

NDWS Survey

Wave 1

Nursing Home Staff Survey

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Masked and removed variables:

Decisions about each variable are reflected in the table of contents.

[R] - variable removed for disclosure protection

[M] - variable masked (collapsed or recoded) for disclosure protection

[Partial R] - not all responses/variables are removed for disclosure protection, but some

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Disclosure Protections

Protecting participant privacy is critical from both a compliance and ethics perspective. It must also be balanced with ensuring data utility for research. In accordance with best practices, we offer several layers of privacy protections for the de-identified, NDWS public use files.

First, we removed all direct identifiers under the HIPAA safe harbor method (e.g., date of birth) or variables for which we were concerned that participant identity could be considered readily ascertainable under the Human Subjects Research Regulations (e.g., geographic area).

Second, we classified indirect identifiers—i.e., a variable or collection of variables that could be used in combination to identify a unique individual. For example, indirect identifiers that were continuous (e.g., degree year) were converted into categorical versions, while categorical variables with multiple options were collapsed in some cases (e.g., race).

We also applied complementary cell suppression of indirect identifiers to satisfy k-anonymity, where individual cells of indirect identifiers are replaced with missing values until the k-anonymity condition is met. A k value determines the minimum group size of indirect identifiers (i.e., the number of individuals with the same non-missing indirect identifiers) in response to any query—in other words, using the indirect identifiers available in the survey, a k value reflects the number of unique respondents who share a specific combination of identifiers (e.g., a psychiatrist who earned their degree in 2002 and practices in a rural setting). Ideally, the function of the algorithm is to identify the minimum number of cells which must be suppressed to satisfy k-anonymity. We adopted k=3—meaning no fewer than 3 respondents could share a particular combination of indirect identifiers—as an appropriate balance between data privacy and utility given that we removed the variables we deemed to carry potential risk (e.g., to financial standing, employability, or reputation) and the complete, unredacted surveys are also available to researchers in a secure enclave that affords additional privacy protections. For each survey, the NDWS team identified high-priority variables among the indirect identifiers that were prioritized for inclusion by the algorithm. To maximize PUF utility for researchers, our general approach was to exclude indirect identifiers that required more than 20% of variable suppression.

Third, we removed all variables alone or in conjunction which we believed posed a potential risk to the participants' financial standing, employability, or reputation as required for exempt research under 45 CFR § 46.104(d)(2).

Together, these procedures provide multiple, complementary layers of protection that align with federal and state standards while preserving the analytic value of the NDWS public use files. By combining the removal of identifiable data, high-risk variables, categorical recoding, suppression of small groups, and application of a secure enclave for full data access, we believe we have appropriately protected participant privacy. At the same time, these measures were designed to also ensure data utility such that the NDWS remains a robust and reliable resource for advancing research.

Masked and removed variables:

Decisions about each variable are reflected in the table of contents.

[R] - variable removed for disclosure protection

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Coding information for masked variables:

Masked variables are recoded as follows:

Original variable(s)	Coding	Masked Variable
YearsLTCWork	Created aggregate variable with the following discreet categories: ≤ 1 years or other into "<=1" > 1 years into ">1"	pTimeLTCWork
JobsHave	Created aggregate variable with the following discreet categories: = 1 job into "1" More than 1 job into ">1"	NH8a_JobsHave
JobsHours	Created aggregate variable with the following discreet categories: < 40 into "<40" = 40 into "40" > 40 into ">40"	NH9_JobHours
JobsHoursWeek	Created aggregate variable with the following discreet categories:	NH12_JobHoursWeek

	<p>< 40 into "<40"</p> <p>= 40 into "40"</p> <p>> 40 into ">40"</p>	
JobYears	<p>Created aggregate variable with the following discreet categories:</p> <p><= 1 years or other into "<=1"</p> <p>> 1 years into ">1"</p>	NH11a_JobDuration
JobWeeksYear	<p>Created aggregate variable with the following discreet categories:</p> <p>< 40 into "<40",</p> <p>>=40 into ">=40"</p>	NH13_JobWeeksYear
BirthYear	<p>Created aggregate variable with the following discreet categories:</p> <p>< 1980 into "<1980",</p> <p>< 1990 into "1980-1989",</p> <p>< 2000 into "1990-1999",</p> <p>> = 2000 into ">=2000"</p>	NH48_BirthYear
Sex	<p>Created aggregate variable with the following discreet categories:</p> <p>Female into "Female",</p> <p>All others into "Male/Other"</p>	NH56_Sex
WhereBorn	<p>Created aggregate variable with the following discreet categories:</p> <p>US or Territory into "US",</p>	NH51_WhereBorn

