



Nursing Home Staff Wave 3 Follow-up Survey

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Spec Legend

Green Highlight	Questions for Rs still at the Baseline Job
Red Highlight	Questions for Rs not at Baseline Job in T (this interview)
Maize Highlight	Questions for Rs not at Baseline Job in T-1 (prior interview) also called Career Path
No Highlight	Questions for all Rs

NHCheck1

[NHCheck1 will come before the consent.]

Thank you for your interest in completing the NDWS survey.

The survey is intended for:

[R_FIRSTNAME] [R_LASTNAME]

This name may contain initials only, typos, or reflect an old name (for example, before a name change). You'll be able to review it and make corrections at the end of the survey.

Are you the person listed above?

1. Yes [Continue to NH Intro]
5. No [Continue to NH Check2]

NHCheck2

It seems like we may be trying to reach a different person. What is your name?

[_____]

Thank you for your time.

If you have any questions, please email us at ndws@rti.org or call us at 866-881-2515.

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 workers who currently are caring, or have in the past cared, for people living with dementia. The survey will take about 25 minutes.

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

[Do not display if preloaded LastJobStatus = 0; code JobStatus as 0]

In [RefMonth] [RefYear], you said you were working at [FACILITY NAME].

Are you still working there?

1. Yes [Code JobStatus as 1 = "Still At Baseline Job"]
5. No [Code JobStatus as 0 = "Left Baseline Job"]

Note: [Code LastJobStatus = 0 (Baseline Job in T-1 (prior interview) 'NotAtJob)]

NH0b DateSep

[DISPLAY IF JobStatus = 0, "Left Jobt0"]

What month and year did you stop working at [FACILITY NAME]?

_____ month [DateSepMonth]

_____ year [DateSepYear]

[SOFT CHECK: Date should not be older than RefMoTh, RefYear.]

Section 1: Education, Training and Experience

NH300 JobRoleLTC

[Display if JobStatus = 1 "Still At t0 Job"]

What is your role at this job?

- a. RN
- b. LPN/LVN
- d. Certified Nursing Assistant
- e. Home Health Aide
- f. Personal Care Aide/Assistant
- g. Medication Aide

- j. Activity Staff
- h. Other (specify): _____
- i. None of the above

NH1 LicenseHeld

Since [RefMonth] [RefYear], have you had any changes in your state licenses, certifications or registrations?

- 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.

- a. RN
- b. LPN/LVN
- c. [not used Wave 3]
- d. Certified Nursing Assistant
- e. Home Health Aide
- f. Personal Care Aide/Assistant
- g. Medication Aide
- h. Other (specify): _____
- i. None of the above

[VARIABLE CODING]

- a [LicenseNowRN]
- b [LicenseNowLPN]
- ~~c [LicenseNowOther1]~~
Not used in Wave3
- d [LicenseNowCNA]
- e [LicenseNowHHA]

- f [LicenseNowPCA]
- g [LicenseNowMA]
- h [LicenseNowOther2]
- i [LicenseNowNone]

NH2 Certificate

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

- 1. Yes [GO TO NH2a]

5. No [GO TO NH3]

NH2a WorkingTowards

What license, certification or degree are you working towards?

Select all that apply.

License or Certification

- a. RN
- b. LPN/LVN
- c. Certified Nursing Assistant
- d. Home Health Aide
- e. Personal Care Aide/Assistant
- f. Medication Aide
- g. Other (specify): _____

Degree

- h. Associate degree
- i. Bachelor's degree
- j. Master's degree
- k. Doctoral degree
- l. Other (specify): _____

[VARIABLE CODING]

- | | | |
|-----------------------|--------------------------|--------------------------|
| a. [WorkingTowardRN] | e. [WorkingTowardPCA] | i. [WorkingTowardBA] |
| b. [WorkingTowardLPN] | f. [WorkingTowardMedA] | j. [WorkingTowardMA] |
| c. [WorkingTowardCNA] | g. [WorkingTowardOther1] | k. [WorkingTowardPhD] |
| d. [WorkingTowardHHA] | h. [WorkingTowardAD] | l. [WorkingTowardOther2] |

NH2b_a-i PayTrain

How are you paying for this training?

Select all that apply.

- a. The training is free
- b. My employer paid or will pay me back
- c. I paid independently (and was not paid back by anyone)
- d. My family or friends paid
- e. Government loan
- f. Other type of loan

- g. Scholarship or grant
- h. Union paid/provided
- i. Paid apprenticeship

[VARIABLE CODING]

- | | |
|----------------------|-------------------------|
| a.[PayTrainFree] | f.[PayTrainOtherLoan] |
| b.[PayTrainEmployer] | g.[PayTrainScholarship] |
| c.[PayTrainMyself] | h.[PayTrainUnion] |
| d.[PayTrainFamily] | i.[PayTrainApprentice] |
| e.[PayTrainGovLoan] | |

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. [Not used in Wave 3]
6. Associate degree or RN diploma
7. Bachelor’s degree
8. Master’s degree or doctoral degree
9. [Not used in Wave 3]
10. Other (specify): _____

NH301 TrainPrep

[DISPLAY IF JobStatus = 1, “Still At t0 Job”]

How well has your training prepared you to do each of the following? Consider both formal training and on-the-job training.

	Never been trained	Not well prepared	Somewhat prepared	Well prepared
a. Understand dementia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Respond to resident behaviors	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Communicate with people with dementia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Work with families of people with dementia	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Identify changes in residents’ condition	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

f. Provide end-of-life care	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Care for residents of different cultures, values, or beliefs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Respect residents' rights	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Protect residents against injury	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Protect yourself against injury	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a.[TrainPrepUnderstand]	f.[TrainPrepProvide]
b.[TrainPrepRespond]	g.[TrainPrepCultures]
c.[TrainPrepComm]	h.[TrainPrepRespect]
d.[TrainPrepWork]	i.[TrainPrepResInjury]
e.[TrainPrepIdentify]	j.[TrainPrepSelfInjury]

Section 2: Employment Status

NH6_1a Voluntary

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

When you stopped working with [FACILITY NAME], was it voluntary or involuntary?

