

Headwinds and Opportunities to Grow the Respiratory Care Workforce



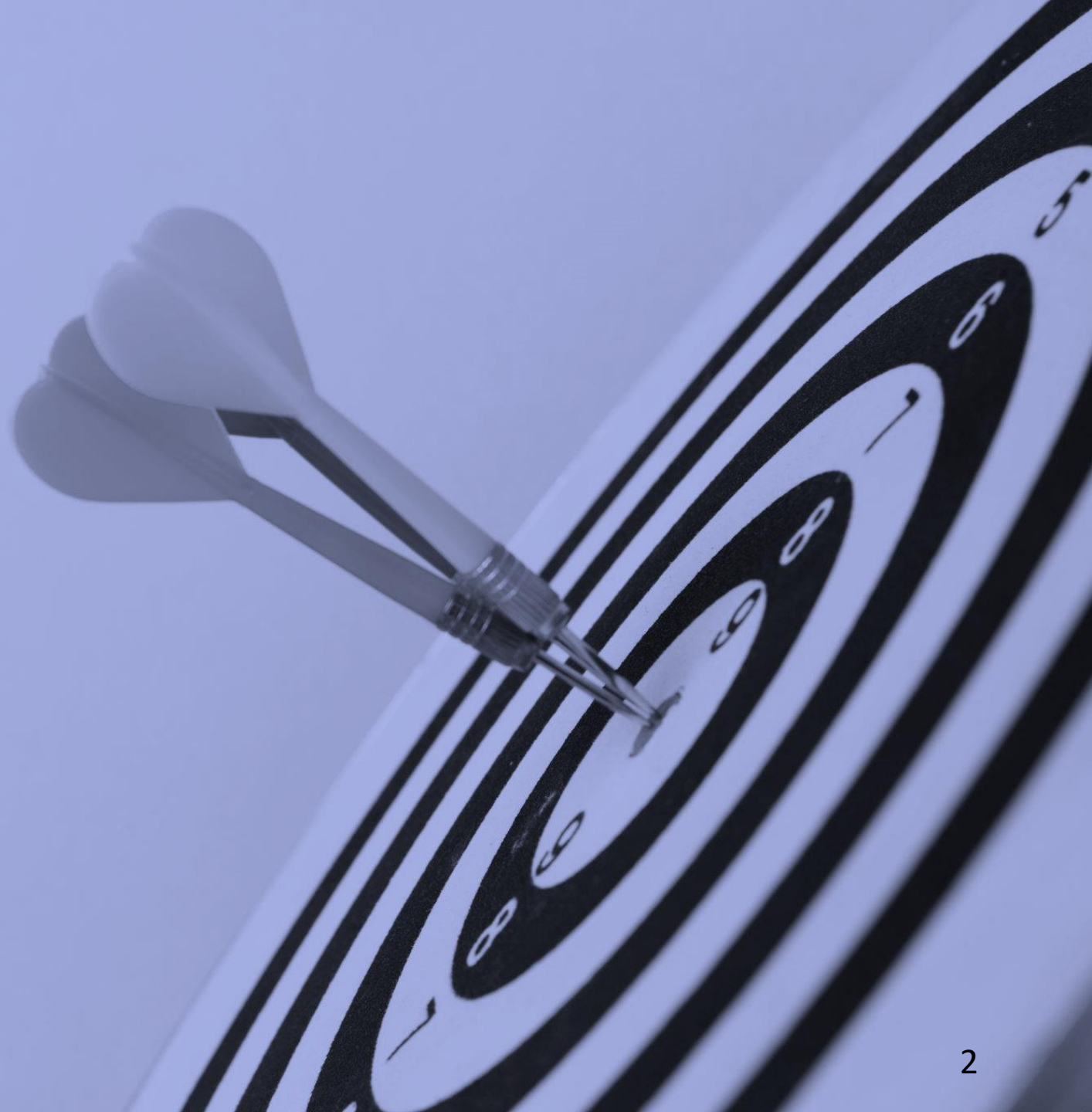
Kansas Hospital
ASSOCIATION

KRCS – Wichita, KS

April 10, 2024

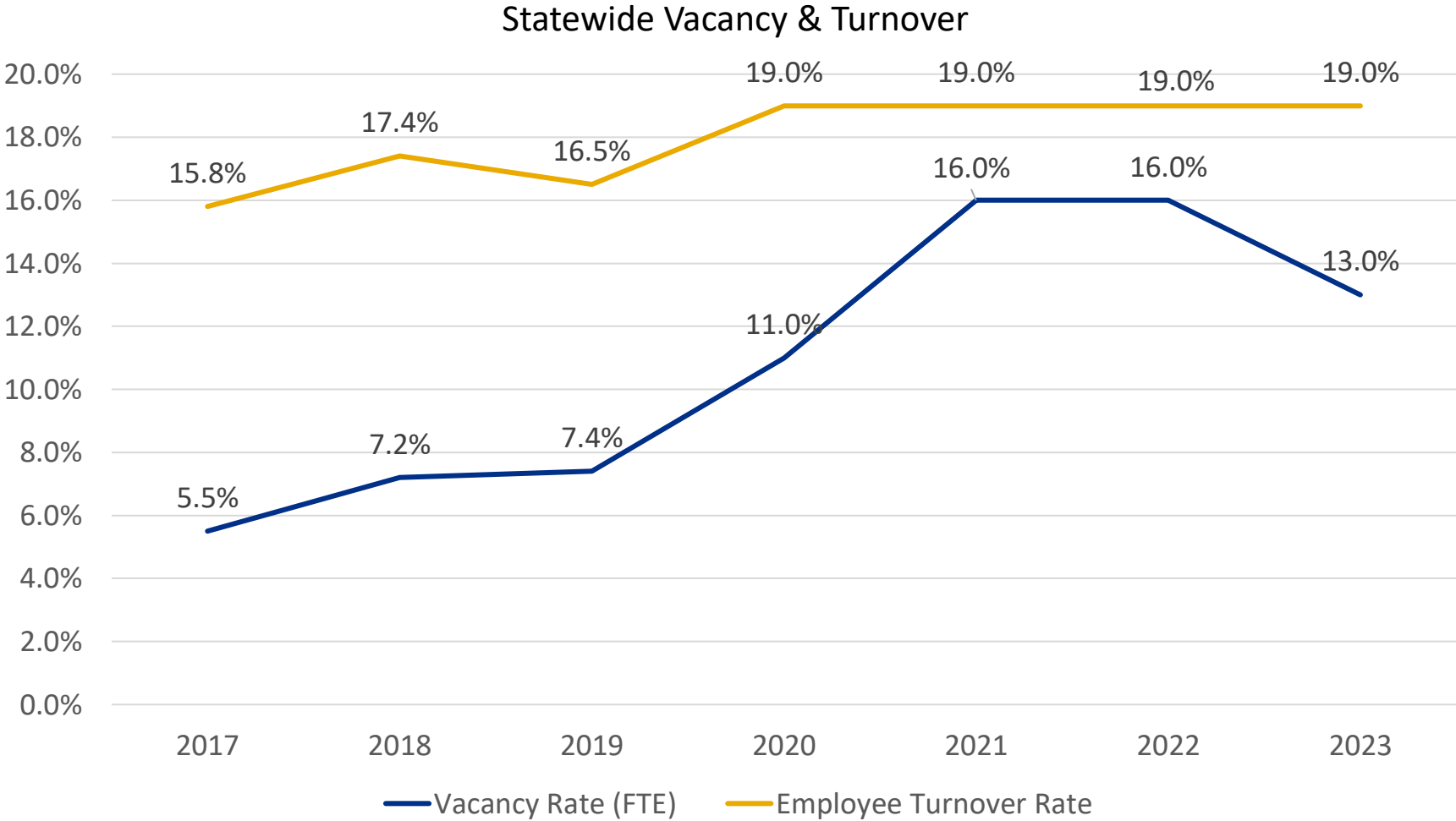
Today's Targets

- The Imperative
- Our Gaps
 - Awareness
 - Retention
 - Talent Acquisition
- What YOU Can Do