	Other into "NonUS"	
Race	<p>Created aggregate variable with the following discreet categories:</p> <p>If RaceAA selected into "Black", If RaceEA selected into "White", All others into "Other"</p>	NH50_Race
Ethnicity	<p>Created aggregate variable with the following discreet categories:</p> <p>If Not Hispanic into "NotHisp", All others into "Hisp"</p>	NH49_Ethnicity
LanguageOther	<p>Created aggregate variable with the following discreet categories:</p> <p>If "No" into "No", All others "Yes/Other"</p>	NH59_Language
HHAdults	<p>Created aggregate variable with the following discreet categories:</p> <p><= 0 into "0", > 0 into "1".</p>	NH62_AgeHHAdults
HHChildren	<p>Created aggregate variable with the following discreet categories:</p> <p><= 0 into "0", > 0 into "1".</p>	NH62_AgeHHChildren

HHAdults65	<p>Created aggregate variable with the following discreet categories:</p> <p>≤ 0 into "0", > 0 into "1".</p>	NH62_AgeHHAdults65
PayPerHour PayPerWeek PayPerBiMonthly PayPerMonth	<p>Created aggregate variable with the following discreet categories:</p> <p>First, standardize pay per hour from reports of per hour, weekly, bi-monthly pay.</p> <p>Then categorize as</p> <p>Missing into "NA", < 11 into "< \$11/Hr", ≥ 11 and < 16 into "\$11/hr - \$15/hr", ≥ 16 and < 20 into "\$16/hr - \$20/hr".</p>	NH24_PayPerHourCat

NHIntro

Thank you for participating in the National Dementia Workforce Study.

This survey is sponsored by the National Institute on Aging and is being given to nursing home staff who care for people living with dementia. The survey will take about 25 minutes.

This survey asks questions about your job with [FACILITY NAME].

Your responses are confidential and will never be shared with your employer.

Dementia is a general term for a condition causing loss of memory, language, problem-solving, and other thinking abilities that are severe enough to interfere with daily life. Alzheimer's disease is the most common cause of dementia.

NH0 StillWork

You have been selected to complete this survey based on your employment at [FACILITY NAME]. Do you still work at [FACILITY NAME]?

- 1. Yes
- 5. No

[TERMINATE IF NH0 = 5]

NH1 LicenseHeld

Have you ever held a state license, certification, or registration related to your job in a nursing home?

- 1. Yes [GO TO NH1_1]
 - 5. No [GO TO NH2]
-

NH1_1 LicenseNow

[DISPLAY IF NH1 = 1 Yes]

Please select the state licenses, certifications, or registrations that you **currently hold**:

Select all that apply.

Licenses

- a. RN
- b. LPN/LVN
- c. Other: _____

Certification or Registration

- d. Certified Nursing Assistant
- e. Home Health Aide
- f. Personal Care Aide/Assistant
- g. Medication Aide
- h. Other: _____
- i. None of the above

[VARIABLE CODING]

[LicenseNowRN]

[LicenseNowPCA]

[LicenseNowLPN]

[LicenseNowMA]

[LicenseNowOther1]

[LicenseNowOther2]

[LicenseNowCNA]

[LicenseNowNone]

[LicenseNowHHA]

NH1_2 LicenseEver

Please check any state licenses, certifications, or registrations that you **have ever held in the past**, even if it is not current:

Select all that apply.

Licenses

- a. RN
- b. LPN/LVN
- c. Other: _____

Certification or Registration

- d. Certified Nursing Assistant
- e. Home Health Aide
- f. Personal Care Aide/Assistant
- g. Medication Aide
- h. Other: _____

[VARIABLE CODING]

[LicenseEverRN]

[LicenseEverPCA]

[LicenseEverLPN]

[LicenseEverMA]

[LicenseEverOther1]

[LicenseEverOther2]

[LicenseEverCNA]

[LicenseEverHHA]

NH2 Certificate

Are you currently working towards a certificate, license, or degree related to healthcare?

