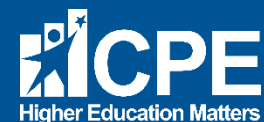




The Intersection of Kentucky's Healthcare Workforce with Academia

Leslie Sizemore, PhD, EdS, OTR/L

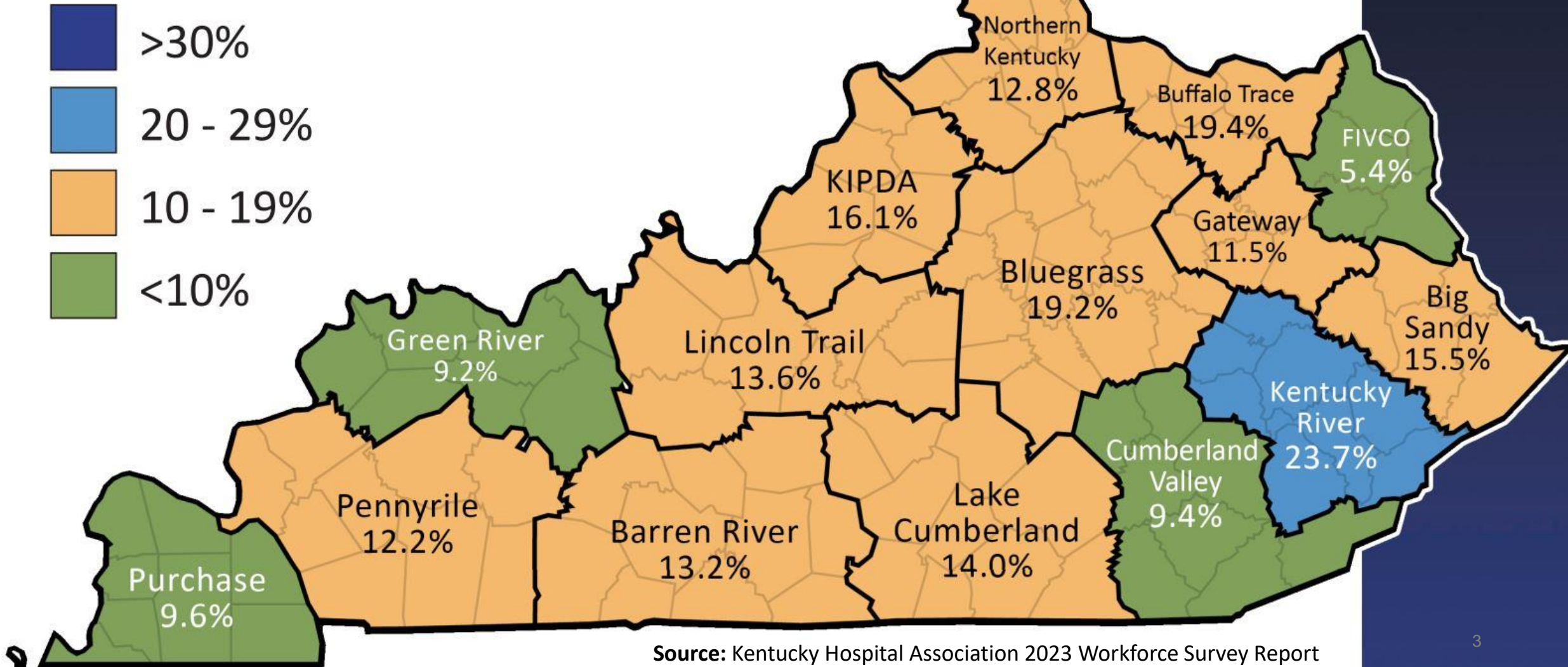
Associate Vice President for Workforce & Economic Initiatives
Kentucky Council on Postsecondary Education



Current Landscape of the Healthcare Workforce

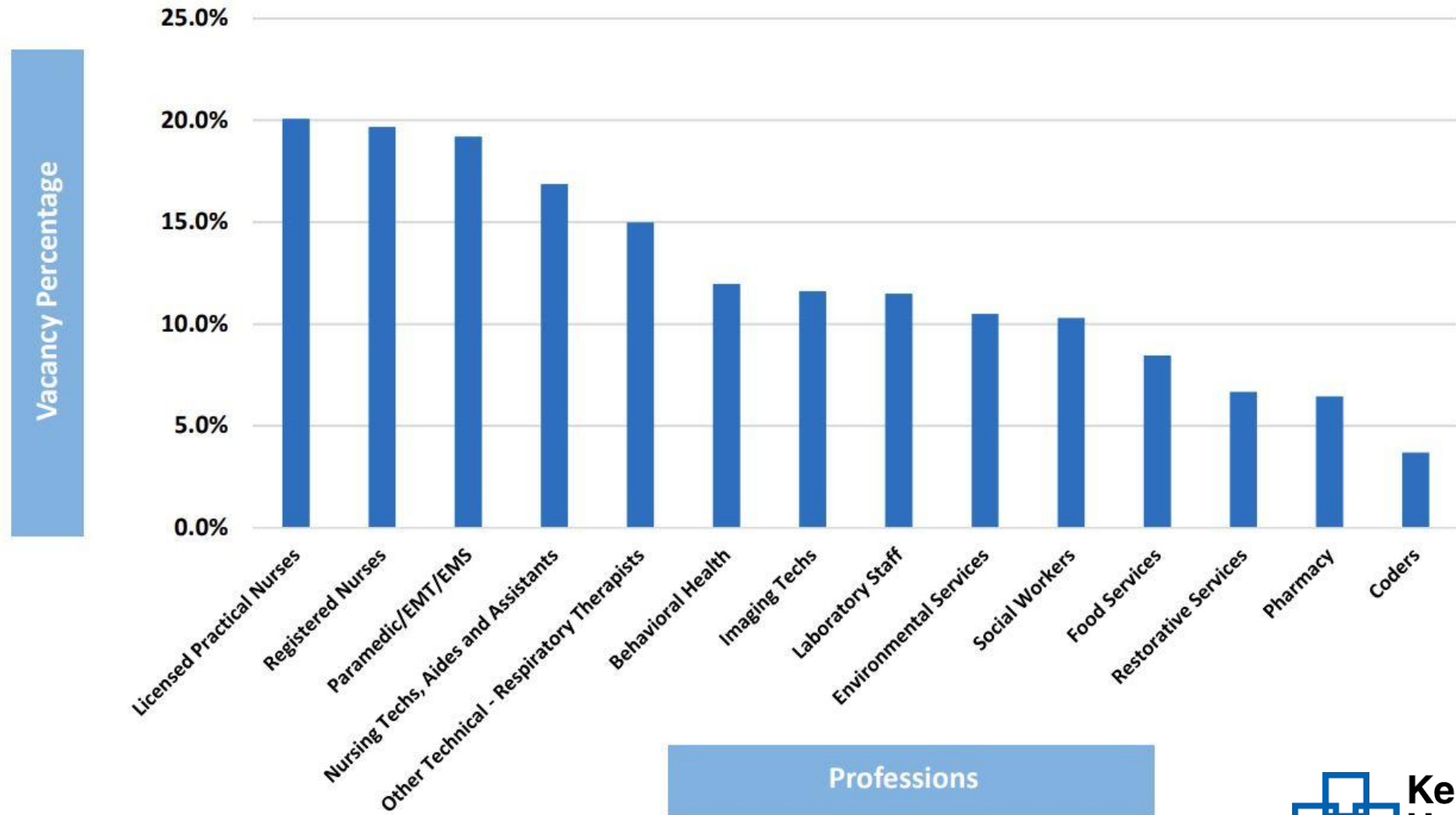
KHA 2023 Workforce Survey Report Findings

Statewide Vacancy Rate of 15.3%



Source: Kentucky Hospital Association 2023 Workforce Survey Report

VACANCY RATES BY HOSPITAL PROFESSIONS



Source: Kentucky Hospital Association 2023 Workforce Survey Report



JobsEQ - Occupation Award & Supply Gap Definitions

The Awards Gaps treats Kentucky like an island and asks the question, “Are the postsecondary institutions located in the Kentucky producing enough credentials to meet the demand of employers in the Kentucky?” This gap data does NOT take account for factors like the migration of graduates into and out of the state. It assumes all graduates stay in the state.

The Occupation Gaps data is more complex as it shows the “potential” gaps across occupations after accounting for credentials awarded, occupation growth projections, and elements like the migration of graduates in and out of Kentucky. The gaps the data presents are “potential” in that they assume no change in the current condition over the forecasted period.