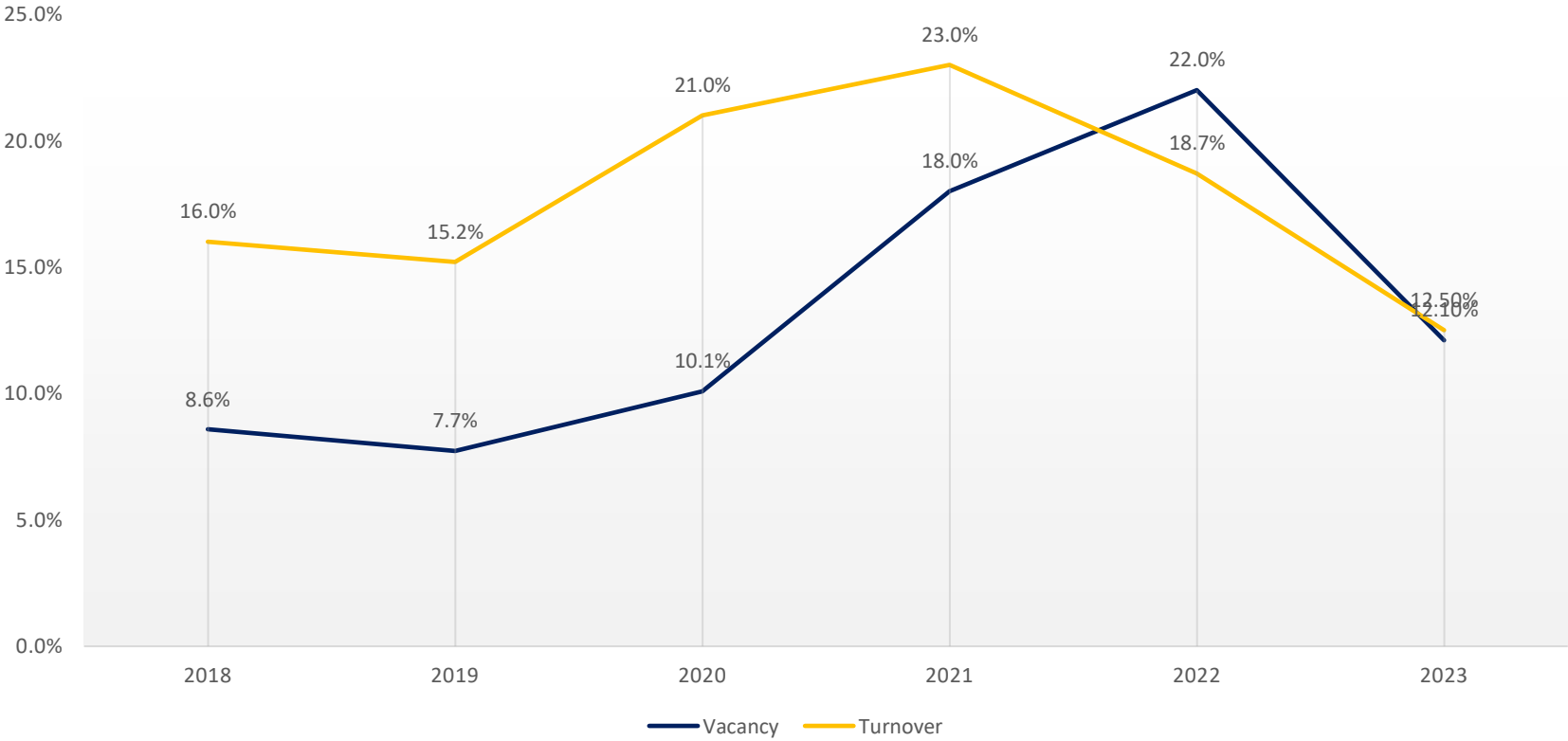
THE IMPERATIVE

Kansas' Health Care Workforce Challenges



Kansas' Health Care Workforce Challenges

Respiratory Therapist- Certified & Registered Turnover and Vacancy

