




KENTUCKY ASSOCIATION FOR
HEALTHCARE QUALITY

**2023 EDUCATIONAL
CONFERENCE**
WORKFORCE INITIATIVES

September 29, 2023

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Kentucky
Hospital
Association

Overview

DATA

- 2022 Hospital Workforce Survey
- Preview Reports KHA Releasing

KHA and Partner Initiatives

- Workplace Safety
- Talent Pipeline Management®
- Convening and Connecting Along Pipeline
- Retention



Hospital Workforce Crisis

- ▶ Hospitals need support to ensure patient care is available to every Kentuckian when they need it.
- ▶ A strong healthcare and hospital workforce is essential to provide high quality and cost effective care.
- ▶ KHA's 2022 Workforce Survey Report reveals that overall vacancy rates in Kentucky's urban and rural hospitals are unsustainable.
- ▶ Hospitals' use of contract labor ("travel nurses") is too expensive and can affect quality of patient care if reliance to fill position gaps is too high.
- ▶ 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.

Bottom Line:

The amount of education needed for healthcare positions necessitates long-term and focused planning to increase the pipeline, encourage and support students, and focus on retention and safe environments for staff.



Hospital Workforce Crisis

Significant Challenges for Current Hospital Operations:

Inadequate Staffing Stresses Kentucky's Healthcare Infrastructure

**Overall Hospital Vacancies
and Turnover at Critical Mass**

**Current Hospital Vacancies:
All Employees - 2021**

13,423 Vacancies

17.1% Vacancy

**Nurse Vacancies Threaten
Patient Care**

**Registered Nurses
5,060 Vacancies
21.9 % Vacancy**

Top-3 RN Specialty Vacancies
1. Medical Surgical: 1,393 (30.4%)
2. Critical Care: 887 (26.9%)
3. Emergency Room: 396 (20.1%)

**Licensed Practical Nurses
331 Vacancies
25.6% Vacancy**




Data Source: KHA's 2022 Workforce Survey Report

Hospital Workforce Crisis

Significant Challenges for Hospital Operations:


Allied Health Shortages and Regional Differences Further Stress Kentucky's Healthcare Infrastructure.

Allied Health Vacancies Unsustainable - 2021



- Nursing Techs, Aides, and Assistants
1,545 (17.7%)
- Respiratory Therapists
286 (17.0%)
- Laboratory Staff
339 (14.2%)
- Imaging Techs
333 (10.4%)
- Pharmacists
216 (9.0%)

Regional Variations Create Challenges




- Area Development Districts (ADD)
3 ADDs with over 30% RN vacancy rate
- Another 4 ADDs with more than 20% RN vacancy rate

Data Source: KHA's 2022 Workforce Survey Report

Hospital Positions: RNs and LPN

Age 55+

1. Psychiatric:	192 (36.0%)
2. OR/PACU:	597 (27.1%)
3. Licensed Practical Nurses:	226 (20.6%)
4. Labor and Delivery:	267 (16.1%)
5. Medical-Surgical:	545 (15.3%)



KHA Future Workforce Reports

- **2023 Workforce Survey**
- **Nursing Projections to 2035**
 - Partnership with Kentucky Board of Nursing
 - Aging Population vs. Working Population
 - RN & LPN Supply vs. Demand



KHA Future Workforce Reports

- **Recommendations to Policy Makers, Educators, and Hospitals**
- **Objectives:**
 - Support worker safety initiatives
 - Convene and connect with stakeholders to build and adequate supply of healthcare workers.
 - Provide resources to support members and stakeholders addressing workforce development.



KHA and Partner Initiatives



Addressing Workplace Violence



Workplace Violence Data

"Data shows American health care workers now suffer more nonfatal injuries from workplace violence than workers in any other profession, including law enforcement."

Time Magazine, August 7, 2023

"Violence was a serious problem before COVID-19 — the field suffered more nonfatal injuries from workplace assaults than any other profession, even law enforcement, per the Associated Press — and pandemic stressors like backlash against public health measures have made matters worse."

Axios, August 2023

The healthcare and social service industries have the greatest rates of workplace violence injuries, with workers in these industries being five times more likely to be injured than other workers.

National Library of Medicine, May 13, 2022

A significant proportion of nurses who cared for patients with COVID-19 experienced more physical violence and verbal abuse.

American Association of Occupational Health Nurses, August 2021



Workplace Violence Data - continued

On average, 2 nurses assaulted every hour.

Most assaults occurred in psychiatric units, emergency departments and pediatric units.

Patients were the most likely to assault a nurse, but other perpetrators of the violence included family members, coworkers, or visitors.

