

HEALTH CARE WORKFORCE REPORT 2024



Health Care Vacancies, Turnover and Trends in Kansas



Kansas Hospital
ASSOCIATION

Quick Overview

Financial Impact



More than **73,000** Kansans are directly employed by hospitals.

Every **100 hospital jobs** support an additional **72 jobs** in non-health sectors.

All of which funnels into a total of **300,000+ jobs** and **nearly \$21 billion** in labor income.

Current Reality and Future Projections



Vacancy rates for nursing assistants remained steady. Licensed practical nurse and registered nurse vacancies decreased to 19 percent and 15 percent respectively.



The highest growth rate in health care job openings in 2020-2030 will be:



22.9%

Respiratory
Therapists



22.8%

Physician
Assistants



21.9%

Nurse
Practitioners



Turnover rates for LPNs and RNs decreased. Nursing assistants turnover remained steady.

The highest volume of job openings 2020-2030 will be:

Home Health and Personal Care
Aides - **35,817**

Nursing Assistants- **28,986**

Registered Nurses- **20,049**

Kansas Health Care Workforce Report

Utilizing data and trends to ensure a fully staffed workforce

The Kansas health care industry has begun to see improvements in workforce metrics on a statewide level, however challenges persist in light of lasting impacts of the pandemic. The 2024 KHA Annual Workforce Survey is key to measuring the status of workforce vacancy and turnover in 33 select positions and is the primary source used to develop this report.

The statewide turnover rate in 2023 remained at its peak of 19 percent, however the full-time equivalent vacancy rate has declined for the first time in the last three years from 16 percent to 13 percent representing fewer open jobs overall, but still more jobs that are unfilled compared to pre-pandemic levels. This reduced vacancy rate is driven by Kansas hospitals reporting more than 900 additional registered nurses on staff in the past year, which has reduced the RN vacancy rate from 21 percent to 15 percent. This is in addition to a slight reduction in RN turnover from 18 percent to 16 percent. Advanced practice providers of nurse practitioners and physician assistants have experienced an increased vacancy rate since last year.

Turnover has declined in the diagnostic imaging professions; however, all roles have seen a greater number of unfilled jobs since last year except for nuclear medicine technologists which remained steady. Non-clinical roles also have experienced changes. Housekeepers and food service workers/dietary aides had the highest amount of turnover this year with a 34 percent rate for both occupations.

New Kansas Department of Labor Occupational Outlook data indicates that respiratory therapists are now the fastest growing occupation in Kansas with a growth rate of 22 percent while RNs will increase by the largest number of new jobs with 3,192 positions expected to be created by 2030.

This report also contains information on the Health Professional Shortage Areas. Kansas had 12 counties that increased or became newly designated as HPSAs reflecting an increase in need for primary care providers in those parts of the state.

Another key driver in workforce challenges has been increased labor costs. In 2022, payroll expenses rose by more than \$200 million while total revenue declined for the first time in several years by \$700 million.

This report serves as a resource and catalyst for continued improvement and collaboration as we all strive to attain a sustainable and skilled workforce.



110 Kansas hospitals and health care organizations participated in the January 2024 survey. Data from 16 hospitals on the Missouri side of the Kansas City metro also is included.



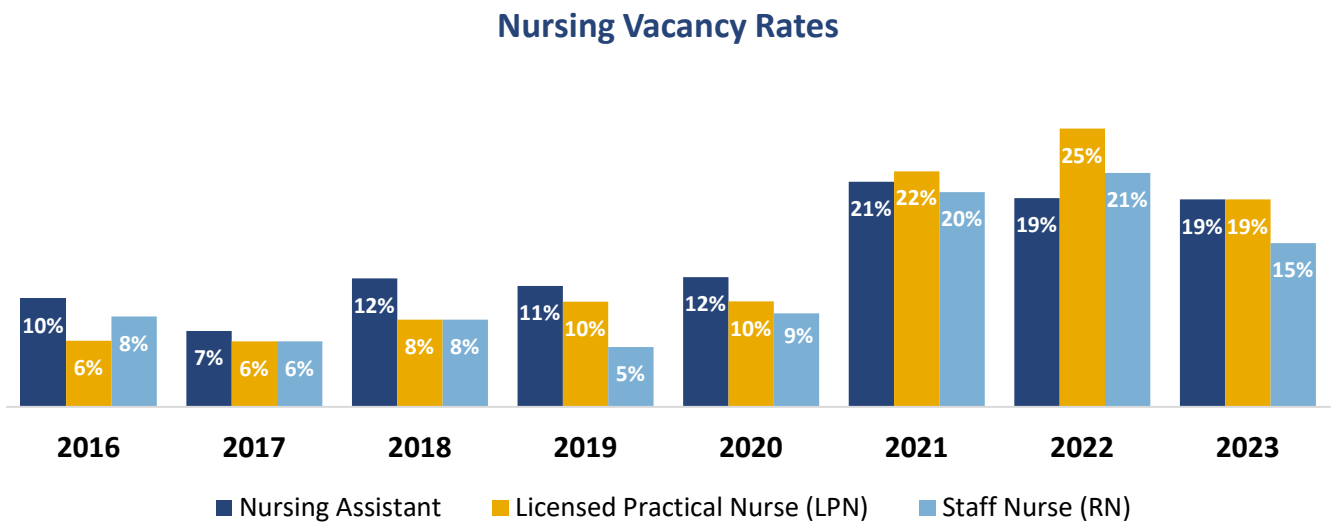
Additional information in this year's report includes:

- Phlebotomists survey numbers
- Kansas Board of Regents post-secondary enrollment
- Kansas regional workforce breakouts
- Attrition rates of schools of nursing
- Kansas K-12 enrollment
- Solutions and opportunities