1. Voluntary (I chose to leave: resigned, retired, etc.) [GO TO NH6_1b]
2. Involuntary (I was let go, laid off, terminated, contract ended, etc.) [GO TO NH6_1c]

NH6_1b_a-I WhyLeave

[DISPLAY IF JobStatus = 0, "LeftJobt0" AND Voluntary = 1, "Voluntary"]

How important were each of the following factors in your decision to leave your job with [FACILITY NAME]?

	Not at all important	Somewhat important	Important	Very important	Does not apply
a. Pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

c. Lack of opportunities for advancement	0	0	0	0	0
d. Lack of respect	0	0	0	0	0
e. Inconvenient hours	0	0	0	0	0
f. Working too many hours	0	0	0	0	0
g. Working too few hours	0	0	0	0	0
h. Heavy workload	0	0	0	0	0
i. Burnout	0	0	0	0	0
j. Physical demands of the job	0	0	0	0	0
k. Problems with manager/supervisor	0	0	0	0	0
l. Problems with co-workers	0	0	0	0	0
m. Problems with residents	0	0	0	0	0
n. Childcare challenges					
o. Other family caregiving challenges	0	0	0	0	0
p. Job-related injury or illness	0	0	0	0	0
q. Non-job-related injury or illness	0	0	0	0	0
r. Wanted a shorter commute	0	0	0	0	0
s. Relocated to a different area	0	0	0	0	0

t. Wanted to go back to school	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
u. Retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a. [WhyLeavePay]	m. [WhyLeaveProblemResi]
b. [WhyLeaveTraining]	n. [WhyLeaveChildcare]
c. [WhyLeaveOpportunity]	o. [WhyLeaveFamily]
d. [WhyLeaveRespect]	p. [WhyLeaveJobInjury]
e. [WhyLeaveInConHours]	q. [WhyLeaveNonJobInjury]
f. [WhyLeaveManyHours]	r. [WhyLeaveCommute]
g. [WhyLeaveFewHours]	s. [WhyLeaveRelocate]
h. [WhyLeaveWorkload]	t. [WhyLeaveSchool]
i. [WhyLeaveBurnout]	u. [WhyLeaveRetire]
j. [WhyLeaveDemands]	
k. [WhyLeaveProblemManager]	
l. [WhyLeaveProblemCoWork]	

NHr6_1c JobPay

[DISPLAY IF JobStatus = 0, "LeftJob t0"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Do you currently have a job for pay?

1. Yes [GO TO NH8a]
2. No [GO TO NH6_1d]

NH6_1d WorkLook

[DISPLAY IF JobStatus = 0, "LeftJob t0"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Are you currently looking for work?

1. Yes
2. No

[IF ANSWER = 5 (NO) THEN,

IF LastJobStatus = 0, "LeftJob @ t-1" GO TO NH311 LeftEmployer;

IF JobStatus = 0, "LeftJob t0" DEMOGRAPHICS NH54 Worry]

NH6_1e HowLong

[DISPLAY IF JobStatus = 0, "LeftJob t0"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

About how long have you been searching?

1. Less than 1 week
2. 1-4 weeks
3. More than a month

[GO TO AL6_1h LookLTC]

NH6_1f SimilarRole

[DISPLAY IF JobStatus = 0, "LeftJob t0"]

Are you looking for a job that is similar in roles and responsibilities as your job with [FACILITY NAME]?

1. Yes
 5. No
-

NH6_1g SimilarSetting

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

Are you looking for a work setting similar to that of [FACILITY NAME]?

1. Yes [GO TO DEMOGRAPHICS NH54 Worry]
 2. No [GO TO DEMOGRAPHICS NH54 Worry]
-

NH6_1h LookLTC

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Are you looking for a job in long-term care?

For this survey, long-term care includes paid jobs providing ongoing personal care or support in nursing homes, assisted living or residential care facilities, or clients' homes.

1. Yes [Go to NH311 LeftEmployer]
5. No [Go to NH311 LeftEmployer]

NH8a JobsHave

How many jobs do you currently hold for pay?

_____ current job(s) for pay [INTEGER; RANGE 1-10]

[IF JobStatus = 1, "Still At t0 Job"] and AL8a = 1 (one job only), GO TO NH9]

NH8b JobsHaveLTC

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

For this survey, long-term care includes paid jobs providing ongoing personal care or support in nursing homes, assisted living or residential care facilities, or clients' homes.

_____ paid job(s) in long-term care [INTEGER; RANGE-0-10]

NH24e TotalEarnings

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]; and NH6_1c JobPay = 1(Yes)

How much are your total earnings, before taxes, in all of your jobs combined?

\$_____ total yearly earnings in all jobs

[INTEGER; RANGE 0-999,999]

NH9 JobHours

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

_____ hour(s) per week

[INTEGER; RANGE 0-168]

NH10a-f JobOther

[DISPLAY IF JobStatus = 1, "Still At t0 Job"] and NH8a > 1 (more than one job)]

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

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

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

Select all that apply.

- a. Another nursing home
- b. Assisted living community
- c. Home care/ home health agency
- d. Private household (privately employed to provide home care)
- m. Hospital
- n. Doctor's office or clinic
- e. Another type of health care employer
- g. Office or administrative employer
- h. Retail employer
- i. Customer service employer
- j. Childcare employer
- k. Food service employer
- l. Manufacturing employer
- f. Other (specify): _____

[VARIABLE CODING]

- | | |
|------------------------|---------------------------|
| a [JobOtherNH] | h.[JobOtherRetail] |
| b.[JobOtherAL] | i.[JobOtherCustomer] |
| c.[JobOtherHC] | j.[JobOtherChildcare] |
| d.[JobOtherPrivateHC] | k.[JobOtherFood] |
| e.[JobOtherHealthCare] | l.[JobOtherManu] |
| g.[JobOtherOffice] | f.[JobOtherOTHER] |
| | m.[JobOtherHospital] |
| | n.[JobOtherDoctorsOffice] |

NH311 LeftEmployer

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Since [RefMonth] [RefYear], have you **LEFT** one or more employers?

Here, an employer is defined as a unique organization or individual who issues you a paycheck.

