

## Introduction



### Welcome to The Center for Health Workforce Studies (CHWS) 2026 Nursing Home and Adult Care Facility Employer Demand Survey.

This survey is owned by CHWS and subject to CHWS's Privacy Policy and is only accessible through the link used to access this web page. CHWS staff worked with the Empire State Association of Assisted Living, the Greater New York Health Care Facility Association, the Healthcare Association of New York State, LeadingAge New York, and the NYS Health Facilities Association/NYS Center for Assisted Living in developing this survey but is responsible for the final survey product.

By participating in the survey you grant CHWS the right to collect and store your information. Please do not provide any non-public personal information or protected health information when completing the survey. The various associations will use this information to assist with statewide and regional planning and analysis and to support its ongoing legislative and regulatory advocacy efforts. The survey will be used by CHWS to

collect information on potential recruitment and retention difficulties within nursing homes and adult care facilities.

All information received through your participation and completion of this survey will be kept confidential, and reported on only in the aggregate to preserve and protect the name of each survey participant. You may stop the survey at any question and return to it at a later time to complete. Please note, however, that to complete the survey, you must do it from the same computer and from the same Internet browser. If you use a different computer and/or Internet browser, it will default back to the first question.

The New York Health Equity Reform (NYHER) Waiver amendment authorizes New York State to transform Medicaid on multiple fronts, including the growth and retention of the healthcare and social care workforce. These demonstrations are supported through two initiatives:

**1. Career Pathways Training (CPT) Program**, focusing on Career Advancement for individuals currently working in health, behavioral health, or social care and New Careers for those newly entering the health workforce.

**2. Health Care Access Loan Repayment (HEALR) Program**, offering student loan repayment assistance to providers in eligible titles and patient panels.

For more information, visit: New York Health Equity Reform (NYHER) Information Pages on [CPT](#) and [HEALR](#) programs. **Please note that for these two links and the one below, to return to the survey, hit the back button on your browser. Closing the documents will also close the survey.**

If you need assistance with understanding occupational titles, please click [here](#). For questions or more information on the survey, please contact Robert Martiniano at CHWS at 518-442-2503 or at [rmartiniano@albany.edu](mailto:rmartiniano@albany.edu).

**The survey will close on Friday, August 28th.** We expect to have results from the survey available late November or early December.

## Contact Information

**Contact information.**

We will use your contact information if we need to contact you to clarify answers to the survey.

*Your response will only be used for internal analysis and will not be reported publicly.*

Your name and position

Your phone number

Your email address

**Facility Name**

**Please indicate the nursing home or adult care facility for which you are responding.**

**Occupations Employed**

**For the occupations listed, please indicate whether you had full- or part-time employees in those positions as of March 31, 2026, or if you had individuals under contract (non-employees) at that time.**

(PLEASE NOTE: Select those in clinical titles only if they provide direct care. For example, do not consider social workers or registered nurses who work as administrators only. This question is required so that we can customize other survey questions to only those occupations employed at your facility in 2026.)

*(Select all work options that apply.)*

	Employed full-time	Employed part-time	Under contract (not an employee)
Certified Nurse Aides / Nurse Aides / Nurse Assistants / Patient Care Techs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Employed full-time	Employed part-time	Under contract (not an employee)
Dentists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians / Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Mental Health Counselors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Assistants (Certified)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (All Other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Aide Trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient Care Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacy Technicians (Registered)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physician Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Primary Care Physicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (Child and Adolescent)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (General)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Associate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Baccalaureate-	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Employed full-time	Employed part-time	Under contract (not an employee)
prepared)			
Residential Care Aides (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — BSWs (Bachelor's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — MSWs (Master's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Instructions

This survey collects information on current employees, the number of vacancies, the number of staff who have left the organization, and recruitment and retention difficulties for various health care occupations. Information can be reported as head counts or as full-time equivalents (FTEs) up to two (2) decimal points. Vacancies and the number of staff who left the organization are only for those occupations that are being supported through Career Pathways Training (CPT) and Health Care Access Loan Repayment (HEALR) funding under the 1115 waiver. Please include all employees in the counts regardless of whether their training is being supported by outside funding.

## Vacancies and Turnover

**For the selected occupations listed, provide information on the number of budgeted positions, the total number of vacant positions, the number of vacant**

**positions, including those newly created, that are being recruited for as of March 31, 2026, and the number of separations, regardless of the reason(s), between April 1, 2025, and March 31, 2026.**

Please include all employees in the counts regardless of whether their training is being supported by outside funding.

