

Washington Health Workforce Sentinel Network Overview of Survey Questions

1. Contact/respondent information

- Contact Information
- Facility type(s) for which reporting
- Facility location(s) (county(ies))

2. Occupations filled by your organization for which you've experienced demand changes in the past 3-4 months (e.g., more demand, less demand, different skills needed, new roles, etc.)

- Checklist of occupation types

For each facility type for which the sentinel is reporting –

Workforce demand changes (in the past 3-4 months):

3. Has your [facility type] experienced exceptionally long vacancies for any open positions?

If yes, for which occupation(s) and what are possible reasons why.

4. Did your [facility type] experience a change in the usual demand for specific occupations (e.g., had to fill twice as many openings for med-surg RNs; or had no openings for RN care coordinators compared to usual demand for at least 1)?

If yes – was it higher demand? Lower demand? What are possible reasons for the change?

5. Recently, for which occupation(s) has worker retention/turnover been a problem for your [facility type]?

For which occupations? What are likely reasons?

New occupations and roles (in the past 3-4 months):

6. Did your [facility type] employ any new healthcare occupations (that you did not employ previously)?

If yes, for which occupation(s)? In what roles are you using them (e.g., introduce social workers as care coordinators)?

7. Did your [facility type] deploy any of your existing (incumbent) workforce in significantly different roles (e.g., use medical assistants to administer behavioral health screenings; have OT assistants conduct home visits)?

If yes, for which occupation(s)? In what new role(s)?

Changes in workforce priorities (in the past 3-4 months):

8. Have there been changes in your organization/facility's priorities regarding orientation/onboarding for new employees (i.e. to improve the match between new employees' skills/training and your facility's needs)?

If yes, for which occupations? What types of changes?

9. Have there been changes in your organization/facility's priorities regarding training required for your existing (incumbent) workforce (e.g. EHR skills, knowledge of geriatric patients' needs)?

If yes, for which occupations?

What types of changes?

Comments

Do you have any other observations or clarifications that you would like to share about changes in health workforce demand occurring at your organization/facility?

To provide your data to the Washington Health Workforce Sentinel Network, go to

www.wasentinelnetwork.org/

