Washington Health Workforce Sentinel Network

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. If the COVID-19 pandemic has affected these vacancies, please describe.

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? If the COVID-19 pandemic has affected demand, please describe.

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? If the COVID-19 pandemic has affected retention/turnover, please describe.

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) and how do they meet your organization's needs? Were these changes in response to the COVID-19 pandemic?

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) and how do they meet your organization's needs? Were these changes in response to the COVID-19 pandemic?

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 and how did they meet your organization's needs? Which, if any, were in response to the COVID-19 pandemic?

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 and how did they meet your organization's needs? Which, if any, were in response to the COVID-19 pandemic?

Comments and additional questions about your facility's response to the COVID-19 pandemic

11. Have there been overall staffing changes at your [facility type] due to the COVID-19 pandemic? If so, please describe.

12. Were any of your staff disproportionately affected by COVID-19? If so, please describe.

13. What about the staffing arrangements at your [facility type] made it easier or harder to respond to the emergency?

14: As a result of the COVID-19 pandemic, what are your top workforce needs that could be alleviated by new or modified policy, regulatory, and/or payment rules?

15. Please describe the workforce impact, if any, of the use of telehealth at your [facility type] in response to the COVID-19 pandemic.

General Comments

16. 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?

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

To provide information to the Washington Health Workforce Sentinel Network, go to
www.wa.sentinelnetwork.org