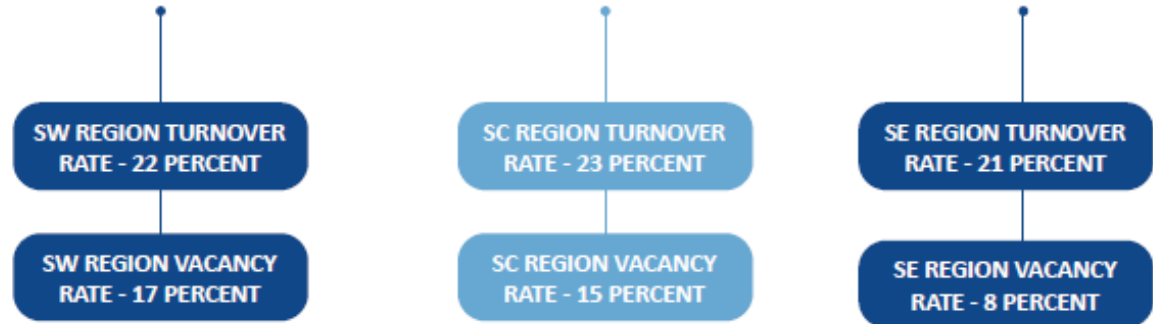
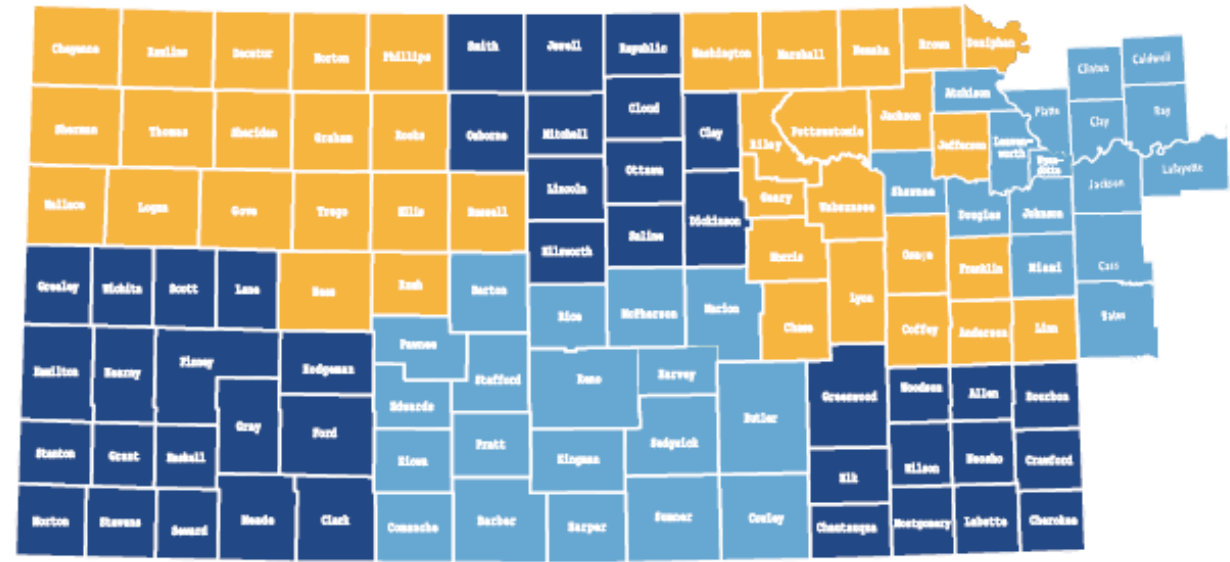
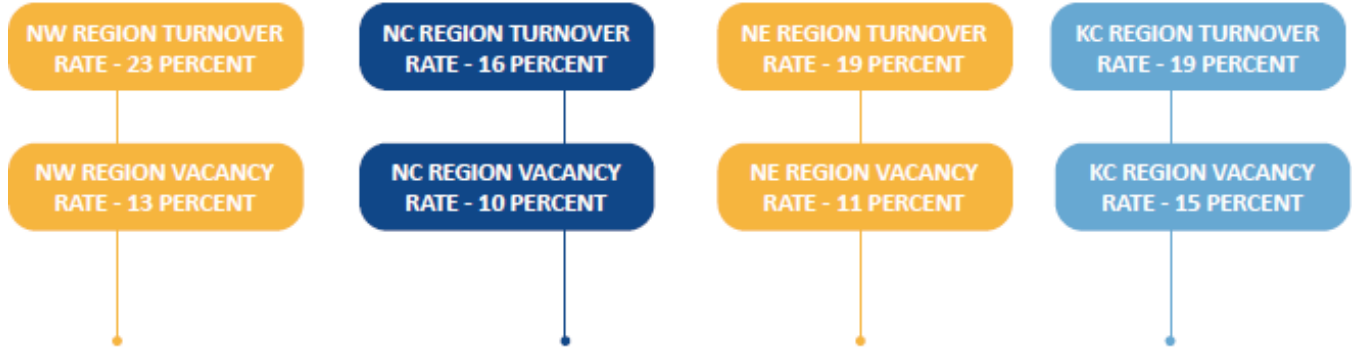
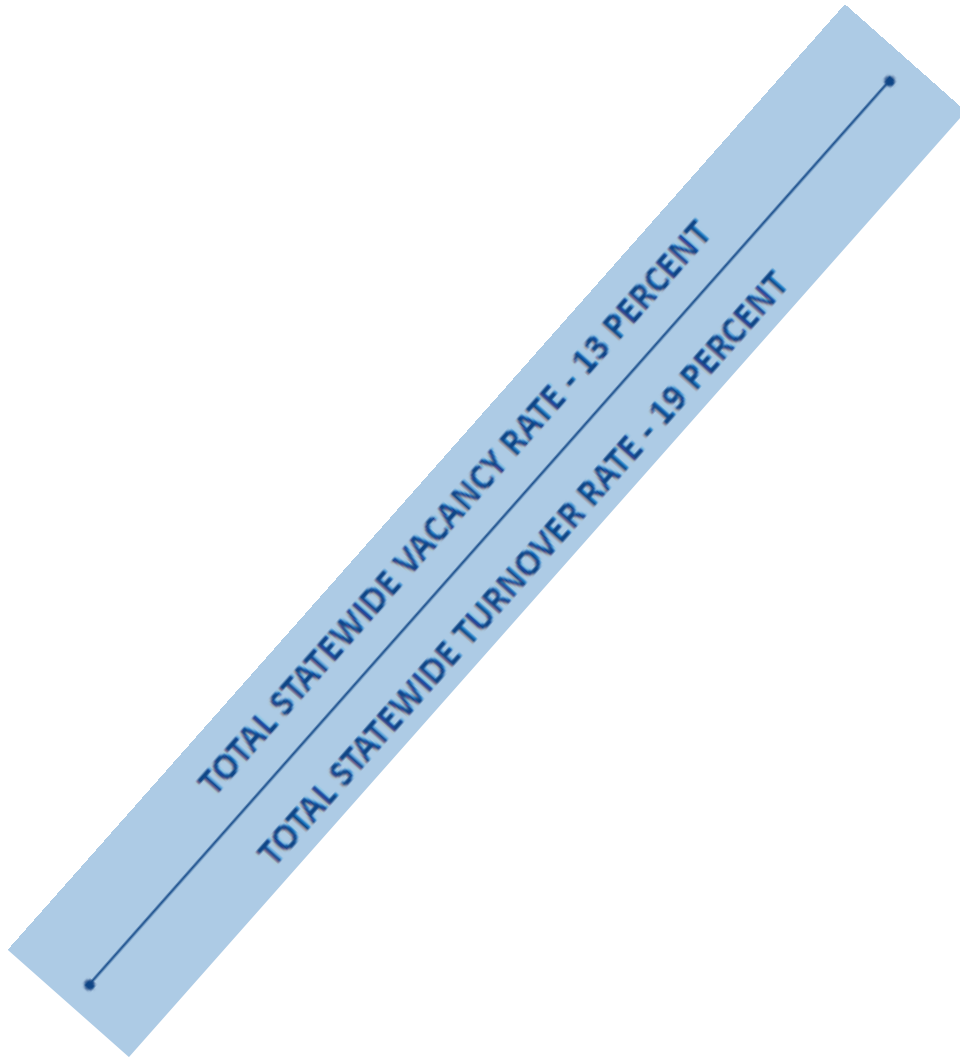


