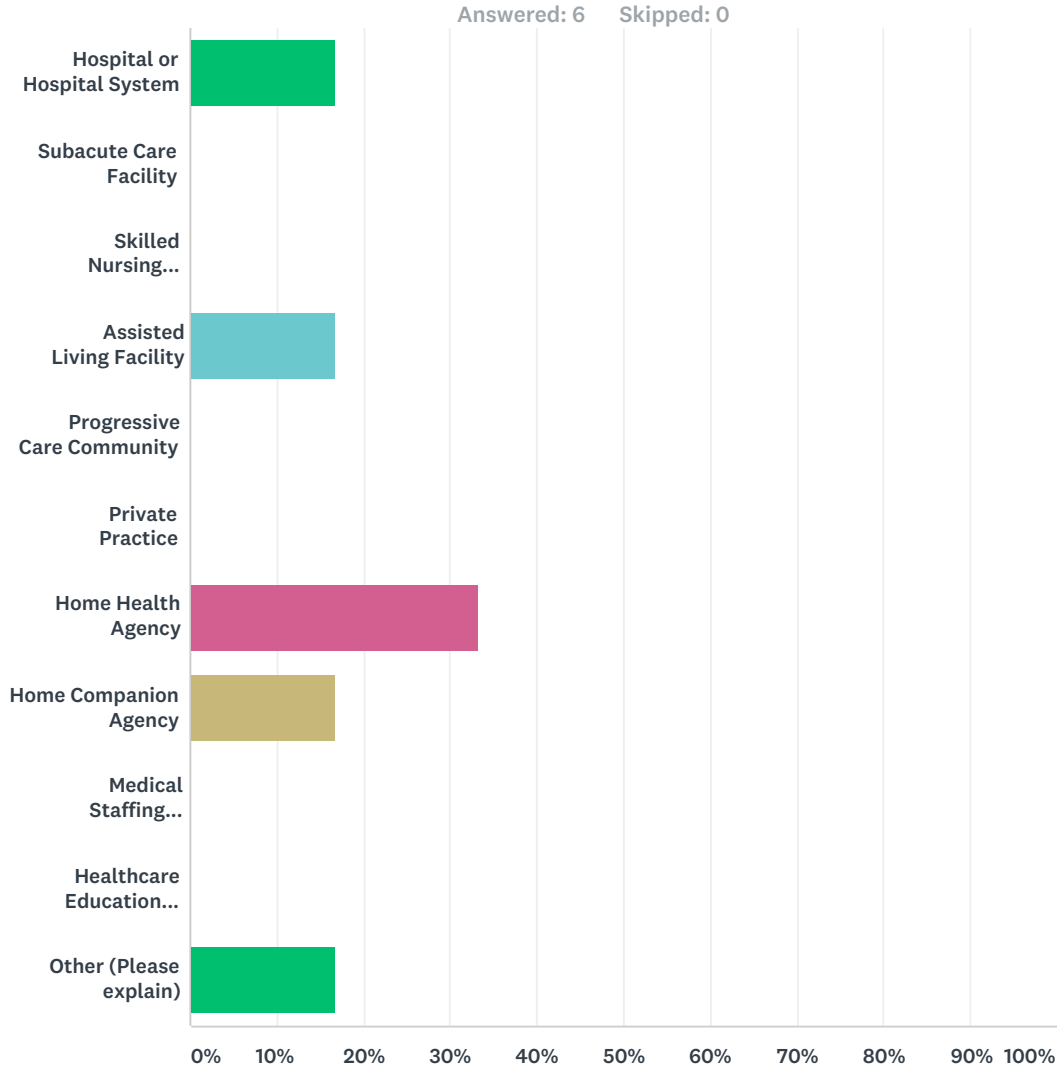


# Q1 Which category best describes your organization?



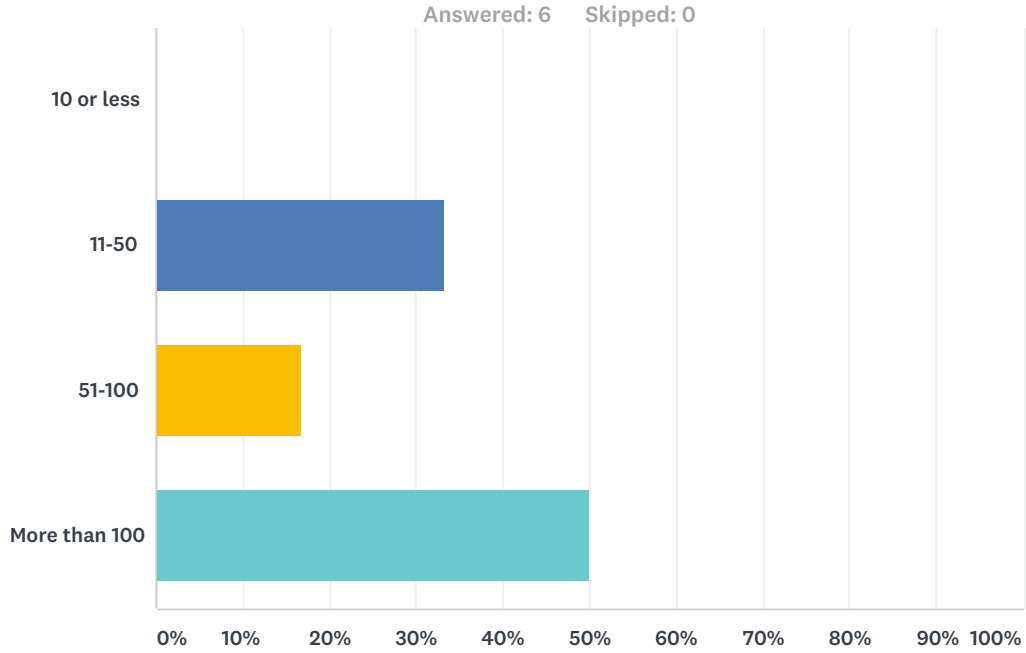
Answer Choices	Responses
Hospital or Hospital System	16.67% 1
Subacute Care Facility	0.00% 0
Skilled Nursing Facility	0.00% 0
Assisted Living Facility	16.67% 1
Progressive Care Community	0.00% 0
Private Practice	0.00% 0
Home Health Agency	33.33% 2
Home Companion Agency	16.67% 1