- 1. Yes
- 5. No

NH3 Education

Which of the following describes your **highest** level of education?

- 1. Some high school coursework
- 2. High school diploma or equivalent
- 3. Some college coursework
- 4. Practical/vocational nursing diploma or certificate
- 5. Diploma from a hospital-based RN program
- 6. Associate degree
- 7. Bachelor's degree
- 8. Master's degree

9. Doctoral degree
10. Other (specify)_____
-

NH4 TrainFormal

Have you ever received formal training (online or in-person course) in...

	Yes	No
a. Understanding dementia?	<input type="radio"/>	<input type="radio"/>
b. Responding to resident behaviors?	<input type="radio"/>	<input type="radio"/>
c. Communicating with people with dementia?	<input type="radio"/>	<input type="radio"/>
d. Working with families of people with dementia?	<input type="radio"/>	<input type="radio"/>
e. Identifying changes in residents' condition?	<input type="radio"/>	<input type="radio"/>
f. Providing end-of-life care?	<input type="radio"/>	<input type="radio"/>
g. Caring for residents of different cultures, values, or beliefs?	<input type="radio"/>	<input type="radio"/>
h. Respecting residents' rights?	<input type="radio"/>	<input type="radio"/>
i. Protecting residents against injury?	<input type="radio"/>	<input type="radio"/>
j. Protecting yourself against injury?	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

[TrainFormalUnderstand]

[TrainFormalEndOfLife]

[TrainFormalRespond]

[TrainFormalCulture]

[TrainFormalComm]

[TrainFormalRights]

[TrainFormalFam]

[TrainFormalResInjury]

[TrainFormalCondition]

[TrainFormalSelfInjury]

NH5 TrainInformal

Have you ever received informal on-the-job training or completed self-study in...

	Yes	No
a. Understanding dementia?	<input type="radio"/>	<input type="radio"/>
b. Responding to resident behaviors?	<input type="radio"/>	<input type="radio"/>
c. Communicating with people with dementia?	<input type="radio"/>	<input type="radio"/>
d. Working with families of people with dementia?	<input type="radio"/>	<input type="radio"/>
e. Identifying changes in residents' condition?	<input type="radio"/>	<input type="radio"/>
f. Providing end-of-life care?	<input type="radio"/>	<input type="radio"/>
g. Caring for residents of different cultures, values, or beliefs?	<input type="radio"/>	<input type="radio"/>
h. Respecting residents' rights?	<input type="radio"/>	<input type="radio"/>
i. Protecting residents against injury?	<input type="radio"/>	<input type="radio"/>
j. Protecting yourself against injury?	<input type="radio"/>	<input type="radio"/>

	[TrainInformalUnderstand]	[TrainInformalEndofLife]
	[TrainInformalRespond]	[TrainInformalCultures]
[VARIABLE CODING]	[TrainInformalComm]	[TrainInformalRights]
	[TrainInformalFam]	[TrainInformalResInjury]
	[TrainInformalCondition]	[TrainInformalSelfInjury]

NH6 TrainPrepare [R]

How well did your training prepare you for what it is like to actually work at your current job?

1. Not at all prepared
 2. Somewhat prepared
 3. Well prepared
-

NH7a YearsLTCWork [M]

How many years have you been working for pay in long-term care, with any type of employer?

_____ Year(s) [INTEGER; RANGE 0-99]

1. Less than one year

[IF NH7a not null or > 0, GO TO N8a]

NH7b MonthsLTCWork [R]

[Display NH7b if NH7a = Less than one year]

How many months have you been working for pay in long-term care, with any type of employer?

_____ Months

[INTEGER; RANGE 0-999]

NH8a JobsHave [M]

How many jobs do you currently hold for pay?

_____ current jobs for pay [INTEGER; RANGE 0-99]

[IF NH8a = 1 (one job only), GO TO NH9]

NH8b JobsHaveLTC [R]

How many jobs do you currently hold for pay in the field of long-term care?