Occupation Award & Supply Annual Gaps in Kentucky

| Occupation | Annual Awards (2023) | Annual Award Demand (2023) | Annual Award Gap | Current Employment (2023) | Projected Employment (2033) | Annual Supply Gap |
|------------------------------|----------------------|----------------------------|------------------|---------------------------|-----------------------------|-------------------|
| Registered Nurses | 5,125 | 3,532 | 1,592 | 47,779 | 48,092 | -264 |
| Nurse Practitioners | 364 | 364 | 0 | 4,337 | 6,095 | -123 |
| Family Medicine Physicians | 93 | 67 | 26 | 1,864 | 1,857 | -1 |
| Pharmacists | 175 | 192 | -18 | 5,469 | 5,394 | -8 |
| Dentists | 89 | 63 | 26 | 1,456 | 1,485 | -7 |
| Physician Assistants | 160 | 115 | 45 | 1,434 | 1,738 | -24 |
| Physical Therapists | 167 | 173 | -6 | 3,583 | 3,932 | -32 |
| Dietitians & Nutritionists | 104 | 74-115 | 0 | 1,128 | 1,158 | -7 |
| Health Education Specialists | 83 | 79-95 | 0 | 758 | 797 | -1 |
| Community Health Specialists | 159 | 149-180 | 0 | 1,310 | 1,476 | 0 |

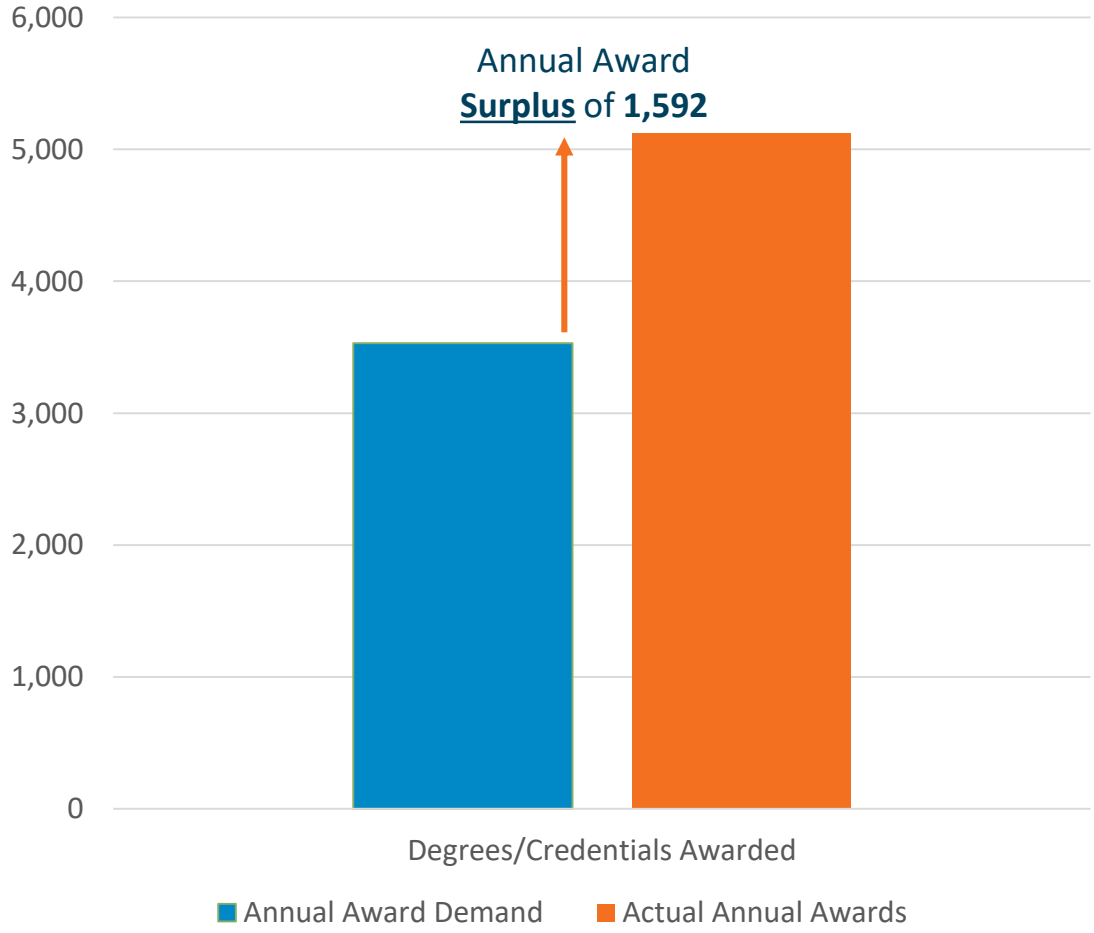
Source: JobsEQ



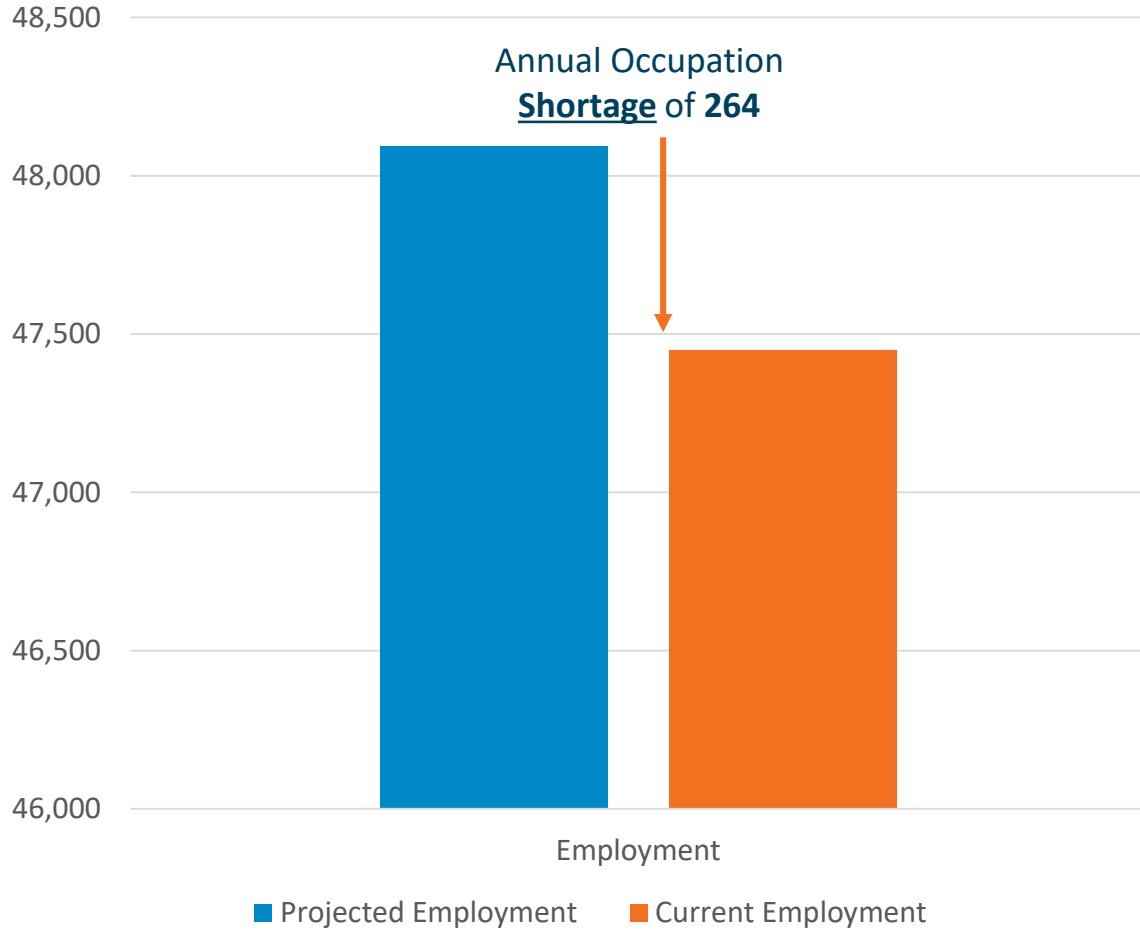
Occupation Data – Registered Nurses

Data Source: JobsEQ

Degree Production (2023)