Medical Staffing Company	0.00% 0
Healthcare Education Institution	0.00% 0
Other (Please explain)	16.67% 1

## Healthcare Vacancy Baseline and Benchmarks Survey

<b>Total</b>	<b>6</b>
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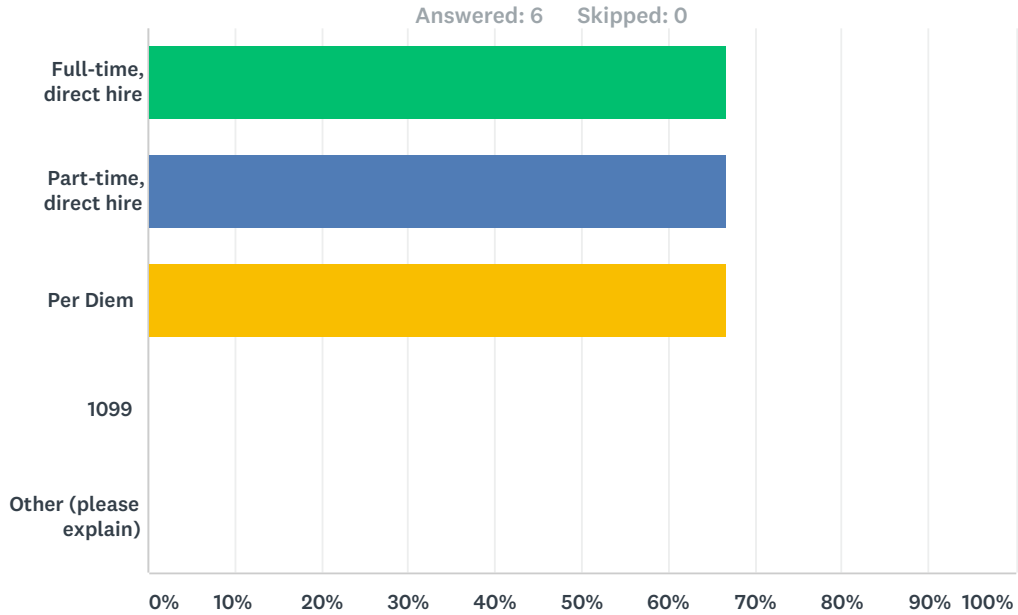
<b>#</b>	<b>Other (Please explain)</b>	<b>Date</b>
1	Community with Skilled Nursing, Rehab, Long Term Care, ALF and Independent Residents	7/6/2017 1:15 PM