_____ paid jobs in long-term care [INTEGER; RANGE 0-99]

[IF NH8b = NH8a (all jobs are with LTC), GO TO NH9]

NH8c JobsHaveOther [R]

How many jobs do you currently hold for pay in other fields?

_____ paid jobs in other fields

[INTEGER; RANGE 0-99]

NH9 JobHours [M]

How many hours do you work in a normal week [Display if NH8a > 1 (more than one job): "in **all** your jobs"]?

_____ hours per week

[INTEGER; RANGE 0-168]

NH10 JobOther [R]

[Display NH10 if NH8a > 1 (more than one job)]

What type of employer do you have for your other job(s)?

Select all that apply.

- a. Another nursing home
- b. Assisted living community
- c. Home care agency
- d. Privately employed to provide home care
- e. Another type of health care employer
- f. Other (specify): _____

[VARIABLE CODING]

[JobOtherNH]

[JobOtherOther]

[JobOtherAL]

[JobOtherHC]

[JobOtherPrivateHC]

[JobOtherHealthCare]

NH11a JobYears [M]

The rest of the questions in this survey are related to your job with [FACILITY NAME]

How long have you worked with this employer?

_____ Years [IF NH11a not null or > 0, GO TO N12]

- 1. Less than one year

[INTEGER; RANGE 0-99]

NH11b JobMonths

[Display NH11b if NH11a = Less than one year]

How many months have you worked with this employer?

_____ months

[INTEGER; RANGE 0-999]

NH12 JobHoursWeek [M]

How many hours per week do you usually get paid for your work in this job?

_____ hours per week

[INTEGER; RANGE 0-168]

NH13 JobWeeksYear [M]

How many weeks per year do you usually work in this job?

_____ weeks per year

[INTEGER; RANGE 0-52]

NH14 JobShiftType

What shifts do you normally work in this job?

Select all that apply.

- a. Days
- b. Evenings
- c. Nights
- d. Weekends

e. No regular shift schedule [DO NOT ALLOW WITH OTHER OPTIONS]

[VARIABLE CODING]

[JobShiftTypeD]

[JobShiftTypeE]

[JobShiftTypeN]

[JobShiftTypeW]

[JobShiftTypeIrregular]

NH15 JobSupervise

Do you supervise other staff in your job?

1. Yes

5. No

NH16 JobAdmin

Do you administer any of the following to your residents?

	Yes	No
a. Prescription oral medication	<input type="radio"/>	<input type="radio"/>
b. Prescription creams/ointments	<input type="radio"/>	<input type="radio"/>
c. Over-the-counter medications	<input type="radio"/>	<input type="radio"/>

[JobAdminMed]

[VARIABLE CODING]

[JobAdminCream]

[JobAdminOTC]

NH17 ScheduleAdjust

[NH17 and NH18 will display on the same screen]

How much do you agree or disagree with the following statements?

Last minute adjustments are often made to your schedule by your employer.

1. Strongly disagree
 2. Disagree
 3. Agree
 4. Strongly agree
-

NH18 ScheduleAnticipate

[Display on the same screen as NH17]

You can easily anticipate what days and times you will be working week-to-week.

1. Strongly disagree
 2. Disagree
 3. Agree
 4. Strongly agree
-

NH20 JobSameResident

Are you assigned to care for the same residents on most weeks you work, or do the residents you are assigned to change each week?

1. Same residents
 2. Residents change
 3. Combination
-

NH21 TravelHow

During the past month, how did you usually travel from home to your job?

1. Drove yourself
 2. Got a ride from others
 3. Public transportation
 4. Walking or bicycle
 5. Taxi, van, or rideshare service
 6. Other
-

NH22a TransportMissWork

During the past month, did you miss any time from work because of problems with transportation?

1. Yes [\[GO TO NH22b\]](#)
 5. No [\[GO TO NH23\]](#)
-

NH22b TransportMissShift [R]

During the past month, how many shifts did you miss because of transportation problems?

____ Number of shifts

[\[INTEGER; RANGE 0-99\]](#)

NH22c TransportBeLate [R]

During the past month, how many times were you late because of transportation problems?

____ Number of times

[\[INTEGER; RANGE 0-99\]](#)

NH23 PayType

How are you paid?

