Introduction



Welcome to The Center for Health Workforce Studies (CHWS) 2025 Home Health Care Employer Demand Survey.

This survey is owned by CHWS, and subject to CHWS's Privacy Policy, and is only accessible through the link used to access this web page. CHWS staff worked with the Home Care Association of New York State, the New York State Association of Health Care Providers, and the Association on Aging in developing this survey, but is responsible for the final survey product. This survey covers CHHAs, LHCSAs, hospices, county health departments, and other agencies that are providing home health care services.

As you may remember you agreed to participate in this survey to assist CHWS and the New York State Department of Health in understanding workforce issues, including turnover and vacancy rates. By participating in the survey you grant CHWS the right to collect and store your information. CHWS will administer the survey and share the information publicly only in aggregated form. Please do not provide any non-public personal information or protected health information when completing the survey. The various associations will use this information to assist with statewide and regional

planning and analysis and to support its ongoing legislative and regulatory advocacy efforts. The survey will be used by CHWS to collect information on potential recruitment and retention difficulties within home care agencies. ***PLEASE NOTE: YOU ARE RESPONDING FOR YOUR SPECIFIC AGENCY ONLY AND NOT FOR OTHER AGENCIES THAT MAY BE PART OF YOUR ORGANIZATION.***

All information received through your participation and completion of this survey will be kept confidential, and reported on only in the aggregate to preserve and protect the name of each survey participant. You may stop the survey at any question and return to it at a later time to complete. Please note, however, that to complete the survey, you must do it from the same computer and from the same Internet browser. If you use a different computer and/or Internet browser, it will default back to the first question.

For questions or more information on the survey, please contact Robert Martiniano at CHWS at 518-442-2503 or at rmartiniano@albany.edu.

The survey will close on Monday, November 3rd. *We expect to have results from the survey available late November or early December.*

Contact Information

We are asking for contact information to use if we need to contact you to clarify your survey responses. We will not share your individual responses or your contact information.

Name

Title

Email Address

Phone Number (The format is xxx-xxx-xxxx or (xxx) xxx-xxxx).

Single Agency

Please indicate the agency for which you are responding.

Occupations Employed

For the occupations listed, please indicate whether you had full- or part-time employees in those positions as of March 31, 2025 or if you have individuals under contract (non-employees) at that time. *(PLEASE NOTE: Select those in clinical titles only if they provide direct care. For example, do not consider social workers or registered nurses who work as administrators only. This question is required so that we can customize other survey questions to only those occupations employed in your organization in 2025.) Select all work options that apply.*

	Employed full-time	Employed part-time	Employed per diem	Under contract (not an employee)
Community Health Care Workers	☐	☐	☐	☐
Home Health Aides	☐	☐	☐	☐
Licensed Practical Nurses	☐	☐	☐	☐
Nurse Practitioners (Behavioral Health)	☐	☐	☐	☐
Nurse Practitioners (All other)	☐	☐	☐	☐

	Employed full-time	Employed part-time	Employed per diem	Under contract (not an employee)
Occupational Therapists	☐	☐	☐	☐
Patient Care Managers	☐	☐	☐	☐
Personal Care Aides	☐	☐	☐	☐
Physical Therapists	☐	☐	☐	☐
Physician Assistants	☐	☐	☐	☐
(Associate-prepared) Registered Nurses	☐	☐	☐	☐
(Baccalaureate-prepared) Registered Nurses	☐	☐	☐	☐
Respiratory Therapists	☐	☐	☐	☐
LCSW Social Workers (Licensed Clinical Social Workers)	☐	☐	☐	☐
LMSW Social Workers (Licensed Master's Social Workers)	☐	☐	☐	☐
BSW Social Workers (Bachelor's prepared - no license)	☐	☐	☐	☐
MSW Social Workers (Master's prepared - no license)	☐	☐	☐	☐
Speech Language Pathologists	☐	☐	☐	☐

Instructions

This survey collects information on current employees, the number of vacancies, the number of staff who have left the organization, and recruitment and retention difficulties for various health care occupations. Information can be reported as head counts or as full-time equivalents (FTEs) up to two (2) decimal points. Vacancies and the number of staff who left the organization are only for those occupations that are being supported through Career Pathways Training (CPT) funded under the 1115 waiver. Please include

all employees in the counts regardless of whether their training is being supported through outside funding.

