



Assisted Living 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

ALCheck1

[ALCheck1 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 AL Intro]

5. No [Continue to AL Check2]

ALCheck2

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.

ALIntro

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.

AL0 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']

AL0b 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

AL300 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

AL1 LicenseHeld

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

1. Yes [GO TO AL1_1]

5. No [GO TO AL2]

AL1_1 LicenseNow

[DISPLAY IF AL1 = 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]

AL2 Certificate

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

1. Yes [GO TO AL2a]

5. No [GO TO AL3]

AL2a 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] |

AL2b_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]

b.[PayTrainEmployer]

c.[PayTrainMyself]

d.[PayTrainFamily]

e.[PayTrainGovLoan]

f.[PayTrainOtherLoan]

g.[PayTrainScholarship]

h.[PayTrainUnion]

i.[PayTrainApprentice]

AL3 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 Wave 3]
6. Associate degree or RN diploma
7. Bachelor's degree
8. Master's degree or doctoral degree
9. [not used Wave 3]
10. Other (specify): _____

AL301 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	☐	☐	☐	☐
b. Respond to resident behaviors	☐	☐	☐	☐
c. Communicate with people with dementia	☐	☐	☐	☐
d. Work with families of people with dementia	☐	☐	☐	☐

e. Identify changes in residents' condition	☐	☐	☐	☐
f. Provide end-of-life care	☐	☐	☐	☐
g. Care for residents of different cultures, values, or beliefs	☐	☐	☐	☐
h. Respect residents' rights	☐	☐	☐	☐
i. Protect residents against injury	☐	☐	☐	☐
j. Protect yourself against injury	☐	☐	☐	☐

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

Section 2: Employment Status

AL6_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 AL6_1b]

5. Involuntary (I was let go, laid off, terminated, contract ended, etc.) [GO TO AL6_1c]

AL6_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	o	o	o	o	o
b. Lack of training opportunities	o	o	o	o	o
c. Lack of opportunities for advancement	o	o	o	o	o
d. Lack of respect	o	o	o	o	o
e. Inconvenient hours	o	o	o	o	o
f. Working too many hours	o	o	o	o	o
g. Working too few hours	o	o	o	o	o
h. Heavy workload	o	o	o	o	o
i. Burnout	o	o	o	o	o
j. Physical demands of the job	o	o	o	o	o
k. Problems with manager/supervisor	o	o	o	o	o
l. Problems with co-workers	o	o	o	o	o
m. Problems with residents	o	o	o	o	o
n. Childcare challenges					
o. Other family caregiving challenges	o	o	o	o	o
p. Job-related injury or illness	o	o	o	o	o
q. Non-job-related injury or illness	o	o	o	o	o

r. Wanted a shorter commute	☐	☐	☐	☐	☐
s. Relocated to a different area	☐	☐	☐	☐	☐
t. Wanted to go back to school	☐	☐	☐	☐	☐
u. Retirement	☐	☐	☐	☐	☐

[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] | |

AL6_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 AL8a]
5. No [GO TO AL6_1d]

AL6_1d WorkLook

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

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

Are you currently looking for work?

1. Yes
5. No

[IF ANSWER = 5 (NO) THEN,
IF LastJobStatus = 0, "LeftJob @ t-1" GO TO AL311 LeftEmployer;
IF JobStatus = 0, "LeftJob t0"] DEMOGRAPHICS AL54 Worry]

AL6_1e HowLong

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

AL6_1f SimilarRole

[DISPLAY IF JobStatus = 0, "LeftJobt0"]

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

1. Yes
 5. No
-

AL6_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 AL54 Worry]
 5. No [GO TO DEMOGRAPHICS AL54 Worry]
-

AL6_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 AL311 LeftEmployer]

5. No [Go to AL311 LeftEmployer]

AL8a 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 AL9]

AL8b 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]

AL24e TotalEarnings

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"]; and AL6_1c JobPay = 1(Yes)

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

AL9 JobHours

How many hours do you work in a normal week in **all your jobs**? [Display if AL8a > 1 (more than one job)?]