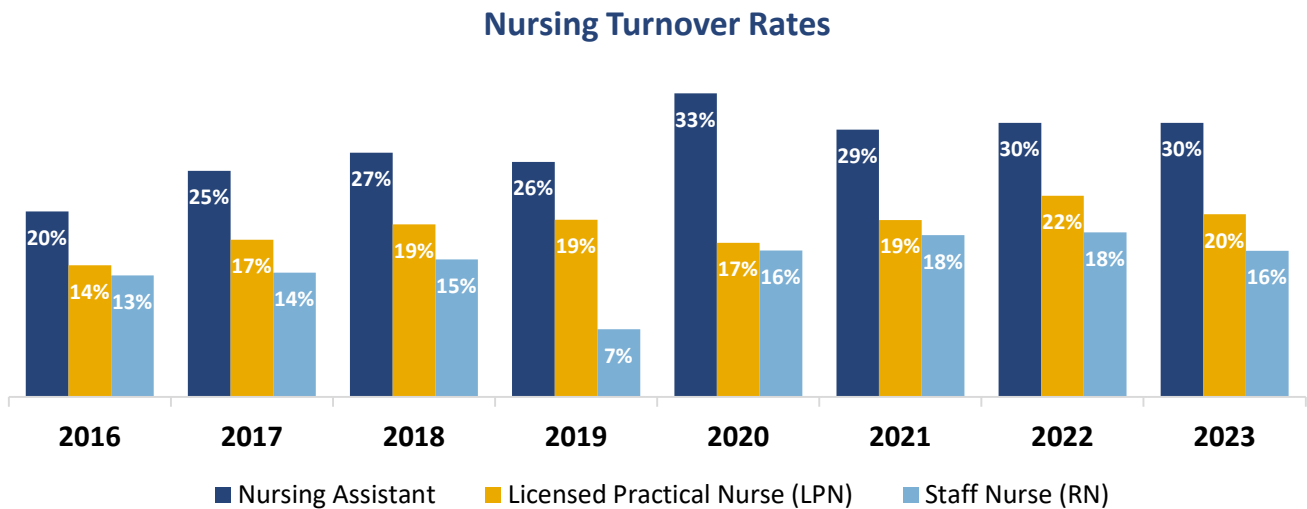
Nursing Vacancy and Turnover Rates (2016-2023)

The graphs below demonstrate vacancy and turnover rates for selected nursing positions from calendar years 2016 through 2023 as reported by Kansas hospitals. A total of 2,352 full-time, equivalent vacancies were reported with 4,565 employee separations for registered nurses, licensed practical nurses, and nursing assistants in 2023. Vacancies are down from 2,862 full-time equivalent vacancies in 2022 but employee separations are up slightly from 4,458 in 2022.

Nursing Vacancy Rates (2023)



Nursing Turnover Rates (2023)



Source: Kansas Hospital Association Annual Workforce Survey, collected January 2024.

Nursing in Kansas (2009-2023)

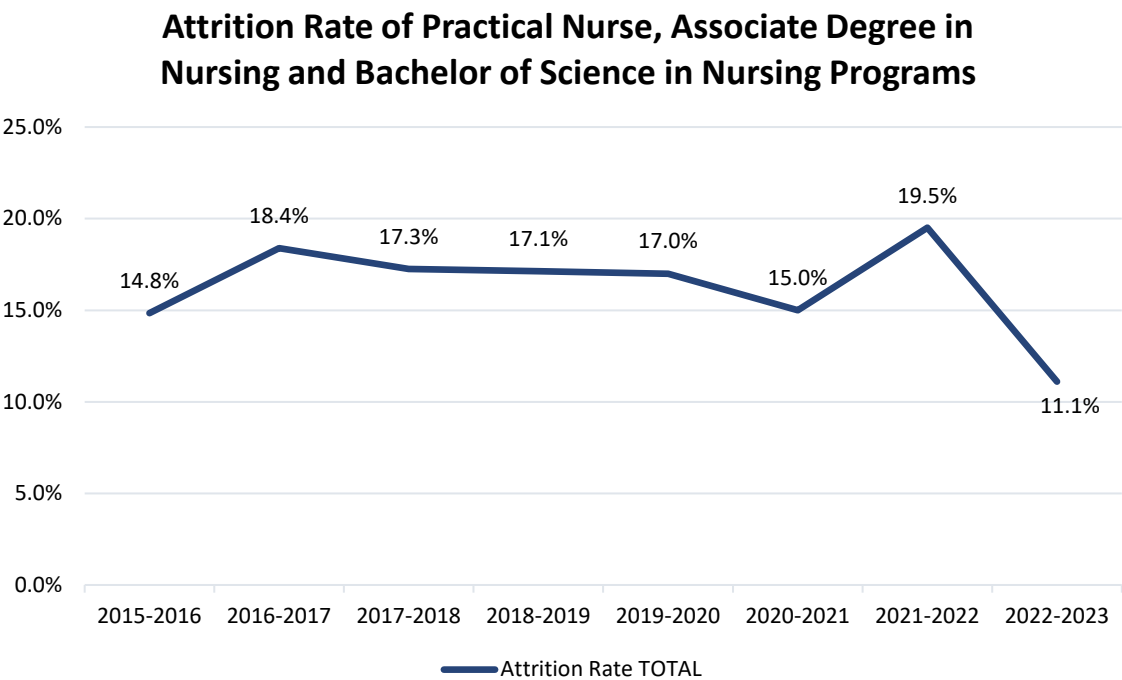
According to the Kansas State Board of Nursing, registered nursing undergraduate graduations have increased from 2022 to 2023 with associate degree programs producing 61 more RN graduates while baccalaureate nursing graduations remained steady.

Year	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Baccalaureate:	868	793	811	854	890	908	929	949	864	984	1,015	1,042	1,065	1,036	1,036
Associate:	928	1,128	1,083	1,131	1,164	1,204	1,117	991	971	865	851	877	858	833	894
Total:	1,796	1,921	1,894	1,985	2,054	2,112	2,046	1,940	1,835	1,849	1,866	1,919	1,923	1,869	1,930

Source: Kansas State Board of Nursing

Attrition of Nursing Students in Kansas (2015-2023)

It is typical for collegiate academic programs to lose some students during the course of study. It is of increased concern in health care programs, like schools of nursing, that can only admit a specific number of students based on the number of seats in which they are they are licensed. According to the Kansas State Board of Nursing, the average percent of nursing students that leave school since 2015 has been 16.3 percent. Notably, the attrition rate has declined from the peak of 19.5 percent in 2022 to 11.1 percent in 2023.