1. Hourly wage
2. Weekly salary
3. Twice-monthly salary
4. Monthly salary

NH24a PayPerHour [M]

[Display NH24a If NH23 = 1]

What is your hourly wage before taxes?

\$ _____ hourly wage

[INTEGER; RANGE 0-999]

NH24b PayPerWeek [M]

[Display NH24b If NH23 = 2]

What is your weekly salary before taxes?

\$ _____ weekly salary

[INTEGER; RANGE 0-99,999]

NH24c PayPerBiMonthly [M]

[Display NH24c If NH23 = 3]

What is your twice-monthly salary before taxes?

\$_____ twice-monthly salary

[INTEGER; RANGE 0-999,999]

NH24d PayPerMonth [M]

[Display NH24d If NH23 = 4]

What is your monthly salary?

\$_____ monthly salary

[INTEGER; RANGE 0-999,999]

NH25 HaveInsurance

Do you currently have health insurance?

Select all that apply.

- a. Yes, from this job
- b. Yes, from another job
- c. Yes, from spouse's or partner's job
- d. Yes, from parent or parent's job
- e. Yes, Medicaid
- f. Yes, Medicare
- g. Yes, Veterans Affairs (VA)
- h. Yes, from the Affordable Care Act/Exchange
- i. No, I do not have health insurance [Do not allow with other answers]

[VARIABLE CODING]

[HaveInsuranceJob]

[HaveInsuranceOtherJob]

[HaveInsuranceSpouse]

[HaveInsuranceParent]

[HaveInsuranceMedicaid]

[HaveInsuranceMedicare]

[HaveInsuranceVA]

[HaveInsuranceACA]

[HaveInsuranceNone]

NH26 Benefits

What benefits are you currently offered by [FACILITY NAME]?

Select all that apply.

- a. Paid time off (PTO) that combines sick and vacation [IF SELECTED, ASK NH26a]
- b. Paid sick time that is separate from vacation time [IF SELECTED, ASK NH26b]
- c. Paid vacation time that is separate from sick time [IF SELECTED, ASK NH26c]

[VARIABLE CODING]

[BenefitsPTO]

[BenefitsSick]

[BenefitsVaca]

NH26a DaysPTO

How many days of paid time off (PTO) do you currently receive each year?

_____ # Days per year

[INTEGER; RANGE 0-365]

NH26b DaysSick

How many days of paid sick time do you currently receive each year?

_____ # Days per year

[INTEGER; RANGE 0-365]

NH26c DaysVaca

How many days of paid vacation time do you receive each year?

_____ # Days per year

[INTEGER; RANGE 0-365]

NH27 BenefitsOther

What other benefits does [FACILITY NAME] currently offer?

Select all that apply.

- a. Health insurance for employees' families [IF SELECTED, ASK NH28]
- b. Dental insurance [IF SELECTED, ASK NH29]
- c. Vision insurance [IF SELECTED, ASK NH30]
- d. Tuition reimbursement or education scholarship [IF SELECTED, ASK NH31]
- e. Paid parental leave [IF SELECTED, ASK NH32]
- f. Retirement benefits (401K, 403B, pension, other) [IF SELECTED, ASK NH33]
- g. None of the above [Do not allow with other selections, Go to NH34]

[VARIABLE CODING]

[BenefitsOtherFamily]

[BenefitsOtherDental]

[BenefitsOtherVision]

[BenefitsOtherTuition]

[BenefitsOtherPPL]

[BenefitsOtherRetirement]

[BenefitsOtherNone]

NH28 FamilyInsurance

Is your family currently enrolled in health insurance from [FACILITY NAME]?

1. Yes

5. No

NH29 Dental

Are you currently enrolled in dental insurance from [FACILITY NAME]?

1. Yes

5. No

NH30 Vision

Are you currently enrolled in vision insurance from [FACILITY NAME]?

1. Yes

5. No

NH31 Tuition

Have you ever received tuition reimbursement or an education scholarship from [FACILITY NAME]?

- 1. Yes
 - 5. No
-

NH32 ParentalLeave

Have you ever received paid parental leave from [FACILITY NAME]?

- 1. Yes
 - 5. No
-

NH33 Retirement

Are you currently enrolled in retirement benefits from [FACILITY NAME]?