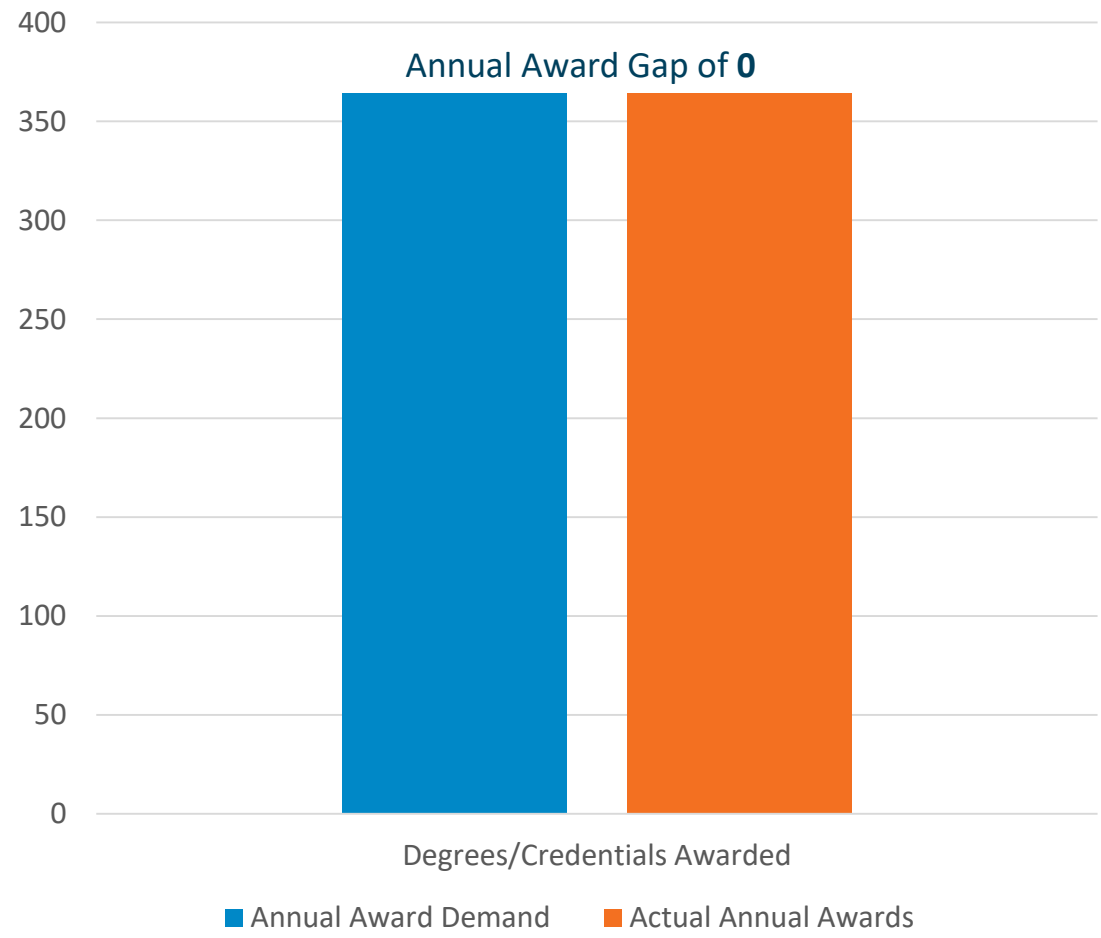
Occupation Gap (2023-2033)



Occupation Data – Nursing Practitioners

Data Source: JobsEQ

Degree Production (2023)



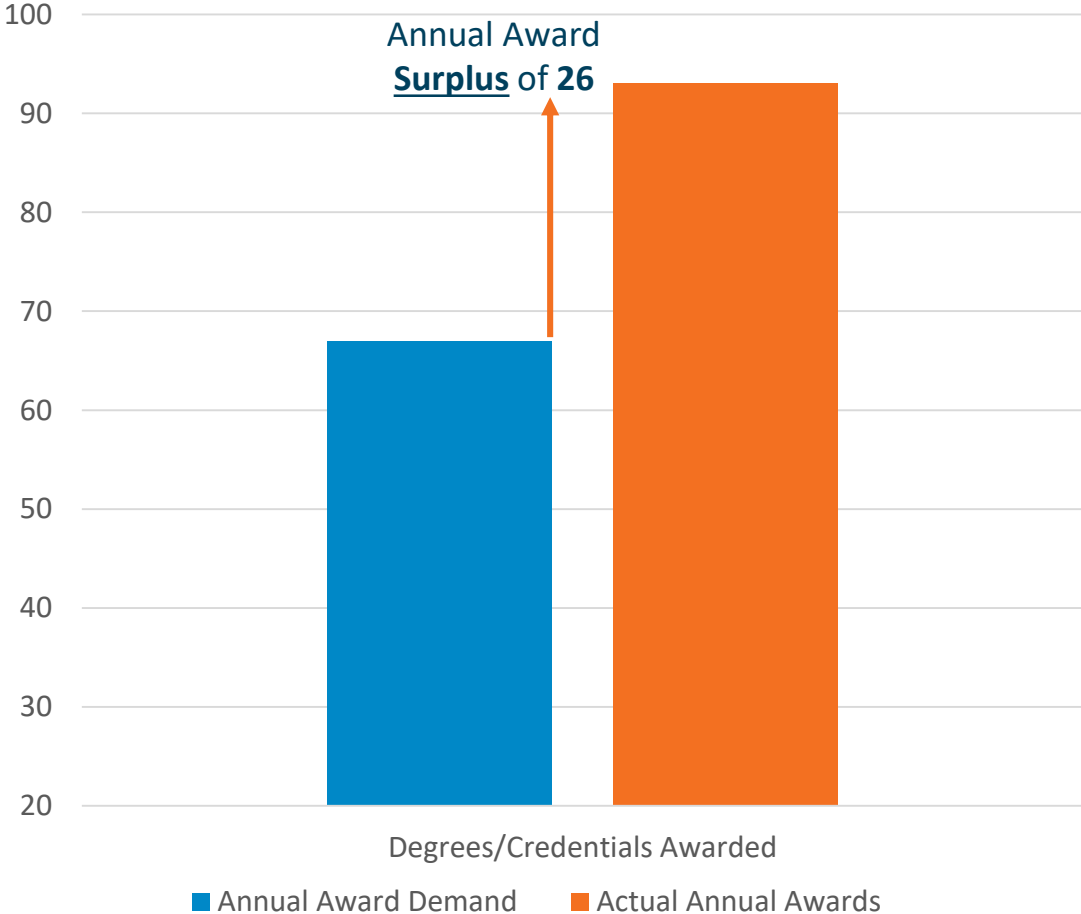
Occupation Gap (2023-2033)



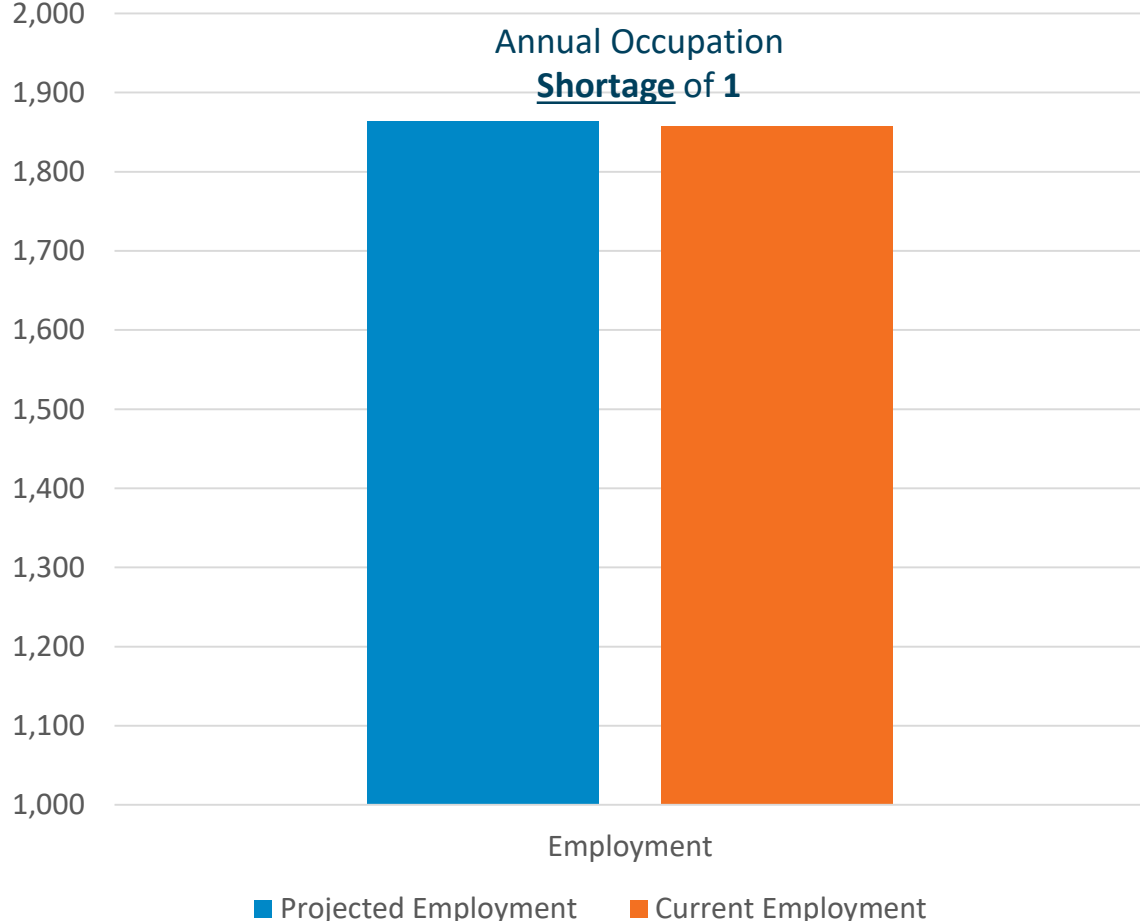
Occupation Data – Family Medicine Physicians

