

Hospital Demographic Characteristics

Q81 Age

	#	%	Cum
< 30 (n=39)	39	11%	11%
30 - 39 (n=92)	92	26%	37%
40 - 49 (n=121)	121	34%	72%
50 -59 (n=84)	84	24%	95%
60+ (n=16)	16	5%	100%
Total	352	100%	

Q82 Gender

	#	%	Cum
Male (n=18)	18	5%	5%
Female (n=338)	338	95%	100%
Total	356	100%	

Q83 Highest Education

	#	%	Cum
Diploma (n=88)	88	25%	25%
Associate (n=127)	127	36%	60%
Bachelors (n=125)	125	35%	95%
Masters (n=18)	17	5%	100%
Total	357	100%	

Q74 RN/LPN

	#	%	Cum
RN (n=342)	342	96%	96%
LPN (n=14)	14	4%	100%
Total	356	100%	

Q84 Annual Salary

	#	%	Cum
< \$20,000 (n=17)	17	5%	5%
\$20 - 39,900 (n=160)	160	45%	50%
\$40 - \$59,000 (n=153)	153	43%	93%
\$60,000 + (n=25)	25	7%	100%
Total	355	100%	

Q46 Primary Income Earner

	#	%	Cum
Yes (n=173)	173	49%	49%
No (n=178)	178	51%	100%
Total	351	100%	

Hospital Practice Characteristics

Q1 Years Worked

	#	%	
< 9 (n=115)	115	32%	32%
10 - 19 (n=95)	95	27%	59%
20 - 29 (n=91)	91	25%	84%
30 + (n=56)	56	16%	100%
Total	357	100%	

Q2 Hours/Week

	#	%	Cum
< 16 (n=13)	13	4%	4%
16 - 32 (n=110)	110	31%	34%
33 - 40 (n=170)	170	48%	82%
40 + (n=64)	64	18%	100%
Total	357	100%	

	#	%	Cum
Part-time (n=123)	123	34%	34%
Full-time (n=234)	234	66%	100%
Total	357	100%	

Q3 Work Schedule

	#	%	Cum
Days (n=159)	159	45%	45%
Evenings (n=50)	50	14%	59%
Nights (n=43)	43	12%	71%
Per Diem (n=10)	10	3%	74%
Combination * (n=92)	92	26%	100%
Total	354	100%	

* Includes weekends only (n=7)

Q5 Primary Activity

	#	%	Cum
Patient Care (n=327)	327	92%	92%
Administration (n=10)	10	3%	94%
Other (n=20)	20	6%	100%
Total	357	100%	

Other Licenses

	State	#	%
Q78	Massachusetts	62	17%
Q77	Maine	11	3%
Q79	Vermont	19	5%
Q80	Other	46	13%

Hospital Career Choices

Q6 Why Enter Nursing

	#	%	Cum
Help People (n=236)	236	67%	67%
Best Choice Available (n=35)	35	10%	77%
Job Security (n=22)	22	6%	83%
Good Pay, Benefits (n=6)	6	2%	85%
Other (n=33)	33	9%	94%
Job Flexibility (n=21)	21	6%	100%
Total	353	100%	

Q7 How well did education prepare for you work?

	#	%	Cum
6 Very Well (n=79)	79	23%	23%
5 (n=112)	112	32%	55%
4 (n=97)	97	28%	83%
3 (n=41)	41	12%	94%
2 (n=18)	18	5%	99%
1 Not at all (n=2)	2	1%	100%
Total	349	100%	

	#	%	Cum
Very Well (n=191)	191	55%	55%
Somewhat (n=138)	138	40%	94%
Not at all (n=20)	20	6%	100%
Total	349	100%	

Q24 Has nursing met your expectations?

	#	%	Cum
Very Well (n=47)	47	13%	13%
(n=159)	159	45%	58%
(n=112)	112	32%	90%
(n=28)	28	8%	98%
(n=7)	7	2%	100%
Not at all (n=1)	1	0%	100%
Total	354	100%	

	#	%	Cum
Very Well (n=206)	206	58%	58%
Somewhat (n=140)	140	40%	98%
Not at all (n=8)	8	2%	100%
Total	354	100%	

Hospital Career Choices

Q26 **Would you recommend nursing as a career choice?**

	#	%	Cum
Highly recommend (n=95)	95	27%	27%
Somewhat recommend (n=160)	160	45%	72%
Neutral (n=58)	58	16%	88%
Would not recommend (n=38)	38	11%	99%
Strongly not recommend (n=5)	5	1%	100%
Total	356	100%	

	#	%	Cum
Recommend (n=255)	255	72%	72%
Neutral (n=58)	58	16%	88%
Would not recommend (n=43)	43	12%	100%
Total	356	100%	

Q27 **Years Left in Nursing**

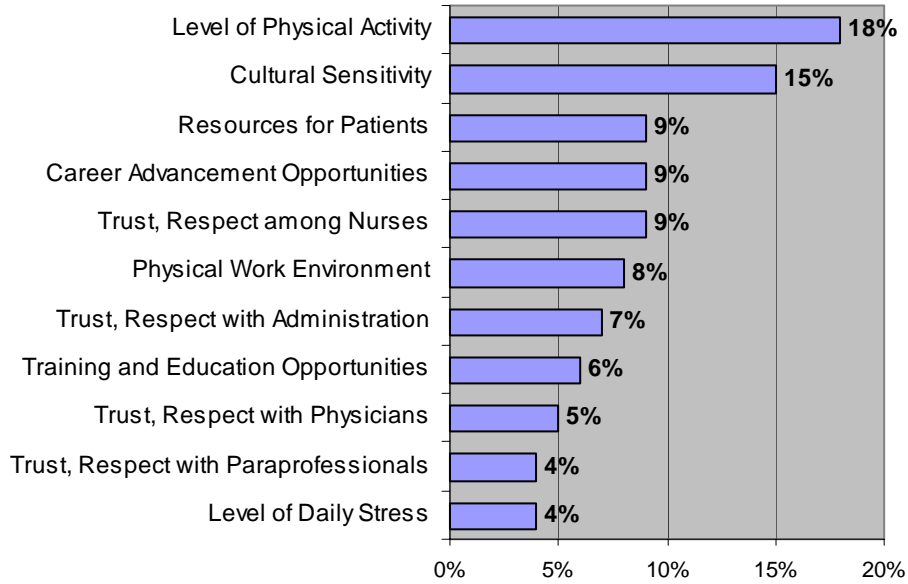
	#	%	Cum
< 5 years (n=31)	31	9%	9%
5 - 10 years (n=78)	78	22%	31%
10+ years (n=212)	212	60%	90%
Not sure (n=34)	34	10%	100%
Total	355	100%	