- 1. Yes
 - 5. No
-

NH34 Grieve [R]

Do you have enough support in your job to grieve patients who are dying or who have died?

- 1. Yes
 - 5. No
-

NH35 DirectDementia

Please continue to answer the questions related to your job with [FACILITY NAME].

Do you provide direct care to people with dementia?

- 1. Yes

NH36 MemCare

1. Yes, all of the time
2. Yes, some of the time
5. No, never

F_PLWD_1

Strongly disagree	Disagree	Somewhat disagree	Neutral	Somewhat agree	Agree	Strongly agree
-------------------	----------	-------------------	---------	----------------	-------	----------------

a. It is rewarding to work with people who have dementia [R]	0	0	0	0	0	0	0
b. I am comfortable touching people with dementia [R]	0	0	0	0	0	0	0
c. I feel relaxed around people with dementia	0	0	0	0	0	0	0
d. People with dementia can be creative	0	0	0	0	0	0	0

e. It is possible to enjoy interacting with people with dementia [R]

o o o o o o o

f. People with dementia can enjoy life [R]

o o o o o o o

[VARIABLE CODING] [PlwdRewarding] [PlwdCreative]
[PlwdComfortable] [PlwdEnjoy]
[PlwdRelaxed] [PlwdLife]

NH38a-i PeopleWithDementia_1 [Partial R]

F_PLWD_2

For each item below, how confident are you in your ability to do these things with residents who have dementia?

Not at all confident A little confident Somewhat confident Very confident

a. I can use information about their past (such as what they used to do and their interests) when talking to a resident with dementia.

o o o o

b. I can change my work to match the changing needs of a resident with dementia.

o o o o

c. I can keep up a positive attitude towards residents with dementia. [R]

o o o o

d. I can keep up a positive attitude towards the relatives of residents with dementia. [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I can keep myself motivated during a working day.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I can play an active role in my team.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I can protect the dignity of a resident with dementia. [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I can deal with personal care, such as incontinence, in a resident with dementia. [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. I can offer choice to a resident with dementia (such as what to wear, or what to do). [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

	[PlwdPast]	[PlwdActive]
	[PlwdNeeds]	[PlwdDignity]
[VARIABLE CODING]	[PlwdPositive]	[PlwdPersonalCare]
	[PlwdRelatives]	[PlwdChoice]
	[PlwdMotivated]	

NH39 F_Job_1 Resources [R]

Please indicate how much you agree or disagree with the following statements:

	Strong ly dis agree	Dis agree	Agree	Strong ly agree
a. I have appropriate personal protective equipment (PPE).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Equipment or assistive devices are available when needed to help move, transfer, or lift residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Other staff are available when needed to help move, transfer, or lift residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The health and safety of workers is a high priority with management where I work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. The demands of my job interfere with my personal or family life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

[JobPPE]

[JobEquipment]

[JobHelp]

[JobSafety]

[JobInterfere]

Section 4: Worker Outcomes:

NH40 F_Job_2A F_Job_2B JobSatisfaction [Partial R]

Thinking about your job at [FACILITY NAME], please indicate your level of satisfaction or dissatisfaction with each of the following:

Very dissatisfied	Dissatisfied	Satisfied	Very satisfied
----------------------	--------------	-----------	-------------------

a. Overall job	o	o	o	o
b. Schedule of hours	o	o	o	o
c. Salary or wages	o	o	o	o
d. Benefits	o	o	o	o
e. Type of work that you do	o	o	o	o
f. Opportunities to learn new skills	o	o	o	o
g. Independence at work	o	o	o	o
h. Working with your supervisor [R]	o	o	o	o
i. Working with your coworkers [R]	o	o	o	o
j. Opportunities for career advancement	o	o	o	o
k. Relationship with residents	o	o	o	o
l. Relationship with family members of residents	o	o	o	o
m. Your workload	o	o	o	o
n. Respect for your role	o	o	o	o
o. Work schedule flexibility	o	o	o	o
p. Work environment	o	o	o	o
q. Ability to take enough sick time	o	o	o	o

	[JobOverall]	[JobCareer]
	[JobHours]	[JobResidents]
	[JobWages]	[JobFamilies]
[VARIABLE CODING]	[JobBenefits]	[JobWorkload]
	[JobWorkType]	[JobRespect]
	[JobLearn]	[JobFlexibility]

[JobIndependence]

[JobEnvironment]

[JobSupervisor]

[JobSickTime]

[JobCoworkers]

NH41 JobOpinion

Thinking about your job at [FACILITY NAME], how much do you agree or disagree with each of the following?

