

Questionnaire Preview

Connecticut Healthcare Workforce Demand Initiative - Sentinel Network

Introduction

Thank you for choosing to be a Sentinel for the **Connecticut Healthcare Workforce Demand Initiative - Sentinel Network**. As a Sentinel, your organization will be invited to share information regarding the healthcare roles that you find challenging to fill in today's market. The Sentinel Network is an initiative of Washington's Health Workforce Council, licensed for Connecticut through the Connecticut League for Nursing (CLN) and the CT Center for Nursing Workforce (CCNW), and conducted by the University of Washington's Center for Health Workforce Studies.

As a Sentinel, you will:

Ensure the state's healthcare workforce is prepared with qualified and educated professionals to respond to the transforming health care environment, Possess actionable information about emerging workforce needs to support your organization's workforce planning process, and Compare your organization's experiences and emerging workforce demand trends with similar facility types within Connecticut.

Please take 10-15 minutes to respond to the healthcare workforce questions included in the survey. Within two (2) months after the close of the survey, aggregated data and statewide findings will be shared with ALL participating sentinels.

The survey will ask you to identify:

- A primary contact person for your organization
- The name of your organization and affiliated facilities
- Recent changes in workforce demand for various healthcare roles
- New occupations and roles that your organization is seeking to hire
- Recent changes in workforce priorities

Connecticut Healthcare Workforce Demand Initiative - Sentinel Network findings will be available at ct.sentinelnetwork.org shortly after the survey has closed.

The CLN and CCNW would like to thank our partners in bringing this initiative to Connecticut:



Contact Information

Q01: Primary Contact who is providing data to the Connecticut Healthcare Workforce Demand Initiative - Sentinel Network.

Confidentiality: Please be assured that data you provide to the Sentinel Network will be kept confidential. Your organization's data will be reported in aggregate form with data from other similar organizations. Great care will be taken to ensure that no individual organization's responses can be identified in reports.

**required*

- First Name _____
- Last Name _____
- Position Title _____
- Organization Name* _____
- Organization Address _____
- City* _____
- State _____
- Postal code* _____
- Email Address* _____
- Phone Number _____

Q02: Are there others at your organization who might be able to provide workforce demand information that you're not able to provide, such as for different facility types or occupations? If so, please provide their **name and email address and/or phone number** and we will invite them to participate.

Q03: Which of the following best describes the facility/ies for which you will provide data to the Connecticut Healthcare Workforce Demand Initiative - Sentinel Network? (check all that apply)

NOTE: If you are not able to report for all of your organization, please select only the facility types for which you can respond. If there are others in your organization who can respond for the other facilities in your organization, please ask them to register and complete the survey or provide their contact information in the comment box at the end. If you select more than one facility type, the subsequent questions about health workforce demand will be asked for each facility type.

Hospital

- Acute care hospital (more than 150 beds)
- Acute care hospital (150 beds or fewer)
- Psychiatric/substance abuse hospital
- Specialty (except psychiatric/substance abuse hospital)
- Long Term Acute Care Facility (LTAC)
- Other (specify) _____

Practices, Offices & Clinics

- Federally qualified health center (FQHC) or community clinic providing care free or on sliding fee scale
- Primary care medical clinic (not FQHC or community clinic)
- Outpatient Surgery and GI Centers
- Commercial medical clinica (e.g. CVS "Minute Clinic", MedExpress, etc)
- Specialty medical clinic (type) _____
- Behavioral-mental health clinic/outpatient mental health and substance abuse clinic
- Dentist office/dental clinic
- Chiropractor's office
- Optometrist's office
- Podiatrist's office
- Pediatric office
- Women's health office
- Other practitioner's office (specify) _____

Medical & Diagnostic Laboratory

- Medical/diagnostic laboratory

Home and Community Based Services

- Licensed Home Health Care Agency (Medical)
- Home Care Agency (Non-Medical Homemaker/Companion, Personal Care Agency)
- Licensed Hospice Agency

Nursing & Personal Care Facility

- Skilled nursing facility
- Intermediate care facility
- Nursing & Personal Care Facility (not a Skilled Nursing or Intermediate Care Facility)

Other Health Care Facility Type

- Higher Education / Research
- Schools (K-12)
- Public Health
- Other (specify) _____

Facility Location

Q04: In which Connecticut towns does your organization's **Facility Type** provide services? Please select only those towns for which you are able to report health workforce information*.