*(Enter 0 as appropriate. An empty box will give an error message.)*

	How many budgeted positions do you have?	How many budgeted positions are vacant, regardless of the intention to recruit?	How many budgeted positions that are vacant, including new positions, are you recruiting for?	Total number of separations between April 1, 2025 and March 31, 2026.
Dentists	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Licensed Mental Health Counselors	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Licensed Practical Nurses	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Medical Assistants (Certified)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Nurse Practitioners (All Other)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Patient Care Managers	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Pharmacy Technicians (Registered)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Physician Assistants	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Primary Care Physicians	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Psychiatrists (Child and Adolescent)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Psychiatrists (General)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Registered Nurses (Associate-prepared)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Registered Nurses (Baccalaureate-	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

	How many budgeted positions do you have?	How many budgeted positions are vacant, regardless of the intention to recruit?	How many budgeted positions that are vacant, including new positions, are you recruiting for?	Total number of separations between April 1, 2025 and March 31, 2026.
prepared)				
Respiratory Therapists	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Social Workers — Licensed Clinical Social Workers (LCSWs)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

### Recruitment Difficulties

Please indicate the degree of difficulty you experienced **RECRUITING** the following occupations at your facility in 2026.

*(Occupations are only displayed in the next two questions if moderately, very, or extremely difficult is selected in this question.)*

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
» Certified Nurse Aides / Nurse Aides / Nurse Assistants / Patient Care Techs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Dentists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Dietitians / Nutritionists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Home Health Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Mental Health Counselors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Practical Nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Medical Assistants (Certified)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
» MDS Coordinators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Practitioners (All Other)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Aide Trainees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Patient Care Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Personal Care Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Pharmacists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Pharmacy Technicians (Registered)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physician Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Primary Care Physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Psychiatrists (Child and Adolescent)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Psychiatrists (General)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (Associate-prepared)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (Baccalaureate-prepared)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Residential Care Aides (ACF/ALR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Respiratory Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Social Workers — Licensed Clinical	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
Social Workers (LCSWs)						
» Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Social Workers — BSWs (Bachelor's-prepared, not licensed)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Social Workers — MSWs (Master's-prepared, not licensed)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Speech Language Pathologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

### Recruitment Reasons

Please indicate the reason(s) why you had difficulty RECRUITING for the following occupations in 2026.

(Select all that apply.)

	Applicants failed/refused background checks/drug tests	Applicants not following up/skipping appointments (ghosting)	Applicants applying not qualified	Shortage of applicants/workers	Shortage of applicants/workers with specific language or cultural backgrounds
Certified Nurse Aides / Nurse Aides / Nurse Assistants / Patient Care Techs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dentists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians / Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Mental Health Counselors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Assistants (Certified)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applicants failed/refused background checks/drug tests	Applicants not following up/skipping appointments (ghosting)	Applicants applying not qualified	Shortage of applicants/workers	Shortage of applicants/workers with specific language or cultural backgrounds
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (All Other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Aide Trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient Care Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacy Technicians (Registered)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physician Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Primary Care Physicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (Child and Adolescent)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (General)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Associate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Baccalaureate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential Care Aides (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Clinical	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applicants failed/ refused background checks/ drug tests	Applicants not following up/skipping appointments (ghosting)	Applicants applying not qualified	Shortage of applicants/workers	Shortage of applicants/workers with specific language or cultural backgrounds
Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — BSWs (Bachelor's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — MSWs (Master's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Please indicate the reason(s) why you had difficulty RECRUITING for the following occupations in 2026.**

*(Select all that apply.)*

	Applicants work availability limited by family care giving commitments	Location/ transportation issues	Non-competitive salaries	Non-competitive benefits
Certified Nurse Aides / Nurse Aides / Nurse Assistants / Patient Care Techs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dentists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians / Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Mental Health Counselors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applicants work availability limited by family care giving commitments	Location/ transportation issues	Non- competitive salaries	Non- competitive benefits
Medical Assistants (Certified)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (All Other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Aide Trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient Care Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacy Technicians (Registered)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physician Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Primary Care Physicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (Child and Adolescent)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (General)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Associate- prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Baccalaureate- prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential Care Aides (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — BSWs (Bachelor's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Applicants work availability limited by family care giving commitments	Location/ transportation issues	Non-competitive salaries	Non-competitive benefits
Social Workers — MSWs (Master's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

## Retention Difficulties

Please indicate the degree of difficulty you experienced **RETAINING** the following occupations at your facility in 2026.