Data Source: JobsEQ

Degree Production (2023)



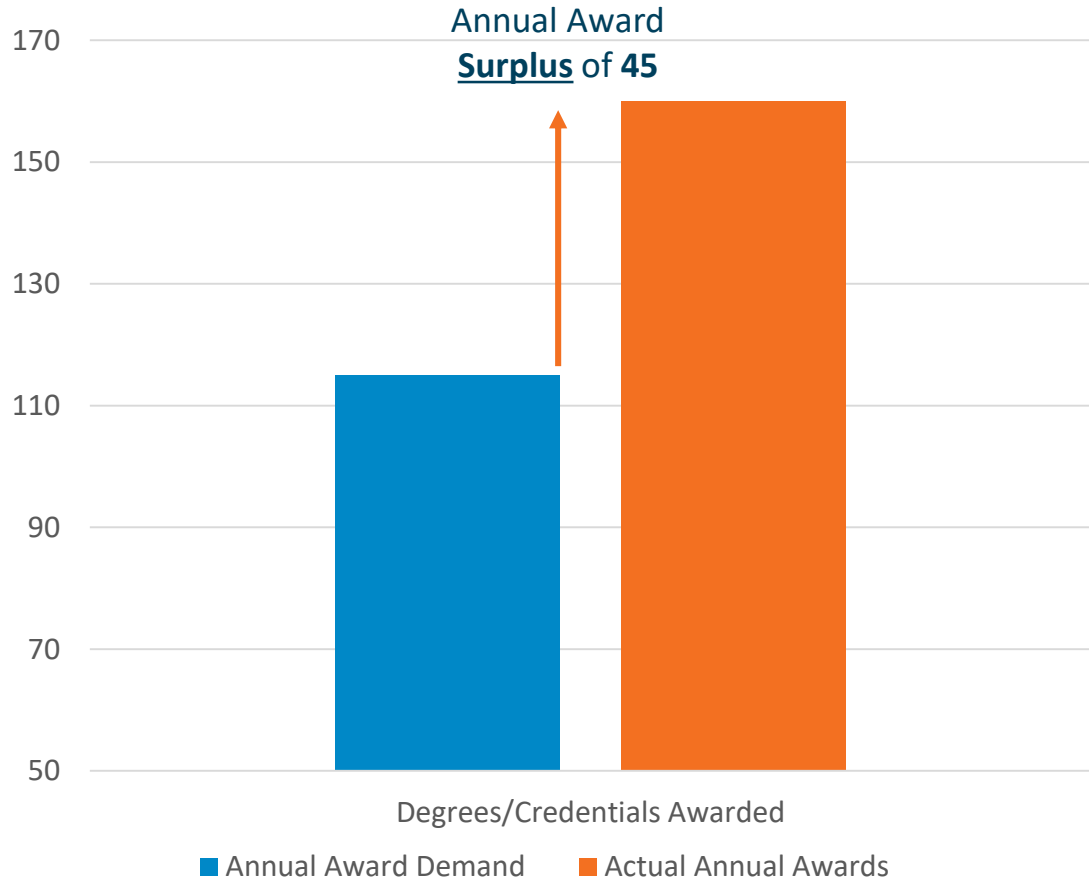
Occupation Gap (2023-2033)



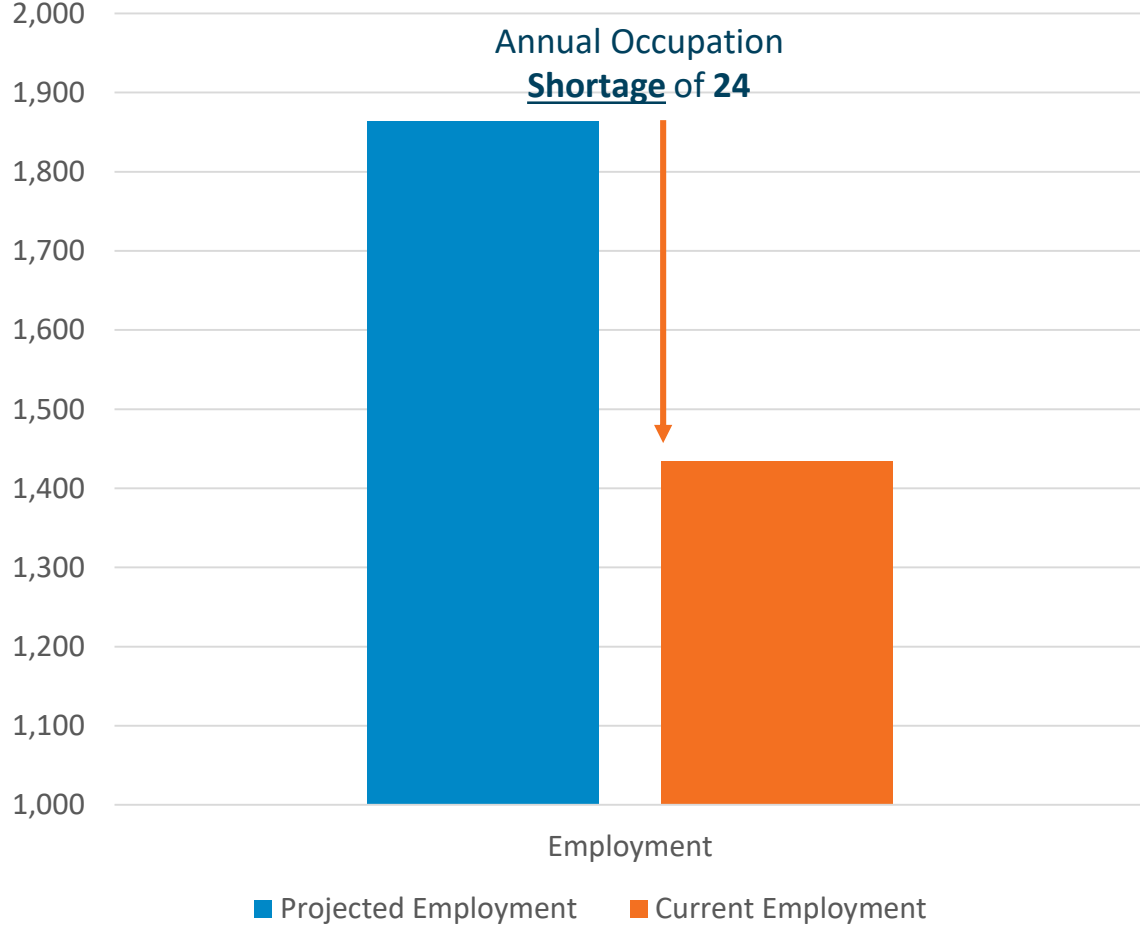
Occupation Data – Physician Assistants

Data Source: JobsEQ

Degree Production (2023)