Source: Kansas State Board of Nursing

Health Care Vacancy and Turnover Rates (2023)

As displayed in the chart below, Kansas hospitals continued to experience areas of workforce shortages in 2023. For a look at the top vacancies and turnover by region, see pages 8-9.

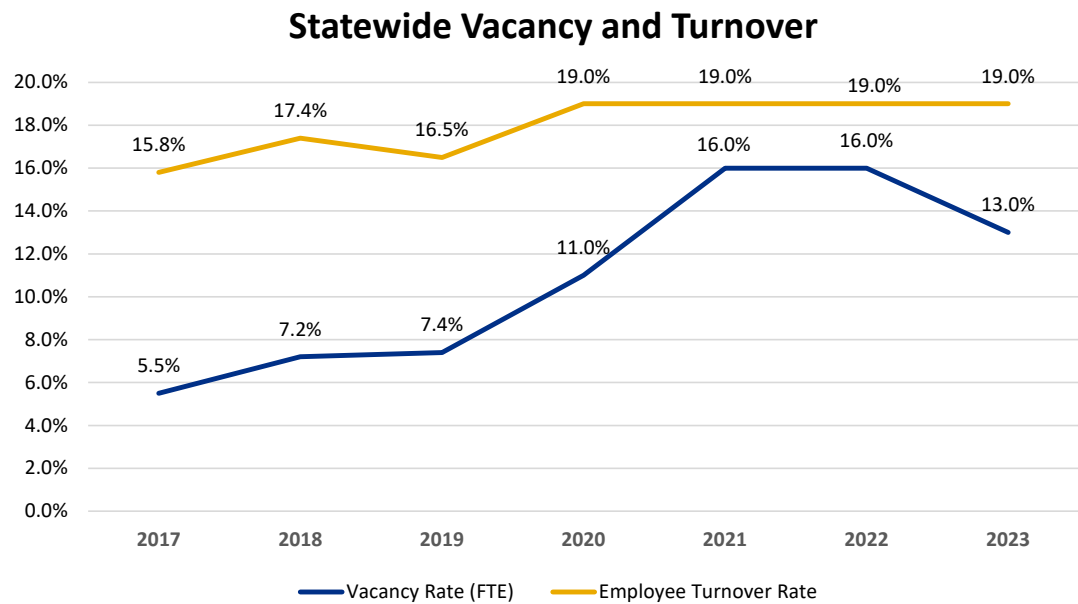
33 Job Titles Collected in 2024*	Number of FTEs	Number of FTE Vacancies	Vacancy Rate (FTE)	Number of Employees	Number of Vacant Positions	Employee Vacancy Rate	Total Employee Separations	Turnover Rate
All Surveyed Hospital-based Positions	28,659	4,300	13%	37,411	5,088	12%	8,556	19%
Nursing and Medical								
Nursing Assistant	2,765	640	19%	4,603	856	16%	1,976	30%
Licensed Practical Nurse (LPN)	639	147	19%	832	163	16%	211	20%
Nurse Practitioner (APRN)	539	59	10%	620	66	10%	69	10%
Staff Nurse/Registered Nurse (RN)	8,677	1,566	15%	12,075	1,876	13%	2,378	16%
Physician Assistant	331	20	6%	358	22	6%	39	10%
Employed Physicians	2,720	198	7%	2,833	199	7%	186	6%
Diagnostic Imaging								
CT Technologist	262	56	18%	364	74	17%	61	14%
Magnetic Resonance Imaging (MRI) Technologist	140	24	15%	177	26	13%	26	13%
Mammography Technologist	98	8	7%	122	10	8%	14	10%
Nuclear Medicine Technologist	77	9	10%	94	10	10%	8	8%
Radiology Technologist - Certified	526	113	18%	718	135	16%	122	15%
Sonographer/Ultrasound Technologist (RDMS)	229	57	20%	337	74	18%	46	12%
Laboratory								
Medical Laboratory Technician (MLT)	253	42	14%	326	46	12%	102	24%
Medical Technologist (MT)	569	82	13%	706	80	10%	109	13%
Phlebotomist	456	55	11%	597	68	10%	230	28%
Therapy								
Occupational Therapist	257	23	8%	398	33	8%	47	11%
Occupational Therapy Assistant - Certified (COTA)	67	14	17%	99	17	15%	31	24%
Physical Therapist	496	46	8%	689	61	8%	94	12%
Physical Therapy Assistant - Certified (PTA)	277	17	6%	385	21	5%	43	10%
Respiratory Therapist - Certified	107	11	9%	150	16	10%	21	12%
Respiratory Therapist - Registered	434	66	13%	632	79	11%	96	13%
Pharmacy								
Pharmacist Clinical/Staff	635	30	5%	734	40	5%	81	10%
Pharmacy Technician	505	70	12%	618	78	11%	169	21%
Surgery								
Surgical Technician	462	85	15%	572	101	15%	146	20%
Sterile Processing Technician	267	31	11%	303	35	10%	88	23%
Miscellaneous Hospital-based Positions								
Medical Records Coder	466	24	5%	494	23	4%	52	10%
Environmental Services	1,290	204	14%	1,438	213	13%	753	34%
Registered Dietician	116	14	11%	150	16	10%	18	11%
Food Service Worker/Dietary Aid	847	166	16%	1,101	186	14%	558	34%
Clinic and Physician Practice								
Staff Nurse/Registered Nurse (RN) - Clinic	1,830	172	9%	2,242	180	7%	307	12%
Licensed Practical Nurse (LPN) - Clinic	703	100	12%	808	107	12%	152	16%
Nurse Practitioner (APRN) - Clinic	779	62	7%	907	66	7%	86	9%
Medical Assistant - Clinic	840	91	10%	933	111	11%	238	20%

*110 Kansas hospitals reporting

Source: Kansas Hospital Association Annual Workforce Survey, collected January 2024.