Q28 **Primary reason to leave nursing**

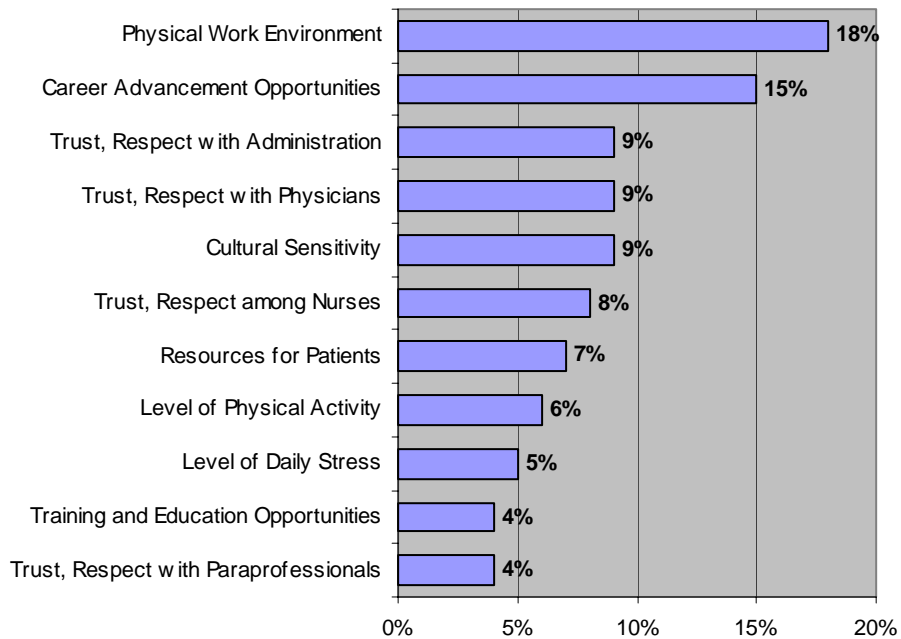
	#	%	Cum
Retirement (n=150)	150	44%	44%
Pursue different career (n=35)	35	10%	54%
Burnout/stress (n=87)	87	26%	80%
Family considerations (n=51)	51	15%	95%
Other (n=17)	17	5%	100%
Total	340	100%	

Hospital Work Environment

Work Conditions Rated "Excellent"

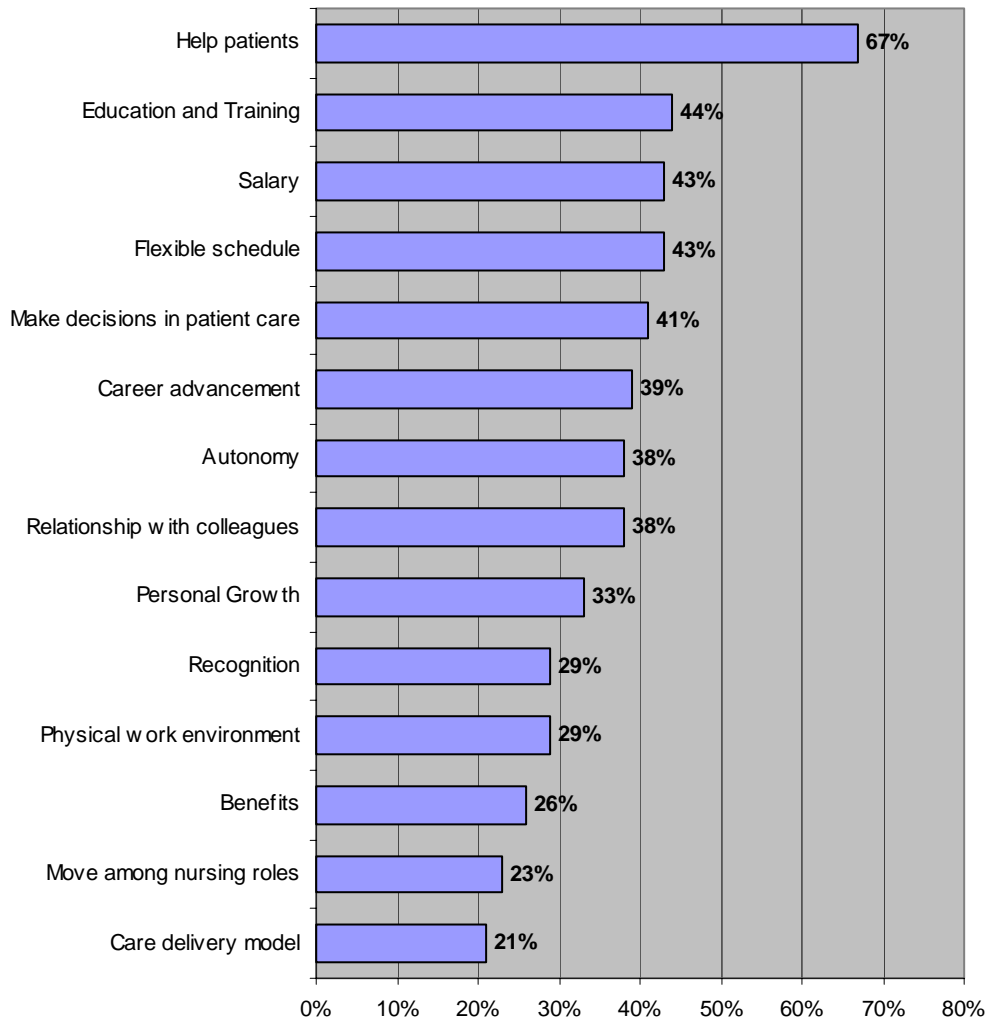


Work Conditions Rated as "Poor"