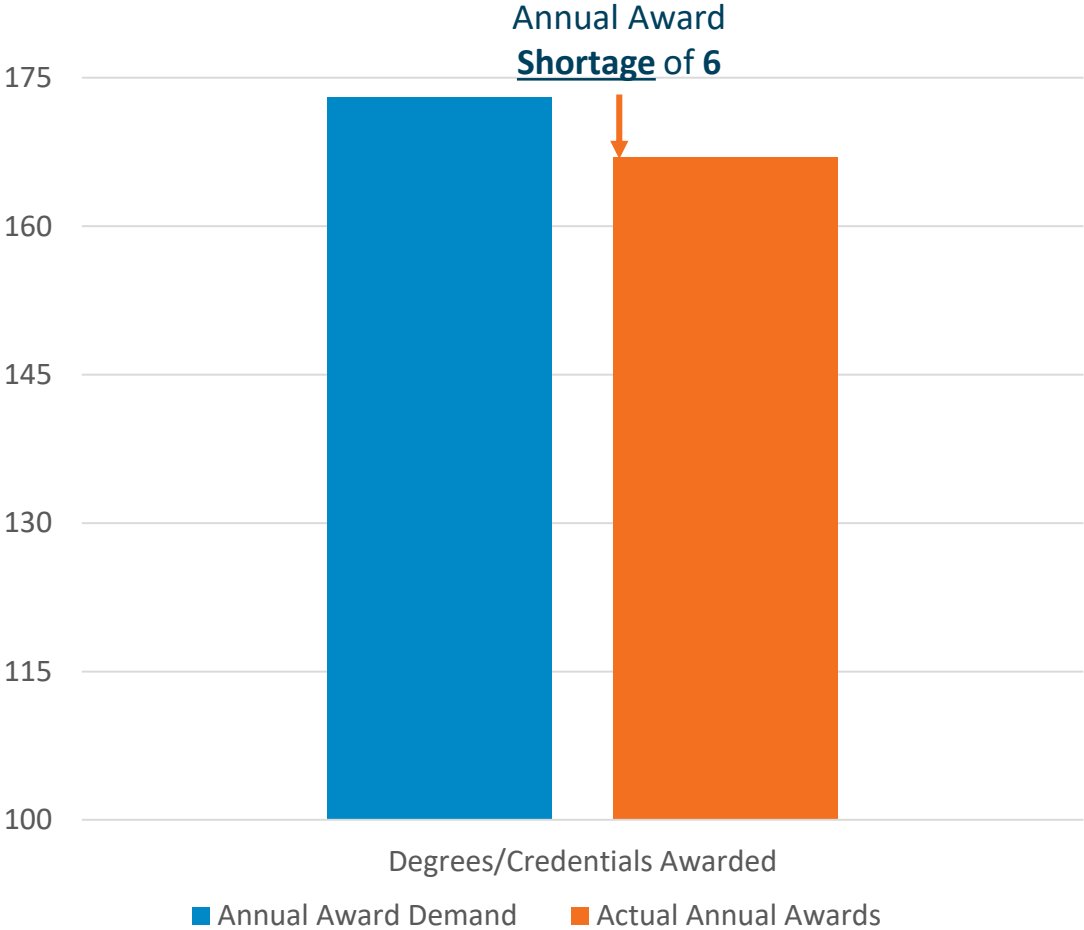
Occupation Gap (2023-2033)



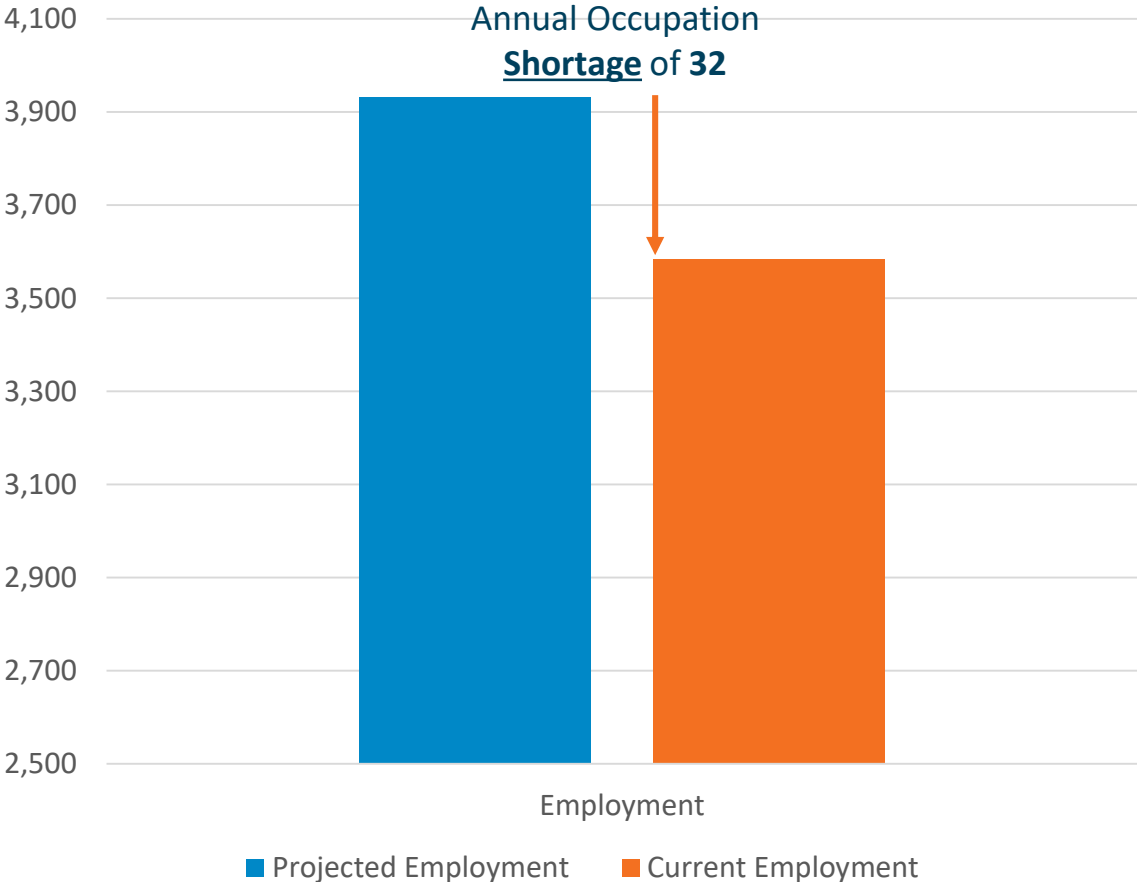
Occupation Data – Physical Therapists

Data Source: JobsEQ

Degree Production (2023)



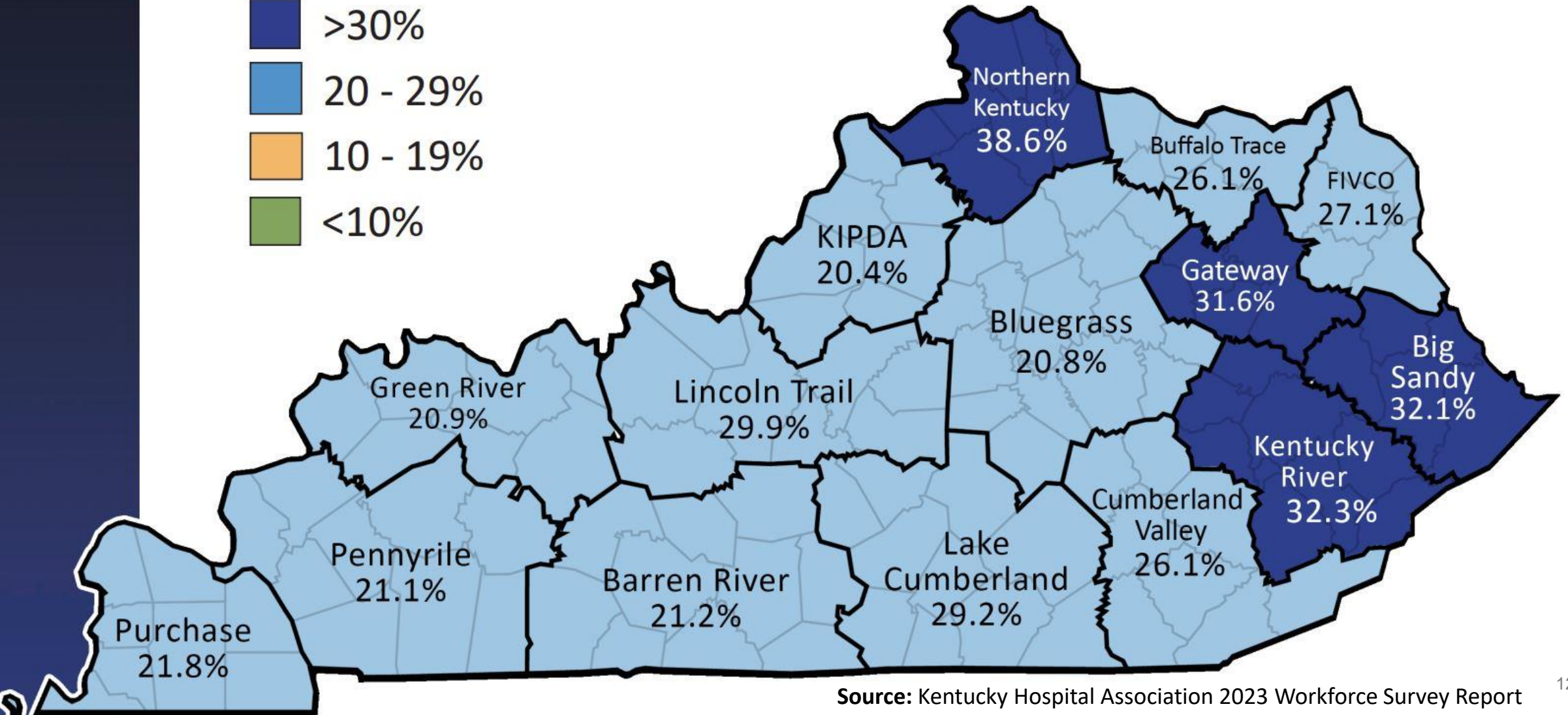
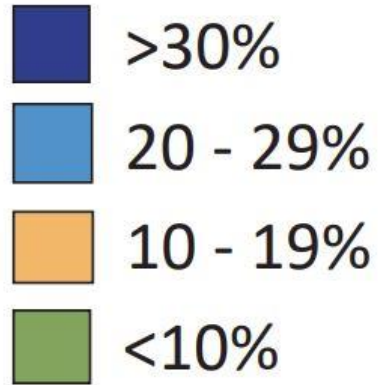
Occupation Gap (2023-2033)