Top Vacant Positions in Kansas Hospitals

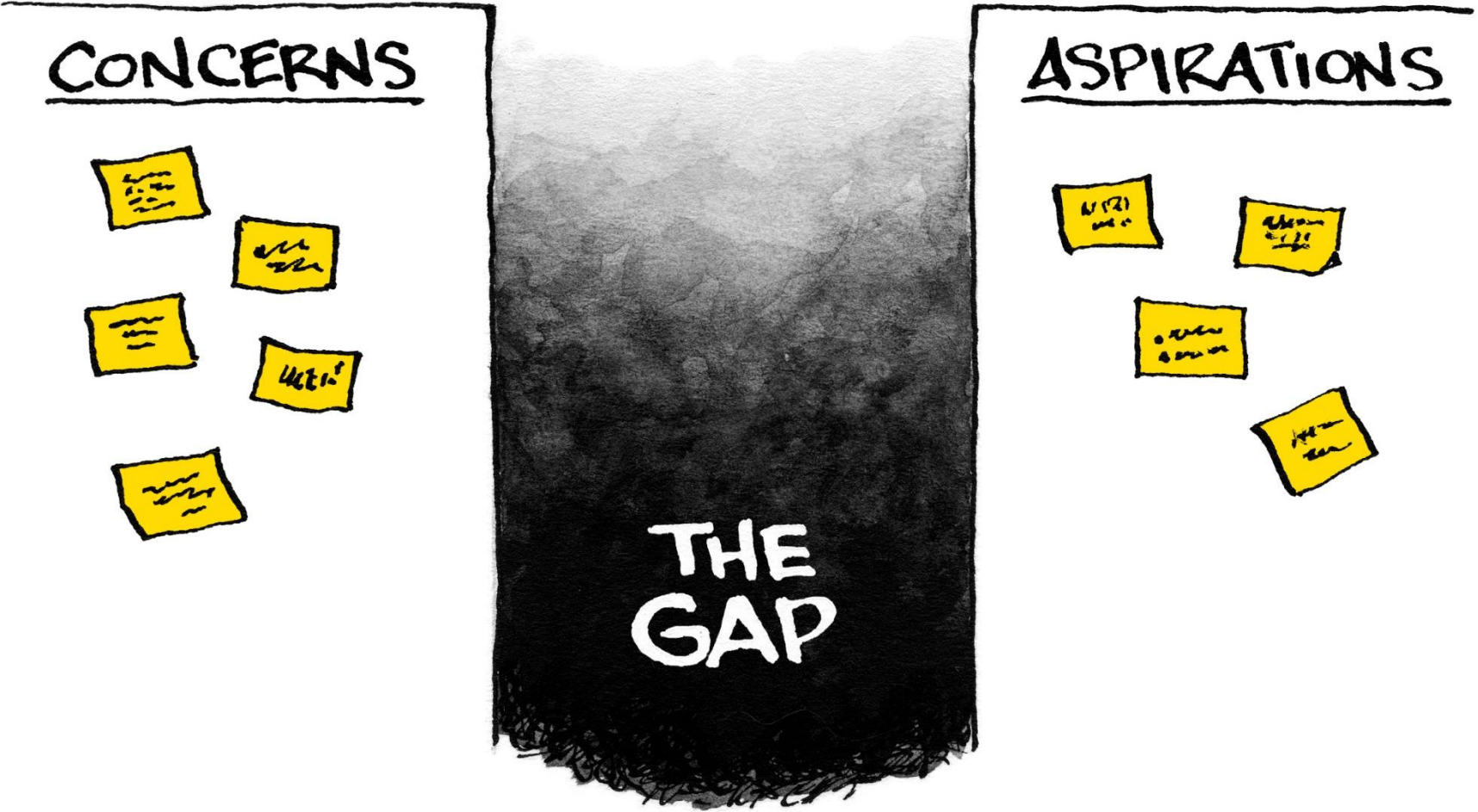
Job Title Collected 2024 110 Kansas Hospitals*	Working number of Employees	Number of Vacant Positions
All Surveyed Hospital-based Positions	37,411	5,008
Staff Nurse (R.N.)	12,075	1,876
Nurse Assistants (C.N.A., PCTs, other)	4,603	856
Environmental Services	1,438	213
Employed Physicians	2,833	199
Food Service Worker/Dietary Aid	1,101	186
Respiratory Therapist (Certified & Registered)	782	95

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.



Source: Kansas Hospital Association [Annual Workforce Survey](#), collected January 2024.



PROMOTING CAREER AWARENESS

CONCERNS

1. The public does not seem to know about careers in health care beyond doctors and nurses

THE
GAP

ASPIRATIONS

1. That more of the public would have awareness about the rewards and opportunities of a career in respiratory care

Kansas' NEW Health Care Careers Website HappyInHealthCare.Org

CAREER QUIZ EXPLORE CAREERS **Happy in HEALTH CARE** CAREER RESOURCES JOB SEARCH

I want a career that I can be a leader in.

At Happy In Health Care, we understand that your career choices are not just about earning a living - they're about creating a life that aligns with your values. Join us in embracing a world where your journey in health care is not just a job, but a lifelong pursuit of making a difference.

[TAKE CAREER QUIZ](#)

Where Are You In Your Career Journey?

Find resources at any stage in your career journey. Learn about health care careers that are a fit for you. Whether you are just starting your search or looking for schools or scholarships, we can help.

K-12 Students

K-12 Students Exploring a Career in Health Care

The future has never looked brighter. With hundreds of careers, the health care field is a world of possibilities that is growing and evolving every day.

[TAKE THE CAREER QUIZ](#)

[FIND A SCHOOL](#)

[YOUTH PATCH PROGRAM](#)

College Students

Career Switchers

Health Care Professionals

HappyInHealthCare.Org

REQUIRED EDUCATION

How much time are you willing to spend in school?

I would prefer on the job training vs. school.

The less time in the classroom the better! Maybe one or two years of college.

I'm interested in a Bachelor's degree, so 3-4 years of college is for me.

I want a Master's or doctorate degree and am okay with 5+ years of college!