Kansas Statewide Vacancy and Turnover Trends (2017-2023)

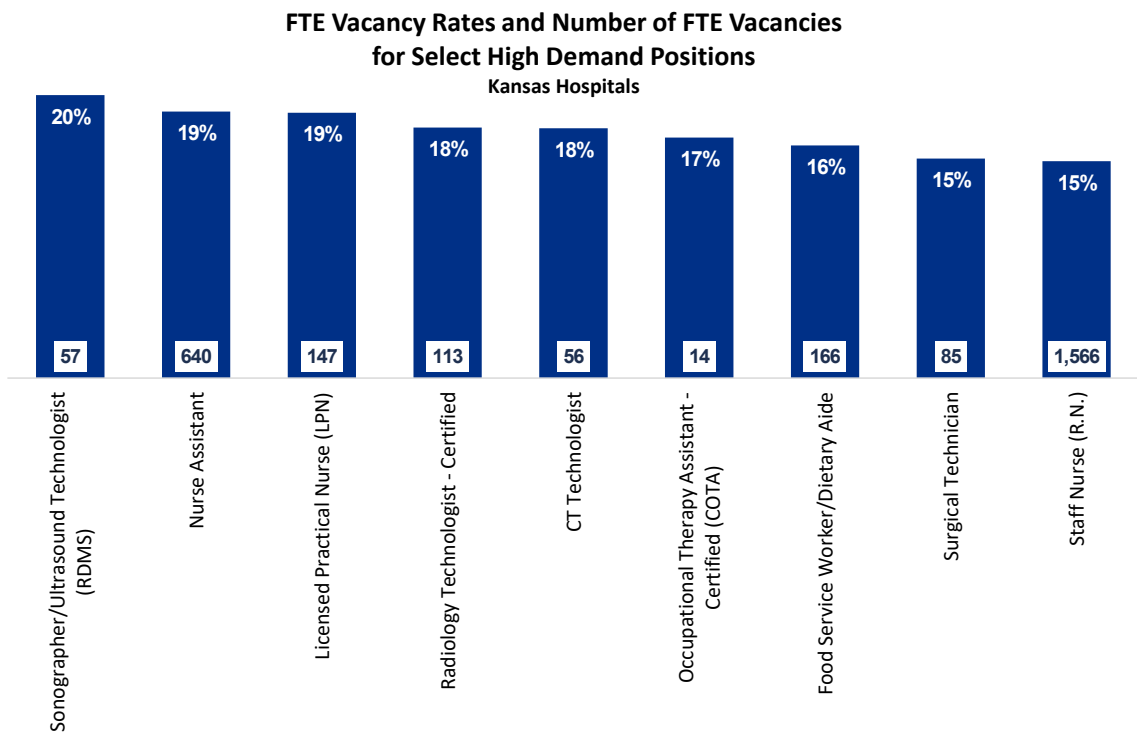
Turnover across all hospital jobs in Kansas surveyed remains unchanged since 2020 at it’s peak of 19 percent, while the vacancy rate statewide has declined to 13 percent. While both the turnover and vacancy rates remain high, this year represents a positive direction of the vacancy rate declining albeit still above pre-pandemic levels.



Source: Kansas Hospital Association Annual Workforce Survey, collected January 2024.

Health Care Vacancy Rates (2023)

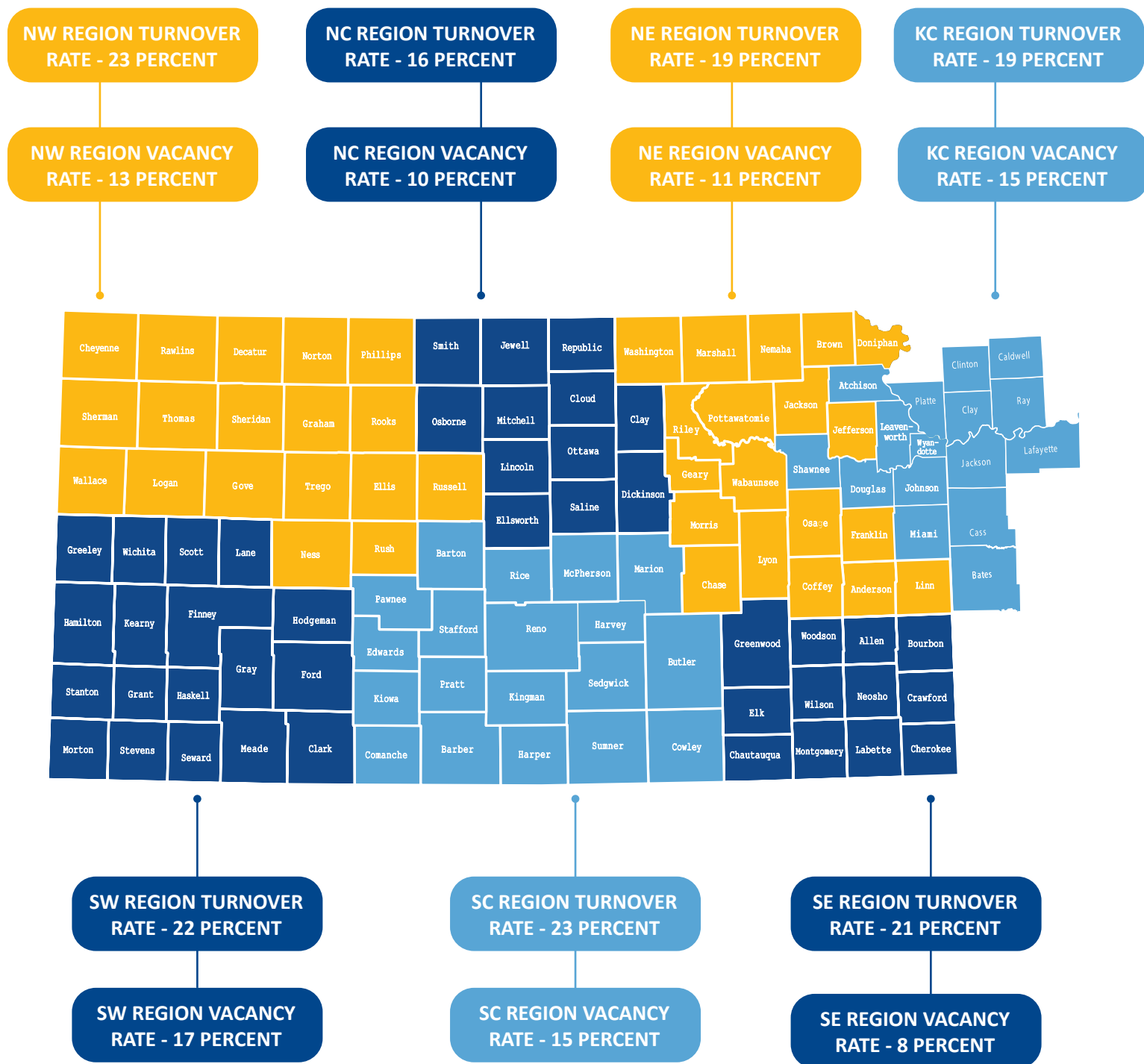
The nine selected positions depicted below are in high demand across Kansas. These positions demonstrate the highest full-time employment vacancy rates.



