In 2016, Disability Service Provider Network (formerly RSA of Wisconsin), LeadingAge Wisconsin, WALA, and WHCA/WiCAL ("associations"), joined together to gather data on direct care staffing vacancies. Data from the 2016 survey bolstered the association's efforts to increase public funding and expand long-term care workforce training.

With recruitment and retention still a top concern for providers, the associations are asking members to complete the 2018 Workforce survey to determine vacancy rates and other workforce information for direct care workers. Consistent reporting of staff vacancy rates will help us 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.

Although participation in the survey is voluntary, 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.

<u>**Survey Instructions:**</u>

Complete one survey for <u>**each**</u> SNF, CBRF, RCAC, AFH, or supportive apartment building operated by your organization

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. County where the facility is located

[   ]

4. Member of association

○ LeadingAge Wisconsin

○ WHCA/WiCAL

○ WALA

○ DSPN (formerly RSA of Wisconsin)

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.

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

RN

LPN

CNA

Direct Care Workers (see note above)

6. 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)

7. 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)

8. 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)

9. Over the past 12 months, has your facility had to limit admissions due to lack of staff?

◯ Yes

◯ No

10. If yes, approximately how many admissions have you turned down because of staffing?

[   ]

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

◯ Yes

◯ No

◯ Don't know

12. Approximately how many CNAs or Direct Care Workers have left your facility for a job outside of health care?

[   ]

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

☐ Better pay

☐ Better benefits

☐ Better hours

☐ Other (maximum of 100 characters)

[   ]

14. What is the starting hourly wage for your major, local, <u>non-health care related</u> competitor(s)?

[   ]

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

Staff RN

LPN

CNA

Direct Care Workers

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

( ) Yes

( ) No

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

( ) Yes

( ) No

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

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

( ) Yes

( ) No

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

( ) Yes

( ) No

Thank you for completing the survey.

If you have other facilities, please press the DONE button below, return to the email and follow the Survey Monkey link to start another survey.