Hospital What's Important

Aspects of Work that are Very Important



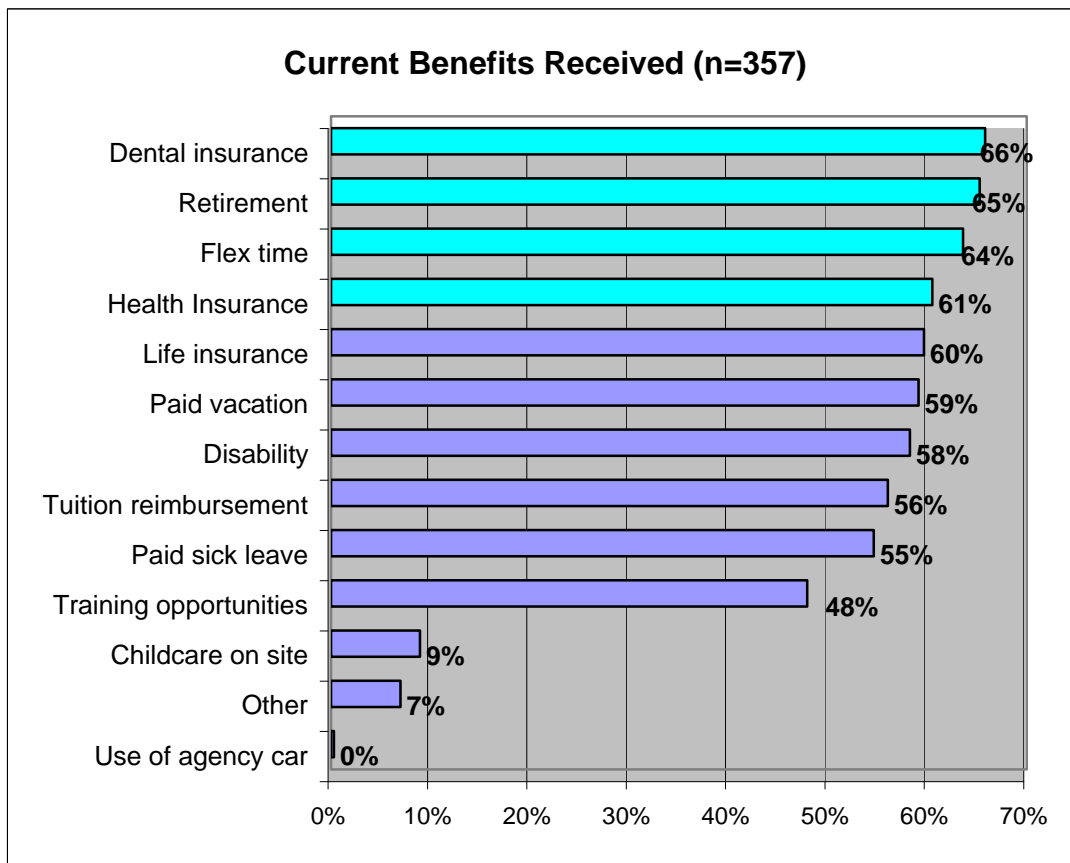
Hospital Compensation

Q45 Fair Wage

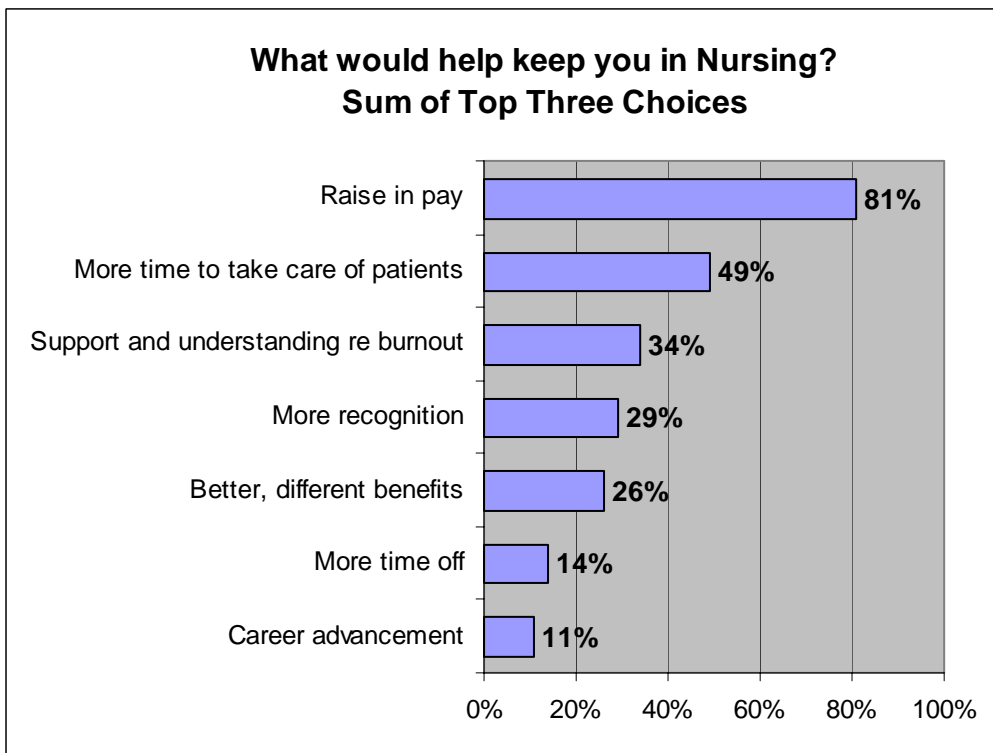
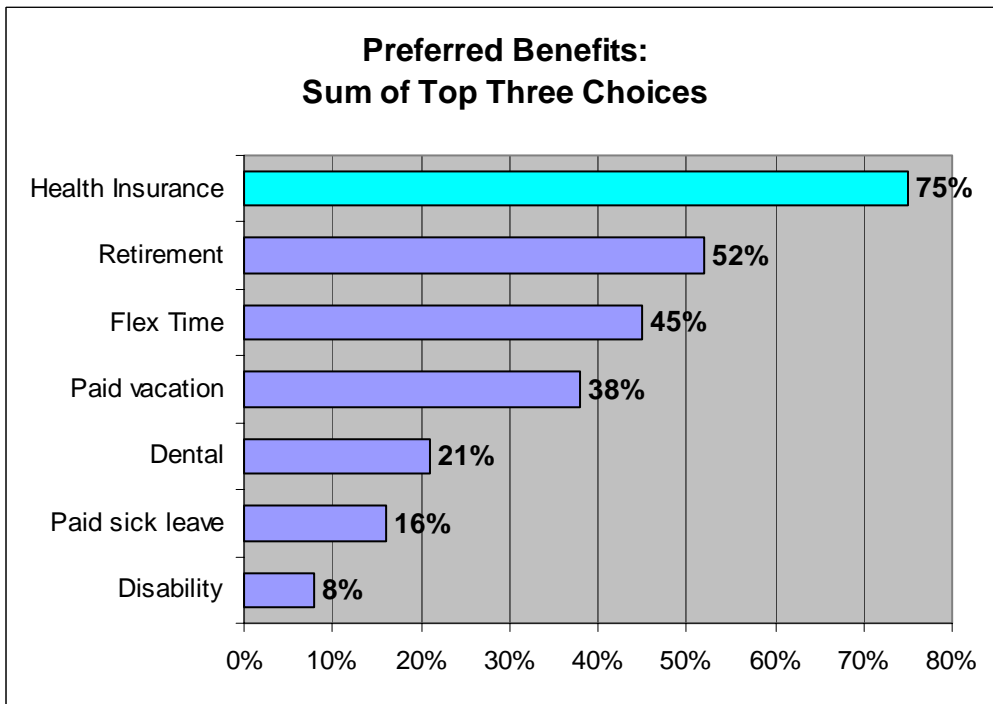
	#	%	Cum
Yes (n=286)	136	39%	39%
No (n=386)	157	45%	84%
Not Sure (n=113)	56	16%	100%
Total	349	100%	

Q47 Raise in the past three years?