- | | | | |
|--|---------------------------------------|---|--|
| <input type="checkbox"/> All CT Towns | <input type="checkbox"/> East Haven | <input type="checkbox"/> Montville | <input type="checkbox"/> Simsbury |
| <input type="checkbox"/> Andover | <input type="checkbox"/> East Lyme | <input type="checkbox"/> Morris | <input type="checkbox"/> Somers |
| <input type="checkbox"/> Ansonia | <input type="checkbox"/> East Windsor | <input type="checkbox"/> Naugatuck | <input type="checkbox"/> South Windsor |
| <input type="checkbox"/> Ashford | <input type="checkbox"/> Eastford | <input type="checkbox"/> New Britain | <input type="checkbox"/> Southbury |
| <input type="checkbox"/> Avon | <input type="checkbox"/> Easton | <input type="checkbox"/> New Canaan | <input type="checkbox"/> Southington |
| <input type="checkbox"/> Barkhamsted | <input type="checkbox"/> Ellington | <input type="checkbox"/> New Fairfield | <input type="checkbox"/> Sprague |
| <input type="checkbox"/> Beacon Falls | <input type="checkbox"/> Enfield | <input type="checkbox"/> New Hartford | <input type="checkbox"/> Stafford |
| <input type="checkbox"/> Berlin | <input type="checkbox"/> Essex | <input type="checkbox"/> New Haven | <input type="checkbox"/> Stamford |
| <input type="checkbox"/> Bethany | <input type="checkbox"/> Fairfield | <input type="checkbox"/> New London | <input type="checkbox"/> Sterling |
| <input type="checkbox"/> Bethel | <input type="checkbox"/> Farmington | <input type="checkbox"/> New Milford | <input type="checkbox"/> Stonington |
| <input type="checkbox"/> Bethlehem | <input type="checkbox"/> Franklin | <input type="checkbox"/> Newington | <input type="checkbox"/> Stratford |
| <input type="checkbox"/> Bloomfield | <input type="checkbox"/> Glastonbury | <input type="checkbox"/> Newtown | <input type="checkbox"/> Suffield |
| <input type="checkbox"/> Bolton | <input type="checkbox"/> Goshen | <input type="checkbox"/> Norfolk | <input type="checkbox"/> Thomaston |
| <input type="checkbox"/> Bozrah | <input type="checkbox"/> Granby | <input type="checkbox"/> North Branford | <input type="checkbox"/> Thompson |
| <input type="checkbox"/> Branford | <input type="checkbox"/> Greenwich | <input type="checkbox"/> North Canaan | <input type="checkbox"/> Tolland |
| <input type="checkbox"/> Bridgeport | <input type="checkbox"/> Griswold | <input type="checkbox"/> North Haven | <input type="checkbox"/> Torrington |
| <input type="checkbox"/> Bridgewater | <input type="checkbox"/> Groton | <input type="checkbox"/> North Stonington | <input type="checkbox"/> Trumbull |
| <input type="checkbox"/> Bristol | <input type="checkbox"/> Guilford | <input type="checkbox"/> Norwalk | <input type="checkbox"/> Union |
| <input type="checkbox"/> Brookfield | <input type="checkbox"/> Haddam | <input type="checkbox"/> Norwich | <input type="checkbox"/> Vernon |
| <input type="checkbox"/> Brooklyn | <input type="checkbox"/> Hamden | <input type="checkbox"/> Old Lyme | <input type="checkbox"/> Voluntown |
| <input type="checkbox"/> Burlington | <input type="checkbox"/> Hampton | <input type="checkbox"/> Old Saybrook | <input type="checkbox"/> Wallingford |