_____ hour(s) per week

[INTEGER; RANGE 0-168]

AL10a-f JobOther

[DISPLAY IF JobStatus = 1, "Still At t0 Job"] and AL8a > 1 (more than one job)]

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

[DISPLAY IF JobStatus = 0, "LeftJob0"]

[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. 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
- 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 [JobOtherAL]	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]

AL311 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 AL312]
2. Yes, I left more than one employer [GO TO AL312]
5. No [If AL6_1c JobPay = 1, "YES" GO TO AL313StartedEmployer] OR [IF AL6_1c JobPay = 5, "NO" GO TO AL54 Worry]

AL312 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 AL6_1c JobPay = 5, "NO" GO TO DEMOGRAPHICS AL54 Worry]

[VARIABLE CODING]

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

AL313 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 6AL_1cJOBPAY= 1, YES GO TO AL11e1PRIMEJOB]

AL314 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 AL6_1c JobPay = 5,"NO" GO TO DEMOGRAPHICS AL54 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]

AL10a 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

AL11a NewJobs1

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

[IF AL8a 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 ALr11e1]

AL11a1 NewJobs2

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

[IF AL8a JobsHave = 1, "YES", ASK]: Is the one job you currently have **new** since you left the [FACILITY NAME]?

1. Yes
5. No

[IF NewJobs2 = 5, "No", GO TO AL11e1]

AL11c 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 AL10]

_____month [NewJob1Month]

_____year [NewJob1Year]

[DISPLAY EMPLOYER SELECTED FROM AL10]

_____month [NewJob2Month]

_____year [NewJob2Year]

[DISPLAY EMPLOYER SELECTED FROM AL10]

_____month [NewJob3Month]

_____year [NewJob3Year]

AL11c2 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
-

AL11d 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
-

AL11g 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.
-

AL24e TotalEarnings

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

[DISPLAY IF JobStatus = 0, "Left t0 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]

AL 11e1 PRIMEJOB

[DISPLAY IF JobStatus = 0, "LeftJobt0"] and more than one option is selected in 8a4 AL10 JobOther]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and more than one option is selected in AL10 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

AL11e2 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
-

AL11e2a 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)?

AL11f 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
-

AL11h 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.
-

AL11i AdvanceCompare

[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 opportunities for career advancement or promotion.

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

AL11j 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.

AL5a 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"]

[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 [RefMonth] [RefYear], 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]

AL5a1 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.

AL5a2 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

AL12 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]

AL13 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]

AL14 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]
 - e.[JobShiftTypeIrregular]
-

AL15 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
-

AL302 JobSupervisePrep

[DISPLAY IF JobStatus = 1, "Still At Baseline Job"] and AL15 JobSupervise = 1, "Yes"]

[DISPLAY IF JobStatus = 0, "Left t0 Job", and HealthCareSetting = 1 and AL15 JobSupervise = 1, "Yes"]

[DISPLAY IF LastJobStatus = 0, "LeftJob @ t-1"] and HealthCareSetting = 1 and AL15 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
-

AL303 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

AL304 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

AL305 EmergencyChallenge

[Display if AL304 = 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 a. [EmergencyChallengeCom] f. EmergencyChallengeNone]

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

AL17 ScheduleAdjust

[Display on the same screen with AL18a]

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
-

AL18a ScheduleAnticipate

[Display on the same screen as AL17]

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

AL18b_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	☐	☐	☐
b. Introduction of new policies and procedures	☐	☐	☐
c. Downsizing or layoffs	☐	☐	☐
d. Expansion of the organization	☐	☐	☐
e. Introduction of new technology or systems	☐	☐	☐
f. Change in administrative leadership	☐	☐	☐
g. Change in ownership	☐	☐	☐
h. Other	☐	☐	☐

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

AL20 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

AL20e StayPastHours

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

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

1. Never [GO TO AL20f]
2. Rarely
3. Sometimes
4. Often

AL20e1 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 AL20e2. IF ZERO, SKIP TO AL20f]

AL20e2 WantExtra

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

Did you want to work that many extra hours?

1. Yes
5. No

AL20f 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
-

AL23 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
-

AL24a PayPerHour

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

[Display AL24a If AL23 = 1, "hourly wage"]

What is your hourly wage before taxes?

\$ _____ per hour

[INTEGER; RANGE 0-999]

AL24b PayPerWeek

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

[Display AL24b If AL23 = 2, "weekly salary"]

What is your weekly salary before taxes?

