

In 2016 and 2018, Disability Service Provider Network (DSPN), LeadingAge Wisconsin, WALA, and WHCA/WiCAL ("associations"), joined together to gather data on direct care staffing vacancies in assisted living and nursing homes. Data from these surveys bolstered your and the association's efforts to increase public funding and expand long-term care workforce training.

Because recruitment and retention are still a top concern for providers, the associations are again asking members to complete the 2020 Workforce survey to collect vacancy rates and other workforce information about direct care workers. Consistent reporting of staff vacancy rates helps providers and associations keep the LTC workforce crisis in front of policy makers, support ongoing efforts to increase reimbursement which, in turn, allows providers to increase wages and benefits, and advance our advocacy for funding of training and scholarship options for persons interested in care-giving careers.

Please complete one survey for each SNF, CBRF, RCAC, AFH, or supportive apartment building operated by your organization.

Participation in the survey is voluntary however, we hope providers understand the importance of gathering data to focus attention on the workforce crisis facing long-term and residential care providers.

Individual facility answers to the survey are confidential. Only the results from all respondents will be shared.

Survey Instructions:

Complete a **separate** survey for **each** SNF, CBRF, RCAC, AFH, or supportive apartment building operated by your organization. When you have finished the survey for one facility, click done and return to the Survey Monkey link to complete the survey for the next facility.

Include data from the two-week pay period closest to the date of this survey

1. Type of facility

- SNF
- CBRF
- RCAC
- AFH
- Supportive apartments (not AFH or RCAC)

2. Bed/unit/apartment capacity

3. Current Occupancy (number not percentage)

4. How many more units could you make available if you had adequate staff (cannot be higher than your facility's capacity reported in question 2)?

5. County where the facility is located

6. Member of association

- DSPN
- LeadingAge Wisconsin
- WALA
- WHCA/WiCAL

7. How many individuals (NOT full-time equivalents) does your facility employ in the following positions?

RN

LPN

CNA

Direct Care Workers (see note below)

NOTE: For the purposes of this survey, DIRECT CARE WORKERS include non-CNA care staff such as resident assistants, CBRF certificate staff, and on-the-job trained staff. Staff members considered "universal workers" would also be included if some of their duties include hands-on personal care.

8. If qualified applicants were readily available, how many additional individuals (NOT full-time equivalents) would your facility hire to fill vacancies in the following positions?

RN

LPN

CNA

Direct Care Workers (see note above)

9. What are the reasons you have vacant (open) positions? (check all that apply)

- No applicants
- Insufficient number of qualified applicants
- Inability to compete with other employers
- Reimbursement doesn't allow us to increase staff wages
- Facility doesn't have vacant positions
- Other (maximum of 100 characters)

10. What strategies, besides hiring, have you used or are you using to keep your facility properly staffed? (check all that apply)

- Ask existing staff to pick up additional hours
- Double/extended shifts
- Overtime
- Other financial incentives (bonuses, special shift differentials, etc.)
- Working with fewer staff than we would prefer
- Hiring caregivers with less experience
- Outside temp agency (pool) staff
- Created/used internal pool
- Utilized immigration options/foreign recruiting
- Other (maximum of 100 characters)

11. Over the past 12 months, has your facility had to limit or turn down admissions due to lack of staff?

Yes

No

12. If yes, in the past 12 months approximately how many admissions have you turned down because of staffing?

13. In the past 12 months, have CNAs or Direct Care Workers left your facility for a job outside of health care?

Yes

No

Don't know

14. If yes, approximately how many CNAs or Direct Care Workers have left your facility for a job outside of health care?

15. What are the reasons CNAs or Direct Care Workers have taken a job outside of health care? (Check all that apply)

Better pay

Better benefits

Better hours

Other (maximum of 100 characters)

16. What is the starting hourly wage for your major, local, non-health care related competitor(s)?

17. What is your facility's starting hourly wage for the following positions?

Staff RN

LPN

CNA

Direct Care Workers

18. Does your facility offer health insurance to your full-time employees?

Yes

No

19. Does your facility offer health insurance to your part-time employees?

Yes

No

20. Estimate how many of your current employees receive their health insurance through BadgerCare.

21. Has your organization had difficulty accessing CNA or CBRF training?

Yes

No

22. Has your organization had difficulty accessing CNA or CBRF testing?

Yes

No

Thank you for completing the survey.

If you would like to complete a survey for another facility, please press the **DONE** button below, return to the email and click on the Survey Monkey link to start another survey.