1. Yes, I left one employer [GO TO 312]
2. Yes, I left more than one employer [GO TO 312]

5. No [If NH6_1c JobPay = 1, "YES" GO TO NH313StartedEmployer] OR [IF NH6_1c JobPay = 5, "NO" GO TO NH54 Worry]

NH312 LeftEmployerType

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Since [RefMonth] [RefYear], what type(s) of employer(s) have you **LEFT**?

Select all that apply.

- a. Nursing home
- b. Assisted living community
- c. Home care/ home health agency
- d. Private household (privately employed to provide home care)
- m. Hospital
- n. Doctor's office or clinic
- e. Another type of health care employer
- g. Office job or administrative employer
- h. Retail employer
- i. Customer service employer
- j. Childcare employer
- k. Food service employer
- l. Manufacturing employer
- f. Other (specify): _____

[If NH6_1c JobPay = 5, 'NO' GO TO DEMOGRAPHICS NH54 Worry]

[VARIABLE CODING]	a.[LeftEmployerNH]	e.[LeftEmployerOtherHealth]
	b.[LeftEmployerAL]	g.[LeftEmployerOffice]
	c.[LeftEmployerHC]	h.[LeftEmployerRetail]
	d.[LeftEmployerPrivate]	i.[LeftEmployerCustService]
	m.[LeftEmployerHospital]	j.[LeftEmployerChildCare]
	n.[LeftEmployerDoctor]	k.[LeftEmployerFoodService]
		l.[LeftEmployerManu]
		f.LeftEmployerOther]

NH313 StartedEmployer

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Since [RefMonth] [RefYear], have you **started** working for one or more **new** employers?

Here, an employer is defined as a unique organization or individual who issues you a paycheck.

1. Yes, I started working for one new employer [GO TO AL314]
2. Yes, I started working for more than one new employer [GO TO AL314]
5. No [IF NH 6_1cJOBPAY= 1, YES GO TO NH11e1PRIMEJOB]

NH314 StartedEmployerType

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Since [RefMonth] [RefYear], what type(s) of employer(s) have you **STARTED** working for?

Select all that apply.

- a. Nursing home
- b. Assisted living community
- c. Home care/ home health agency
- d. Private household (privately employed to provide home care)
- m. Hospital
- n. Doctor's office or clinic
- e. Another type of health care employer
- g. Office job or administrative employer
- h. Retail employer
- i. Customer service employer
- j. Childcare employer
- k. Food service employer
- l. Manufacturing employer
- f. Other (specify): _____

[IF NH6_1C JobPay = 5 GO TO DEMOGRAPHICS NH54 Worry]

[VARIABLE CODING]	a.[StartedEmployerNH]	e.[StartedEmployerOtherHealth]
	b.[StartedEmployerAL]	g.[StartedEmployerOffice]
	c.[StartedEmployerHC]	h.[StartedEmployerRetail]
	d.[StartedEmployerPrivate]	i.[StartedEmployerrCustService]
	m.[StartedEmployerHospital]	j.[StartedEmployerChildCare]
	n.[StartedEmployerDoctor]	k.[StartedEmployerFoodService]
		l.[StartedEmployerManu]
		f.[StartedEmployerOther]

NH10a MoreHours

[DISPLAY IF JobStatus = 1, "Still At t0 Job"]

In your job with [FACILITY NAME] would you prefer to work more hours, fewer hours or the same number of hours than you are typically scheduled for?

1. More hours
 2. Fewer hours
 3. The same number of hours
-

NH11a NewJobs1

[DISPLAY IF JobStatus = 0, "LeftJobt0" & NH8a JobsHave > 1]

[IF NH8a JobsHave > 1, ASK]: Of the [JobsHave] jobs you currently have, how many are **new** since you left the [FACILITY NAME]?

[]

[IF NewJobs = "0", GO TO NH11e1]

NH11a1 NewJobs2

[DISPLAY IF JobStatus = 0, "LeftJobt0" & AL8a JobsHave > 1]

[IF NH8a JobsHave = 1, "Yes" ASK]: Is one job you currently have **new** since you left the [FACILITY NAME]?

1. Yes
5. No

[IF NewJobs2 = 5, "No", GO TO NHr11e1]

NH11c NewJobsDateStart

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

What month and year did you start your job(s)?

[DISPLAY EMPLOYER SELECTED FROM NH10]

_____ month [NewJob1Month]
_____ year [NewJob1Year]

[DISPLAY EMPLOYER SELECTED FROM NH10]

_____ month [NewJob2Month]
_____ year [NewJob2Year]

[DISPLAY EMPLOYER SELECTED FROM NH10]

_____ month [NewJob3Month]
_____ year [NewJob3Year]

NH11c2 FindJob

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

How easy or difficult was it for you to find your most recent new job?

[SHOW RESPONSE OPTIONS IN REVERSE ORDER FOR RANDOM HALF OF SAMPLE]
[PLEASE SAVE RANDOMIZATION ORDER AS A SEPARATE VARIABLE]

1. Very easy
2. Somewhat easy
3. Neither easy nor difficult
4. Somewhat difficult
5. Very difficult

NH11d HoursCompare

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

With your new job(s), do you work about the same number of hours in total as you did when you were working with [FACILITY NAME]?

1. Yes, I work approximately the same number of hours
2. No, I work fewer hours
3. No, I work more hours

NH11g MoneyCompare

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

With your new job(s), how do your earnings compare to when you were working at [FACILITY NAME]?

[RANDOMIZE RESPONSE OPTIONS 1 and 2; SAVE RANDOMIZATION ORDER]

1. Earning more money per hour.
2. Earning less money per hour.
3. Earning about the same money per hour.

NH24e TotalEarnings

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left to Job"]<<< display for this group in W3]

How much are your total earnings, before taxes, in all of your jobs combined?

\$_____ total yearly earnings in all jobs

[INTEGER; RANGE 0-999,999]

NH11e1 PRIMEJOB

[DISPLAY IF JobStatus = 0, "LeftJob0"] and more than one option is selected in NH10 JobOther]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and more than one option is selected in NH10 JobOther]

For the rest of the questions in this survey, please answer about your employment in your primary job – this is the job where you work the most hours.