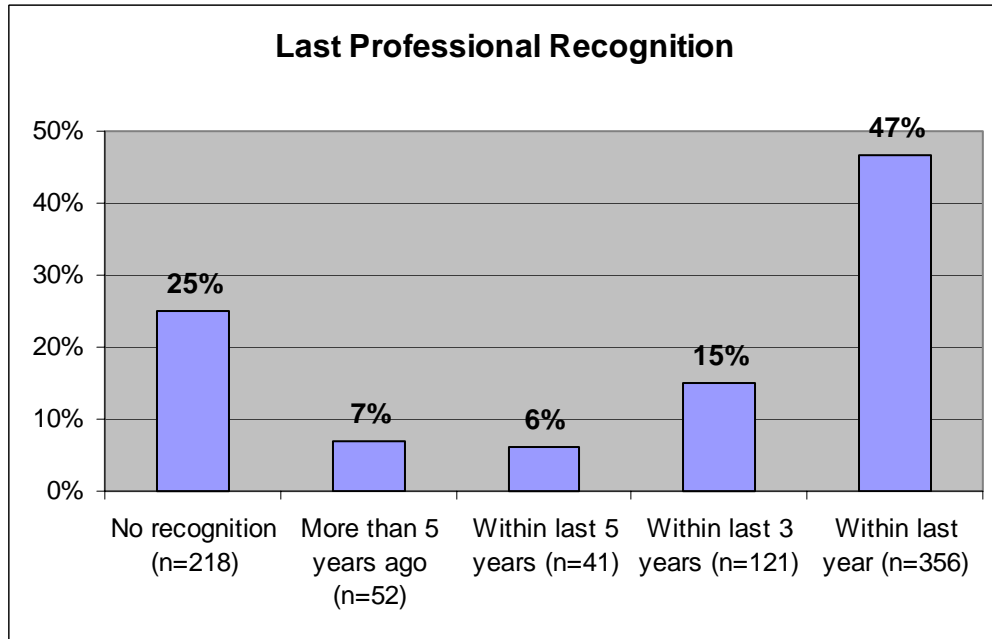
	#	%	Cum
Once	56	16%	16%
Twice	72	21%	37%
Three times	166	47%	84%
More than 3 times	47	13%	97%
No raise	9	3%	100%
Total	350	100%	



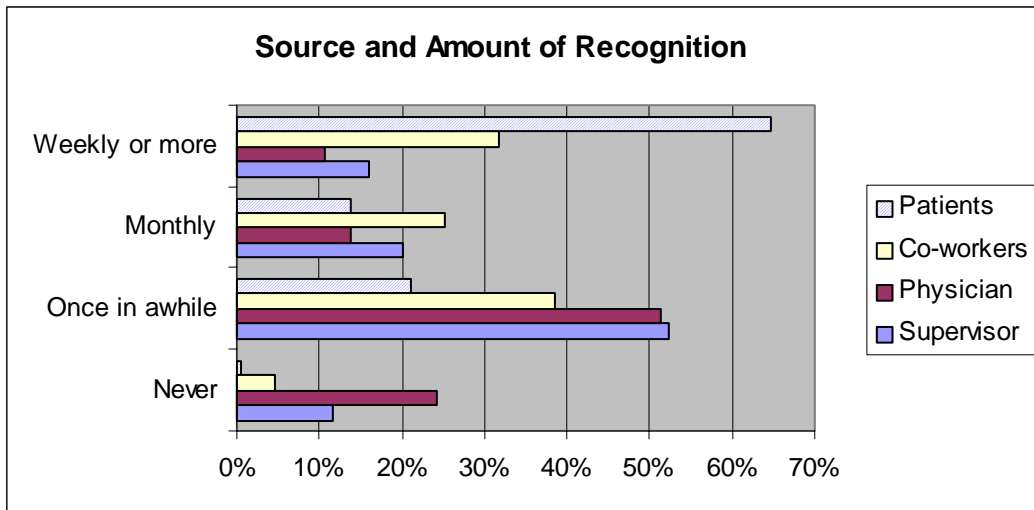
Hospital What's Important



Hospital Recognition



	Supervisor	Physician	Co-workers	Patients
Never	12%	24%	5%	1%
Once in awhile	52%	51%	39%	21%
Monthly	20%	14%	25%	14%
Weekly or more	16%	11%	32%	65%
Total	100%	100%	100%	100%



Long-Term Care Demographic Characteristics

Q81 Age

	#	%	Cum
< 30 (n=7)	7	10%	10%
30 - 39 (n=12)	12	17%	26%
40 - 49 (n=20)	20	28%	54%
50 -59 (n=25)	25	35%	89%
60+ (n=8)	8	11%	100%
Total	72	100%	

Q82 Gender

	#	%	Cum
Male (n=3)	3	4%	4%
Female (n=71)	71	96%	100%
Total	74	100%	

Q83 Highest Education

	#	%	Cum
Diploma (n=7)	7	10%	10%
Associate (n=41)	41	58%	68%
Bachelors (n=18)	18	25%	93%
Masters (n=5)	5	7%	100%
Total	71	100%	

Q74 RN/LPN

	#	%	Cum
RN (n=79)	79	83%	83%
LPN (n=16)	16	17%	100%
Total	95	100%	

Other Licenses (Q 77-80) (Duplicated)

	#	%
MA (n=13)	13	18%
ME (n=3)	6	8%
VT (n=2)	1	1%
Other (n=4)	7	9%
Total	20	27%
Total Resp.	74	

Q84 Annual Salary

	#	%	Cum
< \$20,000 (n=2)	2	2%	2%
\$20 - 39,999 (n=74)	74	78%	80%
\$40 - \$59,000 (n=17)	17	18%	98%
\$60,000+ (n=2)	2	2%	100%
Total	95	100%	