	Strong ly dis agree	Dis agree	Agree	Strong ly agree
a. I have enough time to give individual attention to residents who need assistance with dressing, bathing, transferring, or using the toilet.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I have enough time to complete other duties that don't directly involve the residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Residents and/or families let me know when I am doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. My supervisor(s) lets me know when I am doing a good job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I am encouraged to discuss the care and well-being of residents with their families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. I participate as a member of a care team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[JobAttention]

[JobSuperAppr]

[VARIABLE CODING]

[JobDuties]

[JobEncouraged]

[JobFamiliesAppr]

[JobParticipate]

NH42 JobExperienced [Partial R]

In your job at [FACILITY NAME] over the past year, how often have you experienced the following:

	Never	Rarely	Some times	Often
a. Communication problems with co-workers [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Communication problems with supervisor(s) [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Communication problems with residents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Communication problems with residents' family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Disrespectful behavior from residents	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Disrespectful behavior from residents' family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Racial, ethnic, religious, or other personal insults from residents [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Inappropriate sexual behavior from residents [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Hitting or other physical aggression from residents [R]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

j. Yelling or other verbal aggression from residents [R]	o	o	o	o
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	[JobProbCoworkers]	[JobProbFamBehavior]
	[JobProbSuper]	[JobProbInsult]
[VARIABLE CODING]	[JobProbResident]	[JobProbInappr]
	[JobProbFamilies]	[JobProbPhysical]
	[JobProbResBehavior]	[JobProbVerbal]

NH43 JobRecommend [R]

Would you recommend [FACILITY NAME] to your family and friends needing care?

1. Definitely no
 2. Maybe no
 3. Maybe yes
 4. Definitely yes
-

NH44 JobDiscriminate [R]

In your current job have you ever been discriminated against by your employer because of your race or ethnic origin?

1. Yes
 5. No
-

NH45 JobBurnedOut [R]

I feel burned out from my work...

1. Never

- 2. A few times a year or less
 - 3. Once a month or less
 - 4. A few times a month
 - 5. Once a week
 - 6. A few times a week
 - 7. Every day
-

NH46a JobInjury

During the past 12 months, did you experience any work-related injuries?

- 1. Yes [\[GO TO NH46b\]](#)
 - 5. No [\[GO TO NH47\]](#)
-

NH46b JobInjuryAid

[\[Display NH46b if NH46a = Yes\]](#)

Did any of these injuries require any first aid or medical treatment, change in job activities, or lost time from work?

- 1. Yes
 - 5. No
-

NH46c JobInjuryWork

[\[Display NH46c if NH46a = Yes\]](#)

Was any injury with your job at [\[FACILITY NAME\]](#)?

- 1. Yes
 - 5. No
-

NH47 JobRetention [R]

How long do you think you will continue to work at [FACILITY NAME]?

Please remember this survey is confidential.

1. Less than 6 months
 2. 6 months – 1 year
 3. More than 1 year
 4. Don't know/unsure
-

Section 5: Demographics:

Finally, we have a few short questions that will help us ensure we receive feedback from a diverse group of people.

After this last section, we will confirm your address to send you the [\$\$x] as a token of appreciation for your participation.

NH48 BirthYear [M]

What is your birth year?

_____ Year of birth

[INTEGER; 1925-2005]

NH49 Ethnicity [M]

Are you of Latino or Hispanic ethnicity?

Select all that apply.

- a. No, not Hispanic/Latino [Do not allow with other selections]
- b. Yes, Central American
- c. Yes, South American
- d. Yes, Caribbean
- e. Yes, Mexican
- f. Yes, Other Hispanic

[VARIABLE CODING]

[EthnicityNotHisp]

[EthnicityCAM]

[EthnicitySA]

[EthnicityCaribbean]

[EthnicityMexican]

[EthnicityOtherHisp]

NH50 Race [M]

What is your racial background?