## Q2 How many individuals does your organization employ?



Answer Choices	Responses	
10 or less	0.00%	0
11-50	33.33%	2
51-100	16.67%	1
More than 100	50.00%	3
<b>Total</b>		<b>6</b>

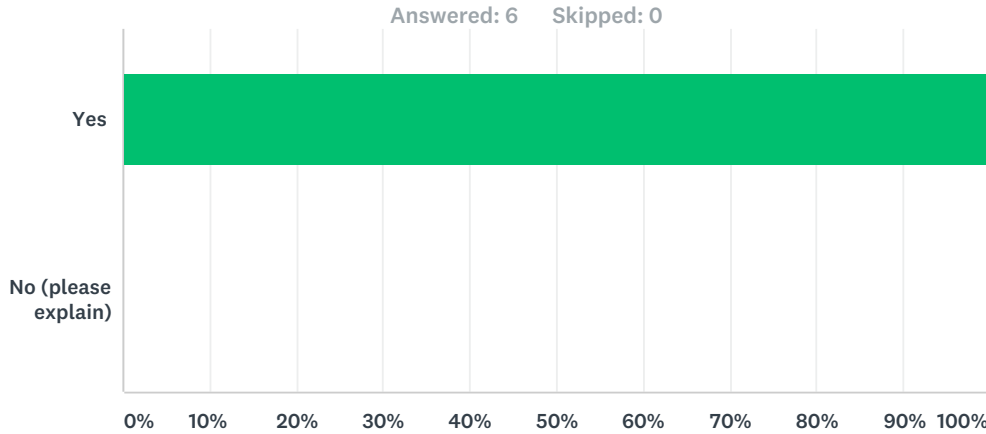
### Q3 Which mechanisms does your organization use to hire (Please choose all that apply)



Answer Choices	Responses
Full-time, direct hire	66.67% 4
Part-time, direct hire	66.67% 4
Per Diem	66.67% 4
1099	0.00% 0
Other (please explain)	0.00% 0
<b>Total Respondents: 6</b>	

#	Other (please explain)	Date
	There are no responses.	

**Q4 Are you willing to provide vacancy rate information for benchmark purposes so that the Brevard Healthcare Consortium can determine appropriate performance measures as well as measure progress in meeting performance goals?**



Answer Choices	Responses	
Yes	100.00%	6
No (please explain)	0.00%	0
<b>Total</b>		<b>6</b>

#	No (please explain)	Date
	There are no responses.	

## Q5 What is your current overall employee vacancy rate? (Please answer in percentage format.)

Answered: 5 Skipped: 1

#	Responses	Date
1	13%	7/17/2017 1:10 PM
2	50%	7/7/2017 2:00 PM
3	30%	7/6/2017 2:23 PM
4	10%	7/6/2017 1:22 PM
5	We use 25% agency	7/6/2017 1:17 PM

## Q6 What was your overall vacancy rate for the following fiscal years (Please answer in percentage format or mark N/A if your organization was not in business during this timeframe.)