Source: Kansas Hospital Association Annual Workforce Survey, collected January 2024.

Top Vacancies and Turnover by Region (2023)

Each region of Kansas has varying aggregate vacancy and turnover rates for the total 33 jobs surveyed by this annual survey.



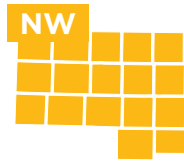
TOTAL STATEWIDE VACANCY RATE - 13 PERCENT

TOTAL STATEWIDE TURNOVER RATE - 19 PERCENT

Source: Kansas Hospital Association Annual Workforce Survey, collected January 2024.

Top Vacancies and Turnover by Region (2023)

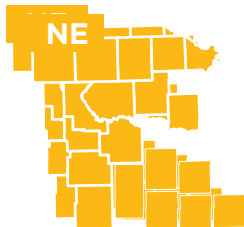
The top positions by turnover by region are displayed below. Full-time equivalents, positions and separations are reported along with turnover rate.



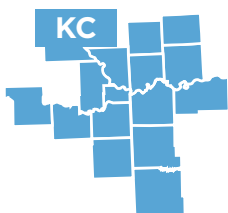
Northwest 18 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Environmental Services	13	13	100	42%
Phlebotomist	3	4	20	40%
Nursing Assistant	29	32	163	33%
Food Service Worker/Dietary Aid	21	23	76	32%



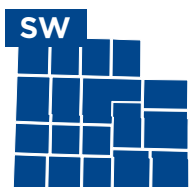
North Central 15 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Surgical Technician	2	3	16	29%
Phlebotomist	2	2	14	25%
Food Service Worker/Dietary Aid	12	13	44	24%
Nursing Assistant	60	84	140	23%



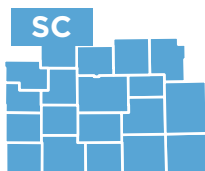
Northeast 14 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Sterile Processing Technician	1	1	4	36%
Occupational Therapy Asst COTA	1	3	9	36%
Environmental Services	14	15	56	29%
Nursing Assistant	22	35	88	28%



Kansas City Metro - KS and MO 35 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Medical Laboratory Technician	28	43	131	36%
Environmental Services	349	378	774	35%
Food Service Worker/Dietary Aid	101	133	378	32%
Nursing Assistant	395	1,044	1,941	30%



Southwest 12 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Mammography Technologist	3	3	2	44%
Phlebotomist	3	3	12	42%
Physical Therapist	4	5	6	40%
Food Service Worker/Dietary Aid	24	25	63	37%



South Central 24 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Food Service Worker/Dietary Aid	28	28	131	37%
Phlebotomist	10	9	62	35%
Nursing Assistant	85	92	387	32%
Environmental Services	15	14	127	32%



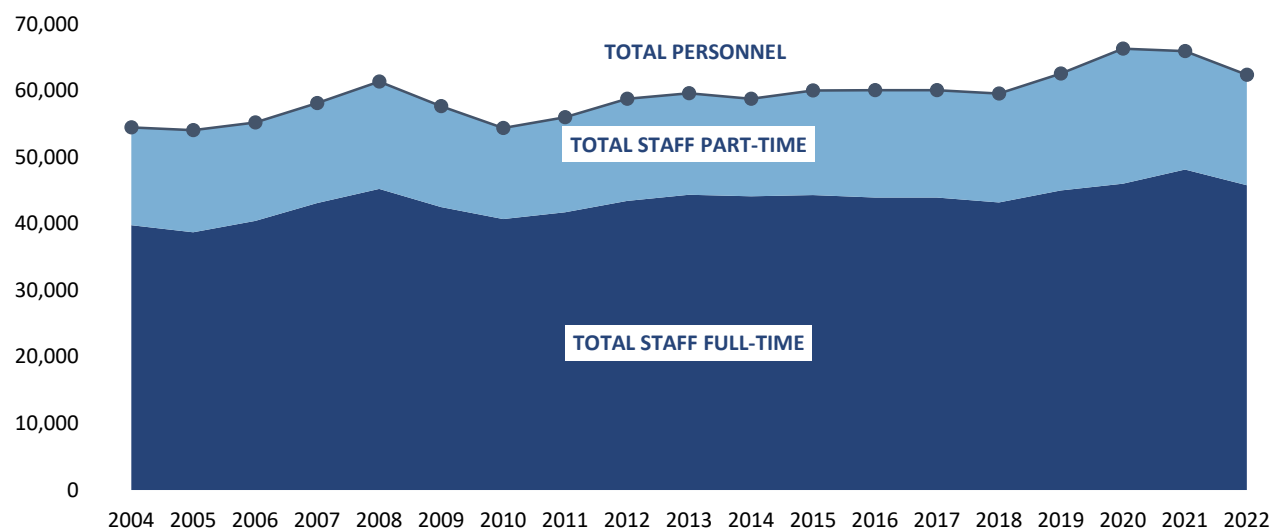
Southeast 8 hospitals reporting	Vacant FTEs	Vacant Positions	Employee Separations	Turnover Rate
Nursing Assistant	16	16	82	38%
Food Service Worker/Dietary Aid	4	6	31	37%
Phlebotomist	2	3	21	35%
Licensed Practical Nurse - Clinic	3	5	8	33%

Source: Kansas Hospital Association Annual Workforce Survey, collected January 2024.

Health Care Professionals in Kansas (2004-2022)

Kansas hospitals need additional qualified staff as health care services continue to rise. Due to turnover, hospitals have continued to see a decline in employed personnel by 4,000 from the peak of 66,322 in 2020.