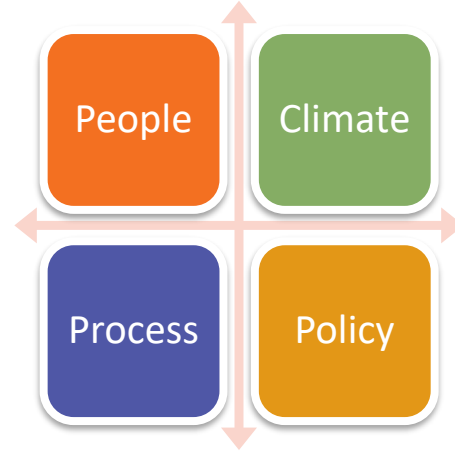


KHA 2023 Workforce Survey Report Findings



Statewide Turnover Rate of 24.0%





Establishing a Culture of Innovation

Innovation Ecosystem

Adapted from Innosight (2019) and New & Improved



Talent
Accountability
Transformative Leadership

People

Climate



Empowering
Customer-obsessed
Question status quo



Fail-safe
Collaborative
Ambiguity welcome

Process

Policy



Guiding framework
Strategic goals
Evaluation



HIGHER EDUCATION *Matters*

A Statewide Strategic Agenda for
Kentucky Postsecondary Education

2022-2030

Kentucky's 60x30 Goal

Kentucky's goal of 60% with degrees and credentials by 2030 will move the state closer to the projected national average, making Kentucky more competitive in an economy where most new jobs require a postsecondary credential.



CPE's Workforce Initiatives

The primary purpose of Kentucky's postsecondary education institutions is to produce adaptive, highly skilled workers to fuel the economy.

To strengthen the system's outcomes, the Council's Workforce Initiatives Unit focuses on aligning state workforce needs with higher education's initiatives, programs and curriculums.

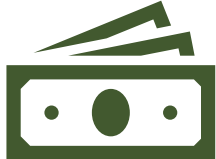
Frontline Healthcare Workforce Development

Healthcare Workforce Collaborative (HWC)



20 months

Into the program



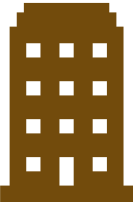
\$10 million

Funding from legislature



\$8 million

Grants to institutions



48

Employer partners



\$50 million

In-kind funding from healthcare partners



23

Campuses



7

Collaborative meetings

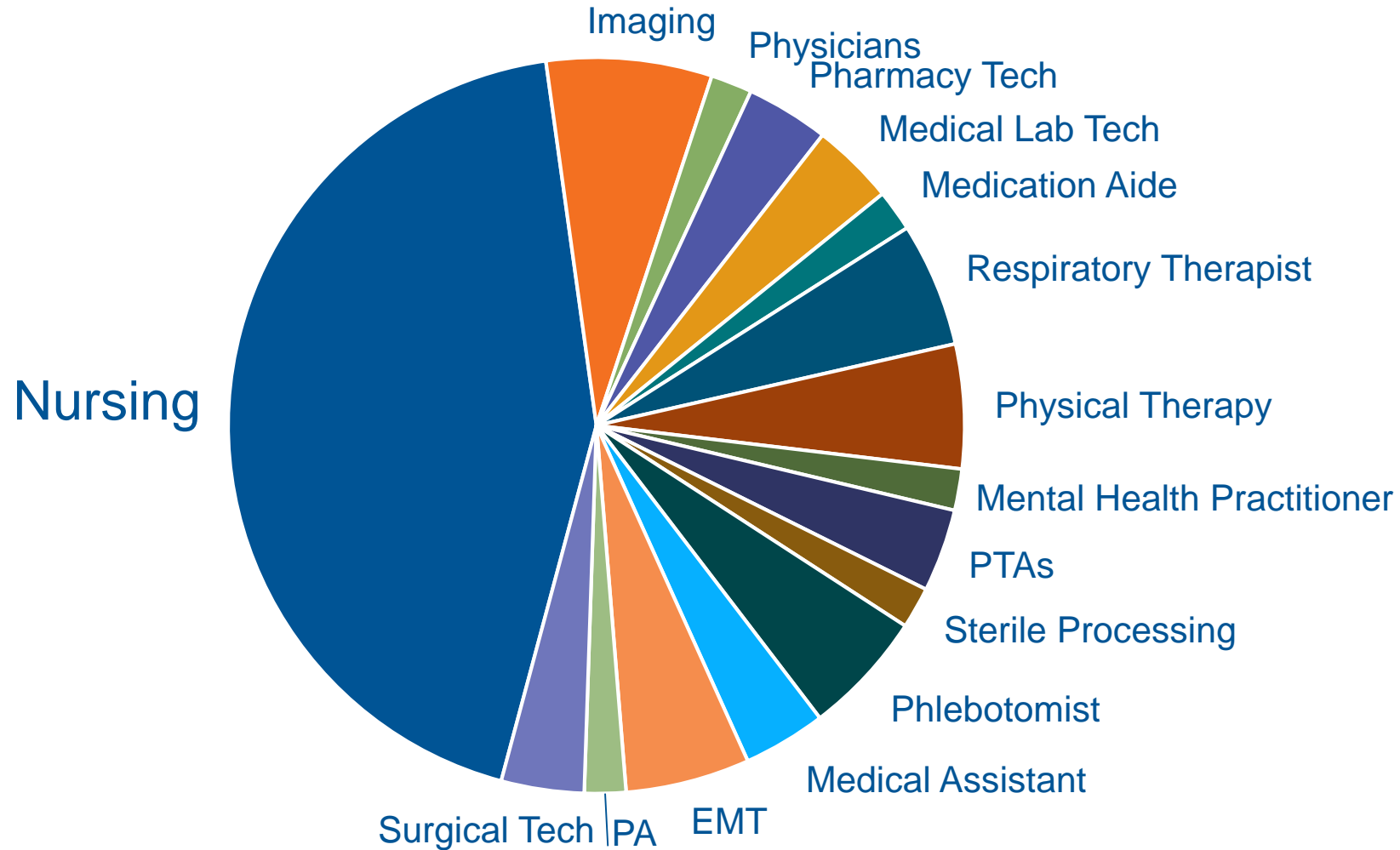


23

Healthcare & higher education leaders

| Grantee | Amount |
|----------|-------------|
| KCTCS | \$4,000,000 |
| EKU | \$634,500 |
| KSU | \$219,500 |
| Morehead | \$294,600 |
| Murray | \$307,800 |
| NKU | \$599,000 |
| UK | \$824,100 |
| UofL | \$640,900 |
| WKU | \$479,600 |