Your primary job can be a job you held before you left [FACILITY NAME].

Which best describes the setting of your primary job? [ALLOW ONLY ONE SELECTION]

[DISPLAY EMPLOYERS SELECTED IN AL10 JobOther]

HealthCareSetting

HealthCareSetting = 1 if JobStatus = 1 or JobStatus = 0 and one of the following selected in AL11e1:

- a. Nursing home
- b. Another assisted living community

- c. Home care/ home health agency
- d. Private household (privately employed to provide home care)
- m. Hospital
- n. Doctor's office or clinic
- e. Another type of health care employer

ELSE, HealthCareSetting = 0

LTCSetting

LTCSetting = 1 if JobStatus = 1 or JobStatus = 0 and one of the following selected in AL11e1:

- a. Nursing home
- b. Another assisted living community
- c. Home care/ home health agency
- d. Private household (privately employed to provide home care)

ELSE, LTCSetting = 0

NH11e2 JobRoleHealth

[DISPLAY IF JobStatus = 0, "LeftJobt0"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

What is your role at this job?

- a. RN
- b. LPN/LVN
- d. Certified Nursing Assistant
- e. Home Health Aide
- f. Personal Care Aide/Assistant
- g. Medication Aide
- j. Activity Staff
- h. Other (Specify): _____
- i. None of the above

11e2a JobRoleNotHealth

[DISPLAY IF JobStatus = 0, "LeftJobt0"] and HealthCareSetting = 0]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 0]

What is your role/job title for your current primary job (the job where you work the most hours)?

NH11f MoreHoursNewJob

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

In your primary job, would you prefer to work more hours, fewer hours or the same number of hours than you are typically scheduled for?

1. More hours
 2. Fewer hours
 3. The same number of hours
-

NH11h FlexCompare

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

Compared with your previous job at [FACILITY NAME], in your current primary job do you now have...

[RANDOMIZE RESPONSE OPTIONS 1 and 2; SAVE RANDOMIZATION ORDER]

1. More flexibility to choose when you work.
 2. Less flexibility to choose when you work.
 3. About the same flexibility to choose when you work.
-

NH11i AdvanceCompare

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

Compared with your previous job at [OLD FACILITY] in your current primary job do you now have....

[RANDOMIZE RESPONSE OPTIONS 1 and 2; SAVE RANDOMIZATION ORDER]

1. More opportunities for career advancement or promotion.
 2. Fewer opportunities for career advancement or promotion.
 3. About the same opportunities for career advancement or promotion.
-

NH11j BenefitCompare

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

Compared with your previous job at [FACILITY NAME] in your current primary job do you now have....

[RANDOMIZE RESPONSE OPTIONS 1 and 2; SAVE RANDOMIZATION ORDER]

1. Better benefits, such as health insurance and paid time off.
2. Worse benefits, such as health insurance and paid time off.
3. About the same benefits, such as health insurance and paid time off.

NH5a RoleChange

[DISPLAY IF JobStatus = 1, "Still At t0 Job"]

Since [RefMonth] [RefYear], have you had any of the following changes in your role or position at [FACILITY NAME]?

[DISPLAY IF JobStatus = 1, "Still At t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]vbh

[RefPrimaryMonth / Year =

- [NewJob(n)Month / Year] of the primary job or
- The most recent of either
 - RefDateSepMonth/Year (date when separated from facility) or
 - RefMonth/Year (date of the last interview)

Since [RefPrimaryMonth] [RefPrimaryYear], have you had any of the following changes in your role or position with your current primary employer?

Select all that apply.

- a. Promotion with increased responsibilities
- b. Demotion with decreased responsibilities
- c. Change in role but no significant change in responsibilities
- d. No change [DO NOT ALLOW WITH OTHER ANSWERS]

[VARIABLE CODING]

- a. [RoleChangePromotion]
- b. [RoleChangeDemotion]
- c. [RoleChangeNoSig]
- d. [RoleChangeNo]

NH5a1 PayChange

[DISPLAY IF JobStatus = 1, "Still At t0 Job"]

Since [RefMonth] [RefYear] have you had a pay change at [FACILITY NAME]?

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Since [RefPrimaryMonth] [RefPrimaryYear] have you had a pay change at your current primary employer?

1. Yes, my pay increased.
 2. Yes, my pay decreased.
 3. No, no pay change.
-

NH5a2 JobTitle

[DISPLAY IF JobStatus = 1, "Still At t0 Job"]

Since [RefMonth] [RefYear] have you had a change in job title at [FACILITY NAME]?

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Since [RefPrimaryMonth] [RefPrimaryYear] have you had a change in job title at your current primary employer?

1. Yes
 5. No
-

NH12 JobHoursWeek

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

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

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

As a reminder, the rest of the questions in this survey are related to your current primary job.

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

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

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

_____ hour(s) per week

[INTEGER; RANGE 0-168]

NH13 JobWeeksYear

[DISPLAY IF JobStatus = 1, "StillAtJob" "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

How many weeks per year do you usually work in your current primary job?

_____ week(s) per year

[INTEGER; RANGE 0-52]

NH14 JobShiftType

[DISPLAY IF JobStatus = 1, "StillAtJob" "Still At Baseline Job"]

Which shifts do you normally work in this job?

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Which shifts do you normally work in your current primary 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]

- a.[JobShiftTypeD]
- b.[JobShiftTypeE]
- c.[JobShiftTypeN]
- d.[JobShiftTypeW]

NH15 JobSupervise

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left t0 Job", and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1", and HealthCareSetting = 1]

Do you supervise other staff in your current primary job?

1. Yes
5. No

NH302 JobSupervisePrep

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"] and NH15 JobSupervise = 1, "Yes"]

[DISPLAY IF JobStatus = 0, "Left t0 Job"], and HealthCareSetting = 1 and NH15 JobSupervise = 1, "Yes"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1 and NH15 JobSupervise = 1, "Yes"]

How prepared do you feel to handle supervisory responsibilities?