Answered: 4 Skipped: 2

Answer Choices	Responses	
2016	100.00%	4
2015	100.00%	4
2014	75.00%	3
2013	75.00%	3
2012	75.00%	3

#	2016	Date
1	50%	7/7/2017 2:01 PM
2	10%	7/6/2017 2:23 PM
3	20%	7/6/2017 1:23 PM
4	25%	7/6/2017 1:17 PM
#	2015	Date
1	40%	7/7/2017 2:01 PM
2	5%	7/6/2017 2:23 PM
3	10%	7/6/2017 1:23 PM
4	28%	7/6/2017 1:17 PM
#	2014	Date
1	unknown	7/7/2017 2:01 PM
2	10%	7/6/2017 1:23 PM
3	32%	7/6/2017 1:17 PM
#	2013	Date
1	unknown	7/7/2017 2:01 PM
2	10%	7/6/2017 1:23 PM
3	33%	7/6/2017 1:17 PM
#	2012	Date
1	unknown	7/7/2017 2:01 PM
2	20%	7/6/2017 1:23 PM
3	29%	7/6/2017 1:17 PM

**Q7 What is your first year retention rate for 2016? (Please answer in percentage format.)**

Answered: 3 Skipped: 3

#	Responses	Date
1	50%	7/6/2017 2:24 PM
2	75%	7/6/2017 1:23 PM
3	2%	7/6/2017 1:17 PM



## Q8 Please list (in order from most to least common) the top five reasons for overall employee turnover.

Answered: 4 Skipped: 2

Answer Choices	Responses	
1	100.00%	4
2	100.00%	4
3	100.00%	4
4	100.00%	4
5	25.00%	1

#	1	Date
1	relocation (out of area)	7/17/2017 1:12 PM
2	More experience (acute)	7/6/2017 4:09 PM
3	no overtime	7/6/2017 2:28 PM
4	Not prepared to do the job	7/6/2017 1:19 PM
#	2	Date
1	working too many jobs	7/17/2017 1:12 PM
2	Better benefits	7/6/2017 4:09 PM
3	short pay	7/6/2017 2:28 PM
4	No soft skills	7/6/2017 1:19 PM
#	3	Date
1	job out of healthcare that pays more money	7/17/2017 1:12 PM
2	Relocation	7/6/2017 4:09 PM
3	not enough hours	7/6/2017 2:28 PM
4	First job	7/6/2017 1:19 PM
#	4	Date
1	job elsewhere in healthcare that pays more or offers better benefits	7/17/2017 1:12 PM
2	Terminations	7/6/2017 4:09 PM
3	juggling to many jobs	7/6/2017 2:28 PM
4	To much overtime	7/6/2017 1:19 PM
#	5	Date
1	Not enough staff	7/6/2017 1:19 PM

**Q9 What is your current clinical/direct patient care employee vacancy rate? (Please answer in percentage format or N/A.)**

Answered: 4 Skipped: 2

#	Responses	Date
1	0%	7/17/2017 1:12 PM
2	6%	7/6/2017 4:09 PM
3	10%	7/6/2017 2:33 PM
4	15%	7/6/2017 1:19 PM

## Q10 What was your clinical/direct patient care employee vacancy rate? (Please answer in percentage format or N/A.)

Answered: 2 Skipped: 4

Answer Choices	Responses
2016	100.00% 2
2015	100.00% 2
2014	100.00% 2
2013	100.00% 2
2012	100.00% 2

#	2016	Date
1	5%	7/6/2017 2:33 PM
2	18%	7/6/2017 1:19 PM
#	2015	Date
1	0	7/6/2017 2:33 PM
2	20%	7/6/2017 1:19 PM
#	2014	Date
1	0	7/6/2017 2:33 PM
2	22%	7/6/2017 1:19 PM
#	2013	Date
1	0	7/6/2017 2:33 PM
2	21%	7/6/2017 1:19 PM
#	2012	Date
1	0	7/6/2017 2:33 PM
2	20%	7/6/2017 1:19 PM

**Q11 Please list (in order from most to least common) the top five reasons for clinical/direct patient care employees for overall turnover.**

Answered: 3 Skipped: 3

Answer Choices	Responses
1	100.00% 3
2	100.00% 3
3	66.67% 2
4	33.33% 1
5	33.33% 1