Visual Overview



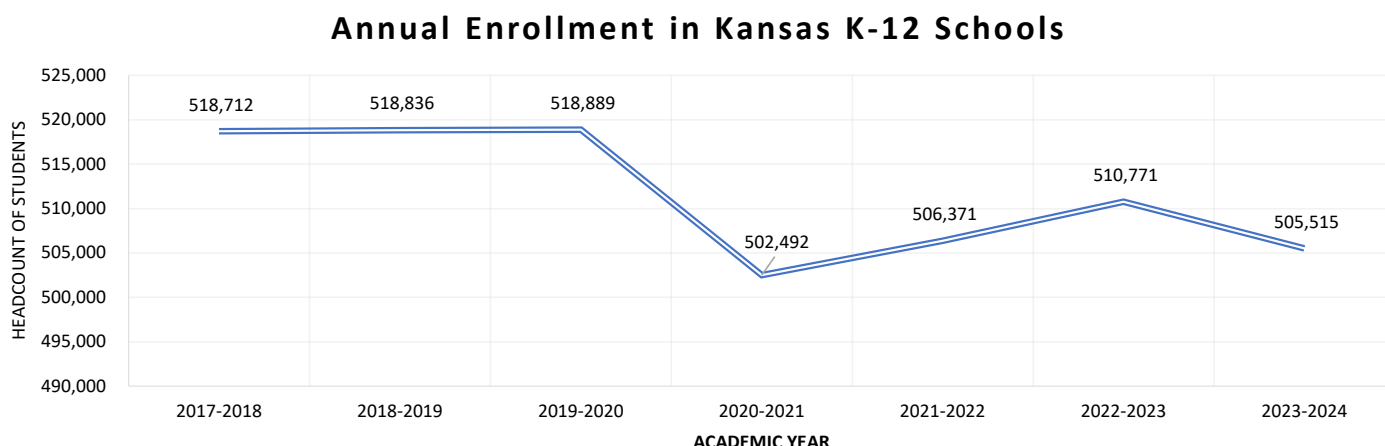
Details by Year

Year	Total Staff Full-Time	Total Staff Part-Time	Total Personnel
2004	39,814	14,695	54,509
2005	38,761	15,304	54,065
2006	40,462	14,768	55,230
2007	43,123	15,040	58,163
2008	45,234	16,134	61,368
2009	42,505	15,166	57,671
2010	40,737	13,663	54,400
2011	41,742	14,300	56,042
2012	43,461	15,321	58,782
2013	44,361	15,282	59,643
2014	44,156	14,643	58,799
2015	44,333	15,712	60,045
2016	43,959	16,134	60,093
2017	43,959	16,134	60,093
2018	43,225	16,364	59,589
2019	45,009	17,569	62,578
2020	46,017	20,305	66,322
2021	48,166	17,798	65,964
2022	45,816	16,590	62,406

Source: Kansas Hospital Association, American Hospital Association Annual Survey, collected 2023

Annual Enrollment in Kansas K-12 Schools (2017-2023)

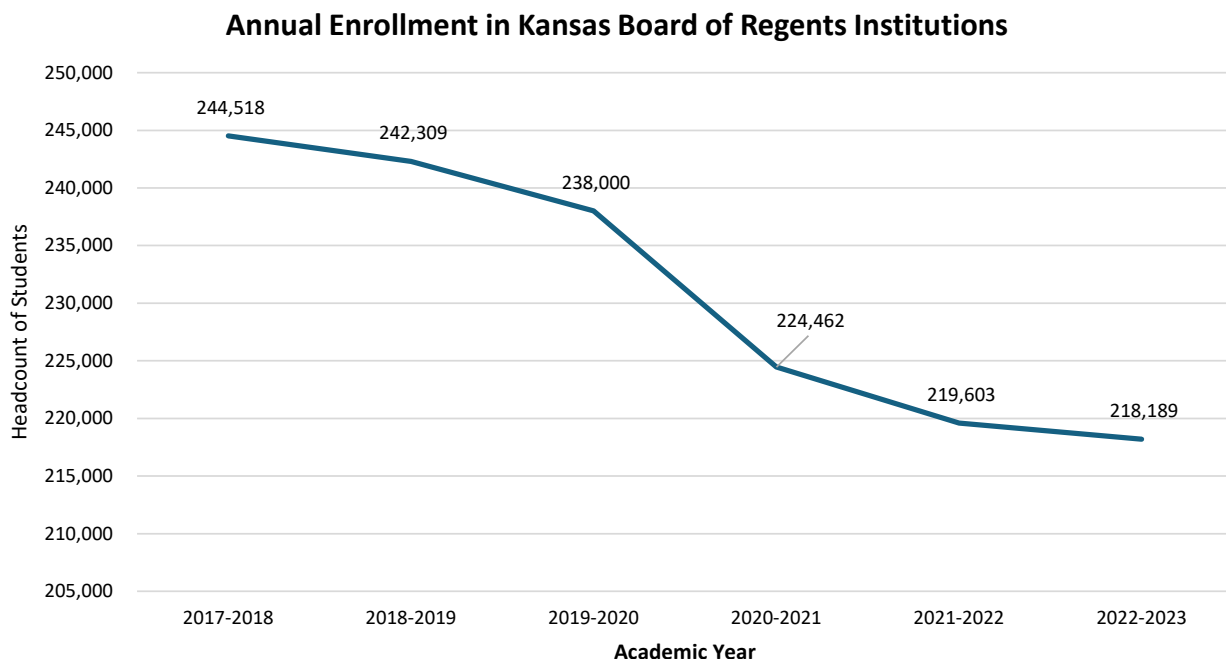
Enrollment in Kansas K-12 schools declined by 16,000 between 2019 and 2020 school years, likely due to impacts of the COVID-19 pandemic. While the number of students enrolled has gradually increased, there was another drop from the 2022 to 2023 school years. Fewer students attending primary and secondary schools likely means that there will be fewer people entering the health care workforce in Kansas in the long-term.



