



## SLO Healthcare Workforce Partnership Healthcare Organization Members Critical Occupational Needs Questionnaire - April 2024

This questionnaire is for Partnership members who work for organizations that provide direct healthcare services (physical, behavioral, or oral health). It is designed to solicit your opinions and suggestions related to:

- Your organization's recruitment and retention challenges, critical occupational needs, and career pathway requirements.
- Other healthcare individuals/organizations that provide physical, behavioral, or oral healthcare services that we should interview to assess their organization's needs.

### Your Information

1. Your Name:

2. Your Organization:

3. Your Email Address

4. What type of healthcare services does your organization provide?

- Physical Health
- Behavioral Health
- Oral Health
- Other (please specify)

5. How many people are employed full-time with your organization in San Luis Obispo County?

- 0 to 10 full-time employees
- 11 to 50 full-time employees
- 51 to 100 full-time employees
- 101 to 500 full-time employees
- 500+ full-time employees

6. How many people are employed part-time with your organization in San Luis Obispo County?

- 0 to 10 part-time employees
- 11 to 50 part-time employees
- 51 to 100 part-time employees
- 101 to 500 part-time employees
- 500+ part-time employees

7. How many people are employed on a "contracted" or "traveling" basis with your organization in San Luis Obispo County?

- 0 to 10 contractors or "travelers"
- 11 to 50 contractors or "travelers"
- 51 to 100 contractors or "travelers"
- 101 to 500 contractors or "travelers"
- 500+ contractors or "travelers"

## Retention of Current Healthcare Employees:

8. What have been the most common reasons that employees have left their position with your organization? Select all that apply.

- Advancement opportunities with another local employer
- Better salary or benefits with another local employer
- Accepted telehealth or "travelers" positions with another company
- Dissatisfaction with their job or with their perception of your organizational culture
- Advancement opportunities with an employer outside the County
- Better salary or benefits with an employer outside the County
- Relocated to a different geographical location outside of the County
- Retired from their working career
- Left the healthcare industry completely
- None of the above

Other (please specify)

9. What successful strategies has your organization implemented (or is planning to implement) to address these retention challenges?

10. What performance metrics/data do you use to evaluate the success of your retention strategies?

## Recruitment of Healthcare Workers:

11. What are some of the most significant challenges that your organization has experienced related to filling open positions and recruiting healthcare employees?

- Internal candidates do not meet the requirements for education, training, licensing, or professional development.
- It is difficult to find local candidates that meet the education, training, licensing, and/or experience requirements.
- Candidates from outside the county are reluctant to move here due to the high cost of living and housing.
- Candidates from outside the county are reluctant to move here because their spouse or partner can't find employment.
- Your organization doesn't have adequate staffing with the time and training required to effectively recruit candidates for open positions.
- Other (please specify)

- None of the above

12. What strategies has your organization used to successfully recruit new healthcare employees?

13. What performance measures/metrics does your organization track to monitor your recruitment outcomes?

## Critical Occupational Needs and Career Pathways

14. What types of training do you provide to your employees onsite at your organization?

15. The Partnership's research for SLO County indicates projected shortages of healthcare employees in all major occupations/job titles over the next 5 to 10 years.

What are the **critically needed occupations/job titles** that are the most challenging for your organization to fill **NOW** and how many **positions do you need to fill on an annual basis?** (Example: #1 Registered Nurse: 8; #2 Registered Dental Assistant: 2; etc.)

#1 Most critically needed occupation  
**NOW** & # of positions:

#2 Most critically needed occupation  
**NOW** & # of positions:

#3 Most critically needed occupation  
**NOW** & # of positions:

#4 Most critically needed occupation  
**NOW** & # of positions:

#5 Most critically needed occupation  
**NOW** & # of positions:

#6 Most critically needed occupation  
**NOW** & # of positions:

#7 Most critically needed occupation  
**NOW** & # of positions:

#8 Most critically needed occupation  
**NOW** & # of positions:

#9 Most critically needed occupation  
**NOW** & # of positions:

#10 Most critically needed occupation  
**NOW** & # of positions:

16. If you do not anticipate that these same occupations/job titles will continue to be the most critically needed **in 5 to 10 years**, please indicate the **occupations/job titles** that you believe will be needed **in 5 to 10 years and the projected number of positions needed annually**? (Example: #1 Physical Therapist: 4; #2 Medical Assistant: 20; etc.)

#1 Most critically needed occupation & projected # of positions annually **in 5 -10 years:**

#2 Most critically needed occupation & projected # of positions annually **in 5 -10 years:**

#3 Most critically needed occupation & projected # of positions annually **in 5 -10 years:**

#4 Most critically needed occupation & projected # of positions annually **in 5 -10 years:**

#5 Most critically needed occupation & projected # of positions annually **in 5 -10 years:**

#6 Most critically needed occupation & projected # of positions annually **in 5-10 years:**

#7 Most critically needed occupation & projected # of positions annually **in 5-10 years:**

#8 Most critically needed occupation & projected # of positions annually **in 5-10 years:**

#9 Most critically  
needed  
occupations &  
projected # of  
positions annually  
**in 5-10 years:**

#10 Most critically  
needed  
occupations &  
projected # of  
positions annually  
**in 5-10 years:**

17. What training programs or career pathways should be developed to ensure that the pipeline is in place to provide trained workers for the occupations/job titles that represent the most critical needs for your organization for the next 5 to 10 years?

### Other Individuals or Organizations Who Should be Contacted:

18. If there is someone else **within your organization** who can provide information on physical, behavioral, or oral healthcare recruitment and retention challenges, critical occupational needs, or career pathway requirements, please provide their name, title, email address, and phone number.

19. If there is someone **outside of your organization** who can provide information on physical, behavioral, or oral healthcare recruitment and retention challenges, critical occupational needs, or career pathway requirements, please provide their name, title, organization, email address, and phone number.



Thank you for your feedback.

Contact Person:

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