- a. Not at all prepared
- b. A little prepared
- c. Moderately prepared
- d. Very prepared

NH303 EmergPrep

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

How prepared do you feel this assisted living community is to support **people with dementia** during emergencies or disasters?

[DISPLAY IF JobStatus = 0, "Left t0 Job"], AND HealthCareSetting = 1]

How prepared do you feel your employer is to support **people with dementia** during emergencies or disasters?

- a. Not at all prepared
- b. A little prepared
- c. Moderately prepared

d. Very prepared

NH304 EmergExp

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left to Job"], AND HealthCareSetting = 1]

Have you experienced any large-scale emergencies such as tornadoes, hurricanes, floods, earthquakes, wildfires, or blizzards at your current job?

- 1. Yes
- 5. No

NH305 EmergencyChallenge

[Display if NH304 = 1, "Yes"]

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left to Job"], AND HealthCareSetting = 1]

What challenges, if any, have you faced in supporting people with dementia during an emergency?

Select all that apply.

- | | |
|--|-----|
| a. Challenges communicating with people with dementia | [] |
| b. Not having enough staff | [] |
| c. Limited access to medications or supplies | [] |
| d. Challenges coordinating with families or caregivers | [] |
| e. Other (please specify)_____ | [] |
| f. No challenges [DO NOT ALLOW WITH ANY OTHER OPTION] | [] |

[VARIABLE CODING]

- a. [EmergencyChallengeCom]
- b. [EmergencyChallengeStaff]
- c. [EmergencyChallengeMeds]
- d. [EmergencyChallengeFam]
- e. [EmergencyChallengeOther]

f. [EmergencyChallengeNone]

NH17 ScheduleAdjust

[Display on the same screen with NH18a]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

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

[DISPLAY IF JobStatus = 0, "Left t0 Job"] <<<also for this group in W3]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

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

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

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

NH18a ScheduleAnticipate

[Display on the same screen as NH17]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left t0 Job"] <<<also for this group in W3]

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

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

You can easily anticipate what days and times you will be working week-to-week at your current primary job.

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

NH18b_a-h OrgChange

DISPLAY IF JobStatus = 1, "Still At Baseline Job"

Since [RefMonth] [RefYear], have any of these types of changes occurred at [FACILITY NAME]?

	Yes	No	Don't Know
a. Restructuring of departments or teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Introduction of new policies and procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Downsizing or layoffs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Expansion of the organization	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Introduction of new technology or systems	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Change in administrative leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Change in ownership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Other	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING] a.[OrgChangeRestructure] f.[OrgChangeAdmin]
 b.[OrgChangeNewPolicies] g.[OrgChangeOwner]
 c.[OrgChangeDownsize] h.[OrgChangeOther]
 d.[OrgChangeExpand]
 e.[OrgChangeTech]

NH20 JobSameResident

DISPLAY IF JobStatus = 1, "Still At Baseline Job"

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

NH20e StayPastHours

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

How often do you have to stay past your authorized hours?

1. Never [GO TO NH20f]
 2. Rarely
 3. Sometimes
 4. Often
-

NH20e1 HowMany

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

In the past month, approximately how many hours did you stay past your authorized hours?

____ hour(s) in the past month

[INTEGER; RANGE 0-199]

[IF ANSWER IS GREATER THAN ZERO, GO TO NH20e2. IF ZERO, SKIP TO NH20f]

NH20e2 WantExtra

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

Did you want to work that many extra hours?

1. Yes
 5. No
-

NH20f StayPastHoursPaid

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

If you have to stay late, are you paid for that time?

1. Yes
5. No

NH23 PayType

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

How are you paid?

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

NH24a PayPerHour

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[Display NH24a If NH23 = 1, "hourly wage"]

What is your hourly wage before taxes?

\$ _____ per hour

[INTEGER; RANGE 0-999]

NH24b PayPerWeek

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[Display NH24b If NH23 = 2, "weekly salary"]

What is your weekly salary before taxes?

\$ _____ per week

[INTEGER; RANGE 0-99,999]

NH24c PayPerBiMonthly

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[Display NH24c If NH23 = 3, "twice-monthly salary"]

What is your twice-monthly salary before taxes?

\$_____ twice-monthly

[INTEGER; RANGE 0-999,999]

NH24d PayPerMonth

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[Display NH24d If NH23 = 4, "monthly salary"]

What is your monthly salary before taxes?

\$_____ monthly

[INTEGER; RANGE 0-999,999]

NH25a-j HaveInsurance

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

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
- j. Yes, from a source not listed above
- i. No, I do not have health insurance [DO NOT ALLOW WITH OTHER CHOICES]

[VARIABLE CODING]

- a.[HaveInsuranceJob]
- b.[HaveInsuranceOtherJob]
- c.[HaveInsuranceSpouse]
- d.[HaveInsuranceParent]

- e.[HaveInsuranceMedicaid]
- f.[HaveInsuranceMedicare]
- g.[HaveInsuranceVA]
- h.[HaveInsuranceACA]
- j. [HaveInsuranceOther]
- i.[HaveInsuranceNone]

NH26 Benefits

DISPLAY IF JobStatus = 1, "Still At Baseline Job"

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

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

What benefits are you offered by your current primary employer?

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

Select all that apply.

- a. Paid time off (PTO) that combines sick and vacation
- b. Paid sick time that is separate from vacation time
- c. Paid vacation time that is separate from sick time
- d. My employer does not offer vacation or sick time [Do not allow with other selections]

[VARIABLE CODING]

- a.[BenefitsPTO]
- b.[BenefitsSick]
- c.[BenefitsVaca]
- d. [BenefitsNone]

NH27 BenefitsOther

DISPLAY IF JobStatus = 1, "Still At Baseline Job"

What other benefits does [FACILITY NAME] offer you?

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

What other benefits are you offered by your current primary employer?