\$ _____ per week

[INTEGER; RANGE 0-99,999]

AL24c PayPerBiMonthly

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

[Display AL24c If AL23 = 3, "twice-monthly salary"]

What is your twice-monthly salary before taxes?

\$ _____ twice-monthly

[INTEGER; RANGE 0-999,999]

AL24d PayPerMonth

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

[Display AL24d If AL23 = 4, "monthly salary"]

What is your monthly salary before taxes?

\$_____monthly

[INTEGER; RANGE 0-999,999]

AL25a-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]

AL26 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]
-

AL27 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 AL25a 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]

AL35 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, “Left Job @ t-1”] and HealthCareSetting = 1]

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

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”

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.

3. No, none of the residents I care for have dementia.

AL36 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

AL306 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.	☐	☐	☐	☐
b. Our building has areas where residents with dementia who wander can do so safely.	☐	☐	☐	☐
c. Walking areas have rest spots, such as benches, available.	☐	☐	☐	☐
d. There is enough space in resident rooms to transfer them in and out of bed safely and efficiently.	☐	☐	☐	☐
e. There is enough space in bathrooms to toilet residents safely and efficiently.	☐	☐	☐	☐
f. There is enough space in bathrooms to bathe residents safely and efficiently.	☐	☐	☐	☐
g. Overall, our building is kept clean and hygienic.	☐	☐	☐	☐
h. There is a comfortable space for staff to take breaks.	☐	☐	☐	☐

i. The layout of my unit or workplace allows me to see and hear residents.	☐	☐	☐	☐
j. The equipment I need to do my job is usually in good working order.	☐	☐	☐	☐
k. There are quiet spaces, other than resident rooms, in which residents can relax or rest.	☐	☐	☐	☐
l. There are outdoor spaces that residents can access.	☐	☐	☐	☐
m. There is adequate ventilation in all areas.	☐	☐	☐	☐
n. Resident areas are free from odors.	☐	☐	☐	☐
o. Comfortable sound levels are maintained in resident areas.	☐	☐	☐	☐
p. Comfortable temperature levels are maintained in resident areas.	☐	☐	☐	☐

[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

AL37a-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.	☐	☐	☐	☐	☐	☐	☐
b. I am comfortable touching people with dementia.	☐	☐	☐	☐	☐	☐	☐
c. I feel relaxed around people with dementia.	☐	☐	☐	☐	☐	☐	☐
d. People with dementia can be creative.	☐	☐	☐	☐	☐	☐	☐
e. It is possible to enjoy interacting with people with dementia.	☐	☐	☐	☐	☐	☐	☐
f. People with dementia can enjoy life.	☐	☐	☐	☐	☐	☐	☐

[VARIABLE CODING]

a.[PlwdRewarding]

d.[PlwdCreative]

b.[PlwdComfortable]

e.[PlwdEnjoy]

c.[PlwdRelaxed]

f.[PlwdLife]

AL38a-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.	☐	☐	☐	☐
b. I can change my work to match the changing needs of a [resident] with dementia.	☐	☐	☐	☐
c. I can keep up a positive attitude towards [residents] with dementia.	☐	☐	☐	☐
d. I can keep up a positive attitude towards the relatives of [residents] with dementia.	☐	☐	☐	☐
e. I can keep myself motivated during a working day.	☐	☐	☐	☐
f. I can play an active role in my team.	☐	☐	☐	☐
g. I can protect the dignity of a [resident] with dementia.	☐	☐	☐	☐
h. I can deal with personal care, such as incontinence, in a [resident] with dementia.	☐	☐	☐	☐

i. I can offer choice to a [resident] with dementia (such as what to wear, or what to do).

o o o o

j. I am able to recognize and report a change in a [resident] condition.

o o o o

[VARIABLE CODING]

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

AL39a-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).	o	o	o	o
b. Equipment or assistive devices are available when needed to help move, transfer, or lift residents.	o	o	o	o
c. Other staff are available when needed to help move, transfer, or lift residents.	o	o	o	o
d. The health and safety of workers is a high priority with management where I work.	o	o	o	o
e. The demands of my job interfere with my personal or family life.	o	o	o	o

[VARIABLE CODING]

a.[JobPPE]

b.[JobEquipment]

c.[JobHelp]

d.[JobSafety]

e.[JobInterfere]

