

## Washington Health Workforce Sentinel Network

### Questions related to COVID-19 response

The Spring 2020 Washington Health Workforce Sentinel Network questionnaire added questions about the impact of the COVID-19 crisis on health care facilities' workforce and operations.

1. Which **occupations/service roles** were most affected by the COVID-19 crisis at your facility?
2. What about your facility's **staffing arrangements** made it **easier or harder to respond** to the emergency?
- 3/4. As a result of the crisis, what are your top **short term and longer term workforce needs** that could be alleviated by new or modified policy, regulatory, and/or payment rules?
5. What **additional workforce issues** resulting from the COVID-19 emergency at your facility do you feel should be recognized and addressed?
6. **Contact information**  
Organization name and email address  
Facility type(s) for which you are reporting
7. Would you like to **continue** to the workforce demand questions **or submit your responses and exit**?

### Workforce Demand Questions

Asked approximately every 6 months since June 2016

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 6 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 –*

3. Does your [facility type] provide services to mostly urban, mostly rural, or a mix of urban and rural residents?

**Workforce demand changes** (in the past 6 months):

4. Has your [facility type] experienced exceptionally long vacancies for any open positions?  
If yes, for which occupation(s) and what are possible reasons why.
5. Did your [facility type] experience a change in the usual demand for specific occupations?  
If yes – was it higher demand? Lower demand? What are possible reasons for the change?
6. Recently, for which occupation(s) has worker retention/turnover been a problem for your [facility type]?  
If yes, for which occupations? What are likely reasons?

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**New occupations and roles** (in the past 6 months):

7. 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)?

8. 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 6 months):

9. 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?

10. 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 information to the Washington Health Workforce Sentinel Network, go to  
[www.wa.sentinelnetwork.org](http://www.wa.sentinelnetwork.org)