

## Washington Health Workforce Sentinel Network Overview of Survey Questions

### 1. Contact/respondent information

- Contact Information
- Facility type(s) for which reporting
- Facility location(s) (county(ies))

### 2. Occupations filled by your organization for which you've experienced demand changes in the past 3-4 months (e.g., more demand, less demand, different skills needed, new roles, etc.)

- Checklist of occupation types

*For each facility type for which the sentinel is reporting –*

**Workforce demand changes** (in the past 3-4 months):

#### 3. Has your [facility type] experienced exceptionally long vacancies for any open positions?

If yes, for which occupation(s) and what are possible reasons why.

#### 4. Did your [facility type] experience a change in the usual demand for specific occupations (e.g., had to fill twice as many openings for med-surg RNs; or had no openings for RN care coordinators compared to usual demand for at least 1)?

If yes – was it higher demand? Lower demand? What are possible reasons for the change?

#### 5. Recently, for which occupation(s) has worker retention/turnover been a problem for your [facility type]?

For which occupations? What are likely reasons?

**New occupations and roles** (in the past 3-4 months):

#### 6. Did your [facility type] employ any new healthcare occupations (that you did not employ previously)?

If yes, for which occupation(s)? In what roles are you using them (e.g., introduce social workers as care coordinators)?

#### 7. Did your [facility type] deploy any of your existing (incumbent) workforce in significantly different roles (e.g., use medical assistants to administer behavioral health screenings; have OT assistants conduct home visits)?

If yes, for which occupation(s)? In what new role(s)?

**Changes in workforce priorities** (in the past 3-4 months):

#### 8. Have there been changes in your organization/facility's priorities regarding orientation/onboarding for new employees (i.e. to improve the match between new employees' skills/training and your facility's needs)?

If yes, for which occupations? What types of changes?

#### 9. Have there been changes in your organization/facility's priorities regarding training required for your existing (incumbent) workforce (e.g. EHR skills, knowledge of geriatric patients' needs)?

If yes, for which occupations?

What types of changes?

### Comments

Do you have any other observations or clarifications that you would like to share about changes in health workforce demand occurring at your organization/facility?

To provide your data to the Washington Health Workforce Sentinel Network, go to

[www.wasentinelnetwork.org/](http://www.wasentinelnetwork.org/)

