

**Health Workforce Recruitment and Retention Survey for Nursing Homes**  
*Center for Health Workforce Studies, School of Public Health, University at Albany*

1. Please indicate the degree of difficulty recruiting and retaining the following workers at your facility and the reason(s) for the difficulty.	Reasons: Check all that Apply																				
	1 = Very Easy						2 = Somewhat Easy						3 = Neither Easy nor Difficult						Shortage of Workers	Competition for Workers	Non-Competitive Salary
4 = Somewhat Difficult						5 = Very Difficult						n/a = Not Applicable									
	Recruitment						Retention														
Certified Nurse Aides/Assts (CNAs)	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Clerical	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Dietitians/Nutritionists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Licensed Practical Nurses	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Medical Billers	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Occupational Therapists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Occupational Therapy Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Personal Care Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Physical Therapists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Physical Therapy Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Registered Nurses																					
Newly Licensed RNs	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Experienced RNs	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
MDS Coordinators	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Nurse Managers	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Director of Nursing	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Rec. Therapists/Activities Directors	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Respiratory Therapists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Social Workers																					
Licensed Clinical SWs	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Licensed Master's SWs	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Speech Pathologists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					
Other:	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>					

2. Do you have difficulty hiring...
- a. Part-time workers? Yes  No  If yes, for what occupations? \_\_\_\_\_
  - b. Bilingual workers? Yes  No  Languages needed? \_\_\_\_\_
  - c. Workers for off-shifts?
 

	Evening Shift	Overnight Shift	Weekends
Registered Nurses	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Licensed Practical Nurses	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
CNAs	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
- 3a Do you use contract agency staff (staff who are employed by another agency that you contract with)?  
 a. Yes  No  b. If yes, for what occupations? \_\_\_\_\_
- 3b Do you use per diem staff (staff who are employed by your agency, who do not have a regular work schedule or caseload, and are only used when your agency needs to supplement staffing)?  
 a. Yes  No  b. If yes, for what occupations? \_\_\_\_\_
4. Do you anticipate expanding and/or reducing services in the next year (mark all that apply)?  
 a. Expand  Reduce  Stay the Same   
 b. If you are planning to expand services, which occupations will be affected? \_\_\_\_\_  
 \_\_\_\_\_  
 c. If you are planning to reduce services, which occupations will be affected? \_\_\_\_\_  
 \_\_\_\_\_