Select all that apply.

h. Health insurance for employees [code as selected if NH25a HaveInsurance “Yes, from this job”]

- a. Health insurance for employees’ families
- b. Dental insurance
- c. Vision insurance
- d. Tuition reimbursement or education scholarship
- e. Paid parental leave
- f. Retirement benefits (401K, 403B, pension, other)
- g. None of the above [Do not allow with other selections]

[VARIABLE CODING]

- a.[BenefitsOtherFamily]
- b.[BenefitsOtherDental]
- c.[BenefitsOtherVision]
- d.[BenefitsOtherTuition]
- e.[BenefitsOtherPPL]
- f.[BenefitsOtherRetirement]
- g.[BenefitsOtherNone]
- h.[BenefitsOtherHealth]

NH35 DirectDementia

[DISPLAY IF JobStatus = 1, “Still At Baseline Job”]

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

Do you provide direct care to people with dementia?

[DISPLAY IF JobStatus = 0, “Left to Job”] and]HealthCareSetting = 1

[DISPLAY IF LastJobStatus = 0, “LeftJob @ t-1”] and HealthCareSetting = 1]

IF JobStatus = 1 display [resident] = “resident”, “residents”, “resident’s”

IF JobStatus = 0 or LastJobStatus = 0 display [resident] = “client/resident”, “clients/residents”, “client’s/resident’s”

Please continue to answer the questions related to your current primary job.

Do you provide direct care to people with dementia?

1. Yes, all of the residents I care for have dementia.

- 2. Yes, some of the residents I care for have dementia.
- 5. No, none of the residents I care for have dementia.

NH36 MemCare

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

Do you work in a memory care unit?

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

NH306 Building

DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

To what extent do you agree or disagree with each of the following statements about [FACILITY NAME]?

	Strongly disagree	Disagree	Agree	Strongly agree
a. Hallways and other common areas are kept free of clutter.	o	o	o	o
b. Our building has areas where residents with dementia who wander can do so safely.	o	o	o	o
c. Walking areas have rest spots, such as benches, available.	o	o	o	o
d. There is enough space in resident rooms to transfer them in and out of bed safely and efficiently.	o	o	o	o
e. There is enough space in bathrooms to toilet residents safely and efficiently.	o	o	o	o
f. There is enough space in bathrooms to bathe residents safely and efficiently.	o	o	o	o
g. Overall, our building is kept clean and hygienic.	o	o	o	o

h. There is a comfortable space for staff to take breaks.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. The layout of my unit or workplace allows me to see and hear residents.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The equipment I need to do my job is usually in good working order.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. There are quiet spaces, other than resident rooms, in which residents can relax or rest.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. There are outdoor spaces that residents can access.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. There is adequate ventilation in all areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Resident areas are free from odors.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Comfortable sound levels are maintained in resident areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Comfortable temperature levels are maintained in resident areas.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a.[EnvClutter]	f.[EnvBathe]	k. [EnvQuiet]
b[EnvWander]	g.[EnvClean]	l. [EnvOutdoor]
c.[EnvWalking]	h.[EnvBreaks]	m. [EnvVent]
d.[EnvTransfer]	i.[EnvSense]	n. [EnvOdor]
e.[EnvToilet]	j. [EnvEquip]	o. [EnvSound]
		p. [EnvTemp]

Section 3: Dementia Care Knowledge, Attitudes and Practices

NH37a-f PeopleWithDementia

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

Please indicate your level of agreement or disagreement with the following statements:

	Strongly disagree	Disagree	Somewhat disagree	Neutral	Somewhat agree	Agree	Strongly agree
a. It is rewarding to work with people who have dementia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I am comfortable touching people with dementia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel relaxed around people with dementia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. People with dementia can be creative.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. It is possible to enjoy interacting with people with dementia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. People with dementia can enjoy life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a.[PlwdRewarding]

d.[PlwdCreative]

b.[PlwdComfortable]

e.[PlwdEnjoy]

c.[PlwdRelaxed]

f.[PlwdLife]

NH38a-j PeopleWithDementia_1

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

IF JobStatus = 1 display [resident] = "resident", "residents", "resident's"

IF JobStatus = 0 or LastJobStatus = 0 display [resident] = "client/resident", "clients/residents", "client's/resident's"

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

[RANDOMIZE ALL EXCEPT LAST OPTION (J), WHICH SHOULD ALWAYS BE LAST OPTION]

	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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I can change my work to match the changing needs of a [resident] with dementia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I can keep up a positive attitude towards [residents] with dementia.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I can keep up a positive attitude towards the relatives of [residents] with dementia.	<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.	<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.	<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).

j. I am able to recognize and report a change in a [resident] condition.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
--	-----------------------	-----------------------	-----------------------	-----------------------

[VARIABLE CODING] a.[PlwdPast] f.[PlwdActive]
 b.[PlwdNeeds] g.[PlwdDignity]
 c.[PlwdPositive] h.[PlwdPersonalCare]
 d.[PlwdRelatives] i.[PlwdChoice]
 e.[PlwdMotivated] j.[PlwdRecognize]

NH39a-e Resources

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

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

	Strongly disagree	Disagree	Agree	Strongly 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] a.[JobPPE] d.[JobSafety]

b.[JobEquipment]
c.[JobHelp]

e.[JobInterfere]

Section 4: Worker Outcomes

NH40 Job Satisfaction

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left to Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

NOTE: for [Not At Baseline Job] use "clients/customers" for options K and L here.

IF JobStatus = 1 display [resident] = "resident", "residents", "resident's"

IF JobStatus = 0 or LastJobStatus = 0 display [resident] = "client/customer", "clients/customers", "client's/customer's"

Thinking about your current primary job, please indicate your level of satisfaction or dissatisfaction with each of the following:

[Display "Not Applicable" column if JobStatus = 0]

[DISPLAY "Not Applicable" IF LastJobStatus = 0]

[Do not allow with other selections]

	Very dissatisfied	Somewhat dissatisfied	Somewhat satisfied	Very satisfied	Not Applicable
a. Overall job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Schedule of hours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Salary or wages	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

e. Type of work that you do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Opportunities to learn new skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Independence at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Working with your supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Working with your coworkers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Opportunities for career advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. Relationship with [residents]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. Relationship with family members of [residents]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
m. Your workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
n. Respect for your role	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
o. Work schedule flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
p. Work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
q. Ability to take enough sick time	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
s. Safety of the neighborhood where you work.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

a.[JobOverall]
b.[JobScheduleHours]
c.[JobWages]

j.[JobCareer]
k.[JobResidents]
l.[JobFamilies]

[VARIABLE CODING]	d.[JobBenefits]	m.[JobWorkload]
	e.[JobWorkType]	n.[JobRespect]
	f.[JobLearn]	o.[JobFlexibility]
	g.[JobIndependence]	p.[JobEnvironment]
	h.[JobSupervisor]	q.[JobSickTime]
	i.[JobCoworkers]	s.[JobSafeNeighborhood]

NH41a-h JobOpinion

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

Thinking about your current primary job, how much do you agree or disagree with each of the following?

