

Nevada Health Workforce Recruitment and Retention Survey Hospital Questionnaire

Please indicate the degree of <u>difficulty recruiting and retaining staff</u> in the listed occupations, possible <u>reasons for any difficulties</u> , and estimated <u>number of unfilled openings</u> by occupation in your facility.	a. Recruitment							b. Retention					c. Reasons: Check all that apply					d. Jobs		
	1 = Not at all difficult 2 = Slightly difficult 3 = Moderately difficult 4 = Very Difficult 5 = Extremely difficult							1 = No turnover 2 = Some turnover 3 = Moderate turnover 4 = Significant turnover 5 = Extreme turnover							Shortage of Workers	Competition for Workers	Non-competitive Salary	Licensure Issues	Other	Estimated number of open positions
PHYSICIANS																				
Primary Care Physicians	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Specialty Physicians	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
NURSING & CLINICIANS																				
Registered Nurses	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Licensed Practical Nurses	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Certified Nursing Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Nurse Managers	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Nurse Practitioners	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Physician Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Medical Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
LAB & RADIOLOGY																				
Clinical Laboratory Technicians	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Clinical Laboratory Technologists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Radiological Technicians	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Radiological Technologists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
ADMINISTRATION & INFORMATION TECHNOLOGY																				
Medical Coders	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
IT Program Managers	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
IT Technical Support Technician	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
THERAPY																				
Physical Therapists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Physical Therapy Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Occupational Therapists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Occupational Therapy Assistants	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Speech-Language Pathologists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Respiratory Therapists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
OTHER																				
Community Health Workers	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Pharmacists	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Registered Dietitians	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Social Workers	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Other: _____	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Other: _____	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		
Other: _____	1	2	3	4	5	n/a	1	2	3	4	5	n/a	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	_____		

Nevada Health Workforce Recruitment and Retention Survey
Hospital Questionnaire

What job position are you currently having the most difficult time filling?

Please describe the most important recruitment and retention challenge currently facing your facility.

Please complete the following information:

Name:	Phone:
Facility:	Email:

Please scan and email this form back to jpackham@medicine.nevada.edu OR fax this form to **775-784-1137**.

If you have any questions about this survey or the uses of this data, contact
Dr. John Packham at 775-784-1235 or jpackham@medicine.nevada.edu



University of Nevada
School of Medicine

**Nevada Health Care Recruitment and Retention Survey – March 2014
Hospitals in Nevada (n=29)**

Occupation	Average Assessment of Difficulty		Percent of Respondents Indicating Reasons For Difficulties			
	Recruitment	Retention	Shortage of workers	Competition for Workers	Non-Competitive Salary	Licensure Issues
PHYSICIANS						
Primary Care Physicians	3.5	2.5	58%	63%	11%	16%
Specialty Physicians	4.0	2.4	57%	57%	14%	14%
NURSING & CLINICIANS						
Registered Nurses	2.9	3.0	46%	57%	29%	0%
Licensed Practical Nurses	3.3	2.3	33%	50%	17%	8%
Certified Nursing Assistants	1.7	2.5	12%	20%	28%	0%
Nurse Managers	3.3	2.3	33%	38%	33%	0%
Nurse Practitioners	2.9	2.0	54%	38%	15%	0%
Physician Assistants	2.4	1.7	30%	30%	10%	0%
Medical Assistants	2.3	2.6	36%	55%	18%	0%
LAB & RADIOLOGY						
Clinical Laboratory Technicians	2.6	2.2	32%	37%	11%	0%
Clinical Laboratory Technologists	3.4	2.7	64%	41%	18%	9%
Radiological Technicians	1.8	1.9	25%	19%	0%	0%
Radiological Technologists	2.4	2.0	40%	40%	15%	5%
ADMIN & HIT						
Medical Coders	2.7	1.8	52%	43%	14%	5%
IT Program Managers	3.0	1.6	47%	40%	20%	0%
IT Technical Support Technician	2.3	1.7	47%	40%	13%	0%
THERAPY						
Physical Therapists	4.0	2.3	50%	44%	33%	6%
Physical Therapy Assistants	3.4	2.4	50%	50%	36%	0%
Occupational Therapists	3.7	2.4	57%	50%	36%	7%
Occupational Therapy Assistants	3.6	2.0	55%	55%	27%	0%
Speech-Language Pathologists	3.5	2.1	43%	43%	29%	0%
Respiratory Therapists	2.3	2.1	24%	43%	29%	10%
OTHER						
Community Health Workers	2.5	2.8	25%	50%	0%	0%
Pharmacists	2.9	1.9	41%	45%	0%	9%
Registered Dietitians	3.3	1.9	48%	48%	13%	0%
Social Workers	2.9	2.3	76%	44%	4%	8%