| <input type="checkbox"/> Canaan | <input type="checkbox"/> Hartford | <input type="checkbox"/> Orange | <input type="checkbox"/> Warren |
| <input type="checkbox"/> Canterbury | <input type="checkbox"/> Hartland | <input type="checkbox"/> Oxford | <input type="checkbox"/> Washington |
| <input type="checkbox"/> Canton | <input type="checkbox"/> Harwinton | <input type="checkbox"/> Plainfield | <input type="checkbox"/> Waterbury |
| <input type="checkbox"/> Chaplin | <input type="checkbox"/> Hebron | <input type="checkbox"/> Plainville | <input type="checkbox"/> Waterford |
| <input type="checkbox"/> Cheshire | <input type="checkbox"/> Kent | <input type="checkbox"/> Plymouth | <input type="checkbox"/> Watertown |
| <input type="checkbox"/> Chester | <input type="checkbox"/> Killingly | <input type="checkbox"/> Pomfret | <input type="checkbox"/> West Hartford |
| <input type="checkbox"/> Clinton | <input type="checkbox"/> Killingworth | <input type="checkbox"/> Portland | <input type="checkbox"/> West Haven |
| <input type="checkbox"/> Colchester | <input type="checkbox"/> Lebanon | <input type="checkbox"/> Preston | <input type="checkbox"/> Westbrook |
| <input type="checkbox"/> Colebrook | <input type="checkbox"/> Ledyard | <input type="checkbox"/> Prospect | <input type="checkbox"/> Weston |
| <input type="checkbox"/> Columbia | <input type="checkbox"/> Lisbon | <input type="checkbox"/> Putnam | <input type="checkbox"/> Westport |
| <input type="checkbox"/> Cornwall | <input type="checkbox"/> Litchfield | <input type="checkbox"/> Redding | <input type="checkbox"/> Wethersfield |
| <input type="checkbox"/> Coventry | <input type="checkbox"/> Lyme | <input type="checkbox"/> Ridgefield | <input type="checkbox"/> Willington |
| <input type="checkbox"/> Cromwell | <input type="checkbox"/> Madison | <input type="checkbox"/> Rocky Hill | <input type="checkbox"/> Wilton |
| <input type="checkbox"/> Danbury | <input type="checkbox"/> Manchester | <input type="checkbox"/> Roxbury | <input type="checkbox"/> Winchester |
| <input type="checkbox"/> Darien | <input type="checkbox"/> Mansfield | <input type="checkbox"/> Salem | <input type="checkbox"/> Windham |
| <input type="checkbox"/> Deep River | <input type="checkbox"/> Marlborough | <input type="checkbox"/> Salisbury | <input type="checkbox"/> Windsor |
| <input type="checkbox"/> Derby | <input type="checkbox"/> Meriden | <input type="checkbox"/> Scotland | <input type="checkbox"/> Windsor Locks |
| <input type="checkbox"/> Durham | <input type="checkbox"/> Middlebury | <input type="checkbox"/> Seymour | <input type="checkbox"/> Wolcott |
| <input type="checkbox"/> East Granby | <input type="checkbox"/> Middlefield | <input type="checkbox"/> Sharon | <input type="checkbox"/> Woodbridge |
| <input type="checkbox"/> East Haddam | <input type="checkbox"/> Middletown | <input type="checkbox"/> Shelton | <input type="checkbox"/> Woodbury |
| <input type="checkbox"/> East Hampton | <input type="checkbox"/> Milford | <input type="checkbox"/> Sherman | <input type="checkbox"/> Woodstock |
| <input type="checkbox"/> East Hartford | <input type="checkbox"/> Monroe | | |