PREVIOUS QUESTION

NEXT QUESTION

Career Exploration Quiz

Explore Careers



Advanced Registered Nurse Practitioner (ARNP)

Advanced Registered Nurse Practitioners diagnose and treat acute, episodic or chronic illness, independently or as part of a health care team. They may focus on health promotion and disease prevention, order, perform or interpret diagnostic tests such as lab work and x rays and prescribe medication.

Audiologist

Audiologists assess and treat persons with hearing and related disorders. They may fit hearing aids, provide auditory training and perform research related to hearing problems.

Certified Nursing Aide (CNA)

Certified Nurses' Aides provide or assist with basic care or support under the direction of onsite licensed nursing staff. They perform duties such as monitoring of health status, feeding, bathing, dressing, grooming, toileting or ambulation of patients in a health or nursing facility.

Career Exploration Filters

HappyInHealthCare.Org

CAREER QUIZ EXPLORE CAREERS **Happy in HEALTH CARE** CAREER RESOURCES JOB SEARCH

Financial Aid and Scholarships

Financial assistance to reach your health care education goals. Whether through scholarships or personalized financial aid options, we're committed to helping you achieve your educational aspirations in your health care journey.




- Applicable Profession: All Professions
- Institution Type: All Institution Types
- Workforce Status: All Workforce Statuses

CAREER QUIZ EXPLORE CAREERS **Happy in HEALTH CARE** CAREER RESOURCES JOB SEARCH

Schools, Degrees and Training

The Inventory of Health Care Programs provides a comprehensive guide to what schools you can attend to take the next steps in your healthcare career in Kansas. Whether you're looking for options to become a dietician, social worker, rad tech, nurse, or anything in between, check out this inventory to aid in your search for programs at four-year universities or even community college and technical schools.



- Location: All Locations
- Degree Level: All Degree Levels
- Programs: All Programs
- Schools: All Schools

[DOWNLOAD INVENTORY DOCUMENT](#)

Excel in Career Technical Education Initiative

Who Can Apply: Kansas High School Students

Eligibility: Any high school student who takes approved technical courses offered by Kansas tech and community colleges

Scholarship Amount: State of Kansas pays for all costs of tuition for those classes. Students pay nothing.

Faculty Loan Repayment Program

Who Can Apply: Faculty teaching in a health care program

Eligibility: Faculty members of an approved health professions school that come from a disadvantaged background

Scholarship Amount: Up to \$40,000 in loan repayment assistance

Free Application for Federal Student Aid (FAFSA)

Who Can Apply: Students that have financial need

Eligibility: Depends on your Expected Family Contribution, your year in school, your enrollment status, and the cost of attendance at the school you will be attending.

Scholarship Amount: The financial aid office at your college or career school will determine how much financial aid you are eligible to receive.

Allen County Community College

Iola, KS

Associate's Degree, Certificate

Programs Available:

- Certified Medication Aide
- Certified Nursing Assistant
- Pre-Medicine
- Pre-Nursing
- Pre-Pharmacy
- Pre-Professional

Baker University

Baldwin City, KS

Bachelor's Degree, Doctorate

Programs Available:

- Chiropractor
- Exercise Science
- Health Humanities
- Pre-Dental
- Pre-Health
- Pre-Medicine
- Pre-Pharmacy
- Pre-Physical Therapist
- Pre-Veterinarian
- Psychology

Barclay College

Haviland, KS

Bachelor's Degree

Programs Available:

- Psychology
- Sports Administration
- Sports Management

Financial Aid & Scholarship “One Stop Shop”

Colleges/Programs for Students

RESPIRATORY THERAPIST

Respiratory Therapist assess, treat and care for patients with breathing disorders. They assume primary responsibility for all respiratory care modalities, including the supervision of respiratory therapy technicians.

FIND A SCHOOL

FIND A SCHOLARSHIP

FIND A JOB



Full Career Description



AT A GLANCE

Average Salary:

\$27.21 (hourly)
\$56,600 (annual)

Education:

Associate's Degree
Bachelor's Degree

Projected 2028 Employment:

1,582

Average Annual Job Openings:

104



Health Care Virtual Career Day

Kansas Hospital Association




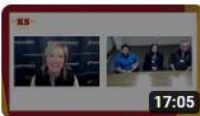
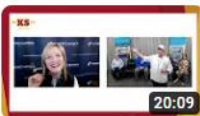



10 videos · 307 views · Last updated on Apr 28, 2023



▶ Play all

↻ Shuffle

The Kansas Chamber, the Kansas Hospital Association and the Kansas State Department of Education recently hosted the 2023 Kansas Health Care Virtual Career Day. It highlighted eight of the many rewarding careers available for students to pursue in health care. From nursing to radiology, to nutrition services to IT, and the MANY other careers in between, there has never been a better time to take your first steps to beginning your health care journey. To learn more about a career in health care, visit www.HappyInHealthCare.org.

- 1  **Happy In Health Care - Virtual Health Care Career Day**
Kansas Hospital Association · 505 views · 11 months ago
- 2  **Medical Assistants Video and Q&A**
Kansas Hospital Association · 139 views · 11 months ago
- 3  **Diagnostic Imaging Video and Q&A**
Kansas Hospital Association · 344 views · 11 months ago
- 4  **Nursing - RN, LPN, Nurse Assistant Video and Q&A**
Kansas Hospital Association · 226 views · 11 months ago
- 5  **Nutrition Services Video and Q&A**
Kansas Hospital Association · 442 views · 11 months ago
- 6  **Laboratory Services Video and Q&A**
Kansas Hospital Association · 182 views · 11 months ago
- 7  **Environmental Services Video and Q&A**
Kansas Hospital Association · 507 views · 11 months ago
- 8  **Respiratory Therapy Video and Q&A**
Kansas Hospital Association · 519 views · 11 months ago



HEALTHCARE 20 KS 28 CAREERS



Top Health Care Careers in Kansas

- Demand
- Education Requirements
- Average Salary
- Job Openings

[Top Health Careers Guide](#)



RETAINING THROUGH TRANSITION TO PRACTICE PROGRAMS

CONCERNS

1. We struggle retaining Respiratory Therapists
2. Our newly hired staff need “hand-holding”

THE
GAP

ASPIRATIONS

1. That we would have an organizational environment to support and retain Respiratory Therapists for the long-term

More than 50% of newly graduated nurses leave their job within the first year due to culture shock

Cost of RT Turnover:
\$114,644.77 per RT



[Journal of Nursing Managers, 2020](#)

[AARC, 2023](#)