Q46 Primary Income Earner

	#	%	Cum
Yes (n=43)	43	58%	58%
No (n=31)	31	42%	100%
Total	74	100%	

Long-Term Care Practice Characteristics

Q1 Years Worked

	#	%	
< 9 (n=18)	18	24%	24%
10 - 19 (n=13)	13	18%	42%
20 - 29 (n=21)	21	28%	70%
30 + (n=22)	22	30%	100%
Total	74	100%	

Q2 Hours/Week

	#	%	Cum
< 16 (n=1)	1	1%	1%
16 - 32 (n=16)	16	22%	23%
33 - 40 (n=32)	32	44%	67%
40 + (n=24)	24	33%	100%
Total	73	100%	

	#	%	Cum
Part-time (n=17)	17	23%	23%
Full-time (n=56)	56	77%	100%
Total	73	100%	

Q3 Work Schedule

	#	%	Cum
Days (n=38)	38	52%	52%
Evenings (n=17)	17	23%	75%
Nights (n=7)	7	10%	85%
Per Diem (n=5)	5	7%	92%
Combination * (n=6)	6	8%	100%
Total	73	100%	

* Includes weekends only (n=0)

Q5 Primary Activity

	#	%	Cum
Patient Care (n=50)	50	69%	69%
Administration (n=11)	11	15%	85%
Other (n=11)	11	15%	100%
Total	72	100%	

Long-Term Care Career Choices

Q6 Why Enter Nursing

	#	%	Cum
Help People (n=44)	44	60%	60%
Best Choice Available (n=13)	13	18%	78%
Job Security (n=8)	8	11%	89%
Good Pay, Benefits (n=3)	3	4%	93%
Other (n =3)	3	4%	97%
Job Flexibility (n=1)	1	1%	99%
Total	72	99%	

Q7 How well did education prepare for you work?

	#	%	Cum
6 Very Well (n=18)	18	25%	25%
5 (n=17)	17	23%	48%
4 (n=21)	21	29%	77%
3 (n=11)	11	15%	92%
2 (n=5)	5	7%	99%
1 Not at all (n=1)	1	1%	100%
Total	73	100%	

	#	%	Cum
Very Well (n=35)	32	46%	46%
Somewhat (n=32)	32	46%	91%
Not at all (n=6)	6	9%	100%
Total	70	100%	

Q24 Has nursing met your expectations?

	#	%	Cum
Very Well (n=7)	7	10%	10%
(n=26)	26	38%	48%
(n=25)	25	36%	84%
(n=8)	8	12%	96%
(n=3)	3	4%	100%
Not at all (n=0)	0	0%	100%
Total	69	100%	

	#	%	Cum
Very Well (n=33)	33	48%	48%
Somewhat (n=33)	33	48%	96%
Not at all (n=3)	3	4%	100%
Total	69	100%	

Long-Term Care Career Choices

Q6 Why Enter Nursing

	#	%	Cum
Help People (n=44)	44	60%	60%
Best Choice Available (n=13)	13	18%	78%
Job Security (n=8)	8	11%	89%
Good Pay, Benefits (n=3)	3	4%	93%
Other (n =3)	3	4%	97%
Job Flexibility (n=1)	1	1%	99%
Total	72	99%	

Q7 How well did education prepare for you work?

	#	%	Cum
6 Very Well (n=18)	18	25%	25%
5 (n=17)	17	23%	48%
4 (n=21)	21	29%	77%
3 (n=11)	11	15%	92%
2 (n=5)	5	7%	99%
1 Not at all (n=1)	1	1%	100%
Total	73	100%	

	#	%	Cum
Very Well (n=35)	32	46%	46%
Somewhat (n=32)	32	46%	91%
Not at all (n=6)	6	9%	100%
Total	70	100%	

Q24 Has nursing met your expectations?

	#	%	Cum
Very Well (n=7)	7	10%	10%
(n=26)	26	38%	48%
(n=25)	25	36%	84%
(n=8)	8	12%	96%
(n=3)	3	4%	100%
Not at all (n=0)	0	0%	100%
Total	69	100%	

	#	%	Cum
Very Well (n=33)	33	48%	48%
Somewhat (n=33)	33	48%	96%
Not at all (n=3)	3	4%	100%
Total	69	100%	

Long-Term Care Career Choices

Q26 **Would you recommend nursing as a career choice?**

	#	%	Cum
Highly recommend (n=12)	12	16%	16%
Somewhat recommend (n=41)	41	55%	72%
Neutral (n=11)	11	15%	86%
Would not recommend (n=7)	7	9%	96%
Strongly not recommend (n=3)	3	4%	100%
Total	74	100%	

	#	%	Cum
Not at all (n=53)	53	72%	72%
Somewhat (n=11)	11	15%	86%
Very Well (n=10)	10	14%	100%
Total	74	100%	

Q27 **Years Left in Nursing**

	#	%	Cum
< 5 years (n=10)	10	14%	14%
5 - 10 years (n=20)	20	27%	41%
10+ years (n=30)	30	41%	82%
Not sure (n=13)	13	18%	100%
Total	73	100%	

Q28 **Primary reason to leave nursing**

	#	%	Cum
Retirement (n=37)	37	53%	53%
Pursue different career (n=9)	9	13%	66%
Burnout/stress (n=16)	16	23%	89%
Family considerations (n=5)	5	7%	96%
Other (n=3)	3	4%	100%
Total	70	100%	

Long-Term Care Career Choices

Q26 **Would you recommend nursing as a career choice?**

	#	%	Cum
Highly recommend (n=12)	12	16%	16%
Somewhat recommend (n=41)	41	55%	72%
Neutral (n=11)	11	15%	86%
Would not recommend (n=7)	7	9%	96%
Strongly not recommend (n=3)	3	4%	100%
Total	74	100%	

