



KHA's Current Report **May 2, 2025**

President's Perspective – Health Care Vacancies and Turnover in Kansas

The Kansas Hospital Association has published its annual [Kansas Health Care Workforce Report](#), providing an in-depth analysis of the current state of the health care workforce. The report underscores ongoing challenges in staffing and emphasizes the need for continued investment in workforce development initiatives.

The 2025 KHA Workforce Survey is the primary source of data, providing vacancy and turnover rates for 29 hospital-based and five clinic-based positions and highlighting those most in demand statewide and regionally. With this information, hospital and health system leaders, as well as policymakers, gain a deeper understanding of the current workforce environment and insights into what to expect in the future. The data is designed to inform strategies for recruitment and retention, ensuring Kansas hospitals can support the health of their local communities.

This year, 105 Kansas hospitals participated in the survey. Statewide, turnover has declined for the first time in several years. Although the vacancy rate declined slightly in 2024, the open jobs rate in hospitals remains 60 percent higher than pre-pandemic levels.

Turnover for most jobs surveyed improved from last year's numbers, while remaining high amongst nurse assistants, phlebotomists, environmental services and dietary aides. Vacancy rates statewide for many roles also improved, but continue to be elevated in diagnostic imaging and nursing.

The report displays vacancy and turnover rates for 2024, showing the rates for licensed practical nurses and registered nurses have continued to decline from their peak in 2022. In contrast, the vacancy rate for nursing assistants declined, but turnover remained at approximately 30 percent. Fourteen percent of hospital RN jobs and 12 percent of hospital LPN jobs are vacant, and 14 percent of RNs and 19 percent of LPNs turned over throughout 2024. Magnetic Resonance Imaging technologists had the highest level of job openings at 20.6 percent. Other top in-demand statewide positions include 16.1 percent of nurse assistants, 15.1 percent of sterile processing technicians and 14.8 percent of certified radiology technologists.

Overall, the employee turnover rate for surveyed health care positions in Kansas averaged 15.1 percent, with the occupations that turned over the most being environmental services (36.9 percent), dietary aides (34.4 percent) and nurse assistants (29.9 percent).

The report also includes breakdowns of vacancies and turnover by region, categorized into seven geographic areas. For the third consecutive year, Southwest Kansas has the highest vacancy rate, with 15.5 percent of jobs remaining open, down from 17 percent in 2023. The largest openings in that region include 67 percent of mammography technologists and MRI technologists, as well as 48 percent of computed tomography technologists.

New Kansas Department of Labor data indicate nurse practitioners are now the fastest-growing health care occupation. The number of nurse practitioners needed by 2032 is expected to increase by 43.1 percent. Meanwhile, home health and personal care aides are projected to have the highest numerical job increase, with 5,856 new home health aide positions anticipated to be created by 2032.

Enrollment in Kansas K-12 schools has continued to decline, leading to fewer students pursuing health care credentials, licenses and degrees, and in turn, fewer working in Kansas. Slight improvements in the enrollment of Kansas post-secondary institutions were visible in 2024. Students pursuing their LPN or RN in Kansas schools of nursing continue to face challenges in completing their programs, with 16 percent of nursing students, on average through the last five years, withdrawing from their program before graduating, meaning fewer nurses are graduating into the Kansas workforce.

KHA has continued to work to combat these issues on a variety of fronts including resiliency and retention education efforts, new preceptor/mentor statewide training, events to promote health care careers, advancement of health care apprenticeship opportunities to allow hospitals to grow their own workforce and workforce executive roundtables that bring together colleges and hospitals to address these issues collaboratively. These efforts continue to build on the progress we have made over the last few years as we partner with other organizations across the state and business, industry and government, to holistically address the workforce issue, ensuring Kansas hospitals continue to deliver the best care to every patient every time.

--Chad Austin

Grow Your Giving with the KHA-PAC – Join the Bouquet a Month Club Today

It's springtime, and the organization is dedicated to making the next two years a great opportunity for you to grow beautiful gardens and plant seeds of connections with policymakers who support Kansas hospitals.

Grow Your Giving today by donating a [Bouquet a Month](#) to the [Kansas Hospital Association Political Action Committee](#). For just \$20 per month, you can help the KHA-PAC meet its two-year goal of raising \$175,000. The funds raised go directly to support the candidates who work with us on policy issues important to your hospital.

Join the [Bouquet a Month Club](#) and sign up to donate \$20 monthly between now and the end of the year, totaling \$180, by visiting <https://kha-pac.square.site/>.

For questions, please do not hesitate to contact Tara Mays at tmays@kha-net.org.

--Tara Mays

Webinar on Overcoming Infection Prevention and Control Challenges in Rural Health Care

The American Medical Association is offering a complimentary webinar featuring a panel of experts to discuss strategies for enhancing infection prevention and control practices in rural health care settings. The webinar is scheduled for 11 a.m. on Thursday, May 7. For more information, to register, and to submit questions, please visit the [registration page](#). Share with Infection Prevention and other relevant personnel within your organization.