HWC Grant Program Occupational Areas of Focus



55
Programs Total

43%
Focused on
nursing

Increases in Health-Related Program Enrollment – All Students

Fall 2022 to Fall 2023



Undergraduate
Level
2.6%



Graduate
Level
-5.3%



Certificate
Level
-5.6%



Associate
Level
-1.8%



Baccalaureate
Level
3.0%

Increases in Health-Related Program Enrollment – URM Students

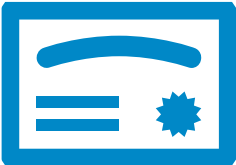
Fall 2022 to Fall 2023



Undergraduate Level
12.0%



Graduate Level
0.8%



Certificate Level
-31.3%



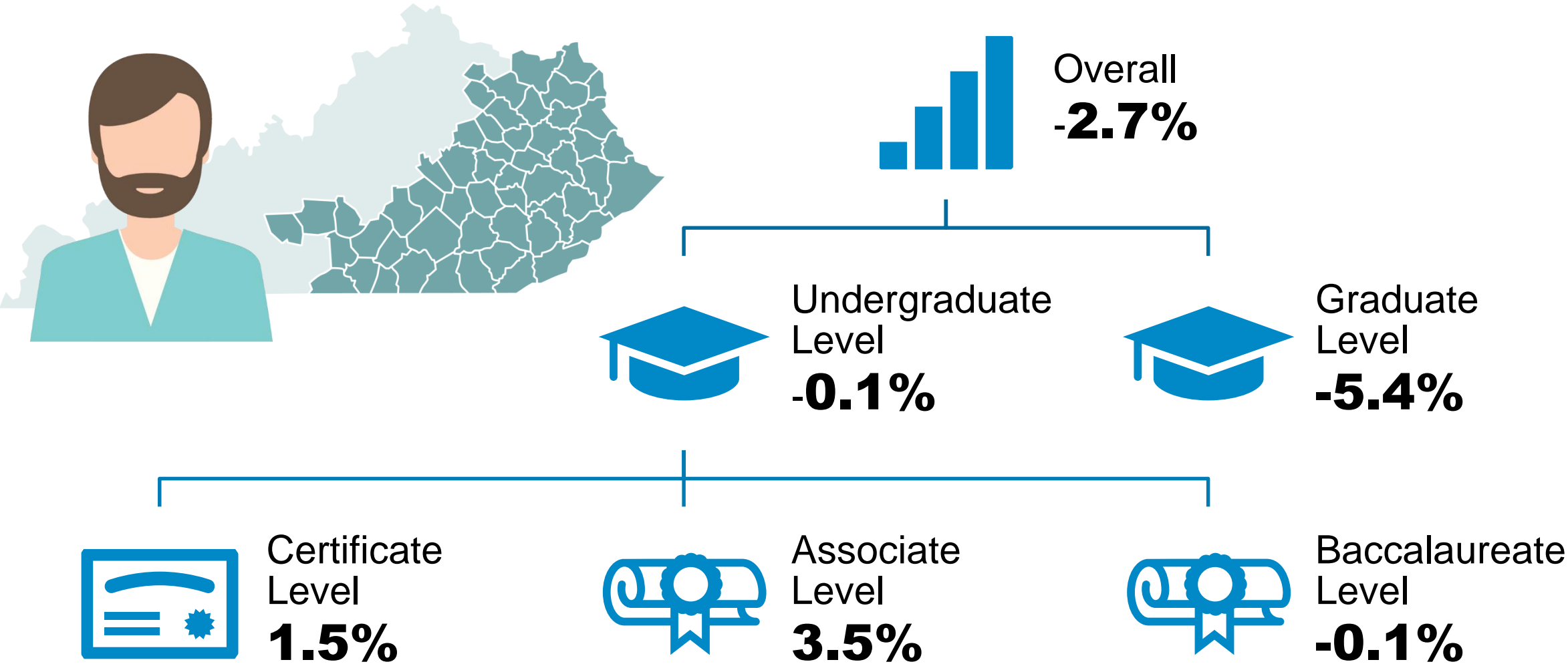
Associate Level
5.5%



Baccalaureate Level
12.7%

Increases in Health-Related Program Enrollment – Appalachian

Fall 2022 to Fall 2023



Healthcare Workforce Investment Fund (HWIF)

- Established in spring of 2023 by HB 200
- Public/private partnership
- Core objectives:
 - providing educational scholarships to students pursuing programs targeting critical workforce needs in healthcare professions (65% of funds)
 - recognizing and rewarding excellence among Kentucky healthcare professional education and training programs (35% of funds)

Statutes

[KRS 164.0401](#)

[KRS 164.0402](#)

[KRS 164.0403](#)

[KRS 164.0404](#)

Regulations

[13 KAR 5:010 – Healthcare Training Scholarships](#)

[13 KAR 5:020 – Healthcare Program Incentives](#)

HWIF Priorities – Healthcare Training Scholarships (65% of funds)

The General Assembly asks that the Council evaluate and prioritize awarding funds to partnership proposals that plans to:

1. Address the specific needs of a historically underserved county
2. Improve racial and ethnic diversity within a specific designated healthcare credential
3. Reduce the workforce demand of a specific eligible healthcare credential that is determined to be among the highest in demand in the state,
4. Or from a healthcare partner with fifty or fewer employees.



HWIF Priorities – Healthcare Program Incentives (35% of funds)

The General Assembly asks that the Council evaluate and award incentive funds to programs based on:

1. Workforce demands and capacity for the credential
2. If/how the program is meeting healthcare workforce needs in an underserved county
3. And the passage rate of graduates of the program on the healthcare credential examination.



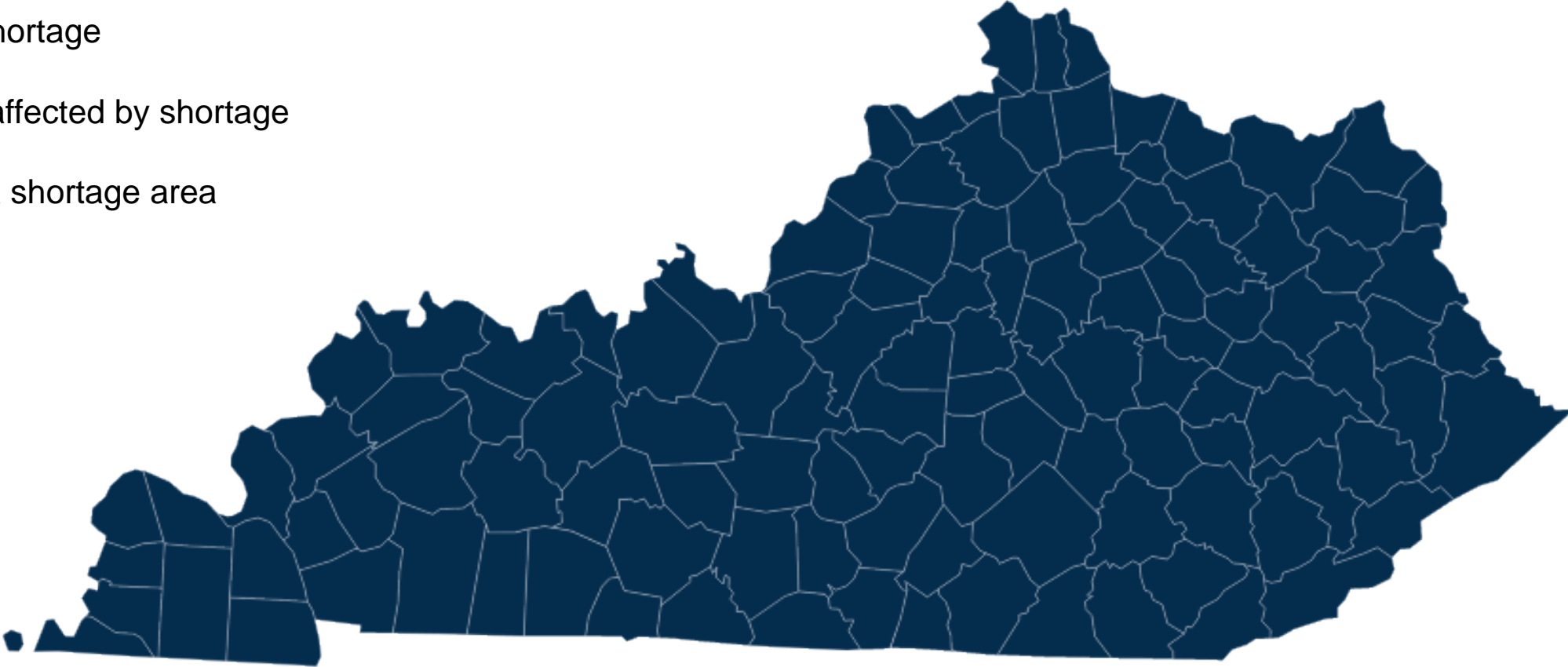
Mental and Behavioral Healthcare Workforce Development

CLIMB & CLIMB 2.0
Adult Learner Initiatives

Behavioral health is an evolving issue – are we prepared?

Behavioral Health Shortage Areas

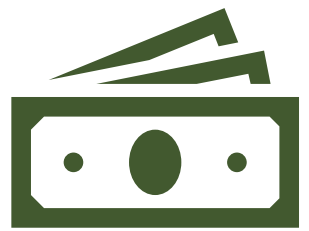
- Not affected by shortage
- Part of county is affected by shortage
- Whole county is a shortage area



Source: Rural Health Information Hub. July 2022.