Joint Commission, September 2022

- 40% of healthcare workers have experienced at least one incident of workplace violence within the past two years.
- 60% of healthcare workers who experienced violence identified themselves as bedside nurses.
- 34% of those nurses reported emotional or verbal violence.
- 66% experienced physical or sexual violence. Survey respondents who provided details:
 - 51% said they dealt with a combative patient.
 - 62% of respondents endured scratching, biting and hitting while dealing with a combative patient
 - 21% said the patient threw objects
 - 14% indicated sexual assault or harassment

Healthcare Finance, June 2023



Workplace Violence Law – Hospital Protections

- 508.025 Assault in the third degree.
(1) A person is guilty of **assault in the third degree** when the actor:
(a) Recklessly, with a deadly weapon or dangerous instrument, or **intentionally causes or attempts to cause physical injury to:**
...
3. A **healthcare provider as defined in KRS 311.821**, if the event occurs while the healthcare provider is providing medical care in an **emergency room of a hospital;**
- **Goals for 2024 Session** – Entire Hospital and Other Protections



Other Statutes and Bills

KRS 216B.015

- By January 1, 2024, the Cabinet for Health and Family Services shall develop and disperse the following information to health facilities: (a) Guidelines for developing a workplace safety assessment; (b) Examples of a workplace safety plan; and (c) Examples of workplace safety standards specific to preventing workplace violence against health care workers.
- Cabinet shall accept compliance if health facility is accredited by Joint Commission, participates in Medicare and Medicaid programs, and other exceptions.

Federal Bill

- Safety from Violence for Healthcare Employees (SAVE) Act that would make it a federal crime to assault health care workers in hospitals, with enhanced penalties for assaults that result in serious bodily injury.
- Bipartisan sponsorship in House and Senate!



Kentucky Hospital Association Workplace Safety Course



Advanced Instructor Training in Workplace Safety

▶ 3-day Course ▶ 24 hours of Instruction

KHA is partnering with a Joint Commission-accredited workplace violence prevention company, AVADE®, to offer two opportunities for a member hospital representative to attend the Advanced Instructor Training Course in Workplace Safety.

Each session will host 25 hospital representatives (one attendee per member hospital), who will receive FREE training (\$1,800 value).

Talent Pipeline Management®

KHA Partnership with



Kentucky Chamber
WORKFORCE
CENTER





Kentucky Hospital Talent Pipeline Management



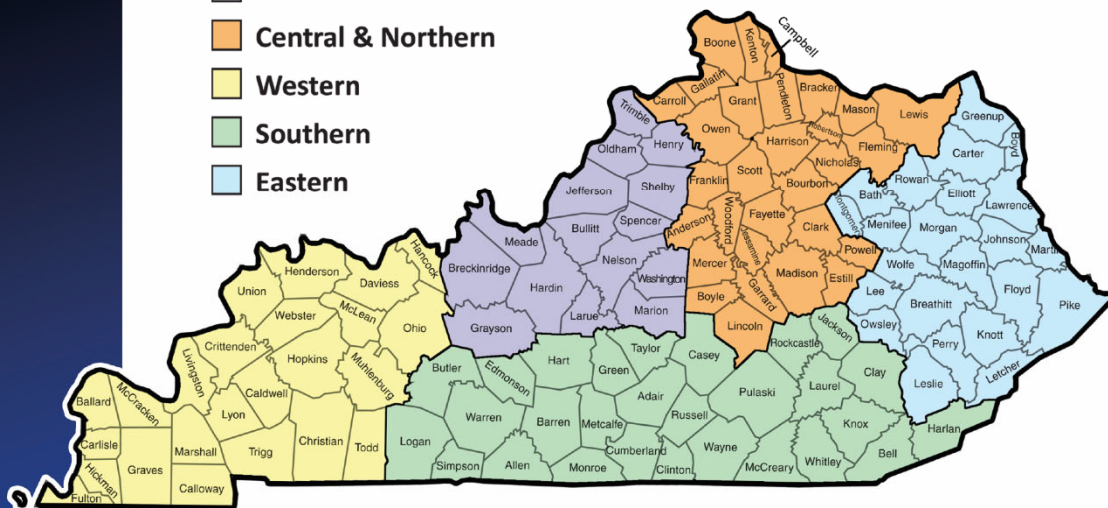
The Kentucky Hospital Association has partnered with the Kentucky Chamber Foundation's Workforce Center to create a Talent Pipeline Management (TPM®) program designed for hospitals to build their talent supply chains.

- Build talent supply chains that support career opportunities in our hospitals;
- Recruit talent into hospitals and educational programs; and
- Identify and share regional best practices to support critical jobs needed for various types of hospitals.




The Hospital TPM® Initiative is focused on key regions:

- Greater Louisville
- Central & Northern
- Western
- Southern
- Eastern




Regional Managers



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Powered byKentuckyHospital Association

Convening & Connecting / Addressing Weak Points

- Elementary through High Schools
- Post-Secondary Schools
- Hospital Recruiting and Retention
- Models of Care Work Group
- Grants



Focus on Retention

75% of nurses who left in past 18 months said not being valued by their organization was a factor in their decision

Most important factors for feeling valued:

- Flexibility and Balance
- Meaning and Belonging
- Safety
- Compensation (#14 on list)

McKinsey & Company

Reimagining the Nursing Workload: Finding Time To Close The Workforce Gap

May 26, 2023