	#	%	Cum
Not at all (n=53)	53	72%	72%
Somewhat (n=11)	11	15%	86%
Very Well (n=10)	10	14%	100%
Total	74	100%	

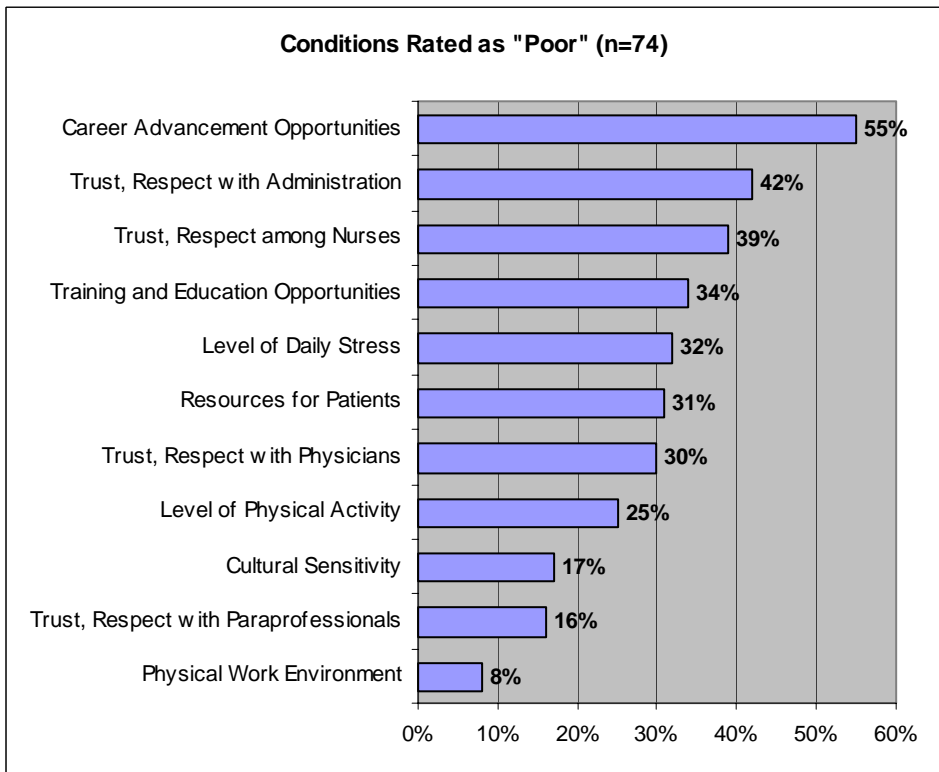
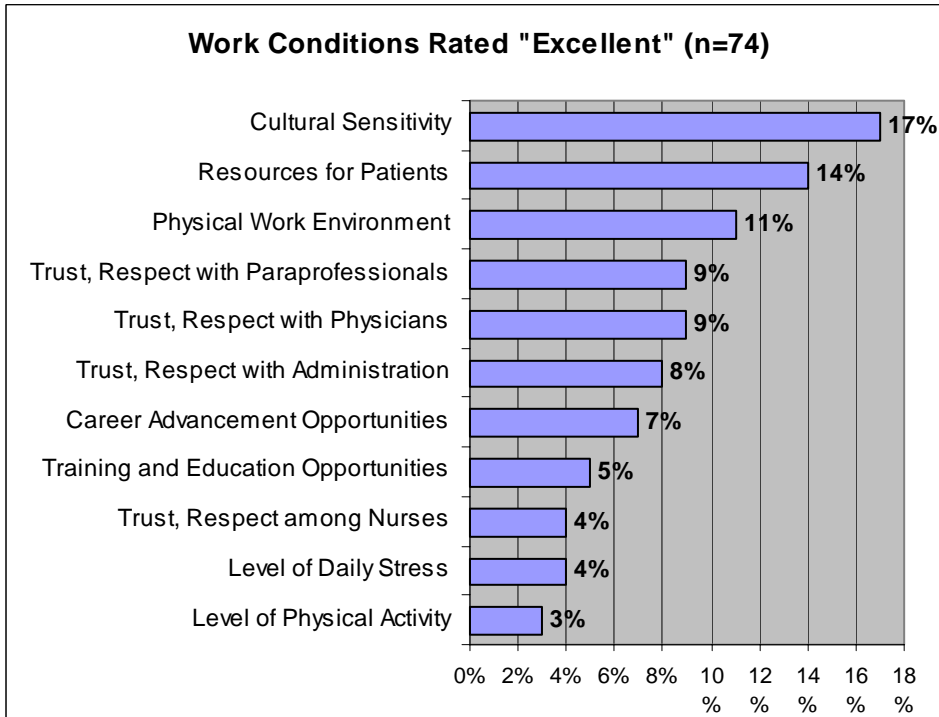
Q27 **Years Left in Nursing**

	#	%	Cum
< 5 years (n=10)	10	14%	14%
5 - 10 years (n=20)	20	27%	41%
10+ years (n=30)	30	41%	82%
Not sure (n=13)	13	18%	100%
Total	73	100%	

Q28 **Primary reason to leave nursing**

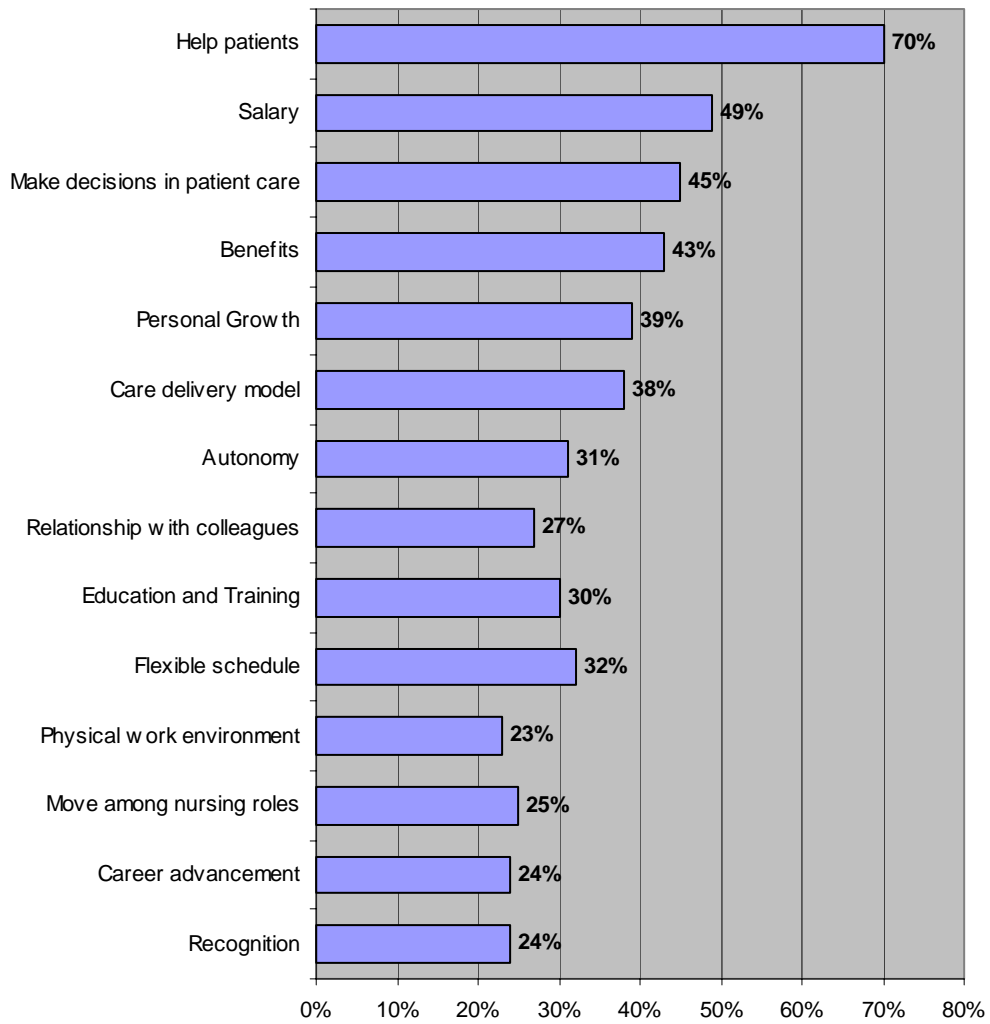
	#	%	Cum
Retirement (n=37)	37	53%	53%
Pursue different career (n=9)	9	13%	66%
Burnout/stress (n=16)	16	23%	89%
Family considerations (n=5)	5	7%	96%
Other (n=3)	3	4%	100%
Total	70	100%	