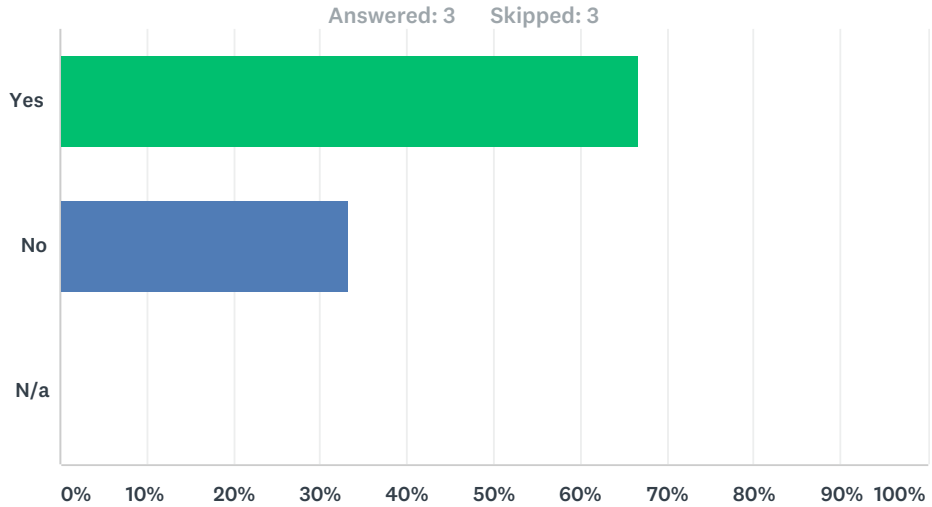
#	1	Date
1	laziness - thought assisted living would be easier	7/17/2017 1:13 PM
2	Poor reimbursement rate	7/6/2017 2:35 PM
3	First job	7/6/2017 1:21 PM
#	2	Date
1	second job (call off too often)	7/17/2017 1:13 PM
2	No mileage reimbursement	7/6/2017 2:35 PM
3	To much overtime	7/6/2017 1:21 PM
#	3	Date
1	Very low pay scale	7/6/2017 2:35 PM
2	not enough staff	7/6/2017 1:21 PM
#	4	Date
1	Not prepared for the job	7/6/2017 1:21 PM
#	5	Date
1	Not computer literate	7/6/2017 1:21 PM

**Q12 What is your turnover rate during the first 90 days for clinical/direct patient care employees for 2016? (Please answer in percentage format or use N/A)**

Answered: 3 Skipped: 3

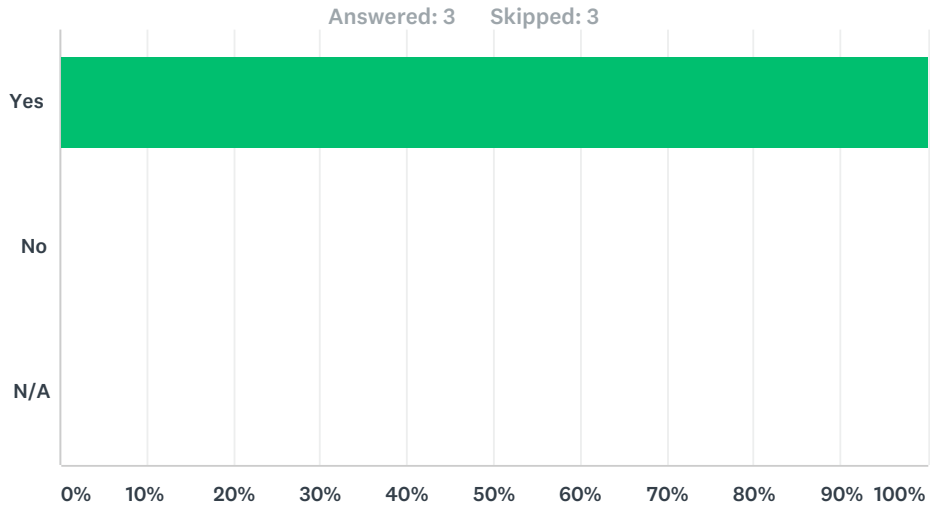
#	Responses	Date
1	0%	7/17/2017 1:14 PM
2	30%	7/6/2017 2:36 PM
3	20%	7/6/2017 1:21 PM

**Q13 Does your organization provide peer shadowing or peer mentoring for clinical/direct patient care employees during the first 90 days of employment? (only use N/A if you do not employ clinical/direct patient care employees.)**



