

Default Question Block

**The Center for Health Workforce Studies (CHWS)
2023 Nursing Home and Adult Care Facility
Recruitment and Retention Survey**

To collect information on potential recruitment and retention difficulties at nursing homes and adult care facilities, the Center for Health Workforce Studies (CHWS) invites you to complete the 2023 Nursing Home and Adult Care Facility Employer Demand Survey.

If you are a member of one or more of the following associations, Empire State Association of Assisted Living (ESAAL), GNYHA, LeadingAge New York, HANYS, and/or the NYS Health Facilities Association/NYS Center for Assisted Living (NYSHFA/NYSCAL), we will share with the respective Association(s) upon their request your individual responses as well as your responses in the aggregate. Each Association has the right to use this information to assist with their regional planning and analysis and to support their ongoing legislative and regulatory advocacy efforts.

The survey data will be used by CHWS to collect information on potential recruitment and retention difficulties at nursing homes and adult care facilities and only report data publicly in the aggregate.

You may stop the survey at any question and return to it at a later time to complete. Please note, however, to complete the survey, you must do so from the same device and the same Internet browser on which you began the survey. If you use a different device and/or Internet browser, it will default back to the first question and your previous answers will not be visible. Once you've completed the survey, you will have the option to download and save your responses.

*For questions or more information on the survey, please contact Alex Romero at aaromero@albany.edu. **The survey will close on Friday, October 20th.***

Contact information. (Contact information will not be shared. We are asking for it in case we have follow up questions on any of your responses.)

Name

Title

Email

Phone

Please choose the type of your facility for which you are responding.

If you are responding for both types of facilities, please complete one survey for each facility type.

- Adult Care Facility
 Licensed Nursing Home

Please indicate if you are responding for one facility or multiple facilities.

- One facility
 Multiple facilities

Please provide the name of the facility for which you are reporting as well as the county in which it is located.

	Name	County
Nursing Home/Adult Care Facility Name	<input type="text"/>	<input type="text"/>

Is your facility part of a larger nursing home or assisted living multiple facility system?

- No
 Yes

Please provide the name of the multiple facility system.

	System name
Nursing Home/Adult Care Facility	<input type="text"/>

Please provide the name of the health system and the number of facilities included in your response to this survey.

	System name	Number of facilities that you are reporting on for this survey
Nursing Home/Adult Care Facility	<input type="text"/>	<input type="text"/>

Indicate the type of assisted living beds you have. (Select all that apply.)

- Adult Home
- Assisted Living Program Beds
- Assisted Living Residence (ALR) Beds
- Enhanced ALR Beds
- Enriched Housing
- Special Needs ALR Beds

Please indicate the county or counties in which your facilities are located. (Select all that apply.)

- | | | | |
|--------------------------------------|---|---|--------------------------------------|
| <input type="checkbox"/> Albany | <input type="checkbox"/> Franklin | <input type="checkbox"/> Oneida | <input type="checkbox"/> Schoharie |
| <input type="checkbox"/> Allegany | <input type="checkbox"/> Fulton | <input type="checkbox"/> Onondaga | <input type="checkbox"/> Schuyler |
| <input type="checkbox"/> Bronx | <input type="checkbox"/> Genesee | <input type="checkbox"/> Ontario | <input type="checkbox"/> Seneca |
| <input type="checkbox"/> Broome | <input type="checkbox"/> Greene | <input type="checkbox"/> Orange | <input type="checkbox"/> Steuben |
| <input type="checkbox"/> Cattaraugus | <input type="checkbox"/> Hamilton | <input type="checkbox"/> Orleans | <input type="checkbox"/> Suffolk |
| <input type="checkbox"/> Cayuga | <input type="checkbox"/> Herkimer | <input type="checkbox"/> Oswego | <input type="checkbox"/> Sullivan |
| <input type="checkbox"/> Chautauqua | <input type="checkbox"/> Jefferson | <input type="checkbox"/> Otsego | <input type="checkbox"/> Tioga |
| <input type="checkbox"/> Chemung | <input type="checkbox"/> Kings/Brooklyn | <input type="checkbox"/> Putnam | <input type="checkbox"/> Tompkins |
| <input type="checkbox"/> Chenango | <input type="checkbox"/> Lewis | <input type="checkbox"/> Queens | <input type="checkbox"/> Ulster |
| <input type="checkbox"/> Clinton | <input type="checkbox"/> Livingston | <input type="checkbox"/> Rensselaer | <input type="checkbox"/> Warren |
| <input type="checkbox"/> Columbia | <input type="checkbox"/> Madison | <input type="checkbox"/> Richmond/Staten Island | <input type="checkbox"/> Washington |
| <input type="checkbox"/> Cortland | <input type="checkbox"/> Monroe | <input type="checkbox"/> Rockland | <input type="checkbox"/> Wayne |
| <input type="checkbox"/> Delaware | <input type="checkbox"/> Montgomery | <input type="checkbox"/> St. Lawrence | <input type="checkbox"/> Westchester |
| <input type="checkbox"/> Dutchess | <input type="checkbox"/> Nassau | <input type="checkbox"/> Saratoga | <input type="checkbox"/> Wyoming |
| <input type="checkbox"/> Erie | <input type="checkbox"/> New York/Manhattan | <input type="checkbox"/> Schenectady | <input type="checkbox"/> Yates |
| <input type="checkbox"/> Essex | <input type="checkbox"/> Niagara | | |

Required Question*

Please select all the clinical occupations who work at your facility(ies) in 2023, indicating whether those occupations are employed full time or part time or under contract full time or part time. (Select all that apply.)