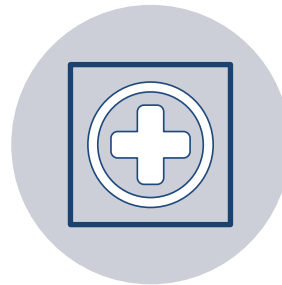
Importance of Robust Onboarding & Orientation



ACCLIMATION TO
WORKPLACE
ENVIRONMENT



CLINICAL
COMPETENCE
DEVELOPMENT



PATIENT SAFETY
AND QUALITY OF
CARE



PROFESSIONAL
GROWTH



RETENTION AND
JOB SATISFACTION

[Healthcare, 2023](#)

Kansas Health Care Preceptor Academy

- What:
 - This one-day in person interactive program provides information and practical tools to improve preceptor abilities in orienting/onboarding new staff or students to the profession
- Who:
 - Any nursing or allied health employee serving as a preceptor in a health care setting
- When:
 - May 23, @ HaysMed
 - More to come in 2024
- Goal:
 - Better prepare and equip clinicians to serve as preceptors/mentors to **increase capture of students** during rotations & **improve retention of staff**

The logo for the Health Care Preceptor Academy features the text "Health Care Preceptor Academy" in a bold, blue, sans-serif font. The words are stacked vertically. A yellow swoosh underline is positioned beneath the text, starting from the bottom left of the word "Preceptor" and curving upwards to the right, ending with a small blue star icon.

**Health Care
Preceptor
Academy**

What You Can Do



Engage in preceptor/mentorship training

Encourage colleagues to do the same



Structure a formal or informal onboarding process



Establish a partnership with RT programs to institute a transition to practice structure for soon to graduate students

GROWING YOUR OWN RESPIRATORY CARE TALENT

CONCERNS

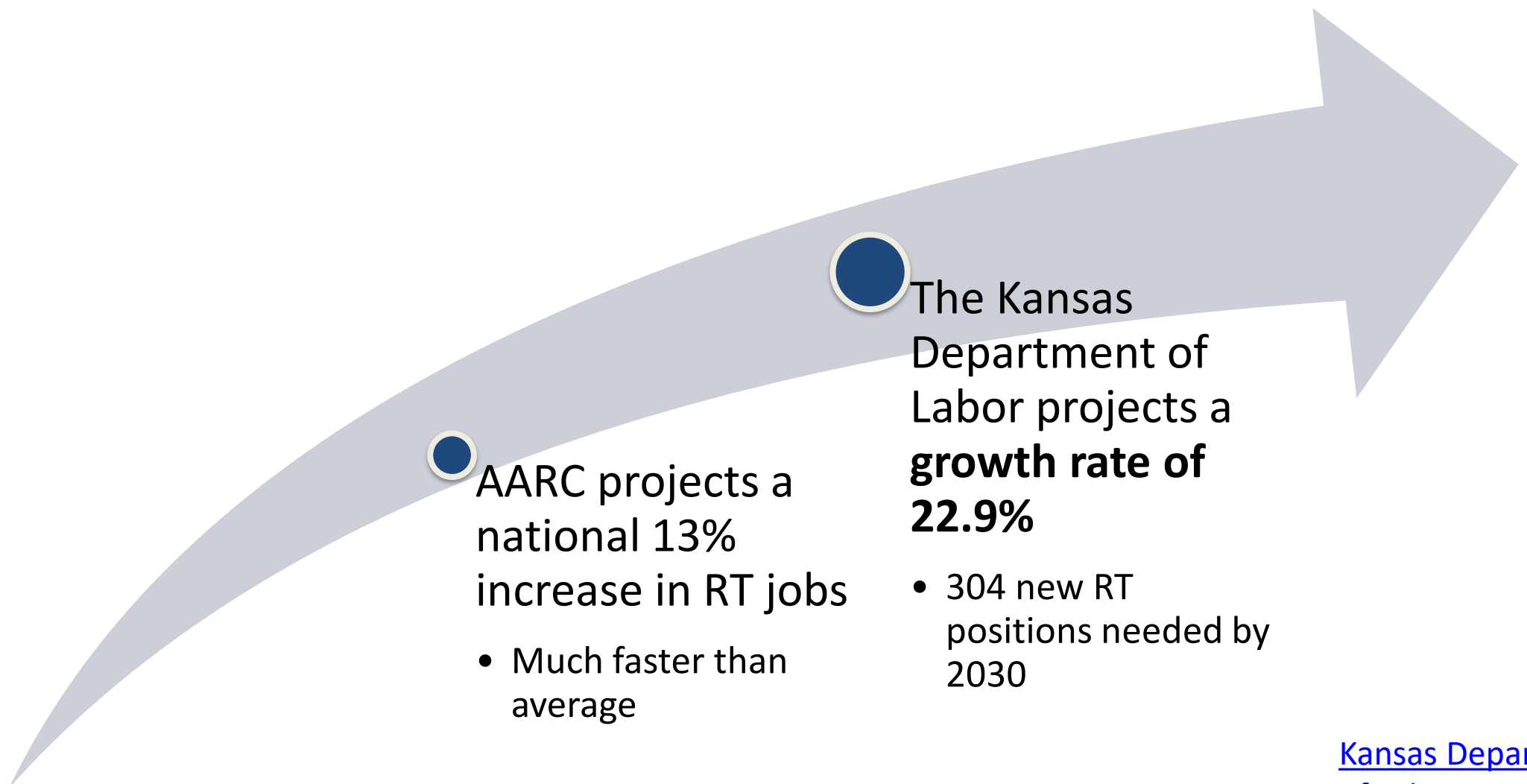
1. We do not have enough Respiratory Therapists on staff

ASPIRATIONS

1. That we would be able to recruit competent talent to fully staff our respiratory care team

THE
GAP

Increased Need for Respiratory Therapists



AARC projects a national 13% increase in RT jobs

- Much faster than average

The Kansas Department of Labor projects a **growth rate of 22.9%**

- 304 new RT positions needed by 2030

[Kansas Department of Labor, 2023](#)

Registered Apprenticeship

What are Health Care Apprenticeships?

- An employer-driven model that combines on-the-job learning with related classroom instruction to upskill your workforce.
- Proven solution for businesses to recruit, train, and retain highly skilled workers.

Employer Involvement
Employers are the foundation of every apprenticeship program.

Structured On-the-Job Training
Apprentices receive on-the-job training from an experienced mentor for typically not less than one year.

Related Training and Instruction
Apprenticeships combine on-the-job learning with technical education at community colleges, technical schools, or apprenticeship training schools – or provided on-line or at the job site.

Rewards for Skill Gains
Apprentices receive increases in wages as they gain higher level skills.