Long-Term Care Work Environment



Long-Term Care What's Important

Aspects of Work that are Very Important (n=74)



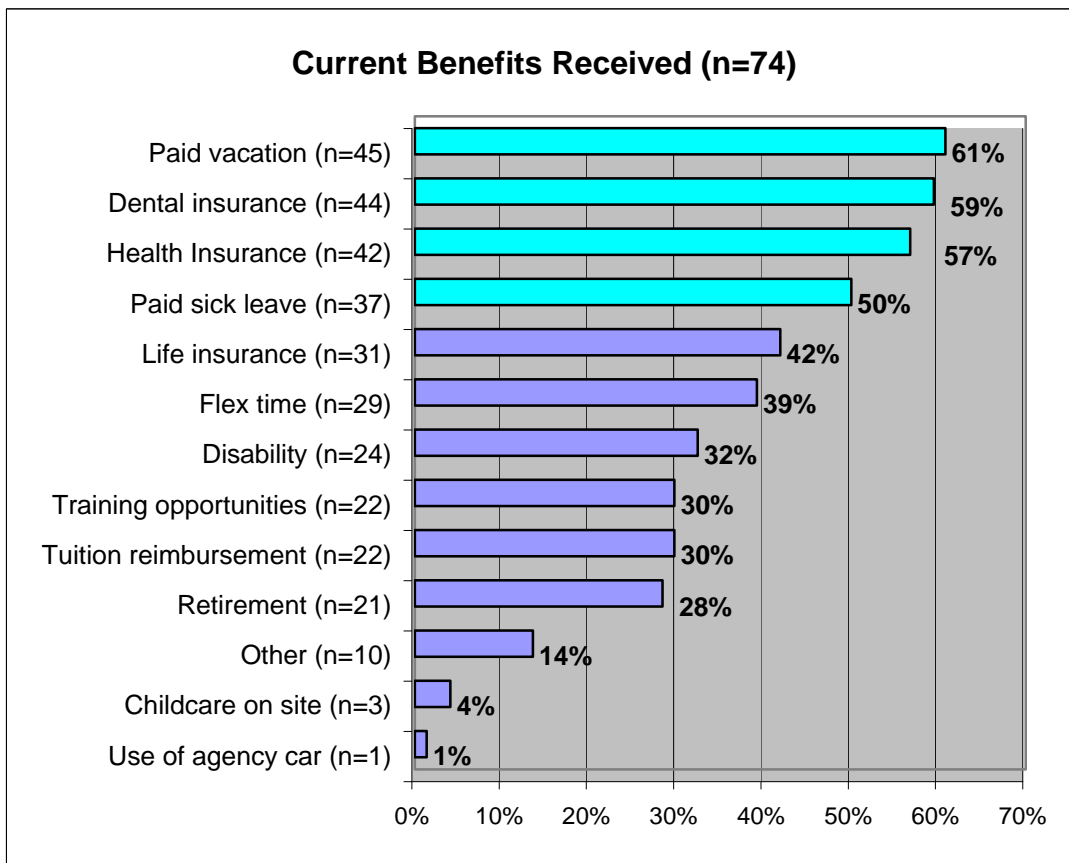
Long-Term Care Compensation

Q45 Fair Wage

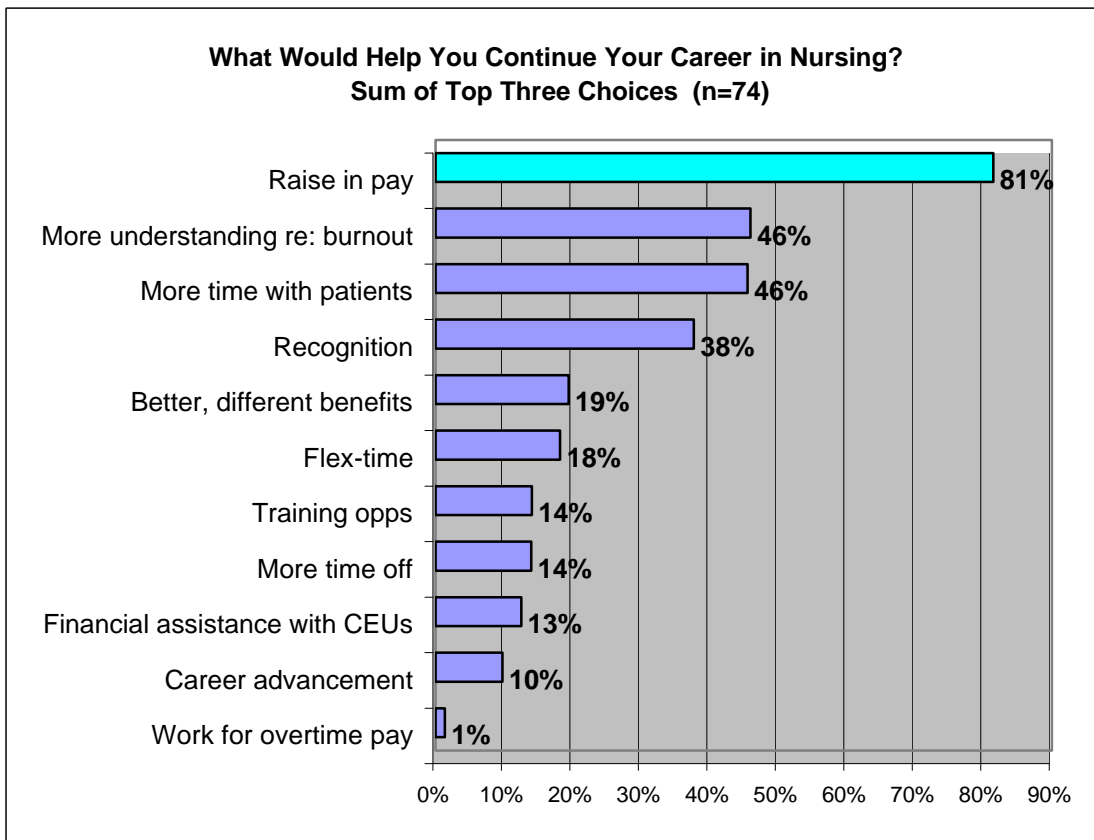
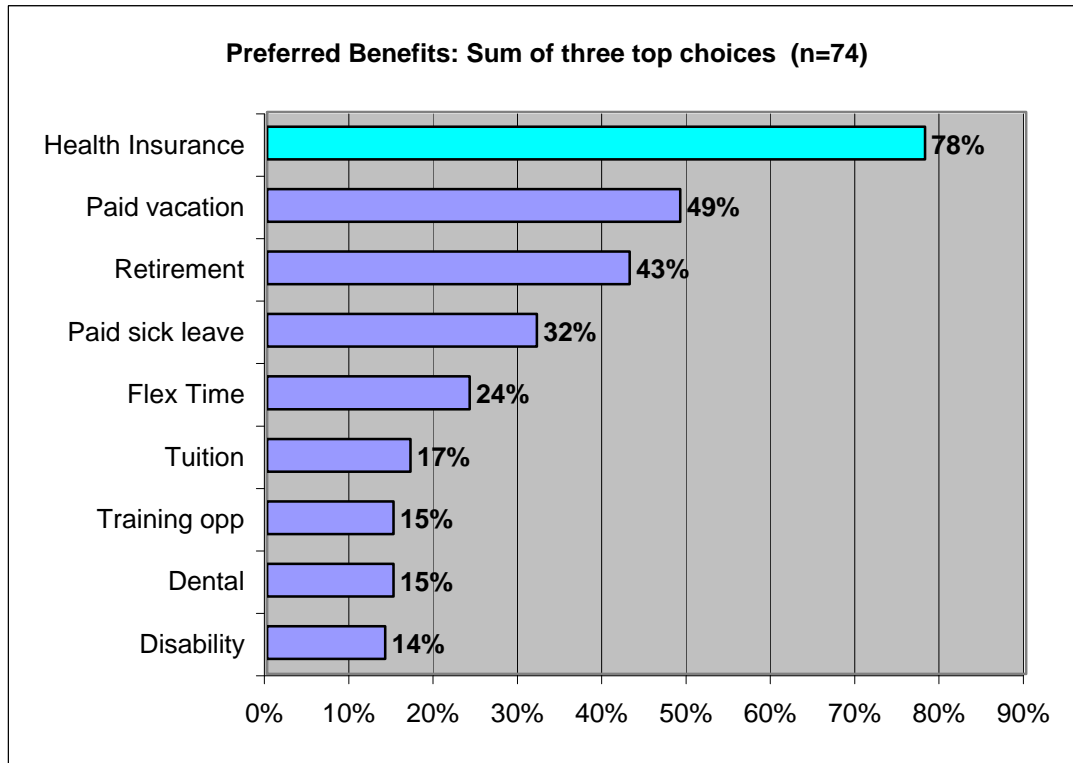
	#	%	Cum
Yes (n=21)	21	29%	29%