**Nevada Health Care Recruitment and Retention Survey – March 2014
Hospitals in Urban Southern Nevada (n=13)**

Occupation	Average Assessment of Difficulty		Percent of Respondents Indicating Reasons For Difficulties			
	Recruitment	Retention	Shortage of workers	Competition for Workers	Non-Competitive Salary	Licensure Issues
PHYSICIANS						
Primary Care Physicians	3.5	2.8	50%	83%	17%	17%
Specialty Physicians	4.0	2.7	67%	67%	17%	17%
NURSING & CLINICIANS						
Registered Nurses	2.8	3.2	31%	54%	46%	0%
Licensed Practical Nurses	2.4	2.4	20%	40%	20%	0%
Certified Nursing Assistants	1.4	2.4	0%	15%	31%	0%
Nurse Managers	3.7	2.4	36%	55%	64%	0%
Nurse Practitioners	4.0	3.3	67%	67%	33%	0%
Physician Assistants)	4.0	6.0	0%	0%	0%	0%
Medical Assistants	N/R	N/R	N/R	N/R	N/R	N/R
LAB & RADIOLOGY						
Clinical Laboratory Technicians	1.8	2.9	25%	13%	13%	0%
Clinical Laboratory Technologists	2.3	3.3	29%	29%	14%	0%
Radiological Technicians	1.0	1.5	0%	17%	0%	0%
Radiological Technologists	1.5	1.8	25%	63%	13%	0%
ADMIN & HIT						
Medical Coders	3.0	2.0	63%	63%	25%	13%
IT Program Managers	2.5	1.8	50%	75%	50%	0%
IT Technical Support Technician	1.8	2.0	50%	75%	50%	0%
THERAPY						
Physical Therapists	3.6	2.3	38%	38%	38%	0%
Physical Therapy Assistants	2.2	2.2	40%	40%	0%	0%
Occupational Therapists	2.2	1.8	0%	0%	0%	0%
Occupational Therapy Assistants	1.8	2.4	0%	0%	0%	0%
Speech-Language Pathologists	2.2	1.6	0%	0%	0%	0%
Respiratory Therapists	1.6	1.6	18%	36%	27%	9%
OTHER						
Community Health Workers	3.0	3.0	100%	100%	0%	0%
Pharmacists	2.4	1.9	11%	44%	0%	0%
Registered Dietitians	3.3	2.1	50%	50%	20%	0%
Social Workers	2.4	2.4	85%	46%	8%	15%