Vacancies and Turnover

For the selected occupations listed, provide information on the number of budgeted positions, the total number of vacant positions, the number of vacant positions that are being recruited for as of March 31, 2025, and the number of all separations, regardless of the reason(s), between April 1, 2024 and March 31, 2025. Please include all employees in the counts regardless of whether their training is being supported through outside funding. *(Enter 0 as appropriate. An empty box will give an error message.)*

	How many budgeted positions do you have?	How many budgeted positions are vacant, regardless of the intention to recruit?	How many budgeted positions that are vacant are you recruiting for?	Total number of separations between April 1, 2024 and March 31, 2025.
Community Health Workers				
Licensed Practical Nurses				
Nurse Practitioners (Behavioral Health)				
Nurse Practitioners (All other)				
Patient Care Managers				
Physician Assistants				
(Associate-prepared) Registered Nurses				
(Baccalaureate-prepared) Registered Nurses				
Respiratory Therapists				
LCSW Social Workers				
LMSW Social Workers				

Recruitment Difficulties

Please indicate the degree of difficulty you experienced RECRUITING the following occupations at your agency in 2025.

	Not at all difficult	Somewhat difficult	Moderately difficult	Very difficult	Extremely difficult	N/A
Community Health Workers	○	○	○	○	○	○
Home Health Aides	○	○	○	○	○	○
Licensed Practical Nurses	○	○	○	○	○	○
Nurse Practitioners (Behavioral Health)	○	○	○	○	○	○
Nurse Practitioners (All other)	○	○	○	○	○	○
Occupational Therapists	○	○	○	○	○	○
Patient Care Managers	○	○	○	○	○	○
Personal Care Aides	○	○	○	○	○	○
Physical Therapists	○	○	○	○	○	○
Physician Assistants	○	○	○	○	○	○
(Associate-prepared) Registered Nurses	○	○	○	○	○	○
(Baccalaureate-prepared) Registered Nurses	○	○	○	○	○	○
Respiratory Therapists	○	○	○	○	○	○
LCSW Social Workers	○	○	○	○	○	○
LMSW Social Workers	○	○	○	○	○	○
BSW Social Workers -- no license	○	○	○	○	○	○
MSW Social Workers -- no license	○	○	○	○	○	○
Speech Language Pathologists	○	○	○	○	○	○

Recruitment Reasons

Please indicate the reason(s) why you had difficulty RECRUITING for the follow occupations in 2025. *(Select all that apply.)*

	Applicants failed or refused background check or drug test	Location/ transportation issues	Non-competitive salaries	Non-competitive benefits	Shortage of Applicants	Shortage of Applicants with Specific Language or Cultural Backgrounds
Community Health Workers	☐	☐	☐	☐	☐	☐
Home Health Aide	☐	☐	☐	☐	☐	☐
Licensed Practical Nurse	☐	☐	☐	☐	☐	☐
Nurse Practitioners (Behavioral Health)	☐	☐	☐	☐	☐	☐
Nurse Practitioners (All other)	☐	☐	☐	☐	☐	☐
Occupational Therapists	☐	☐	☐	☐	☐	☐
Patient Care Managers	☐	☐	☐	☐	☐	☐
Personal Care Aide	☐	☐	☐	☐	☐	☐
Physical Therapists	☐	☐	☐	☐	☐	☐
Physician Assistants	☐	☐	☐	☐	☐	☐
(Associate-prepared) Registered Nurses	☐	☐	☐	☐	☐	☐
(Baccalaureate-prepared) Registered Nurses	☐	☐	☐	☐	☐	☐

	Applicants failed or refused background check or drug test	Location/ transportation issues	Non-competitive salaries	Non-competitive benefits	Shortage of Applicants	Shortage of Applicants with Specific Language or Cultural Backgrounds
Respiratory Therapists	☐	☐	☐	☐	☐	☐
LCWS Social Workers	☐	☐	☐	☐	☐	☐
LMSW Social Workers	☐	☐	☐	☐	☐	☐
BSW Social Workers - no license	☐	☐	☐	☐	☐	☐
MSW Social Workers - no license	☐	☐	☐	☐	☐	☐
Speech Language Pathologists	☐	☐	☐	☐	☐	☐

Time to Fill

What is the average time it is taking to fill a vacancy in 2025 from the time the job announcement is posted until the person starts employment?