Section 4: Worker Outcomes

AL40 JobSatisfaction

[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	☐	☐	☐	☐	☐
b. Schedule of hours	☐	☐	☐	☐	☐
c. Salary or wages	☐	☐	☐	☐	☐
d. Benefits	☐	☐	☐	☐	☐
e. Type of work that you do	☐	☐	☐	☐	☐
f. Opportunities to learn new skills	☐	☐	☐	☐	☐

g. Independence at work	☐	☐	☐	☐	☐
h. Working with your supervisor	☐	☐	☐	☐	☐
i. Working with your coworkers	☐	☐	☐	☐	☐
j. Opportunities for career advancement	☐	☐	☐	☐	☐
k. Relationship with [residents]	☐	☐	☐	☐	☐
l. Relationship with family members of [residents]	☐	☐	☐	☐	☐
m. Your workload	☐	☐	☐	☐	☐
n. Respect for your role	☐	☐	☐	☐	☐
o. Work schedule flexibility	☐	☐	☐	☐	☐
p. Work environment	☐	☐	☐	☐	☐
q. Ability to take enough sick time	☐	☐	☐	☐	☐
s. Safety of the neighborhood where you work.	☐	☐	☐	☐	☐

[VARIABLE CODING]	a.[JobOverall]	j.[JobCareer]
	b.[JobScheduleHours]	k.[JobResidents]
	c.[JobWages]	l.[JobFamilies]
	d.[JobBenefits]	m.[JobWorkload]
	e.[JobWorkType]	n.[JobRespect]
	f.[JobLearn]	o.[JobFlexibility]
	g.[JobIndependence]	p.[JobEnvironment]
	h.[JobSupervisor]	q.[JobSickTime]
	i.[JobCoworkers]	s.[JobSafeNeighborhood]

AL41a-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.	☐	☐	☐	☐
b. I have enough time to complete other duties that don't directly involve the [residents].	☐	☐	☐	☐
c. [Residents] and/or families let me know when I am doing a good job.	☐	☐	☐	☐
d. My supervisor(s) lets me know when I am doing a good job.	☐	☐	☐	☐
e. I am encouraged to discuss the care and well-being of [residents] with their families.	☐	☐	☐	☐
f. I participate as a member of a care team.	☐	☐	☐	☐
g. I am given all of the information I need to care for new [residents].	☐	☐	☐	☐
h. I am informed when there is a change in a [resident's] care plan.	☐	☐	☐	☐

[VARIABLE CODING]

a.[JobAttention]
b.[JobDuties]
c.[JobFamiliesAppr]
d.[JobObSuperAppr]

e.[JobEncouraged]
f.[JobParticipate]
g. [JobCareNew]
h. [JobInformed]

AL41b_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.	☐	☐	☐	☐
b. I can count on my coworkers for support when I need it.	☐	☐	☐	☐
c. The work I do is meaningful to me.	☐	☐	☐	☐
d. The work I do serves a greater purpose.	☐	☐	☐	☐
e. I feel my job is secure.	☐	☐	☐	☐
f. Supervisors use mistakes as learning opportunities, not criticism.	☐	☐	☐	☐

g. My organization is committed to employee health and well-being.	o	o	o	o
--	---	---	---	---

[VARIABLE CODING]	a.[JobOSuperSupport]	d.[JobOPurpose]
	b.[JobOCosupport]	e.[JobOSecure]
	c.[JobOMeaningful]	f.[JobOMistakes]
		g.[JobOWellBeing]

AL41c SupChange

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

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

- 1. Yes
- 5. No

AL42 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 t0 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	o	o	o	o

b. Communication problems with supervisor(s)	☐	☐	☐	☐
c. Communication problems with [residents]	☐	☐	☐	☐
d. Communication problems with [residents'] family members	☐	☐	☐	☐
e. Disrespectful behavior from [residents]	☐	☐	☐	☐
f. Disrespectful behavior from [residents'] family members	☐	☐	☐	☐
g. Racial, ethnic, religious, or other personal insults from [residents]	☐	☐	☐	☐
h. Inappropriate sexual behavior from [residents]	☐	☐	☐	☐
i. Hitting or other physical aggression from [residents]	☐	☐	☐	☐
j. Yelling or other verbal aggression from [residents]	☐	☐	☐	☐

