

## Survey Results!

**Q1: I have enough training and resources to feel confident as an employer/caregiver/manager of my adult family home.**

- #1 Agree (37%)
- #2 Strongly Agree (32%)
- #3 Disagree (25%)
- #4 Strongly Disagree (8%)

**Q2: Do you have enough time to recruit new caregivers?**

- #1 No (62%)
- #2 Yes (38%)

**Q3: I need help finding qualified candidates.**

- #1 Strongly Agree (61%)
- #2 Agree (28%)
- #3 Disagree (6%)
- #4 Strongly Disagree (5%)

**Q4: Would you hire someone with no training or credentials if training were provided?**

- #1 Yes (78%)
- #2 No (23%)

**Q5: What resources do you use to recruit caregivers?**

- #1 Word of Mouth (49%)
- #2 Other (17%)
- #3 Craigslist (16%)

**Q6: Which of these do you find helpful in retaining your employees? (Rank 1-5)**

- #1 Pay Increase
- #2 Incentive Program
- #3 Professional Development

**Q7: What support do you need from DSHS on training, workforce development, and professional development?**

- #1 None at this time/I don't know
- #2 Funds for training/free training
- #3 More online classes/More CE opportunities

**Q8: I would benefit from attending a training on: (Check all that apply)**

- #1 Employee Retention
- #2 Recruiting
- #3 Performance Management

**Q9: Due to the pandemic, how many employees need training and/or testing to get into compliance with current training requirements?**

- #1 1-3 (56%)
- #2 0 (30%)
- #3 4-6 (10%)

**Q10: Are you familiar with the Long-Term Care Foundation's Pilot Program to provide funding for employee training?**

- #1 Yes (55%)
- #2 No (45%)

**Q11: Are you currently sponsoring an employee in the Long-Term Care Foundation's Pilot Program?**

- #1 No (82%)
- #2 Yes (18%)

**Q12: Do you keep an employee file for each employee?**

- #1 Yes (98%)
- #2 No (2%)

**Q13: What written policies and procedures do you have in place for employees? Check all that apply.**

- #1 Workplace Health and Safety policies and procedures
- #2 Attendance, paid sick leave, and time off policies
- #3 Employee Code of Conduct Policy

**Q14: Do you make sure your employees read, understand, and acknowledge these policies and procedures?**

- #1 Yes (93%)
- #2 No (7%)

**Q15: Are these policies and procedures enforced for all employees in your adult family home?**

- #1 Yes (94%)
- #2 No (6%)

**Q16: How often do you meet with your employees one-on-one to discuss performance, needs, etc.?**

- #1 Often (52%)
- #2 Always (26%)
- #3 Seldom (19%)
- #4 Never (4%)

**Q17: My AFH uses the Employee Handbook template created by the Long-Term Care Foundation.**

- #1 No (80%)
- #2 Yes (20%)

**Q18: What can we do to increase awareness among adult family homes of the Long-Term Care Foundation's work, resources, and support?**

- #1 Webinars
- #2 Emails
- #3 Facebook
- #4 Other