

# Kansas Commission on Veterans Affairs Office (KCVAO)



## Critical Care Staff Update

**Senate Committee on Ways and Means  
24 January 2024**

**Over 195,000 Kansas Veterans and their Families  
are Proud to Live, Work, and Retire in Kansas**

# Agenda



- State Veteran Home Summary
- Direct Care Vacancy Rates
- Temp Agency Expenditures
- Kansas Soldiers Home Staff vs Temp Hours
- Kansas Veterans Home Staff vs Temp Hours
- Recruiting and Retention Efforts

# State Veterans Homes Summary



## Summary of Licensed Beds

(as of 1/13/2024)

<u>Facility</u>	<u>Long-Term Care</u>	<u>Cottage</u>	<u>Dom/Assisted Living</u>	<u>Total Licensed Beds</u>	<u>Average Census FYTD*</u>
Kansas Veterans Home (KVH)	97	0	48	145	102
Kansas Soldiers Home (KSH)	56	54	61	171	91
<b>TOTAL</b>	<b>153</b>	<b>54</b>	<b>109</b>	<b>316</b>	

## Summary of Staffing

<u>Facility</u>	<u>Authorized Positions**</u>	<u>Turnover Rate</u>	<u>Vacancy Rate</u>
KVH	196 (154 currently filled)	39%	29%
KSH	117 (102 currently filled)	50%	35%
<b>TOTAL</b>	<b>313</b>		

*\*Fiscal Year to Date*

*\*\*Includes FTE and Non-FTE*

# Temp Agency Expenditures



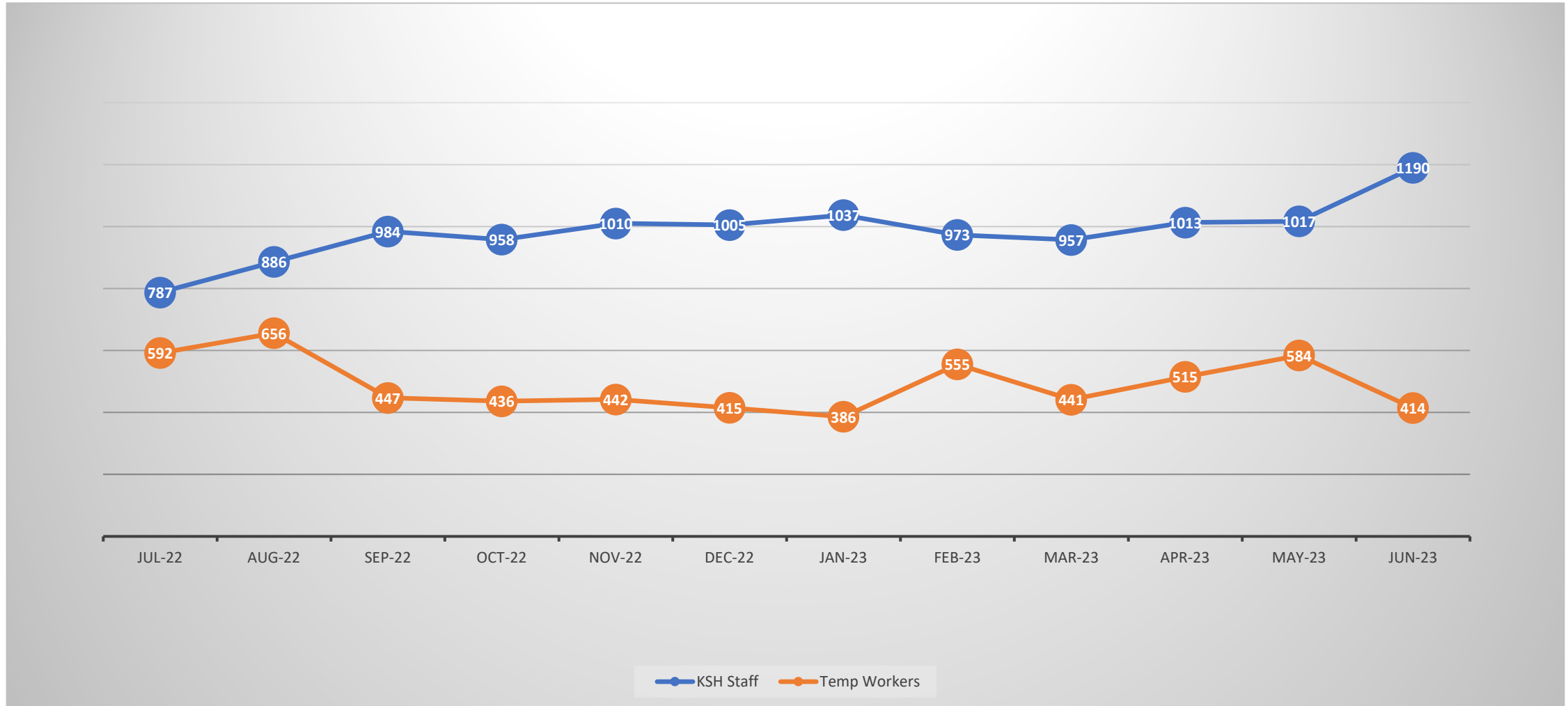
KSH CONTRACT NURSING STAFF		
Fiscal Year	Totals Spent	Annual Increase
FY 2021	\$ 1,025,999	26%
FY 2022	\$ 1,117,662	9%
FY 2023	\$ 1,197,849	7%
FY 2024 Estimate	\$ 1,020,960	-15%

For State Fiscal Year 2024, through December, Kansas Soldiers Home spent \$510k on contract staff and is projecting a total of \$1 million through the end of FY24.