[VARIABLE CODING]

a.[JobProbCoworkers]

f.[JobProbFamBehavior]

b.[JobProbSuper]

g.[JobProbInsult]

c.[JobProbResident]

h.[JobProbInappr]

d.[JobProbFamilies]

i.[JobProbPhysical]

e.[JobProbResBehavior]

j.[JobProbVerbal]

AL43 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 to 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

AL44_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 to 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.	☐	☐	☐	☐
b. I feel discriminated against in my job because of my race or ethnic origin.	☐	☐	☐	☐
c. I feel discriminated against in my job because of my gender.	☐	☐	☐	☐
d. I feel discriminated against in my job because of my sexual orientation.	☐	☐	☐	☐
e. I feel discriminated against in my job because of my religion.	☐	☐	☐	☐

[VARIABLE CODING]

a.[JobDiscAge]

d.[JobDiscOrientation]

b.[JobDiscRace]

e.[JobDiscReligion]

c.[JobDiscGender]

AL44f 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 AL44g]

5. No [GO TO AL44i]

AL44g ReportBully

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

1. Yes [GO TO AL44h]

5. No [GO TO AL44i]

AL44h ManagementRespond

Did you feel management responded appropriately?

1. Yes

5. No

7. Unsure

AL44i 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 t0 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

AL45 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

AL307 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.	☐	☐	☐	☐	☐
b. Regardless of what happens to me, I believe I can control my reaction to it.	☐	☐	☐	☐	☐
c. I believe I can grow in positive ways by dealing with difficult situations	☐	☐	☐	☐	☐
d. I actively look for ways to replace the losses I encounter in life.	☐	☐	☐	☐	☐

[VARIABLE CODING]

a.[CopeCreate]

d.[CopeReplace]

b.[CopeControl]
c.[CopeGrow]

AL45b 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
-

AL45c 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.
-

AL45d 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
-

AL46a JobInjury

During the past 12 months, did you experience any work-related injuries [Display if AL8a JobsHave > 1: "in any of your jobs"]?

1. Yes [GO TO AL46b]

5. No [GO TO AL47]

AL46b JobInjuryAid

[Display AL46b if AL46a = 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
-

AL46c JobInjuryWork

[Display AL46c if AL46a = Yes]

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

[DISPLAY IF JobStatus = 0, "Left to 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 AL46d]
 - 5. No [GO TO AL47]
-

AL46d InjuryReport

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

- 1. Yes
 - 5. No
-

AL46e_a-g InjuryType

[Display AL46e if AL46a = 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]

AL47 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

AL308 JobStayOptions

[Display AL308 if AL47 = 3, "More than 1 year"]

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

[DISPLAY IF JobStatus = 0, "Left to 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

AL309 JobLeaveOptions

[Display AL309 if AL47 = 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 to 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	☐	☐	☐	☐	☐
b. Lack of training opportunities	☐	☐	☐	☐	☐
c. Lack of opportunities for advancement	☐	☐	☐	☐	☐
d. Lack of respect	☐	☐	☐	☐	☐
e. Inconvenient hours	☐	☐	☐	☐	☐
f. Working too many hours	☐	☐	☐	☐	☐
g. Working too few hours	☐	☐	☐	☐	☐

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

[VARIABLE CODING]

a.[JobLeavePay]
b.[JobLeaveTraining]
c.[JobLeaveAdvance]
d.[JobLeaveRespect]
e.[JobLeaveBadHours]

l.[JobLeaveCoworkers]
m.[JobLeaveClients]
n.[JobLeaveChildcare]
o.[JobLeaveCaregiving]
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 [\$90] electronic gift card, in addition to [\$10] included with your invitation letter, as a token of appreciation for your participation.]

AL54 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

AL62 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]

[HHAdults65]

[HHAdults]

AL62a MarriageStatus

Are you now ...?

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

AL63 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 AL310]
2. Yes, several days per week [GO TO AL310]
3. Yes, several days per month [GO TO AL310]
5. No [GO TO AL22d]

AL310 FamDisabilityMiss

[If AL63 = 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

AL22d Childcare

Are you responsible for caring for any children at home?

1. Yes [GO TO AL22e]

5. No

AL22e ChildcareMissWork

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

1. Yes

5. No

AL64 HealthOverall

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

1. Poor

2. Fair

3. Good

4. Very good

5. Excellent

AL65 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.