(PLEASE NOTE: Select those in clinical titles only if they provide direct care. For example, do not consider social workers or registered nurses who work as administrators only. This question is required so that we can customize other survey questions to only those occupations your facility (or facilities) employed in 2023.)

	Employed full time	Employed part time (includes per diem)	Under contract full time	Under contract part time
Certified Nurse Aides/Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CNA Trainees/Temporary Nurse Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Infection Preventionist Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Master Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurse (LPNs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Directors/Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Educators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Feeding Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (RNs)—Newly Licensed (1-2 years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (RNs)—Experienced (3+ years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential Care Aide (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech-Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the degree of difficulty you experienced RECRUITING the following occupations at your facility(ies) in 2023.

	Not at all difficult	Slightly difficult	Moderately difficult	Very difficult	Extremely difficult
» Certified Nurse Aides/Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» CNA Trainees/Temporary Nurse Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Dietitians/Nutritionists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all difficult	Slightly difficult	Moderately difficult	Very difficult	Extremely difficult
» Home Health Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Infection Preventionist Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Clinical Social Workers (LCSWs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Master Social Workers (LMSWs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Practical Nurse (LPNs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» MDS Coordinators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Directors/Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Educators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Paid Feeding Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Personal Care Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (RNs)—Newly Licensed (1-2 years of clinical experience)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (RNs)—Experienced (3+ years of clinical experience)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Residential Care Aide (ACF/ALR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Respiratory Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Speech-Language Pathologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the reason(s) why you had difficulty RECRUITING for the follow occupations in 2023. (Select all that apply.)

	Applicants non-responsive to interview requests	General shortage of qualified workers	Non-competitive benefits	Non-competitive salaries
Certified Nurse Aides/Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CNA Trainees/Temporary Nurse Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applicants non-responsive to interview requests	General shortage of qualified workers	Non-competitive benefits	Non-competitive salaries
Infection Preventionist Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Master Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurse (LPNs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Directors/Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Educators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Feeding Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (RNs)—Newly Licensed (1-2 years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (RNs)—Experienced (3+ years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential Care Aide (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech-Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the additional reason(s) why you had difficulty RECRUITING for the follow occupations in 2023. (Select all that apply.)

	Applicants failed/refused background checks or drug tests	Family care giving commitments prevented availability	Lack of scheduling flexibility for applicant	Location/transportation issues
Certified Nurse Aides/Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CNA Trainees/Temporary Nurse Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Infection Preventionist Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applicants failed/refused background checks or drug tests	Family care giving commitments prevented availability	Lack of scheduling flexibility for applicant	Location/transportation issues
Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Master Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurse (LPNs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Directors/Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Educators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Feeding Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurse (RNs)—Newly Licensed (1-2 years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurse (RNs)—Experienced (3+ years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resident Care Aide (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech-Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the degree of difficulty you experienced RETAINING the following occupation(s) at your facility(ies) in 2023.

	Not at all difficult	Slightly difficult	Moderately difficult	Very difficult	Extremely difficult
» Certified Nurse Aides/Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» CNA Trainees/Temporary Nurse Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Dietitians/Nutritionists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Home Health Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Infection Preventionist Practitioners	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Clinical Social Workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all difficult	Slightly difficult	Moderately difficult	Very difficult	Extremely difficult
(LCSWs)					
» Licensed Master Social Workers (LMSWs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Practical Nurse (LPNs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» MDS Coordinators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Directors/Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Educators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Paid Feeding Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Personal Care Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (RNs)—Newly Licensed (1-2 years of clinical experience)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (RNs)—Experienced (3+ years of clinical experience)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Residential Care Aide (ACF/ALR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Respiratory Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Speech-Language Pathologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Please indicate the reason(s) why you had difficulty RETAINING the follow occupations in 2023. (Select all that apply.)