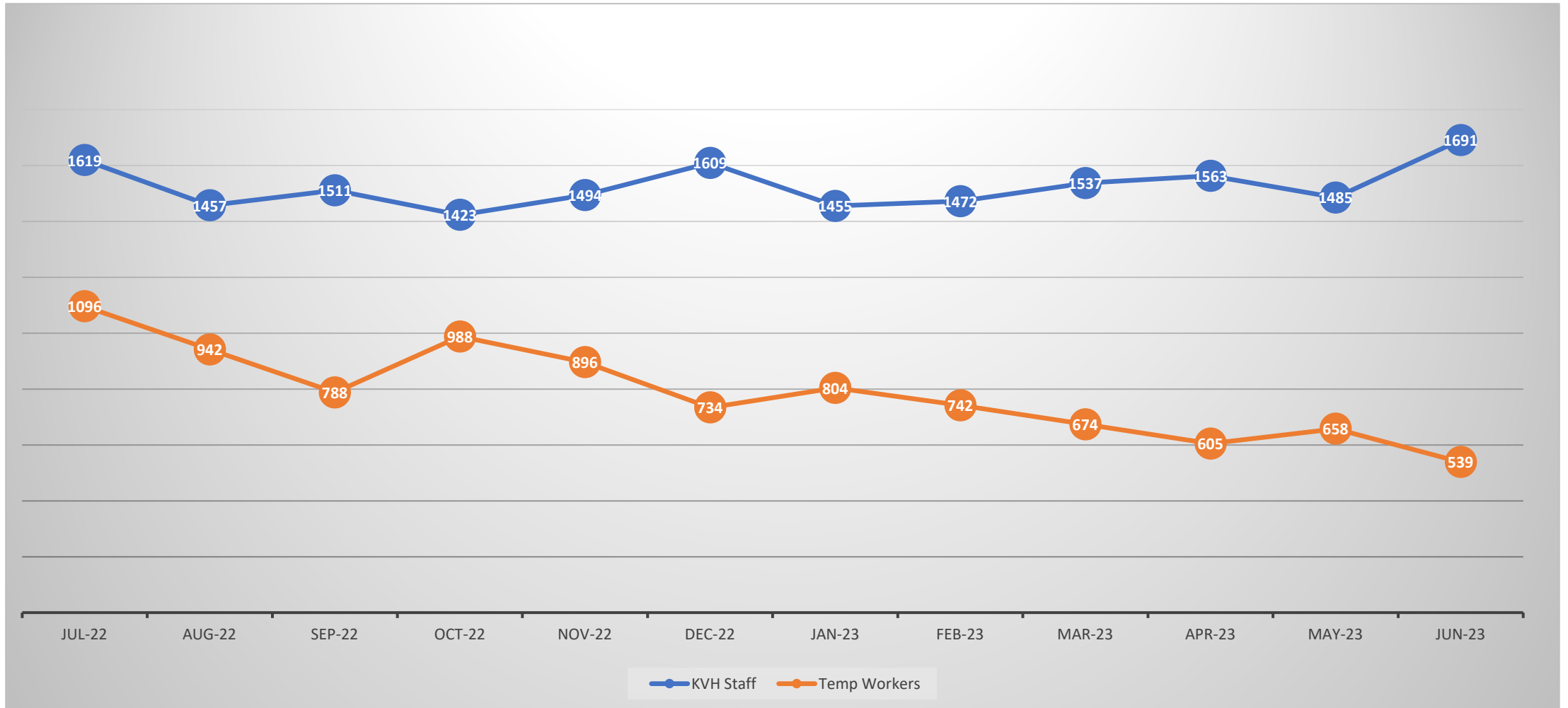
KVH CONTRACT NURSING STAFF		
Fiscal Year	Totals Spent	Annual Increase
FY 2021	\$ 1,372,254	-3%
FY 2022	\$ 2,034,364	48%
FY 2023	\$ 2,118,042	4%
FY 2024 Estimate	\$ 1,500,000	-29%

Kansas Veterans' Home spent \$677k on contract nursing and is projecting a total spend of \$1.5 million.

# Kansas Soldiers Home Staff vs Temp Agency Hours



# Kansas Veterans Home Staff vs Temp Agency Hours



# Recruiting and Retention



Recruiting and retention efforts including:

- Active on social media platforms; post open positions on Indeed and Ks.gov
- Certifications, license renewals, and continuing education courses
  - Tuition Assistance Reimbursement Program (shared with cost Federal VA)
- Open communication with all staff
  - Focus groups
  - Town hall meetings
- Rely on word of mouth of current staff
  - Great Place to Work (5 star facility)
  - Competitive pay/benefits
  - Giving back to our Nations Hero's
- Participating in Veteran townhall, resource fair, and other events.
- Invest in facility improvements (~1M/yr)



# Questions