National Occupational Credential
Apprenticeship programs result in a nationally-recognized credential – a 100% guarantee to employers that apprentices are fully qualified for the job.

- HHA/STNA
- Medical Assistant
- Central Sterile Tech
- Surg Tech, Assistants
- Administrative
- Other Security, Maintenance

DOL Approved Work-Processes
 Related Technical Instruction
 Competency-Based OJT/OJL

**INTERMEDIARY
 or
 SPONSOR**

**DOL
 Workforce
 Development
 WIOA
 Commerce
 Eco-Devo
 Grants**

**E
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- Nursing
- Sterile Processing
- OR/ER Tech
- Allied Health
- Medical Assistant
- Behavioral Health
- Dietary
- Clerical Assist
- Pharmacy
- Nursing Assistant

Caregiver (Nurse Assistant Certified) Competency and Task Verification Checklist

The list below each core competence should be completed depending on state scope of practice and employer requirements.

Field Training – Mentor/Journeyworker has provided training and demonstration of task to the apprentice.

Demonstrates Fundamentals – Apprentice can perform the task with some coaching.

Proficient in Task – Apprentice performs task properly and consistently.

Completion Date – Date apprentice completes final demonstration of competency.

Core Competence	Initial and date in the box when complete			
	Field Training	Demonstrates Fundamentals	Proficient in Task	Completion Date
1. Health, Safety, and Resident Care				
Monitoring Body Functions and Personal Care				
Promoting Highest Level of Nutrition/Hydration				
Restorative Care				
Meeting Special Needs				
Documentation				
Infection Control				
2. Progressive Caregiver Learning				
Effective Communication				
Interventions – Physical Functioning/Mobility				
Interventions – Continence/Elimination				
Pain Recognition and Non-Medical Interventions				
3. Certified Nursing Certification – Complete State Requirements or Competencies Below				
Functions as Member of Health Care Team				
Communication and Interpersonal Skills				
Organizational/Time Management Skills				
Performing Care Strategies and Taking Appropriate Actions				
Process and Quality Improvement				
Hiring and Staff Evaluation Process				
4. Medication Aide Specialty – Complete State Requirements or Competencies Below				
Resident Rights				
Medication Administration Skills				
Infection Control				
Safe Medication Administration				
5. Nurse Assistant – Advanced – Complete State Requirements or Competencies Below				
Appropriate Assistance with ADLs				
Nutritional Interventions				
Safe Environment				
Geriatrics in Care Delivery, Observations, and Alerts				
6. Lead/Mentor Specialty				

Core Competence	Initial and date in the box when complete			
	Field Training	Demonstrates Fundamentals	Proficient in Task	Completion Date
Functions as Role Model/Leader				
Communication and Interpersonal Skills				
Organization and Time Management				
Implementing Care Strategies and Taking Action				
Quality Improvement				
Hiring and Staff Evaluation Process				
7. Geriatric Specialist				
Mobility, Balance, and Strengthening Exercises				
Task Segmentation for ADLs/Adaptive Equipment				
Restorative Dining/Swallowing Deficits				
Restoring Continence				
Prosthetic Care/Assistance				
Working with Aphasia/Dysarthria/Emotional Lability				
Pain management				
8. Dementia Specialist				
Use Assessments/Care Plans to Care for Cognitive Impairment				
Effective Communication with Residents/Families				
Nutritional Interventions				
Understand Effect of Medication and Side Effects				
Maintain Safe Environment for Cognitively Impaired				

How do Health Care Apprenticeships Work?

- Apprenticeship programs meet **all** industry standards for training employees with regards to safety, education and licensing requirements.
- Apprenticeships allow employees/students to **earn while they learn.**
 - Enables staff and students to put their health care education into practice in real time.
 - Provides income to students from a job that is tied directly to their career goals.
- Effective Apprenticeships Provide:
 - Skills and bedside experiences.
 - Address skills competency and socialization to professional career in health care.
 - Enhanced ability to clinical reason much earlier in the educational conduit.
 - Career advancement opportunities.
 - Improved retention rates and significantly strengthens the workforce.

HEALTH CARE OCCUPATIONS AVAILABLE TO APPRENTICE:

- **Clinical Roles Include:**

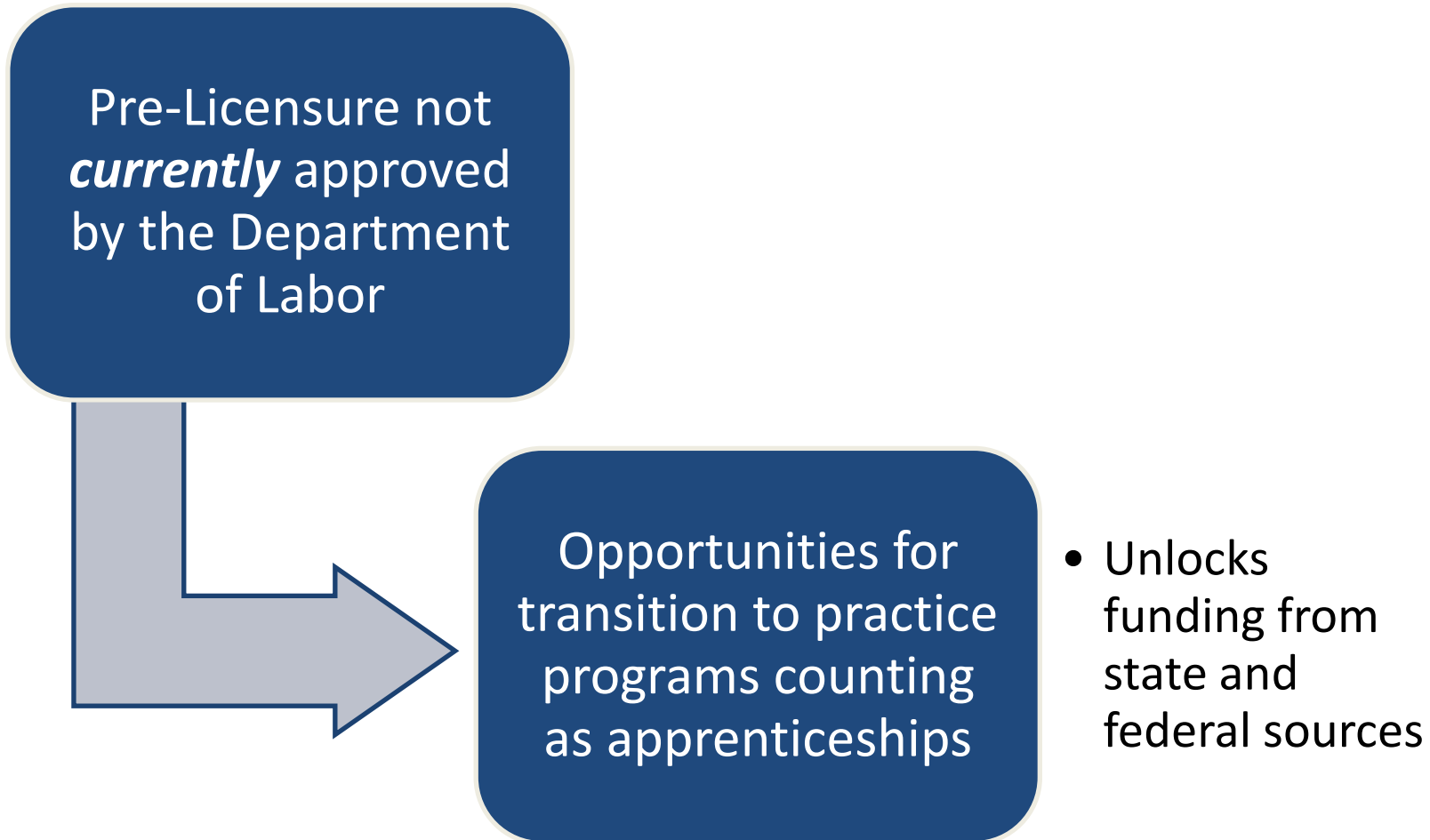
- CNA/PCT
- Medical Assistant
- Post-Licensure LPN/RN Residency
- Phlebotomists
- Surgical Technicians
- Sterile Processing Technicians
- Medical Laboratory Technicians (MLT)
- Pharmacy Technicians
- Paramedical/EMT