**Nevada Health Care Recruitment and Retention Survey – March 2014
Hospitals in Urban Northern Nevada (n=4)**

Occupation	Average Assessment of Difficulty		Percent of Respondents Indicating Reasons For Difficulties			
	Recruitment	Retention	Shortage of workers	Competition for Workers	Non-Competitive Salary	Licensure Issues
PHYSICIANS						
Primary Care Physicians	2.7	2.3	67%	67%	0%	33%
Specialty Physicians	4.7	2.3	100%	100%	0%	33%
NURSING & CLINICIANS						
Registered Nurses	3.5	3.5	100%	100%	50%	0%
Licensed Practical Nurses	5.0	2.0	100%	100%	0%	100%
Certified Nursing Assistants	1.6	1.7	0%	33%	33%	0%
Nurse Managers	3.3	2.3	33%	67%	0%	0%
Nurse Practitioners	2.3	1.7	33%	100%	0%	0%
Physician Assistants	2.3	1.7	33%	100%	33%	0%
Medical Assistants	1.7	2.7	0%	100%	67%	0%
LAB & RADIOLOGY						
Clinical Laboratory Technicians	1.7	2.3	0%	67%	33%	0%
Clinical Laboratory Technologists	4.3	2.3	100%	100%	67%	0%
Radiological Technicians	3.3	3.7	33%	33%	0%	0%
Radiological Technologists	3.3	2.7	67%	67%	67%	0%
ADMIN & HIT						
Medical Coders	2.7	1.7	33%	33%	0%	0%
IT Program Managers	2.7	1.7	33%	33%	0%	0%
IT Technical Support Technician	2.0	1.6	0%	33%	0%	0%
THERAPY						
Physical Therapists	4.7	2.7	100%	100%	67%	33%
Physical Therapy Assistants	4.3	2.3	100%	100%	100%	0%
Occupational Therapists	4.7	2.3	100%	100%	67%	33%
Occupational Therapy Assistants	4.3	1.7	100%	100%	67%	0%
Speech-Language Pathologists	4.3	1.7	100%	100%	67%	0%
Respiratory Therapists	3.7	3.3	67%	100%	67%	33%
OTHER						
Community Health Workers	4.3	4.7	0%	0%	0%	0%
Pharmacists	3.7	2.0	33%	67%	0%	33%
Registered Dietitians	3.3	2.0	67%	100%	33%	0%
Social Workers	3.3	2.3	33%	67%	0%	0%

**Nevada Health Care Recruitment and Retention Survey– March 2014
Hospitals in Rural Nevada (n=12)**

Occupation	Average Assessment of Difficulty		Percent of Respondents Indicating Reasons For Difficulties			
	Recruitment	Retention	Shortage of workers	Competition for Workers	Non-Competitive Salary	Licensure Issues
PHYSICIANS						
Primary Care Physicians	3.9	2.4	67%	44%	11%	11%
Specialty Physicians	3.8	2.3	25%	25%	25%	0%
NURSING & CLINICIANS						
Registered Nurses	3.0	2.7	58%	58%	8%	0%
Licensed Practical Nurses	3.7	2.3	33%	50%	17%	0%
Certified Nursing Assistants	2.2	2.8	30%	30%	20%	0%
Nurse Managers	2.8	2.1	30%	10%	10%	0%
Nurse Practitioners	2.9	2.1	50%	13%	13%	0%
Physician Assistants	2.3	1.8	17%	0%	0%	0%
Medical Assistants	2.5	2.9	50%	50%	0%	0%
LAB & RADIOLOGY						
Clinical Laboratory Technicians	3.1	2.4	44%	44%	0%	0%
Clinical Laboratory Technologists	3.8	2.4	75%	33%	8%	17%
Radiological Technicians	2.4	1.9	43%	14%	0%	0%
Radiological Technologists	2.8	1.9	44%	11%	0%	11%
ADMIN & HIT						
Medical Coders	2.4	1.7	50%	30%	10%	0%
IT Program Managers	3.4	1.5	50%	25%	13%	0%
IT Technical Support Technician	2.8	1.6	63%	25%	0%	0%
THERAPY						
Physical Therapists	3.8	2.5	50%	33%	17%	0%
Physical Therapy Assistants	3.0	3.0	25%	25%	25%	0%
Occupational Therapists	4.3	3.5	75%	25%	0%	0%
Occupational Therapy Assistants	4.5	2.5	50%	50%	0%	0%
Speech-Language Pathologists	3.8	3.0	25%	25%	0%	0%
Respiratory Therapists	2.9	2.4	14%	29%	14%	0%
OTHER						
Community Health Workers	3.0	3.0	0%	50%	0%	0%
Pharmacists	3.1	1.8	70%	40%	0%	10%
Registered Dietitians	3.0	1.7	44%	33%	0%	0%
Social Workers	3.4	2.1	78%	33%	0%	0%

APPENDIX D

Ms. Melissa Hansen
State Health Policy Specialist
National Conference of State Legislatures

Ms. Melissa Hansen serves as the Health Program Principal at the National Conference of State Legislatures (NCSL) based in Denver, and has been with NCSL since 2007. Her portfolio includes policy issues related to primary care, health disparities and Medicaid.

Prior to joining NCSL, Melissa worked as the Program Manager for the American Council of Young Political Leaders.

She earned her Master's Degree in Public Health from the Colorado School of Public Health.