	Less than 1 Month	One month to less than six months	Six months to less than one year	One year to less than 18 months	18 months or more	N/A
Community Health Workers	○	○	○	○	○	○
Home Health Aide	○	○	○	○	○	○
Licensed Practical Nurses	○	○	○	○	○	○
Nurse Practitioners (Behavioral Health)	○	○	○	○	○	○
Nurse Practitioners (All other)	○	○	○	○	○	○

	Less than 1 Month	One month to less than six months	Six months to less than one year	One year to less than 18 months	18 months or more	N/A
Occupational Therapists	○	○	○	○	○	○
Patient Care Managers	○	○	○	○	○	○
Personal Care Aide	○	○	○	○	○	○
Physician Assistants	○	○	○	○	○	○
(Associate-prepared) Registered Nurses	○	○	○	○	○	○
(Baccalaureate-prepared) Registered Nurses	○	○	○	○	○	○
Respiratory Therapists	○	○	○	○	○	○
LCSW Social Workers	○	○	○	○	○	○
LMSW Social Workers	○	○	○	○	○	○
BSW Social Workers - no license	○	○	○	○	○	○
MSW Social Workers - no license	○	○	○	○	○	○
Speech Language Pathologists	○	○	○	○	○	○

Retention Difficulties

Please indicate the degree of difficulty you experienced RETAINING the following occupations at your agency in 2025.

	Not at all Difficult	Somewhat Difficult	Moderately Difficult	Very Difficult	Extremely Difficult	N/A
Community Health Workers	○	○	○	○	○	○
Home Health Aide	○	○	○	○	○	○
Licensed Practical Nurses	○	○	○	○	○	○
Nurse Practitioners (Behavioral Health)	○	○	○	○	○	○

	Not at all Difficult	Somewhat Difficult	Moderately Difficult	Very Difficult	Extremely Difficult	N/A
Nurse Practitioners (All other)	○	○	○	○	○	○
Occupational Therapists	○	○	○	○	○	○
Patient Care Managers	○	○	○	○	○	○
Personal Care Aide	○	○	○	○	○	○
Physical Therapists	○	○	○	○	○	○
Physician Assistants	○	○	○	○	○	○
(Associate-prepared) Registered Nurses	○	○	○	○	○	○
(Baccalaureate-prepared) Registered Nurses	○	○	○	○	○	○
Respiratory Therapists	○	○	○	○	○	○
LCSW Social Workers	○	○	○	○	○	○
LMSW Social Workers	○	○	○	○	○	○
BSW Social Workers - no license	○	○	○	○	○	○
MSW Social Workers - no license	○	○	○	○	○	○
Speech Language Pathologists	○	○	○	○	○	○

Retention Reasons

Please indicate the reason(s) why you had difficulty RETAINING the follow occupations in 2025. *(Select all that apply.)*

	Lack of Flexible Schedules	Left Due to Immigration Status Change	Left for Better Salary and Benefits	Left for Better Work-Life Balance	Left for Family Commitments
Community Health Workers	☐	☐	☐	☐	☐
Home Health Aides	☐	☐	☐	☐	☐
Licensed Practical Nurses	☐	☐	☐	☐	☐

