



Delaware
Healthcare
Workforce Summit

09-24-2025



Bayhealth Kent Campus Enhancements

At Bayhealth Kent Campus, we are embarking on ambitious expansion plans – because our growing community deserves for us to grow alongside of it to serve unprecedented demand.

- Expanded inpatient capacity and all private rooms
- Increasing emergency care capacity
- Improving efficiency and logistics
- Enhancing the guest & team member experience





Kent Expansion Project – Phase 1

Overbuild 6 floors on top of the Pavilion

- i. Build out 2 floors - each as acuity-adaptable, 32-bed patient units

Overbuild 2 floors on top of the Emergency Department

- i. 2nd Floor to house New Lab & Pharmacy
- ii. 3rd Floor - shell

ED expansion

- i. New Behavioral Health Suite
- ii. Dedicated Fast Track & Expanded Waiting

New Kitchen

Expanded Cafeteria

Expanded ICU



Kent Vertical Integration Project - Timeline



Kent Emergency Department Reconfiguration – Proposed Exterior



Bayhealth Sussex Campus Enhancements

When the **Bayhealth Sussex Campus opened in 2019**, it had an immediate and transformational impact on the health and healthcare of the southern region. The new facility became home to leading-edge technology and enhanced resources that were lacking in the community previously. **The need continues to grow, and we will grow with it.**

- Enhancing team member experience
- Creating access and more seamless care
- Expansion of Interventional and Surgical Capacities



Sussex Medical Office Building

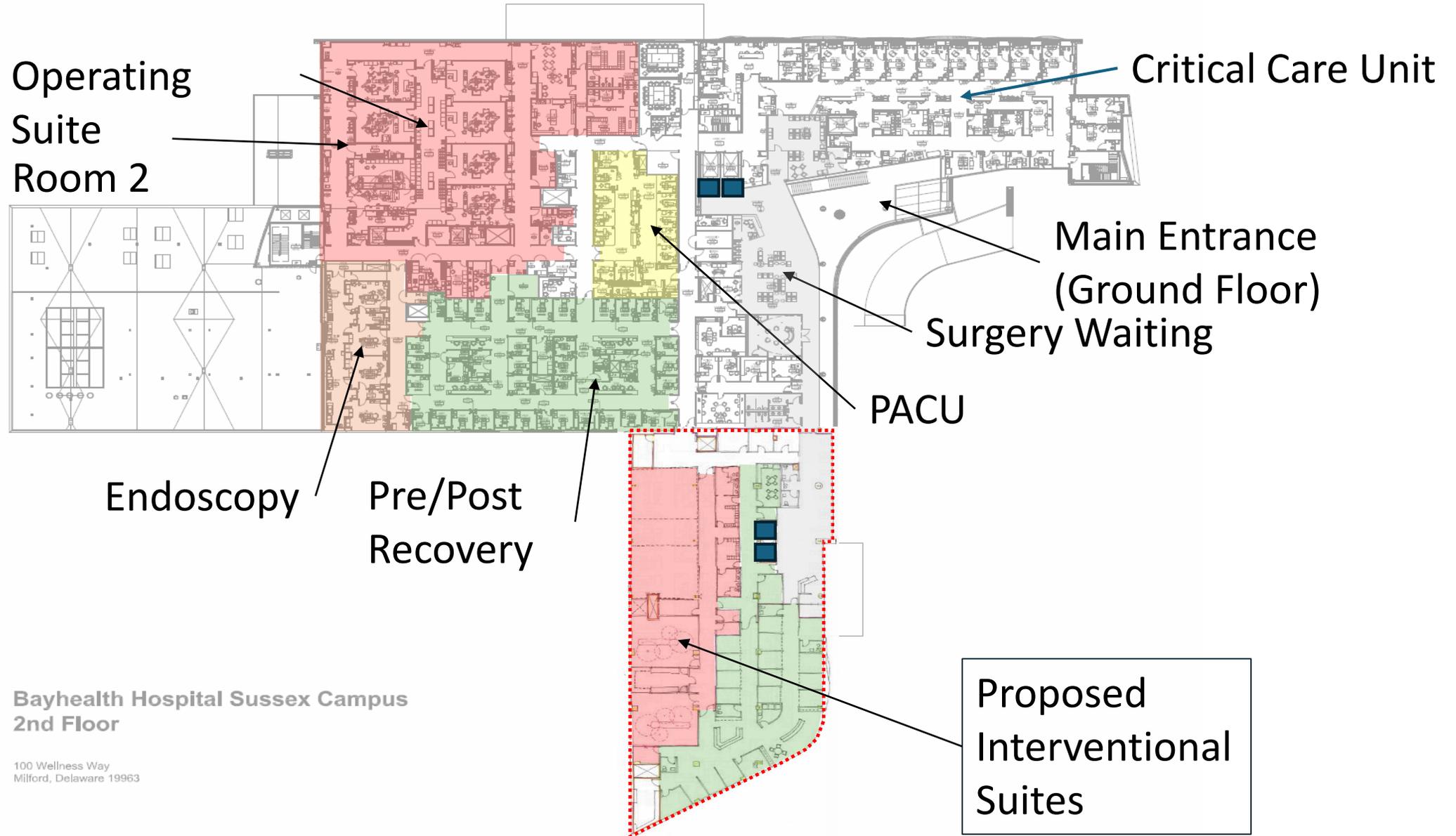
- 4 story, 20,000 SF/floor with 3 floors fit-out initially and one shell
- Anticipated opening July 2027

