
Start of Block: Introduction



Welcome!

You are being invited to participate in a needs assessment project because you are a Certified Nursing Assistant (CNA) working in a long-term care (LTC) facility in Tennessee. You will be asked to complete a brief, anonymous survey to identify the training, needs, and capacity of CNAs to perform their role in LTC facilities.

Study Description and Purpose: Although Certified Nursing Assistants (CNAs) constitute the largest component of the long-term care (LTC) workforce, these essential workers are one of the least studied. Currently, there is no comprehensive data describing CNA training and support needs in Tennessee. Information at the state level regarding the needs impacting CNAs abilities to perform the CNA role, as well as factors impacting recruitment and retention of CNAs, is needed to appropriately educate and train, as well as enhance recruitment and retention of CNA's in LTC in Tennessee.

- Project Title: NEEDS AND CAPACITY OF CERTIFIED NURSING ASSISTANTS IN LONG TERM CARE: A TENNESSEE WORKFORCE ASSESSMENT
- Primary Investigator: Dr. Deborah Lee, PhD, RN, NBC-HWC, Department of Nursing, College of Behavioral and Health Sciences, Middle Tennessee State University
- Protocol ID: 22-2036 7qti Approval Date: 09/27/2021 Expiration Date: 09/30/2023

Risks & Discomforts – There are no identifiable potential risks or discomforts foreseen to you for participating in this project.

Benefits – There are no direct benefits to you in participating in this project. However, potential benefits to CNAs in the state of Tennessee by your participation will be to identify and share relevant workforce data on the needs and capacity of CNAs to perform the role of a CNA in long-term care facilities.

Additional Information – The survey is voluntary and is expected to take approximately 10 minutes to complete. Funding for this study has been approved through Middle Tennessee State University, Middle Tennessee-Internal Grant Opportunity.

Compensation – If you wish to be entered into a random drawing for a \$250 Amazon gift card, please **provide an email address below**. You may also complete the survey without providing

an email address. The recipient of the gift card will be notified via email and asked to provide identifiable information to be used for accounting purposes only.

Contact Information – If you have any questions about the study, please contact Dr. Deborah Lee at 615-904-8059 or via email at deborah.lee@mtsu.edu or the Co-Investigator Dr. Cathy Cooper at cathy.cooper@mtsu.edu.

Sincerely,

Deborah Lee, PhD, RN, NBC-HWC

Cathy A. Cooper, EdD, MSN, RN, CNE, COI

To begin the survey, please click on the arrow.

Enter your email address here if you wish to be entered in the drawing for a \$250 Amazon gift card:

End of Block: Introduction

Start of Block: Demographics

Q1 What is your age? Please type below. Leave it blank if you prefer not to answer.

Q2 What gender do you identify as?

- Female
- Male
- Other
- Prefer not to say

Q3 Choose one or more races that you consider yourself to be

- White or Caucasian
 - Black or African American
 - Hispanic or Latino
 - Asian
 - Other
 - Prefer not to say
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Q4 What is your current marital status?

- Married
 - Widowed
 - Divorced/Separated
 - Never been married
 - Prefer not to say
-

Q5 What is the highest level of education you have completed?

- Less than H.S. Diploma
- H.S. Diploma or equivalent
- Some college but no degree
- College degree
- Prefer not to say

End of Block: Demographics

Start of Block: Employment Profile

Q6 How many hours do you work in a typical week?

- Fulltime (36 or more hours)
- Part-time (35 or less hours)

Q7 How many years have you worked as a CNA?

	Years	Months
Please enter the number of years and months (e.g. 2 for 2 years). If working less than 1 year, enter 0 for year and the number of months		

Q8 How many years have you been working at your current facility as a CNA?

	Years	Months
Please enter the number of years and months (e.g. 2 for 2 years). If working less than 1 year, enter 0 for year and the number of months		

Q9 Where is the geographic location of the facility where you currently work?

- East Tennessee
- Middle Tennessee
- West Tennessee

End of Block: Employment Profile

Start of Block: Recruitment

Q10 How did you find your current position? (Select all that apply)

- Knew someone who worked here
 - Online advertisement or job posting (e.g. Indeed)
 - Family member or friend
 - Social media (e.g. Facebook, Instagram)
 - CNA training program
 - Other (please specify)
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Q11 What is most important to you in selecting a job? (Select all that apply)

- Benefits such as health, dental, vision insurance
- Paid time off (sick leave, vacation or personal days)
- Shift differential
- Sign-on bonus
- Hourly pay rate
- Retirement or pension plan
- Scheduling (working the same schedule each week)
- Flexibility (if need to leave early or come in later)

End of Block: Recruitment

Start of Block: Retention & Advancement

Q12 What keeps you working in the CNA role? (Select all that apply)

- Work together as a team
 - Welcoming environment
 - Appreciated/valued for the work I do by management
 - Relationship(s) with residents
 - Relationship(s) with co-workers
 - Benefits such as health, dental, vision insurance
 - Paid time off (sick leave, vacation or personal days)
 - Shift differential
 - Retirement or pension plan
 - Scheduling (working the same schedule each week)
 - Flexibility (if need to leave early or come in later)
 - Other (please specify)
-

Q13 What benefits are important to you working in the CNA role? (Select all that apply)

- Tuition reimbursement
 - Health insurance
 - Dental insurance
 - Vision insurance
 - Other (please specify)
-

Q14 What advancement opportunities are available to you in the CNA role at your current facility? (Select all that apply)

- Becoming a peer leader
 - Becoming a mentor
 - Becoming a medication technician
 - None
 - Other (please specify)
-

End of Block: Retention & Advancement

Start of Block: Training & Education

Q15 If you could have additional training, which of the following topics would benefit you the most in your role as a CNA? (Select all that apply)

- Managing challenging patients (e.g. resisting care, inappropriate verbal comments, insisting on care that conflicts with policy, etc.)
 - Caring for residents with mental health or cognitive issues (e.g. dementia, depression, confusion, Alzheimer's)
 - Feelings/grief when resident's die
 - Skills to communicate with residents and family members
 - Ways to manage stress
 - Caring for residents from different cultures
 - Infection control
 - Other (please specify)
-

End of Block: Training & Education

Start of Block: Job Satisfaction

Q16 What factor(s) would contribute to your satisfaction and likelihood to continue working as a CNA? (Select all that apply)

- Higher pay
 - Better benefits
 - More training or education
 - Fewer residents to care for each shift
 - Feeling respected and valued for the knowledge I have
 - Other (please specify)
-

Q17 Are you employed by a staffing agency?

- No
- Yes

End of Block: Job Satisfaction