	Lack of Flexible Schedules	Left Due to Immigration Status Change	Left for Better Salary and Benefits	Left for Better Work-Life Balance	Left for Family Commitments
Nurse Practitioners (Behavioral Health)	☐	☐	☐	☐	☐
Nurse Practitioners (All other)	☐	☐	☐	☐	☐
Occupational Therapists	☐	☐	☐	☐	☐
Patient Care Managers	☐	☐	☐	☐	☐
Personal Care Aides	☐	☐	☐	☐	☐
Physical Therapists	☐	☐	☐	☐	☐
Physician Assistants	☐	☐	☐	☐	☐
(Associate-prepared) Registered Nurses	☐	☐	☐	☐	☐
(Baccalaureate-prepared) Registered Nurses	☐	☐	☐	☐	☐
Respiratory Therapists	☐	☐	☐	☐	☐
LCSW Social Workers	☐	☐	☐	☐	☐
LMSW Social Workers	☐	☐	☐	☐	☐
BSW Social Workers - no license	☐	☐	☐	☐	☐
MSW Social Workers - no license	☐	☐	☐	☐	☐
Speech Language Pathologists	☐	☐	☐	☐	☐

Please indicate the reason(s) why you had difficulty RETAINING the follow occupations in 2025. *(Select all that apply.)*

	Left for Job Outside of Health Care	Paperwork and Regulatory Burden	Work Hours Limited to Protect Safety Net Eligibility (Medicaid, food stamps, etc.)	Retirement	Transportation Issues
Community Health Workers	☐	☐	☐	☐	☐
Home Health Aides	☐	☐	☐	☐	☐
Licensed Practical Nurses	☐	☐	☐	☐	☐
Nurse Practitioners (Behavioral Health)	☐	☐	☐	☐	☐
Nurse Practitioners (All other)	☐	☐	☐	☐	☐
Occupational Therapists	☐	☐	☐	☐	☐
Patient Care Managers	☐	☐	☐	☐	☐
Personal Care Aides	☐	☐	☐	☐	☐
Physical Therapists	☐	☐	☐	☐	☐
Physician Assistants	☐	☐	☐	☐	☐
(Associate-prepared) Registered Nurses	☐	☐	☐	☐	☐
(Baccalaureate-prepared) Registered Nurses	☐	☐	☐	☐	☐
Respiratory Therapists	☐	☐	☐	☐	☐
LCSW Social Workers	☐	☐	☐	☐	☐
LMSW Social Workers	☐	☐	☐	☐	☐
BSW Social Workers - no license	☐	☐	☐	☐	☐
MSW Social Workers - no license	☐	☐	☐	☐	☐
Speech Language Pathologists	☐	☐	☐	☐	☐

Solutions

Due to staff vacancies and turnover in the last year, we have had to ... *(Select all that apply.)*

- [ ] Convert part-time positions to full-time
- [ ] Increase foreign recruitment
- [ ] Increase the use of agency/contract nurses
- [ ] Increase the use of agency/contract staff (other than nurses)
- [ ] Increase the use of overtime
- [ ] Offer transportation vouchers or assistance
- [ ] Offer upgrading/career ladder programs for existing staff
- [ ] Permanently limit the number of referrals accepted
- [ ] Provide tuition assistance targeting shortage occupations
- [ ] Temporarily limit the number of referrals accepted
- [ ] Other (Please specify:)
- [ ] None of these apply

What benefits or strategies were specifically implemented/expanded to address current workforce shortages? *(Select all that apply.)*

	Within the last five years	Within the last year
Access to mental health services/EAP	☐	☐
Career advancement opportunities (e.g., nurse aide to LPN or LPN to RN)	☐	☐
Childcare services (financial assistance or on-site childcare)	☐	☐
Increased hourly pay	☐	☐
Increased pay for extra shifts or longer/irregular hours	☐	☐
Paid sick time (beyond what is legally required)	☐	☐
Paid vacation time	☐	☐

	Within the last five years	Within the last year
Referral bonuses	☐	☐
Retention bonuses	☐	☐
Retirement/401K benefits	☐	☐
Satisfaction surveys or stay interviews	☐	☐
Sign-on bonuses	☐	☐
Student loan assistance/forgiveness	☐	☐
Transportation vouchers or assistance	☐	☐
Tuition assistance	☐	☐

When are sign-on bonuses paid out?

- ○ Within the first 6 months of hire
- ○ After 6 months of employment
- ○ After 12 months of employment
- ○ _____ Other (please specify):

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