Florida Center for Nursing's 2015 Statewide Nurse Employer Survey: Home Health Agencies

The Florida Center for Nursing is working to address nurse workforce needs in our state and we need your help in order to effectively plan for the future. We are asking administrators in each of our state's home health agencies to complete this brief survey describing your current and future need for nursing personnel. Your responses are <u>completely confidential</u>. We will combine responses from all agencies and report aggregate findings (statewide and regional results) only.

Thank you for your participation!

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1. First, tell us about your home health agency's staffing model. Please check the box beside the statement that best describes your nursing personnel.

☐ Mostly permanent, regularly scheduled employees   ☐ A mix of permanent, scheduled employees and per diem, contract, or other temporary personnel

☐ Mostly per diem, contract, or agency nurses **(skip to #3)**

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2. This section will help us understand your agency's current and future need for nursing personnel. Please report on the **number of employees**. Please do **not** include per diem staff, contract/agency nurses, or other temporary personnel in these counts. Enter "0" if you have no employees of a given type. (A rough estimate would be helpful if exact numbers are not known. This will help us project employment growth in your industry.) **New Positions** are positions that do not currently exist, but are expected to be created over the next year (perhaps due to expansion or increased personnel need).

	# of **full-time** employees on **06/30/15**	# of **part-time** employees on **06/30/15**	# of **vacant positions being actively recruited** on **06/30/15**		# of **positions filled** between **7/01/14 and 06/30/15**		# of **separations†** between **07/01/14 and 06/30/15**	# of **NEW** positions you **intend to create** over the next year **(through 06/30/16)**	
			full-time	part-time	full-time	part-time		full-time	part-time
a. RNs (Direct Care)									
b. RNs (Indirect Care)									
c. ARNPs									
d. LPNs									
e. CNAs/HHAs									

†Please report the number of employees who left your agency either voluntarily or involuntarily. Do not count those who moved from one position to another within your agency, or persons hired but never reporting for work. Please include both full and part-time permanent employees.

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3. How many per diem, agency, or other temporary nurses did your agency employ **as of 06/30/15**? Include all nurses not counted as part of the facility's permanent, regularly scheduled employees. Enter "0" if none.

	Per Diem (# **workers**)	Contract/Agency/ Traveling (# **FTEs**)
a. RNs (Direct Care)		
b. RNs (Indirect Care)		
c. ARNPs		
d. LPNs		
e. CNAs/HHAs		

4. How many **additional** per diem, agency, or other temporary nurses would you hire right now if they were qualified and available to work? Enter "0" if none.

a. RNs (Direct Care)	
b. RNs (Indirect Care)	
c. ARNPs	
d. LPNs	
e. CNAs/HHAs	

5. What is the maximum number of hours per week that is considered **part-time** in your organization? _____ hours

Nurse Residency Programs (Program that bridges the gap from student to practitioner *or* from one area of practice to another)

6. Do you have a nurse residency program?

_____ Yes _____ No (**skip to #14**)

1. Within what timeframe do you require ADNs to attain a BSN?
_____ Years _____ No Requirement

7. How long is the program? _____ weeks

2. Is support offered for nurses to achieve advanced degrees or certificates? (ADN to BSN, Master's, Doctoral, certifications)

3. Is the participant receiving full salary?
_____ Yes _____ No (**skip to #9**)

8. What type of support is provided? Select all that apply.

Hiring New Graduates

14. How many of the LPN positions filled in the last year were new graduates? _____

9. Do you have a pay differential for advanced academic degrees?
_____ Yes (Circle all that apply): BSN MSN Doctorate
_____ No

15. How many of the RN positions filled in the last year were new graduates? _____

10. Do you have a pay differential for national certifications?
_____ Yes _____ No

Given the healthcare environment, what are some of the **key emerging roles** for nursing in your facility? (e.g. Care Coordinator, Navigator, Transition Care Nurse)

Title	Required Education Credentials
18.	
19.	
20.	
21.	

22. In your opinion, is **actual need** greater than, equal to, or less than the number of budgeted positions?

a. RNs	☐ Greater	☐ Equal	☐ Less
b. LPNs	☐ Greater	☐ Equal	☐ Less
c. HHAs/CNAs	☐ Greater	☐ Equal	☐ Less

Recruitment

17. Which positions were difficult to fill in the **past year** (07/01/14 to 06/30/15)?	Check if Yes (✔)	Average number of weeks to fill these positions
HHAs/CNAs		
LPNs		
Home Care Staff RNs		
Infusion Specialists		
Oncology Specialists		
Quality / Infection Control		
Case Managers / Discharge Planners		
In-service Educators		
Nurse Administrators		
MSN-prepared Clinical Nurse Spec.		
Nurse Practitioners (all types)		
Nurse Informaticists		
Other: _____		

Thank you for helping us better understand your nursing needs.
Please return this survey today in the prepaid envelope provided or scan and email it to Marie Prosper at marie.prosper@ucf.edu.