--Larry Van Der Wege

Resource Document for New OB, ER Readiness and Transfer Conditions of Participation

The Kansas Hospital Association has developed the [2025 OPPS OB, ER and Transfer CoP](#) to assist you in meeting the new Obstetrics, Emergency Room readiness and Transfer Conditions of Participation that were part of the Centers for Medicare & Medicaid Services' OPPS Final Rule for 2025. The document has the new requirements based on the timeframes for completion. Also included is additional information based on CMS's responses to comments in the OPPS Final Rule, since CMS has not developed Interpretive Guidelines. The resource document can be found on the [Regulatory page](#) of the KHA website.

--Larry Van Der Wege

Resources Available to Celebrate Nurses Week and Hospital Week

National Nurses Week and National Hospital Week are right around the corner. The Kansas Hospital Association looks forward to celebrating with all our members across the state.

[National Nurses Week](#) is from Tuesday, May 6, through Monday, May 12. This year, the American Organization for Nursing Leadership recognizes the week with the theme, "Care, Lead, Inspire — Repeat," offering several tools and materials for hospital use. The [American Nurses Association](#) also published resources to celebrate National Nurses Week.

[National Hospital Week](#) runs Sunday, May 11, through Saturday, May 17. The theme, "We Are Health Care," highlights the innovative ways hospital and health care workers support and connect with their communities. KHA has created a [Hospital Week Toolkit](#) full of resources for members to promote hospital week, and we will continue to add more assets in the coming weeks. The American Hospital Association has also provided [a number of new resources](#) hospitals can use to celebrate Hospital Week.

THANK YOU to our health care staff for the care you provide and the time you sacrifice with family and friends to care for us.

Follow KHA's Facebook and LinkedIn accounts throughout May as we celebrate hospitals and health care providers!



--Cindy Samuelson

Health Care Communicators' Marketing/Public Relations Efforts Honored in Statewide Competition

Kansas hospitals, health systems and health care organizations were recently recognized for excellence in public relations and marketing efforts by the Kansas Association of Health Care Communicators through its Emerald Awards competition.

Emerald Awards are given annually to Kansas hospitals, health systems and health care organizations that excel in communications, special events, advertising and other categories. Three marketing professionals from Oregon, Georgia and Arizona, with extensive experience in health care marketing, evaluated this year's 58 entries for planning and research, implementation, cost effectiveness and results.

The 2025 Emerald Awards were presented at the Kansas Association of Health Care Communicators Spring Conference on April 25 in Newton.

In addition to the 21 Emerald Awards and 22 Certificates of Merit presented this year, judges selected one entry as Best of Show. This year's Best of Show winner was "Say Yes to Your Health," by the NMC Health marketing team in Newton. This year-long campaign from NMC Health aimed to educate the community about the importance of preventive care, specifically annual wellness checks and immunizations, as key steps toward living longer, healthier lives.

A [media release](#) highlighting all the awards in their respective categories was sent to statewide media earlier this week. We encourage KAHCC members to highlight these accomplishments in their newsletters and share them with local media.

--Cindy Samuelson

CEO Staffing Changes

The Kansas Hospital Association would like to inform you of the latest member hospital administrator changes since our last hospital list printout in March:

- Joshua Gant, MBA, RRT, chief executive officer, Hillsboro Community Hospital, Hillsboro
- Charles Welch, MBA, ACHE, president and chief executive officer, Scott County Hospital, Scott City
- Mark F. Slyter, DSc, FACHE, president and chief executive officer, Stormont Vail Health, Topeka (starts May 15)

Our [Kansas Hospitals and Health-Related Facilities list](#) is available on the KHA website in PDF (Adobe Acrobat Reader format) at www.kha-net.org. A username and password are required. Click on Kansas Hospitals, CEO Directories, Kansas Hospital List and Kansas Hospitals and Health-Related Facilities List. Please contact [Cheryl Carson](#) at (785) 233-7436 if you have updates and provide the start date of the new administrator/chief executive officer, picture, birthday and press release/bio.

--Cheryl Carson

Federal and National News

CMS Releases Updated Medicare Advantage Provider Complaint Submission Form

The Centers for Medicare & Medicaid Services [released](#) an updated version of the Medicare Advantage provider complaint submission form. Complaint form version 8 now includes a new section on quality-related inquiries, directing providers to submit quality-related complaints to a dedicated mailbox at CMS's Center for Clinical Standards and Quality.

MLN Connects Provider eNews Available

The Centers for Medicare & Medicaid Services issued the following [updates](#) to *MLN Connects Provider eNews*:

- [Clinical Laboratory Fee Schedule Preliminary Gapfill Rates: Submit Comments by June 28](#)