Program Elements:

- Plastics
- Breast Surgery
- OB/GYN
- MFM
- Pulmonology
- Wound Care
- Podiatry
- General Surgery
- Orthopedics
- Sports Medicine
- General Cardiology
- Interventional Cardiology
- Electrophysiology
- Cardio Thoracic
- Vascular
- Cardiac Diagnostic Center



Sussex Campus Interventional Suite



Bayhealth Hospital Sussex Campus
2nd Floor

100 Wellness Way
Milford, Delaware 19963



Our Team Members

Bayhealth Workforce

Total Team Members: 5,022

Employed & Independent Physicians – 449

Advance Practice Clinicians (APRN/Physician Assistants) – 31





Graduate & Undergraduate Medical Education

Current Bayhealth GME Programs

Grows to 118 residents and fellows in 7 specialties annually

Academic Year	21 -22	22-23	23-24	24-25	25-26	26-27	27-28
Internal Medicine-Categorical	13	26	39	39	39	39	39
Internal Medicine-Primary Care					3	6	9
Family Medicine	8	16	24	24	24	24	24
General Surgery	-	3	6	9	12	15	15
Emergency Medicine	-	-	6	12	18	18	18
Hematology Oncology Fellowship				2	4	6	6
GI Fellowship					2	4	6
Sports Medicine Fellowship					1	1	1
Total Residents each year	21	45	75	86	102	113	118





Nursing & Workforce Development

Nursing Innovation

Virtual RN

- Safer Practice Environment
- Focused RN – Patient Interactions
- Reduced Burden of Bedside Team
- Improved Outcomes

Enhanced Care Team

- RN, LPN, CNA
- CCOT, Clinical Nurse Scholar, Patient Flow Specialist, Float Pool
- Virtual RN, Virtual Sitter

Nursing Workforce Council

- Staffing, Scheduling, Recruiting & Retention
- Preceptor Gifts
- RN Turnover Metrics
- Staffing Summit
- Clinical Ladder

Nursing Innovation

Bayhealth/UD Scholars Program Overview

- Offers nursing students financial incentives, clinical experience, and guaranteed employment at Bayhealth Hospital

BayDay Event Insights

- Designed to equip middle school and high school students with essential soft skills while offering insights into various career paths in healthcare.

Workforce Development Community Partnerships

- Program to enhance the training and job readiness of students in critical healthcare fields.
 - Provides essential hands-on experience
 - Includes mentorship and job placement services, fostering successful career paths for graduates.
 - Partners
 - DelTech
 - Food Bank of Delaware

On Site Childcare Programs



- Support the working families
- Open 7 days per week to accommodate the 12-hour shift worker
- Must be full-time with Bayhealth to qualify
- 2 childcare locations:
 - Kent Campus (opened in 1988, licensed for 70 children)
 - Sussex Campus (will be licensed for 102 children with potential to expand to 204 children) – Opening in 2026

COMING SOON!



307 Hope Lane
Milford, DE 19963

**Bayhealth
Ann L. Burton
Child Care
Center at
Sussex**



Key Workforce Development Initiatives and Partnerships



Bayhealth/UD Nursing Scholars Program

Provides nursing students with financial incentives, valuable clinical experience, and guaranteed employment at Bayhealth to support career entry and retention.



BAYDAY: Youth Soft Skills Development & Healthcare Career Exposure

Targets middle and high school students, teaching essential soft skills and exposing them to diverse healthcare career paths for early engagement and preparation.



Earn While You Learn: Healthcare Training Readiness, Mentorship, and Job Placement

Enhances training and job readiness for students in critical healthcare fields through practical education and skill-building initiatives.

Offers hands-on experience coupled with mentorship and job placement services to foster successful career pathways for program graduates.



Community Workforce Partners

Enhancing collaboration with workforce training programs including Polytech, DelTech, DSU, and the Food Bank of Delaware to enhance workforce development and advance healthcare education, thereby strengthening our Bayhealth pipeline.



Thank You



Our Commitment Runs Deep