees - include other positions not shown above	360	18.6%	21.0%

**Bluegrass District  
Estimated Vacancies**

**RN = 23.1 percent  
LPN = 33.4 percent**