

CNA Focus Group Questions

We are interested in learning about the needs and capacity of CNAs to perform their role. Please answer the following questions based on your experience(s) as CNAs.

1. Why did you want to be a CNA?
2. What keeps you working in the CNA role?

Recognizing that low pay and inadequate staffing are challenges affecting the role of the CNA

3. When you're at work, how much do you think about things outside of work, like childcare, housing, food, or transportation?
4. How did your initial education and training as a CNA prepare you for your role? Where did you obtain your training to be a CNA?
5. What do you wish you had known before you started working as a CNA?
6. What resources are available to you (for example, individuals, policy/procedure manuals, etc?) if you have questions or need information to safely care for residents?
 - a. How do you access these resources?
 - b. What would you do – or what have you done – when encountering a new or unfamiliar situation to get the information you need to care for residents? Give an example.
7.
 - a. What things make it easier for you to perform your role as a CNA?
 - b. What things make it more difficult to perform your role as a CNA?
8. Raise your hand if there is a career ladder in your facility for individuals wanting to move into new positions or roles.
 - a. How many of you are interested in participating in the career ladder?
 - b. How many work in a facility without a career ladder?
 - c. If you were, or are interested in the career ladder, what prevented, or might prevent you, from doing so?
9. Other than better pay, what do you think would bring more individuals into the CNA role?
10. What is the best part of your job?
11. What do you like least about your job?
12. What else would like to share with us about your role as a CNA?