IF JobStatus = 1 display [resident] = "resident", "residents", "resident's"

IF JobStatus = 0 or LastJobStatus = 0 display [resident] = "client/resident", "clients/residents", "client's/resident's"

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly 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"/>
g. I am given all of the information I need to care for new [residents]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I am informed when there is a change in a [resident's] care plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a.[JobAttention]

e.[JobEncouraged]

b.[JobDuties]

f.[JobParticipate]

c.[JobFamiliesAppr]

g. [JobCareNew]

d.[JobObSuperAppr]

h. [JobInformed]

NH41b_a-g JobOpinion1

[KEEP OPTIONS IN THIS ORDER]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

Continuing to think about your current primary job, how much do you agree or disagree with each of the following?

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
a. I can count on my supervisor for support when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

b. I can count on my coworkers for support when I need it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The work I do is meaningful to me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The work I do serves a greater purpose.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I feel my job is secure.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Supervisors use mistakes as learning opportunities, not criticism.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My organization is committed to employee health and well-being.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a.[JobOSuperSupport]

d.[JobOPurpose]

b.[JobOCosupport]

e.[JobOSecure]

c.[JobOMeaningful]

f.[JobOMistakes]

g.[JobOWellBeing]

NH41c SupChange

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

Have you had a change in supervisor since [RefMonth] [RefYear]?

1. Yes

5. No

NH42 JobExperienced

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

In your current primary job, how often have you experienced the following:

IF JobStatus = 1 display [resident] = “resident”, “residents”, “resident’s”

IF JobStatus = 0 or LastJobStatus = 0 display [resident] = “client/resident”, “clients/residents”, “client’s/resident’s”

	Never	Rarely	Sometimes	Often
a. Communication problems with co-workers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Communication problems with supervisor(s)	<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]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Inappropriate sexual behavior from [residents]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Hitting or other physical aggression from [residents]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. Yelling or other verbal aggression from [residents]	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

[VARIABLE CODING]

a.[JobProbCoworkers]

f.[JobProbFamBehavior]

b.[JobProbSuper]

g.[JobProbInsult]

c.[JobProbResident]

h.[JobProbInappr]

d.[JobProbFamilies]

i.[JobProbPhysical]

e.[JobProbResBehavior]

j.[JobProbVerbal]

NH43 JobRecommend

[DISPLAY IF JobStatus = 1, “Still At Baseline Job”]

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

[DISPLAY IF JobStatus = 0, "Left t0 Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

Would you recommend your current primary employer to your family and friends needing care?

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

NH44_1a - e JobDiscriminate1

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

This next set of questions asks about different types of discrimination you may have experienced at [FACILITY NAME].

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

This next set of questions asks about different types of discrimination you may have experienced in your current primary job.

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

	Strongly disagree	Somewhat disagree	Somewhat agree	Strongly agree
a. I feel discriminated against in my job because of my age.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I feel discriminated against in my job because of my race or ethnic origin.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I feel discriminated against in my job because of my gender.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

d. I feel discriminated against in my job because of my sexual orientation.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I feel discriminated against in my job because of my religion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
[VARIABLE CODING]	a.[JobDiscAge]		d.[JobDiscOrientation]	
	b.[JobDiscRace]		e.[JobDiscReligion]	
	c.[JobDiscGender]			

NH44f ConfBully

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

In the past 12 months, were you bullied, threatened, or harassed in any way by anyone while you were on the job?

[DISPLAY IF JobStatus = 0, "Left to Job"] << diff wording for this group in W3]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

In the past 12 months, were you bullied, threatened, or harassed in any way by anyone at your current primary job?

- 1. Yes [GOTO NH44g]
- 5. No [GO TO NH44i]

NH44g ReportBully

Did you report this bullying, threat, or harassment to a manager or human resources?

- 1. Yes [GO TO NH44h]
- 5. No [GO TO NH44i]

NH44h ManagementRespond

Did you feel management responded appropriately?

- 1. Yes
- 5. No
- 7. Unsure

NH44i WitnessBully

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

Have you witnessed any bullying, threatening or harassment on the job?

[DISPLAY IF JobStatus = 0, "Left to Job"] << diff wording for this group in W3]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Have you witnessed any bullying, threatening or harassment at your current primary job?

- 1. Yes
- 5. No

NH45 JobBurnedOut

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

NH307 Cope

Consider how well the following statements describe your behavior and actions.

	Does not describe me at all	Does not describe me	Neutral	Describes me	Describes me very well
a. I look for creative ways to alter difficult situations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Regardless of what happens to me, I believe I can control my reaction to it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. I believe I can grow in positive ways by dealing with difficult situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

d. I actively look for ways to replace the losses I encounter in life.

o

o

o

o

o

[VARIABLE CODING]

a.[CopeCreate]

d.[CopeReplace]

b.[CopeControl]

c.[CopeGrow]

NH45b TimeToYourself

To what extent does your job leave you with enough time for your personal and family life?

1. Not at all
2. A little
3. Quite a bit

NH45c CompareTime

Compared with one year ago, how much time does your job leave you for your personal and family life?

1. I have less time for my personal and family life
2. I have the same amount of time for my personal and family life
3. I have more time for my personal and family life.

NH45d SafeWork

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

Overall, how safe do you think your workplace is?

[DISPLAY IF JobStatus = 0, "Left to Job"] << diff wording for this group in W3]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Overall, how safe do you think your current primary workplace is?