- **Non-Clinical Roles Include:**

- Dietary Aide
- Certified Dietary Manager
- Maintenance
- Management
- Medical Billers/Coders/Admin Assistants
- IT-HIT/HIM/HIA and Help Desk
- Community Health Workers
- Unit Clerks

**Transition to Practice
Programs Included!**

Limits on Respiratory Apprenticeships



Respiratory Therapy Transition to Practice Apprenticeship

Any graduating student can become an apprentice

- Sponsor students during their educational program and consider a service requirement
 - Existing Kansas programs can help pay for the student's education
- When a student is ready to graduate: Setup a "Transition to Practice" apprenticeship
- Employer receives funding (typically \$2,000-\$4,000 per apprentice) to subsize costs of the program

Benefit:

- Your organization is capturing this RT student with a strong commitment to work once graduated
- Financial support to the employer for something you likely are already doing
- Increased competency and proficiency of the new RT
- Reduced turnover rate

Employer Benefits of Apprenticeship Programs

- Pipeline of qualified workers
- Fill vacancies
- Financially advantageous: ROI – For every dollar spent, return is \$1.47*
- Apprentices have a **91%** retention rate and 89% three-year retention rate**
- Supports new hires through mentoring
- Improve productivity & decrease error and accident rates



Who Makes a Good Apprentice?

Upskill existing employees

- Career Advancement Opportunity
 - Support them through going to school
 - Guaranteed job post-graduation

Students already in RT programs

- For those unsure of their post-graduation plans
- Employers with transition to practice programs may be more attractive for students with competing job offers

Benefits to the RT Student (aka Apprentice)

- College education paid for by an employer
- Able to have a paying job while they are also gaining a professional credential in healthcare
- Learns experience on the job while also learning the material from instruction
- Become a valued part of the hospital by having a mentor
- Apprentice develops loyalty to employer due to employer's investment in the apprentice



Where Do I Start?

Fundamental Apprenticeship Checklist

- Determine if you will start your apprenticeships on your own, or use an intermediary**
- Decide what occupation(s) your organization would like to apprentice
- Determine where the Related Technical Instruction (RTI) aka “education” will come from
 - A local tech college, community college, 4-year institution or other learning source
- Who will be mentoring the apprentice(s)?
- What you will call your program
- How the program will be funded**

Ask your organization the question:

“Do we hire RTs directly out of college programs?”

or

“Do we need to look at growing our own to meet succession planning needs?”

SUPPORT FOR CREATING AN APPRENTICESHIP PROGRAM

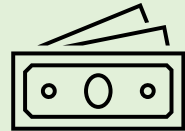
- Your organization CAN create an apprenticeship program on your own

OR

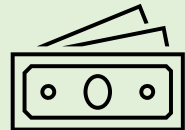
- Use an intermediary
 - Intermediaries offer expertise to successfully launch, promote, and expand registered apprenticeship programs
 - Connect employers with workforce and education partners
 - Provide technical assistance

[List of Kansas Intermediaries](#)

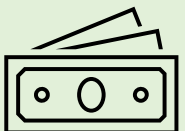
How are these programs funded and supported?



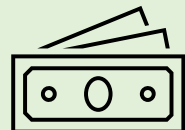
Company funded: Employer partner pays for their training, LMS and other instructional tools



Community College/Financial Aid: Financial aid programs associated with colleges and Institutes of Higher Education



State and local grants: Workforce Investment Boards, State Expansion Grants, WIOA Grants, SkillBridge & other funding with Veterans



Federal Grants: US DOL, Veterans Administration, Vocational Rehabilitation, other Federal Grant Sources

Grow Your Own Support: Kansas Promise Act

- Kansas Promise Act
 - The Kansas Promise Scholarship was created to assist students attending Kansas community colleges, technical colleges, and certain private postsecondary institutions and enrolled in specified fields of study, including health care.
 - Eligible programs include:
 - Respiratory Care, ADN, LPN, CNA, CMA, HHA, EMT, Pharmacy Technician, Surgical Technology, Sterile Processing Technology, Phlebotomy, Medical Assisting, etc.
 - Award Amount:
 - This scholarship may be used for up to a **per student lifetime total of 68 credit hours or \$20,000**, whichever occurs first, in one or more of these eligible programs.

KANSAS APPRENTICESHIP ACT (HB 2292)

- Not-for-Profit Employers

- Grants awarded to individual employers
- **\$2,750 for each apprentice employed**
- Up to 20 apprentices annually
- Cannot award funding for the same apprentice more than 4 successive years
- Maximum of \$55,000 annually

- For-Profit Employers:

- Can claim the apprenticeship tax credit
- **\$2,750 for each apprentice employed**
- Up to 20 apprentices annually
- Cannot award funding for the same apprentice more than 4 successive years
- Maximum of \$55,000 annually

Fundamental Apprenticeship Checklist

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- How the program will be funded**



What's Coming...

- Expansion of post-licensure transition to practice models
- Respiratory Therapy Compact
- Board of Healing Arts Reforms
- New Allied Health Service Scholarship Program



Questions?

Thank You

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