CLIMB

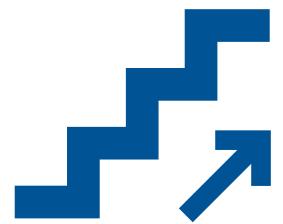
Career Ladders in
Mental & Behavioral Health



\$1.5 million
Cabinet for Health & Family Services



Directed Working
Relationships



Recovery/Reentry
Directed Pathways



9 Colleges
are CLIMB campuses

Adult Learner Initiatives in Progress

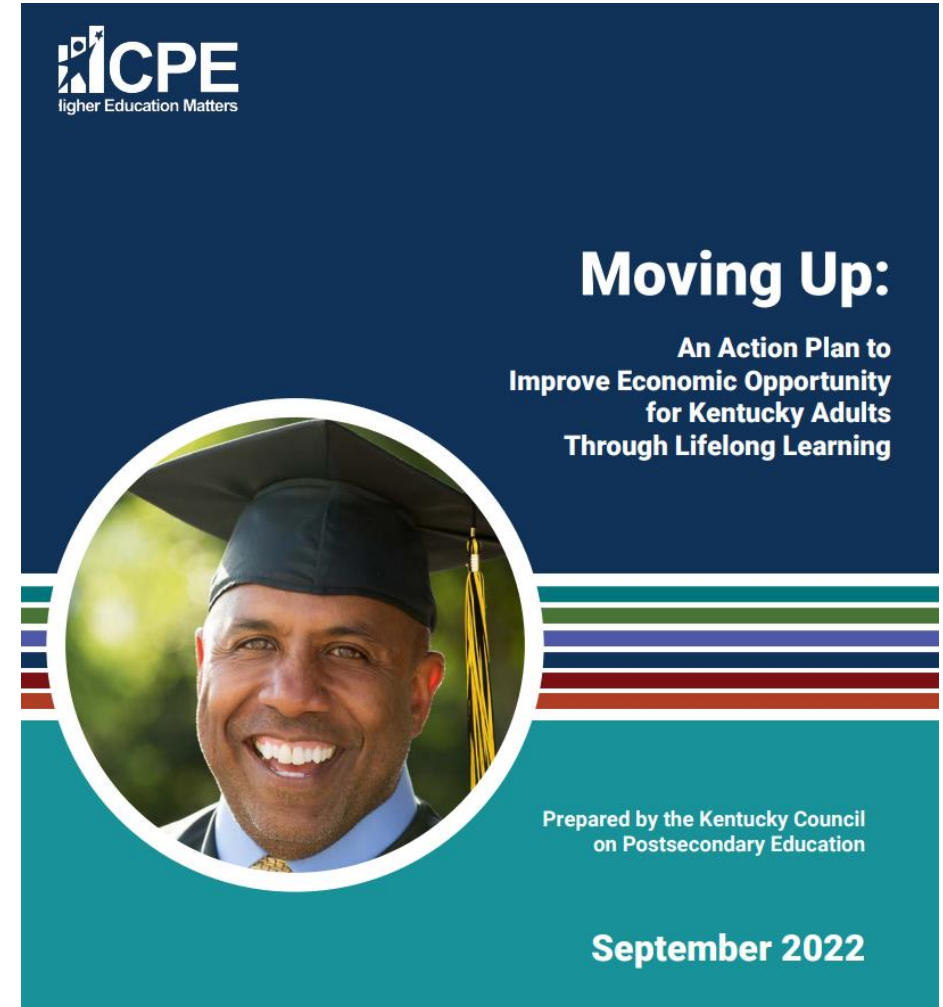
CLIMB 2.0, THRIVE & MOS 68

Adult Learner Initiatives

“Work with education providers to limit barriers to enrollment and completion for adult learners and other students balancing the competing demands of work, life, family, and school”

Examples of CPE’s Work:

- Update to Kentucky’s Performance Funding Model
- Army Medic to Paramedic/RN Pathway
- THRIVE



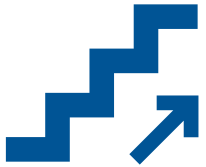
CLIMB 2.0



\$1.5 million

\$1 million - Cabinet for Health & Family Services (CHFS)

\$500,000 – Leftover CLIMB funds



Social Work & Nursing Pathways from KCTCS to KSU

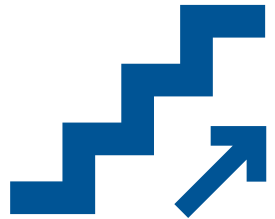


CHFS Employment for Directed KSU Pathways

THRIVE Project

Training & Healthcare Recruitment for Immigrant Vocational Education

A program that will recruit immigrants into healthcare occupations through:



Directed Healthcare Pathways



THRIVE Campuses



Immigrant/Refugee Based Recruitment

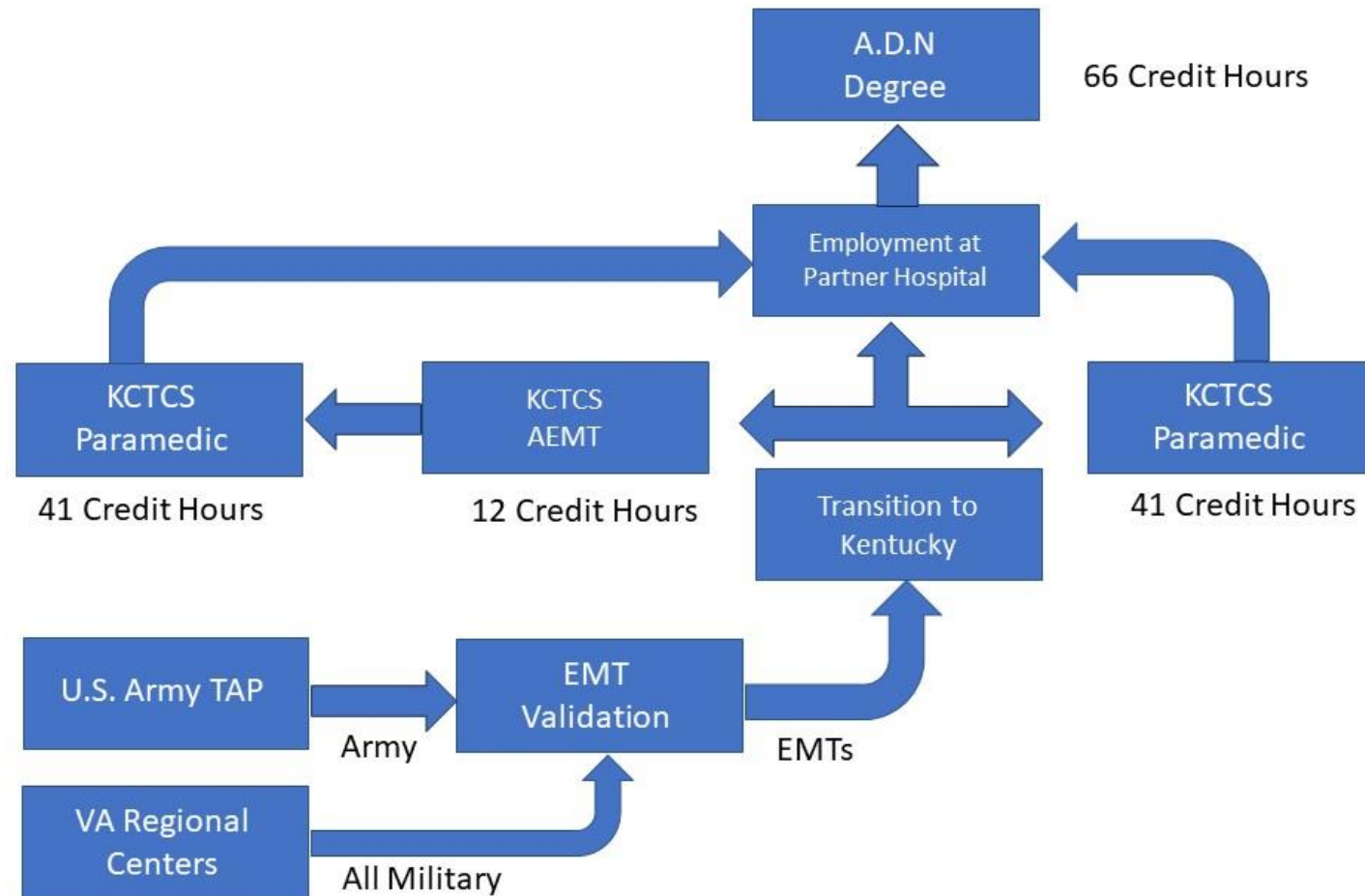


Employer Barrier Reduction

68W Pathways



The goal is to transition Army combat medics (68Ws) to Emergency Medical Services (EMS) roles in Kentucky through a pathway program with KCTCS & a partner hospital system.



Key Takeaways



Key Takeaways

- Foster an innovation ecosystem
- Challenge the status-quo
- Lean into passion
- Fail forward
- Be customer-obsessed





Questions

Contact Information:

Leslie Sizemore, PhD, EdS, OTR/L

Associate Vice President for Workforce & Economic Initiatives

leslie.sizemore@ky.gov