Select all that apply.

- a. African-American, Black, African
- b. American Indian, Native American, Alaskan Native
- c. Asian [If selected, branch out to options below NH50a RaceAsian]
[NH50a RaceAsian]
 - a. Filipino
 - b. Chinese
 - c. South Asian (e.g., Indian, Pakistani)
 - d. Southeast Asian (e.g., Vietnamese, Malaysian)
 - e. Other Asian
- d. Native Hawaiian or Pacific Islander
- e. Middle Eastern or North African
- f. White/European
- g. Other_____

[VARIABLE CODING]

[RaceAA]

[RaceAsianFilipino]

[RaceNative]

[RaceAsianChinese]

[RaceAsian]

[RaceAsianSA]

[RaceNHPI]

[RaceAsianSEA]

[RaceMENA]

[RaceAsianOther]

[RaceEA]

[RaceOther]

NH51 WhereBorn [Partial M]

Where were you born?

1. In a U.S. state or D.C (drop-down state list) [GO TO NH54] [M]
2. In a U.S. territory (drop-down territory list) [GO TO NH54] [R]
3. Outside the United States (Specify country) _____ [GO TO NH52] [R]

[VARIABLE CODING]

[WhereBornState]

[WhereBornOutside]

[WhereBornTerritory]

NH52 LiveUS [R]

[Display NH52 if NH51 = 3 (outside the US)]

What year did you come to live in the United States?

If you came to live in the United States more than once, enter the most recent year.

_____ Year

[ALLOW 4 DIGITS]

NH53a Citizenship [R]

[Display NH53a if NH51 = 3 (outside the US)]

Are you a citizen of the United States?

1. Yes, born abroad to U.S. citizen parent(s)
2. Yes, U.S. citizen by naturalization (ASK NH53b)

- 3. No, not a U.S. citizen
- 9. Prefer not to answer

NH53b CitizenYear [R]

[Display NH53b if NH53a = 2 (by naturalization)]

In what year did you become a naturalized citizen?

[ALLOW 4 DIGITS]

NH54 Worry [R]

Regardless of your own immigration or citizenship status, do you ever worry that you or a family member could be detained or deported?

- 1. Yes
 - 5. No
 - 9. Prefer not to answer
-

NH56 Sex [M]

Do you think of yourself as:

- 1. Male
 - 2. Female
 - 9. Prefer not to answer
-

NH57 Service [R]

Have you ever served on active duty in the U.S. Armed Forces, Reserves, or National Guard?

1. Never served in the military
 2. Only on active duty for training in the Reserves or National Guard
 3. Now on active duty
 4. On active duty in the past, but not now
-

NH58 LanguageOther [M]

Do you speak any languages other than English well enough to communicate with residents?

Yes [GO TO NH59]
No [GO TO NH61]

NH59 Language [R]

What language(s)? Select all that apply.

1. Spanish
2. Hindi
3. French
4. Persian/Farsi
5. Chinese
6. Arabic
7. German
8. Russian
9. Italian
10. Hebrew
11. Other language; Please specify: _____

[IF NH59 =11, OPEN SPECIFY]

[VARIABLE CODING]

[LanguageSpanish]

[LanguageRussian]

[LanguageHindi]

[LanguageItalian]

[LanguageFrench]

[LanguageHebrew]

[LanguagePersian]

[LanguageOther]

[LanguageChinese]

[LanguageArabic]

[LanguageGerman]

NH61 Disability [R]

Do you identify as a person with a disability?

1. Yes

5. No

9. Prefer not to answer

NH62 AgeHHPeople [M]

Not counting yourself, how many other people in your household are the following ages? Only count people who normally stay with you for at least 2 nights per week. If no one of that age lives in your household, please enter "0".

Children, age 17 or younger: ____

Adults, age 18-64 years: ____

Adults, age 65 and older: ____

[INTEGER, RANGE 0-99 FOR ALL]

[VARIABLE CODING]

[HHChildren]

[HHAdults65]

[HHAdults]

NH63 FamDisability [R]

Do you have responsibility for assisting or caring for any adult family members who need help because of a condition related to aging or a disability?

Do not include paid positions.

1. Yes

5. No

Thank you for your time. These are all questions that we have for you today.