	Changed careers	Better benefits elsewhere	Better salary elsewhere	Retirements
Certified Nurse Aides/Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CNA Trainees/Temporary Nurse Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Infection Preventionist Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Master Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Changed careers	Better benefits elsewhere	Better salary elsewhere	Retirements
Licensed Practical Nurse (LPNs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Directors/Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Educators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Feeding Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (RNs)—Newly Licensed (1-2 years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (RNs)—Experienced (3+ years of clinical experience)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resident Care Aide (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech-Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the additional reason(s) why you had difficulty **RETAINING the follow occupations in 2023. (Select all that apply.)**

	Lack of career mobility/ advancement	Left for family commitments	Paperwork and regulatory burdens	Pay/hours limited to protect safety net benefit eligibility (Medicaid, food stamps, etc.)
Certified Nurse Aides/Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CNA Trainees/Temporary Nurse Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Infection Preventionist Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Master Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurse (LPNs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Lack of career mobility/ advancement	Left for family commitments	Paperwork and regulatory burdens	Pay/hours limited to protect safety net benefit eligibility (Medicaid, food stamps, etc.)
Nurse Directors/Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Educator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Feeding Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurse (RNs) —Newly Licensed (1-2 years)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurse (RNs) —Experienced (3+ years)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resident Care Aide (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech-Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please indicate the additional reason(s) why you had difficulty **RETAINING the follow occupations in 2023.** (Select all that apply. Use the scroll bar at the bottom to move right for more choices.)

	Scheduling challenges	Transportation/Location	Termination due to unsatisfactory performance	Too few available hours (only part time hours were available)	Workplace Culture
Certified Nurse Aides/Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
CNA Trainees/Temporary Nurse Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Infection Preventionist Practitioners	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Master Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurse (LPNs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Scheduling challenges	Transportation/Location	Termination due to unsatisfactory performance	Too few available hours (only part time hours were available)	Workplace Culture
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Directors/Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Educator	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Paid Feeding Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapist Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurse (RNs)—Newly Licensed (1-2 years)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurse (RNs)—Experienced (3+ years)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Resident Care Aide (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech-Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Block 2

What benefits or strategies were specifically implemented/expanded to address current workforce shortages? (Select all that apply.)

- Access to mental health services/counseling
- Career advancement opportunities (e.g., home health aide to LPN or LPN to RN)
- Childcare services (financial assistance or on-site childcare)
- Financial assistance with meals or groceries and/or providing onsite meals during shifts
- Health insurance
- Increased hourly pay
- Increased pay for extra shifts or longer/irregular hours
- Paid vacation days
- Paid sick time off
- Retention bonuses
- Retirement/401k
- Sign-on bonuses
- Student loan assistance/forgiveness

- Transportation support
- Tuition assistance

When are retention bonuses paid out?

- Within the first 6 months of hire
- After 6 months of employment
- After 12 months of employment
- After 18 months of employment
- Distributed periodically over ___ months (please specify)
- Other (please specify)

How effective were each of these benefits in addressing current workforce shortages?

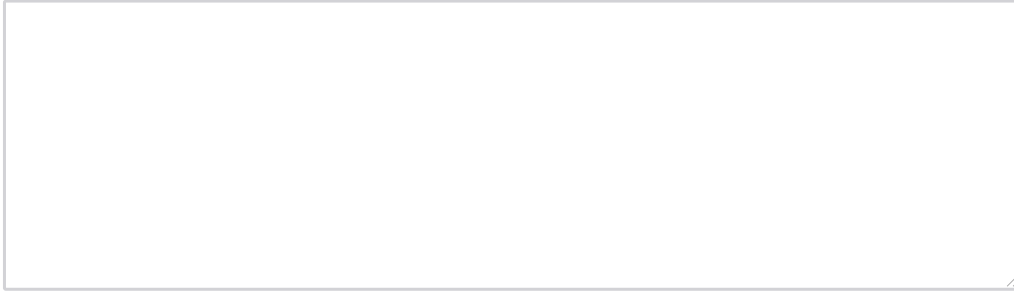
	Not at all effective	Slightly effective	Moderately effective	Very effective	Extremely effective
Access to mental health services/counseling	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Career advancement opportunities (e.g., home health aide to LPN or LPN to RN)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Childcare services (financial assistance or onsite childcare)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Financial assistance with meals or groceries and/or providing onsite meals during shifts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health insurance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased hourly pay	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Increased pay for extra shifts or longer/irregular hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid vacation days	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Paid sick time off	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retention bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Retirement/401k	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Sign-on bonuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Student loan assistance/forgiveness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Transportation support	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Tuition assistance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are there any other benefits or strategies that you have found to be effective for improving recruitment and/or retention? (Please specify.)

Block 3

Please feel free to comment further on any aspect of health workforce recruitment or retention issues at your facility.

We're also interested in learning about any other direct care roles not listed in this survey which your facility is having difficulties with recruitment and/or retention.

**Block 4**

This is the end of the survey.

Finished with Survey:

If you wish to submit your responses, please click on the "Submit Responses" button below. Once you've submitted your questions you will not be able to return to the survey on this device and this Internet browser.

Not Quite Finished:

If you are not ready to submit your responses, please click the "Go Back" button below. You may also return to the survey at a later time on this device using this internet browser.

To submit your responses, click on "Submit Responses" below.

After submitting your responses, the next window will provide the option to download and save your survey responses.

If you have any other comments or want to follow-up on the information you have submitted, please contact Alex Romero at aaromero@albany.edu. **The survey will close on Friday, October 20th.**

Thank you!

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