Source: Kansas State Department of Education

Annual Enrollment in Kansas Board of Regents Institutions (2018-2023)

Enrollment in Kansas technical, community and four-year colleges and universities governed by the Kansas Board of Regents system has gradually declined over the last several years, even pre-pandemic. This decrease of over 26,000 students has led to fewer students seeking health care credentials, licenses and degrees and in turn, working in Kansas.



Source: Kansas Board of Regents

Highest Total Projected Job Openings (2020-2030)

Kansas Department of Labor Occupational Outlook statistics project future demand for various occupations. Total job openings are a combination of new jobs due to growth in the profession and replacement jobs due to turnover between 2020 and 2030.

Registered nurses are expected to have the highest numerical increase in jobs, with 3,192 new registered nurse positions expected to be created by 2030, while Respiratory Therapists are expected to increase the fastest at a rate of 22.9 percent. The health care sector contains many of the fastest growing jobs across all industries, underscoring the need for more people to pursue health care careers.

Occupational Title	Base Year Employment (2020)	Projected Year Employment (2030)	Employment Change Numerical	Percent Change	Openings Due to Exits (2030)	Total Openings (2030)*
Registered Nurses	30,921	34,113	3,192	10.3%	8,676	20,049
Home Health and Personal Care Aides	25,705	28,703	2,998	11.7%	17,416	35,817
Nursing Assistants	22,156	23,564	1,408	6.4%	14,635	28,986
Medical Assistants	5,650	6,439	789	14.0%	2,480	7,786
Nurse Practitioners	2,727	3,325	598	21.9%	632	2,179
Pharmacy Technicians	4,433	4,918	485	10.9%	1,276	3,771
Physicians	4,888	5,222	334	6.8%	811	1,715
Physical Therapists	2,401	2,708	307	12.8%	505	1,342
Speech-Language Pathologists	1,579	1,886	307	19.4%	403	1,331
Respiratory Therapists	1,328	1,632	304	22.9%	317	994
Clinical Laboratory Technologists and Technicians	3,673	3,949	276	7.5%	983	2,672
Physician Assistants	1,076	1,321	245	22.8%	187	905
Licensed Practical and Licensed Vocational Nurses	6,942	7,168	226	3.3%	2,379	5,550
Phlebotomists	1,252	1,461	209	16.7%	583	1,779
Occupational Therapists	1,557	1,731	174	11.2%	354	1,065
Physical Therapy Assistants	1,203	1,375	172	14.3%	551	1,697
Health Information Technologists, Medical Registrars, Surgical Assistants, Health Care Practitioners and All Other	1,349	1,501	152	11.3%	389	1,153
Occupational Therapy Assistants	658	801	143	21.7%	363	1,040
Radiologic Technologists	2,115	2,227	112	5.3%	592	1,637
Diagnostic Medical Sonographers	710	815	105	14.8%	208	641
Surgical Technologists	1,037	1,099	62	6.0%	291	812
Surgeons, Except Ophthalmologists	168	182	14	8.3%	28	62

SOURCE: 2020-2030 Kansas Occupational Outlook, Kansas Department of Labor

* Total Openings: Sum of Exits, Transfers and Numerical Change

Health Professional Shortage Areas - HPSA 2024

Health Professional Shortage Areas are designated by the U.S. Department of Health and Human Services, Health Resources and Services Administration, as having shortages of primary medical care, dental or mental health providers. HPSAs in Kansas are based on county boundaries. Twelve Kansas counties saw higher HPSA scores from the previous year, reflecting high provider shortages, with six counties tied at the highest score in Kansas at a 17 out of 25.

COUNTY	YEAR/TYPE
Allen	2023 Pop 13
Anderson	2021 Pop 14
Atchison	2022 Pop 10
Barber	2022 Pop 12
Barton	2023 Pop 8
Bourbon	2022 Pop 17
Brown	2021 Pop 7
Butler	N/A
Chase	2022 Geo 14
Chautauqua	2021 Geo 14
Cherokee	2023 Pop 17
Cheyenne	2021 Pop 7
Clark	2021 Pop 16
Clay	N/A
Cloud	2021 Pop 7
Coffey	N/A
Comanche	N/A
Cowley	2021 Pop 14
Crawford	2021 Pop 14
Decatur	2021 Pop 14
Dickinson	2021 Pop 16
Doniphan	2021 Pop 14
Douglas	2021 Pop 15
Edwards	2023 Pop 9
Elk	2023 Pop 14
Ellis	2021 Pop 9
Ellsworth	2021 Pop 11
Finney	2021 Pop 15
Ford	2021 Pop 13
Franklin	2021 Pop 10
Geary	2023 Pop 17
Gove	2021 Pop 13
Graham	2024 Pop 17
Grant	2023 Pop 14
Gray	2021 Geo 11

COUNTY	YEAR/TYPE
Greeley	2021 Pop 13
Greenwood	2022 Pop 15
Hamilton	2023 Geo 7
Harper	2021 Pop 14
Harvey	N/A
Haskell	2023 Geo 14
Hodgeman	N/A
Jackson	N/A
Jefferson	N/A
Jewell	N/A
Johnson	N/A
Kearny	N/A
Kingman	2022 Pop 8
Kiowa	N/A
Labette	2022 Pop 16
Lane	N/A
Leavenworth	N/A
Lincoln	2023 Pop 7
Linn	2023 Geo 9
Logan	N/A
Lyon	2023 Pop 17
Marion	2021 Geo 4
Marshall	N/A
McPherson	N/A
Meade	N/A
Miami	N/A
Mitchell	2023 Pop 15
Montgomery	2022 Pop 17
Morris	N/A
Morton	2023 Pop 11
Nemaha	N/A
Neosho	2022 Pop 14
Ness	2023 Pop 7
Norton	2024 Geo 10
Osage	2023 Geo 12

COUNTY	YEAR/TYPE
Osborne	2023 Pop 9
Ottawa	N/A
Pawnee	2021 Pop 15
Phillips	N/A
Pottawatomie	N/A
Pratt	2023 Pop 14
Rawlins	2021 Pop 7
Reno	2022 Pop 16
Republic	N/A
Rice	N/A
Riley	2022 Pop 15
Rooks	2022 Pop 13
Rush	N/A
Russell	2023 Pop 11
Saline	2021 Pop 13
Scott	2023 Pop 9
Sedgwick	2021 Pop 14
Seward	2022 Pop 14
Shawnee	2022 Pop 10
Sheridan	N/A
Sherman	N/A
Smith	N/A
Stafford	2024 Pop 9
Stanton	2021 Pop 11
Stevens	2023 Geo 14
Sumner	2023 Pop 9
Thomas	2022 Pop 9
Trego	N/A
Wabaunsee	N/A
Wallace	2021 Geo 9
Washington	2023 Pop 13
Wichita	N/A
Wilson	2023 Pop 14
Woodson	2024 Geo 11
Wyandotte	2022 Pop 16

Primary care physicians are family practice, general practice, pediatricians, obstetricians/gynecologists and internal medicine. County-level physician data is published in the Health Professionals Underserved Areas Report found online at www.kdheks.gov and in the Kansas County-Level Health Professional Shortage Area (HPSA) designations.