Q04b. In general, does your **Facility Type** provide services to*:

- mostly urban residents
- mostly rural residents
- a combination of urban and rural residents

Facility Workforce

Q05: Following is a list of occupations commonly employed in health care.

For which occupations employed at your **Facility Type** have you recently (within the past ~6 months) experienced workforce demand changes (e.g. more demand than usual, less demand, staff needed new skills)?

Subsequent questions will refer to the occupations you select from this list.

- No workforce demand changes for any occupations at this facility type***

Counselors & Social Workers

- Chemical Dependency Professional/Substance Abuse and Behavioral Disorder Counselor
- Marriage and Family Therapist
- Mental Health Counselor
- Peer Counselor
- Child, Family and School Social Worker
- Baccalaureate prepared Social Worker
- Masters prepared Social Worker
- Mental Health and Substance Abuse Social Worker
- Community Health Worker

Nurses/Nursing

- Registered Nurse (RN) (if one or more RN specialty, please specify) _____
- Nurse Anesthetist
- Nurse Midwife
- Nurse Practitioner (NP) (if one or more NP specialty, please specify) _____
- Clinical Nurse Specialist (CNS)
- Licensed Practical Nurse
- Nursing Assistant-Certified

Physicians/Surgeons

- Anesthesiologist
- Cardiologist
- Dermatologist
- Emergency Medicine Physician
- Family Medicine Physician
- General Internal Medicine Physician
- Geriatrician
- Geriatric Psychiatrist
- Hospitalist
- Neurologist
- Obstetricians and Gynecologist
- Pain Management Specialists
- Pediatrician, General
- Pathologist
- Psychiatrist, not Child
- Psychiatrist, Child
- Radiologist
- Ophthalmologist
- Surgeon, General
- Surgeon, Specialty
- Physicians/Surgeons, Other (specify) _____

Psychologists

- Psychologist, Clinical and Counseling
- Psychologist, School

Healthcare Diagnosing or Treating Practitioners (not physicians or nurses)

- Audiologist
- Chiropractor
- Dentist
- Dietitian or Nutritionist
- Optometrist
- Pharmacist
- Physician Assistant
- Podiatrist
- Occupational Therapist
- Physical Therapist
- Radiation Therapist
- Recreational Therapist
- Respiratory Therapist
- Speech-Language Pathologist
- Exercise Physiologist
- Acupuncturist
- Dental Hygienist

Facility Workforce (Cont)

Health Technologists and Technicians

- Athletic Trainer
- Cardiovascular Technologist or Technician
- Diagnostic Medical Sonographer
- Dietetic Technician
- Emergency Medical Technician
- Genetic Counselor
- Health Information Technologists and Medical Registrar
- Hearing Aid Specialist
- Magnetic Resonance Imaging Technologist
- Medical and Clinical Laboratory Technician
- Medical and Clinical Laboratory Technologist
- Medical Dosimetrist
- Medical Records Specialist
- Nuclear Medicine Technologist
- Ophthalmic Medical Technician
- Optician, Dispensing
- Orthotist and Prosthetist
- Paramedic
- Pharmacy Technician
- Psychiatric Technician
- Radiologic Technologist and Technician (not including Diagnostic Medical Sonographer or MRI Technologist)
- Respiratory Therapy Technician
- Surgical Assistant
- Surgical Technologist

Healthcare Support Occupations

- Dental Assistant
- Home Health Aide/Home Care Aide
- Massage Therapist
- Medical Assistant
- Medical Equipment Preparer
- Medical Transcriptionist
- Occupational Therapy Aide
- Occupational Therapy Assistant
- Orderly
- Patient Care Associate
- Pharmacy Aide
- Phlebotomist
- Physical Therapist Aide
- Physical Therapist Assistant
- Psychiatric Aide

Other (Please specify one per line option as needed)

- Education Specialist
- Administrator/Director
- Quality Specialist
- Wound Care Specialist
- Other (specify) _____
- Other (specify) _____
- Other (specify) _____

Recent Workforce Demand Changes

Q06: Recently (within the past ~6 months), has your [facility type] experienced **exceptionally long vacancies** for any open positions (i.e. posted job vacancies that went unfilled for longer than usual) in the occupation types you selected in question 5?