*(Occupations are only displayed in the next two questions if moderately, very, or extremely difficult is selected in this question.)*

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
» Certified Nurse Aides / Nurse Aides / Nurse Assistants / Patient Care Techs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Dentists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Dietitians / Nutritionists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Home Health Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Mental Health Counselors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Licensed Practical Nurses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Medical Assistants (Certified)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» MDS Coordinators	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Practitioners (All Other)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
» Nurse Aide Trainees	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Occupational Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Patient Care Managers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Personal Care Aides	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Pharmacists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Pharmacy Technicians (Registered)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physical Therapy Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Physician Assistants	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Primary Care Physicians	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Psychiatrists (Child and Adolescent)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Psychiatrists (General)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (Associate-prepared)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Registered Nurses (Baccalaureate-prepared)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Residential Care Aides (ACF/ALR)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Respiratory Therapists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Social Workers — Licensed Clinical Social Workers (LCSWs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Social Workers — BSWs (Bachelor's-	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
prepared, not licensed)						
» Social Workers — MSWs (Master's-prepared, not licensed)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
» Speech Language Pathologists	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

## Retention Reasons

Please indicate the reason(s) why you had difficulty **RETAINING** the following occupations in 2026.

*(Select all that apply.)*

	Career change	Left for better benefits	Left for better salary	Left for family commitments	Left due to immigration status change
Certified Nurse Aides/Nurse Aides/Nurse Assistants/Patient Care Techs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dentists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Mental Health Counselors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Assistants (Certified)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Aide Trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (All Other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Career change	Left for better benefits	Left for better salary	Left for family commitments	Left due to immigration status change
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient Care Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacy Technicians (Registered)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physician Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Primary Care Providers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (General)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (Child and Adolescent)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Associate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Baccalaureate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential Care Aides (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — BSWs (Bachelor's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Career change	Left for better benefits	Left for better salary	Left for family commitments	Left due to immigration status change
Social Workers—MSWs (Master's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Please indicate the reason(s) why you had difficulty RETAINING the following occupations in 2026.**  
*(Select all that apply.)*

	Left for better work-life balance	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Certified Nurse Aides/Nurse Aides/Nurse Assistants/Patient Care Techs	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dentists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Dietitians/Nutritionists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Home Health Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Mental Health Counselors	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Licensed Practical Nurses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
MDS Coordinators	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical Assistants (Certified)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Aide Trainees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (All Other)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Nurse Practitioners (Psychiatric/Behavioral Health)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Left for better work-life balance	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Occupational Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Occupational Therapy Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Patient Care Managers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Personal Care Aides	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Pharmacy Technicians (Registered)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physical Therapy Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Physician Assistants	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Primary Care Physicians	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (General)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Psychiatrists (Child and Adolescent)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Associate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Registered Nurses (Baccalaureate-prepared)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Residential Care Aides (ACF/ALR)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Respiratory Therapists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Clinical Social Workers (LCSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — Licensed Master's Social Workers (LMSWs)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Left for better work-life balance	Paperwork and regulatory requirements	Pay/hours limited to protect safety net eligibility (Medicaid, food stamps, etc.)	Retirement	Terminated for cause
Social Workers — BSWs (Bachelor's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Workers — MSWs (Master's-prepared, not licensed)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Speech Language Pathologists	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

### Solutions

#### What benefits or strategies were specifically implemented/expanded to address current workforce shortages?

*(Select all that apply.)*

	Within the last 5 years (select all that apply)	Within the last year (select all that apply)	Indicate the five strategies that were the most effective
Access to mental health services/EAP	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allowing/expanding to work from home, including hybrid model	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Allowing more per diem or part-time work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Career advancement opportunities (e.g., nurse aide to LPN or LPN to RN)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Childcare services (financial assistance or on-site childcare)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Financial support for continuing education units (paid time off, application and test fees)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing hourly pay	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing pay for extra shifts or longer/irregular hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	Within the last 5 years (select all that apply)	Within the last year (select all that apply)	Indicate the five strategies that were the most effective
Increasing pay differential for night and weekend shifts	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing the use of agency/contract staff for nursing titles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Increasing the use of agency/contract staff for non-nursing titles	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting/discontinuing services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Limiting new patients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Restructuring shifts (i.e., going from 8 hour shifts to 12 hour shifts, etc.)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retention bonuses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Retirement/401K benefits	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Satisfaction surveys or staff interviews	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Sign-on bonuses	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Student loan assistance/forgiveness	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Transportation vouchers or assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tuition assistance	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other (Please specify:)			
<div style="border: 1px solid #ccc; height: 80px; width: 100%;"></div>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**When are sign-on bonuses paid out?**

- Within the first 6 months of hire
- After 6 months of employment
- After 12 months of employment
- Other (please specify):