HPSA: Health Professional Shortage Area
GEO: Health Professional Shortages for all individuals in the county
POP: Health Professional Shortages for individuals in the county who are at or below the 200 percent poverty level
N/A: Does not meet eligibility requirements for county-level HSPA designation

Source: *Information Supplied by KDHE Staff as of 03/11/24.

Kansas Community Hospitals Financial Trends (2017-2022)

In 2022, payroll expenses increased over \$200 million compared to 2021. This reflects increased labor costs while total revenue coming into hospitals declined for the first year in several years with a decline of approximately \$700 million.

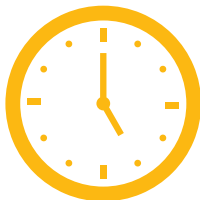
FINANCE	2017	2018	2019	2020	2021	2022
Net Patient Revenue	7,515,098,758	7,758,762,419	8,228,716,012	8,193,308,796	9,025,955,063	8,795,376,628
Tax Revenue	59,384,671	59,453,334	61,735,795	61,649,958	59,307,189	66,793,457
Other Operating Revenue	314,862,405	419,579,030	507,047,526	768,986,543	871,836,095	911,080,313
Total Revenue	8,085,734,803	8,352,940,317	8,932,674,766	9,296,705,609	10,554,203,528	9,857,324,219
Payroll Expenses	3,203,434,662	3,317,928,241	3,514,935,145	3,591,880,642	3,844,655,090	4,061,759,530
Employee Benefits	724,106,442	740,181,357	809,151,237	811,502,821	909,797,611	861,169,831
Total Expenses	7,598,918,120	11,605,524,273	8,445,408,396	8,694,177,267	9,418,797,617	9,571,444,280
Depreciated Expenses	370,997,433	377,668,576	407,664,052	414,914,176	417,181,514	399,105,585
Un-sponsored Care*	1,754,206,351	1,137,553,746	1,299,264,235	1,208,594,508	1,214,049,060	1,164,367,097

*Un-sponsored Care = bad debt + charity care.
NOTE: The numbers may not add to the totals because of rounding. Hospital-owned acute care and nursing home data are included.
Source: Kansas Hospital Association, American Hospital Association Annual Survey, collected 2023.

Prior Authorization Processes Inflating Workforce Expenses

Inefficiencies impact a much needed health care workforce by shifting staff from patients to paperwork. Prior authorizations have become one of the rising drivers of expenses because several clinical and non-clinical staff are needed to navigate a process that is confusing, outdated and inconsistent.

5 hours



is the average amount of time it takes to process ONE complex prior authorization form, according to Kansas hospitals.



45

is the average number of prior authorization requests per physician per week.



2 days

is the average time physician and their staff spend each week completing prior authorization requests.



35%

of physicians have staff who work exclusively on prior authorization requests.

Source: [2022 AMA Prior Authorization Physician Survey](#)

Solutions and Activities to Address Workforce Issues

The Kansas Hospital Association is engaged in multiple new initiatives to support the health care workforce and overcome challenges and barriers to recruit and retain a thriving workforce.

Happy in HEALTH CARE

Create Career Awareness by promoting
HappyInHealthCare.org



- Take our career quiz.
- Explore health career information.
- Discover scholarships/loan repayment programs that fund education and training.
- Search open health care jobs.
- Research specific credentials/licenses to enter a health care career.



Students are 36% more likely to work at your hospital if they do a clinical at your facility with a positive experience.

Collaborate with Stakeholders

- Review clinical sites your health care facility is hosting or could host for various post-secondary health care programs.
- Build a collaborative partnership to host students for clinical rotations for nursing, respiratory therapy, laboratory and other health care programs.
- Contact Jaron Caffrey at jcaffrey@kha-net.org.

Recruit and Retain Health Care Staff with Registered Apprenticeships

Registered apprenticeships help Kansas health care employers recruit, train and retain staff. Through a structured on-the-job based program, registered apprenticeships provide employers with a minimum of \$2,000 per apprentice funding. Registered apprenticeships improves retention of employees, creates more highly skilled team members and provides financial incentives to cover the costs to employers. To get started, contact Jaron Caffrey at jcaffrey@kha-net.org.



Provide Education and Resources by Participating in the Preceptor Academy Training

Train your staff to make the mentoring process the best possible experience. The KHA Preceptor Academy is a one-day, interactive program that provides information and practical tools to improve preceptor abilities in orienting/onboarding of new staff or students to the profession. The KHA Preceptor Academy program better prepares and equips clinicians to serve as preceptors/mentors. Preceptor academy dates will be listed on the KHA website as they become available.

Health Care Preceptor Academy



About the KHA Workforce Survey

The KHA Workforce Survey is conducted annually. As the primary source of information for vacancy and turnover rates in Kansas community hospitals, the survey covers 33 health care jobs including nurses, physicians, pharmacists, therapists and diagnostic imaging technicians. With this information, hospital, health system leaders and policymakers may gain a better understanding of the current workforce environment, as well as what to expect in the future. The data is designed to inform strategies for recruitment and retention to ensure Kansas hospitals have the capacity needed to support the health of their communities.



Scan the QR code for additional workforce data and resources.

KHA Social Media Platforms



@kansashospitals



Kansas Hospital Association



215 S.E. Eighth Ave., Topeka, KS 66603 • (785) 233-7436 • kha-net.org