	Has this occupation experienced exceptionally long vacancies recently?				If yes, please explain
	Yes, due to not enough qualified applicants	Yes, due to salary/ wage/ benefits issues (please specify)	Yes, due to other reasons (please specify)	No, this occupation has not experienced exceptionally long vacancies	Provide details to further describe reasons for exceptionally long vacancies for each selected occupation
Occupation 1	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
Occupation 2	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
...	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	

Q07: Recently (in the past ~6 months), did your [facility type] experience higher or lower demand for specific occupations?

	Change in the usual demand?			If yes, please explain
	Yes, higher demand (please specify)	Yes, lower demand (please specify)	No change in demand	Provide details to further describe reasons for higher or lower demand for each selected occupation
Occupation 1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Occupation 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Q08: Recently, (in the past ~6 months) for which occupation(s) has retention/turnover been a problem for your [facility type]?

					If yes, please explain
	Yes, due to salary/wage/benefits issues (please specify)	Yes, due to workload/patient acuity issues (please specify)	Yes, due to other reasons (please specify)	No, this occupation has not experienced retention/turnover issues	Provide details to further explain retention/turnover issues for each selected occupation
Occupation 1	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
Occupation 2	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	
...	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

New Occupations and Roles

Q09: Recently (in the past ~6 months), did your **[facility type]** employ any **new healthcare occupations** (that it did not employ previously)?

Yes

No

If yes, what **new healthcare occupations** did you employ at your **[facility type]**?

	Please add in any new occupations	In what roles are you using them?
Occupation		
Occupation		
Occupation		

Q10: Recently (in the past ~6 months), did your **[facility type]** deploy any of your existing workforce in significantly different roles?

	Has this occupation been deployed in a significantly different role?		If yes, please describe the new role(s)
	Yes	No	
Occupation 1	<input type="radio"/>	<input type="radio"/>	
Occupation 2	<input type="radio"/>	<input type="radio"/>	
...	<input type="radio"/>	<input type="radio"/>	

Recent Changes in Workforce Priorities

Q11: Recently (in the past ~6 months), have there been changes in your [facility type]'s priorities regarding orientation/onboarding for new employees (i.e. to improve the match between new employees' skills/training and your facility's needs)?

	Changes in orientation/onboarding for new employees?		If yes, please describe the types of changes in onboarding/orientation for new employees
	Yes	No	
Occupation 1	<input type="radio"/>	<input type="radio"/>	
Occupation 2	<input type="radio"/>	<input type="radio"/>	
...	<input type="radio"/>	<input type="radio"/>	

Q12: Recently (in the past ~6 months), have there been changes in your **[Facility type]**'s priorities regarding training required for your existing (incumbent) workforce?

	Changes in training required for your existing (incumbent) workforce?		If yes, please describe the types of changes in training for existing (incumbent) workers
	Yes	No	
Occupation 1	<input type="radio"/>	<input type="radio"/>	
Occupation 2	<input type="radio"/>	<input type="radio"/>	
...	<input type="radio"/>	<input type="radio"/>	

Q13: Please provide any other observations or clarifications that you would like to share about recent changes in health workforce demand occurring at your organization/facility.

Q14: Do you have any questions about participating in the Sentinel Network, or additional information about your organization that you would like to provide?

Thank you for providing information from your organization to the Connecticut Healthcare Workforce Demand Initiative - Sentinel Network!

For more information, please contact our Project Manager at healthworkforce@wasentinelnetwork.org or (206) 543-9797.

Aggregate Sentinel Network findings will be displayed on its website approximately one month after closing each round of data collection. You will be contacted by Sentinel Network staff in about 6 months inviting you to complete this brief survey again. By collecting data several times a year, the Sentinel Network will be able to describe health workforce demand trends and support health workforce planning across the state.