1. Very unsafe
 2. Somewhat unsafe
 3. Somewhat safe
 4. Very safe
-

NH46a JobInjury

During the past 12 months, did you experience any work-related injuries [Display if NH8a JobsHave > 1: "in any of your jobs"]?

- 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]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left t0 Job" << diff wording for this group in W3]

Was any injury with your job at [FACILITY NAME]?

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Was any injury with your job at your primary employer?

- 1. Yes [GO TO NH46d]
 - 5. No [GO TO NH47]
-

NH46d InjuryReport

Did you report your work-related injury / injuries to your supervisor/employer?

- 1. Yes
 - 5. No
-

NH46e_a-g InjuryType

[Display NH46e if NH46a = Yes]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left to Job"] and HealthCareSetting = 1]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1]

How were you injured?

Select all that apply.

- a. Slip/trip and fall
- b. Strain or overuse injury due to patient handling
- h. Strain or overuse injury **not** related to patient handling
- c. Faulty equipment in workplace
- d. Sharp or needle stick injury
- e. Exposure to harmful substances or chemicals
- f. Physical assault
- g. Other [SHOW LAST]

[VARIABLE CODING]

a.[InjuryTypeSlip]

e.[InjuryTypeChemical]

b.InjuryTypeSprain]

f.[InjuryTypeAssault]

c.[InjuryTypeEquipment]

g.[InjuryTypeOther]

d.[InjuryTypeSharp]

h.[InjuryTypeOveruse]

NH47 JobRetention

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

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

[DISPLAY IF JobStatus = 0, "Left to Job"] <<< asked for this group in W3]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

How long do you think you will continue to work at your current primary job?

Please remember this survey is confidential.

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

NH308 JobStayOptions

[Display NH308 if NH47 = 3, "More than 1 year"]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

Which of the following best describes your professional goals in the next three years?

- a. Stay in your current job role
- b. Pursue a promotion with this employer
- c. Take a job with employer in long-term care
- d. Take a job outside of long-term care
- e. Stop working or retire

NH309 JobLeaveOptions

[Display NH309 if NH47 = 1, "Less than 6 months"]

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"]

How important are each of the following factors as you consider leaving your job with [FACILITY NAME] in the next six months?

[DISPLAY IF JobStatus = 0, "Left t0 Job"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]

How important are each of the following factors as you consider leaving your primary job in the next six months?

	Not at all important	Somewhat important	Important	Very important	Does not apply
a. Pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Lack of training opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Lack of opportunities for advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Lack of respect	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

e. Inconvenient hours	0	0	0	0	0
f. Working too many hours	0	0	0	0	0
g. Working too few hours	0	0	0	0	0
h. Heavy workload	0	0	0	0	0
i. Burnout	0	0	0	0	0
j. Physical demands of the job	0	0	0	0	0
k. Problems with manager/supervisor	0	0	0	0	0
l. Problems with co-workers	0	0	0	0	0
m. Problems with residents/clients	0	0	0	0	0
n. Childcare challenges					
o. Other family caregiving challenges	0	0	0	0	0
p. Job-related injury or illness	0	0	0	0	0
q. Non-job-related injury or illness	0	0	0	0	0
r. Wanting a shorter commute	0	0	0	0	0
s. Relocating to a different area	0	0	0	0	0
t. Wanting to go back to school	0	0	0	0	0
u. Retirement	0	0	0	0	0

[VARIABLE CODING]

a.[JobLeavePay]	l.[JobLeaveCoworkers]
b.[JobLeaveTraining]	m.[JobLeaveClients]
c.[JobLeaveAdvance]	n.[JobLeaveChildcare]
d.[JobLeaveRespect]	o.[JobLeaveCaregiving]
e.[JobLeaveBadHours]	p.[JobLeaveInjury]
f.[JobLeaveTooManyHours]	q.[JobLeaveNonJob]
g.[JobLeaveTooFewHours]	r.[JobLeaveCommute]
h.[JobLeaveHeavy]	s.[JobLeaveRelocated]
i.[JobLeaveBurnout]	t.[JobLeaveSchool]
j.[JobLeavePhysical]	u.[JobLeaveRetirement]
k.[JobLeaveManager]	

Section 5: Demographics

The questions in this final section help us learn a little more about who is participating in the National Dementia Workforce Study (NDWS).

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

After this last section, we will confirm your address to send you the [\$100] electronic gift card, as a token of appreciation for your participation.]

NH54 Worry

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

NH62 AgeHHPeople

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]
[HHAdults]

[HHAdults65]

NH62a MarriageStatus

Are you now ...?

1. Married or living with a partner?
2. [Not used for Wave 3]
3. Widowed
4. Separated or divorced
5. [Not used for Wave 3]
6. Never married

NH63 FamDisability

Do you provide care for any adult family members who need help because of a chronic condition or disability?

Do not include paid positions that you reported earlier in the survey.

1. Yes, on a daily basis [GO TO NH310]
2. Yes, several days per week [GO TO NH310]
3. Yes, several days per month [GO TO NH310]
5. No [GO TO NH22d]

NH310 FamDisabilityMiss

[If NH63 = yes]

During the past month, did you miss any time from work **because of problems with care for this adult family member?**

1. Yes
5. No

NH22d Childcare

Are you responsible for caring for any children at home?

1. Yes [GO TO NH22e]
 5. No
-

NH22e ChildcareMissWork

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

1. Yes
 5. No
-

NH64 HealthOverall

Would you say that in general, your health is ... ?

1. Poor
 2. Fair
 3. Good
 4. Very good
 5. Excellent
-

NH65 HouseholdIncome

Which category best describes how much income your total household received last year? This is the before-tax income of all persons living in your household.

1. Less than \$25,000
 2. \$25,000 – 49,999
 3. \$50,000 - \$74,999
 4. \$75,000 - \$99,999
 5. \$100,000 - \$149,999
 6. \$150,000 – \$199,999
 7. \$200,000 or more
-

Thank you for participating in the National Dementia Workforce Study. We would like to contact you in the future for follow-up studies. Learning about how your experiences change over time will help provide a better understanding of the challenges and opportunities faced by the dementia care workforce.

[CONFIRM / COLLECT first & last name, address, email, phone information]

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