

Survey Results!

Q1: How long have you been operating an adult family home?

- #1 6+ years (58%)
- #2 0-2 years (23%)
- #3 3-5 years (17%)

Q2: In what city is your adult family home located?

- #1 Vancouver
- #2 Spokane/Spokane Valley
- #3 Tacoma/Lakewood

Q3: What credential do you hold?

- #1 Certified Nursing Assistant (47%)
- #2 Home Care Aide (15%)
- #3 Registered Nurse (14%)
- #4 Exempt Worker (8%)
- #5 Licensed Practical Nurse (7%)

Q4: Do you have all the staff you need?

- #1 Yes (72%)
- #2 No (26%)

Q5: What is your most successful strategy for recruiting staff?

- #1 Word of Mouth (66%)
- #2 Other (15%)
- #3 Online search engines (e.g. Indeed, Monster) (11%)
- #4 Social Media (6%)

Q6: What are your biggest challenges in recruiting staff?

- #1 No qualified (credentialed) applicants (59%)
- #2 Applicants can't access or complete training and certification (37%)
- #3 Knowing where and how to recruit (31%)
- #4 Applicants fail background or reference checks (12%)

Q7: How many credentialed caregivers typically work in your adult family home?

- #1 1-2 (46%)
- #2 3-5 (36%)
- #3 6+ (17%)

Q8: How many new caregivers did you hire in the last year?

- #1 1-2 (56%)
- #2 3-5 (19%)
- #3 6+ (9%)

Q9: On average, how long do your employees stay in their jobs?

- #1 3-5 years (68)
- #2 1-2 years (64)
- #3 Less than 6 months (59)

Q10: Which credential would you prefer to hire in your adult family home and why?

- #1 Certified Nursing Assistant (55%)
- #2 Home Care Aide (39%)

Q11: How does your staff receive the required training now?

- #1 Online (Self-Paced Online Course, Virtual Classroom, Webinar) (46%)
- #2 In a classroom (43%)
- #3 In your adult family home (8%)

Q12: Do you have a preferred trainer/training company?

- #1 No (66%)
- #2 Yes (32%)

Q13: Do you assist staff in achieving appropriate credentials?

- #1 Yes (87%)
- #2 No (11%)

Q14: Does your facility have an approved training program?

- #1 No (60%)
- #2 Yes (38%)

Q15: Are you interested in training other adult family homes?

- #1 No (68%)
- #2 Yes (30%)

Q16: What's working well with your existing training process? (Check all answers that apply)

- #1 Face-to-Face training (67%)
- #2 Online training (61%)
- #3 Webinars (45%)
- #4 Skills lab (15%)
- #5 Other (6%)

Q17: Where do you struggle with your existing training process? (Check all answers that apply)

- #1 Caregivers switching homes after getting trained (50%)
- #2 Availability of training (46%)
- #3 Cost of training (41%)
- #4 The time gap between training and testing is too long (36%)
- #5 AFHs not having the time or money to train staff (33%)
- #6 Other (7%)

Q18: What training(s) would you feel confident teaching? (Check all answers that apply)

- #1 Orientation and Safety (76%)
- #2 Continuing Education (56%)
- #3 Core basic training/Fundamentals of Caregiving (49%)
- #4 Dementia Specialty Training (42%)
- #5 Mental Health Specialty Training (38%)
- #6 Developmental Disabilities Specialty Training (22%)
- #7 Traumatic Brain Injury Specialty Training (15%)
- #8 Other (8%)

Q19: What training(s) would you provide to a fully credentialed new employee? (Check all answers that apply)

- #1 Facility orientation (91%)
- #2 Medication system (90%)
- #3 Understanding a care plan (87%)
- #4 Resident rights (86.76%)
- #5 Equipment in the home (86.03%)
- #6 Reporting requirements (85%)
- #7 L&I requirements (53%)

Q20: What is one question you wish we had asked today?

212 varying responses