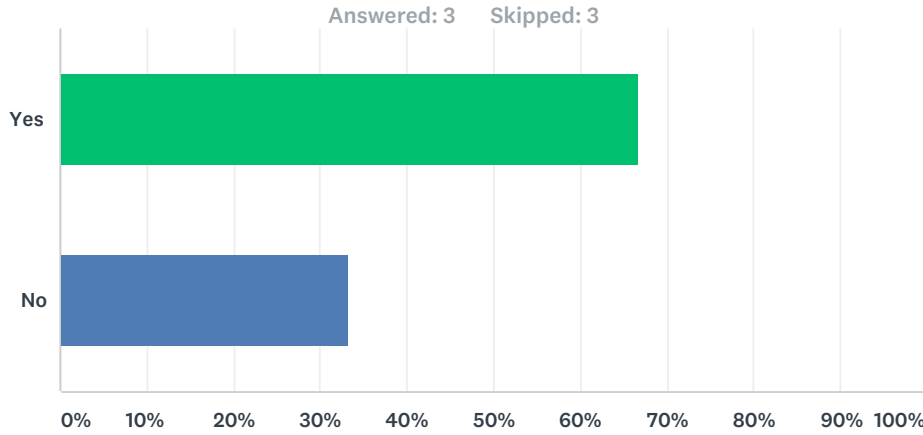
Answer Choices	Responses
Yes	66.67% 2
No	33.33% 1
N/a	0.00% 0
<b>Total</b>	<b>3</b>

# Q14 Does your organization solicit input from clinical/direct patient care employees for vacancy reduction/employee retention initiatives?



Answer Choices	Responses	
Yes	100.00%	3
No	0.00%	0
N/A	0.00%	0
<b>Total</b>		<b>3</b>

## Q15 Did your organization hire temporary help to fill vacancies in 2016?



Answer Choices	Responses
Yes	66.67% 2
No	33.33% 1
Total	3

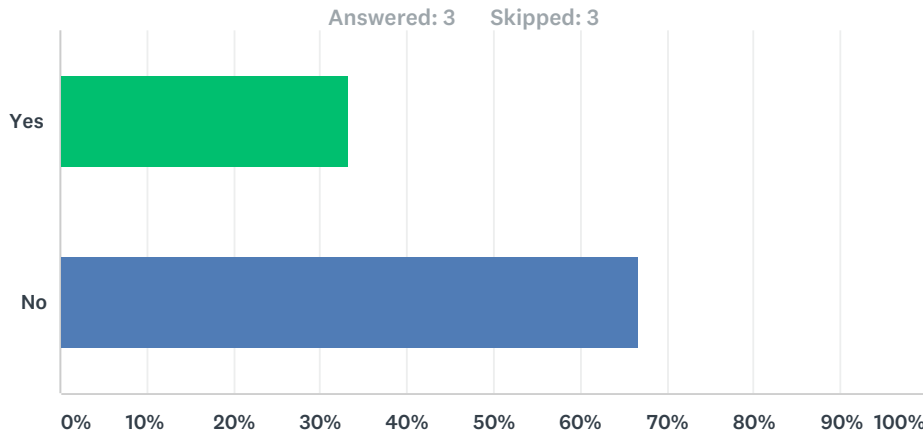


## Q16 What was the cost to your organization for filling positions with temporary employees in 2016?

Answered: 2 Skipped: 4

#	Responses	Date
1	\$300 per employee	7/6/2017 2:44 PM
2	25,000/month	7/6/2017 1:21 PM

### Q17 Did your organization turn potential consumers away from receiving services because of inadequate staffing in 2016?



Answer Choices	Responses
Yes	33.33% 1
No	66.67% 2
Total	3

## Q18 How many consumers were you not able to serve in 2016?

Answered: 1 Skipped: 5

#	Responses	Date
1	8	7/6/2017 1:22 PM

## Q19 In dollar figures, how much revenue did you lose in 2016 as a result?

Answered: 1 Skipped: 5

#	Responses	Date
1	500,000	7/6/2017 1:22 PM