No (n=43)	43	59%	88%
Not Sure (n=9)	9	12%	100%
Total	73	100%	

Q47 Raise in the past three years?

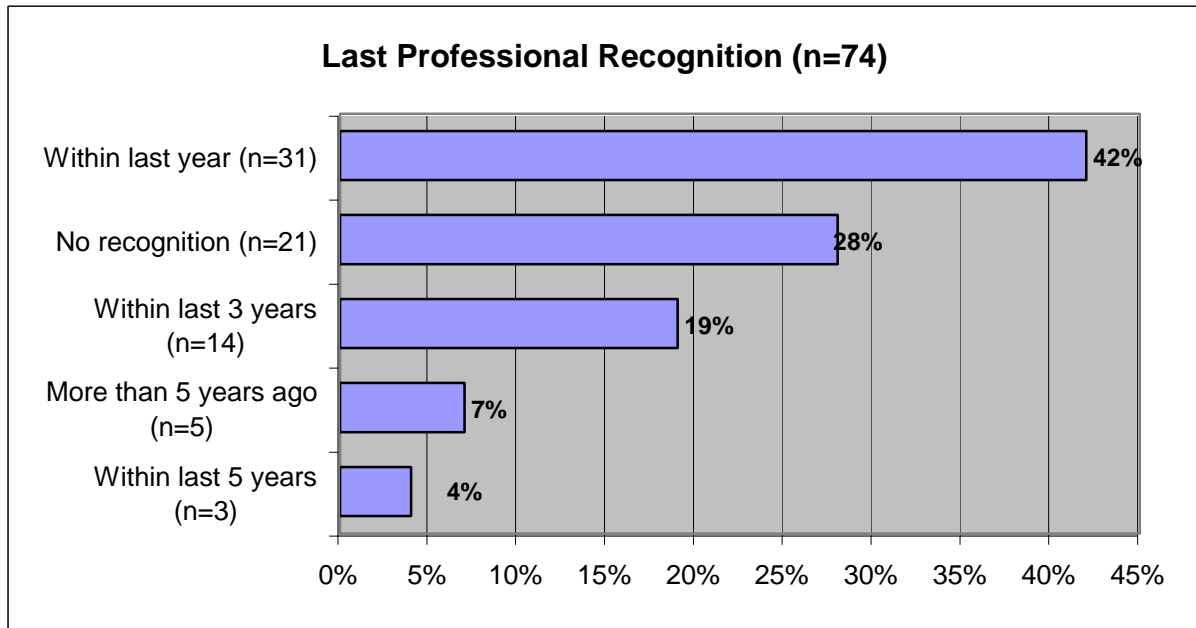
	#	%	Cum
Once (n=13)	13	18%	18%
Twice (n=21)	21	30%	48%
Three times (n=32)	32	45%	93%
More than 3 times (n=3)	3	4%	97%
No raise (n=2)	2	3%	100%
Total	71	100%	



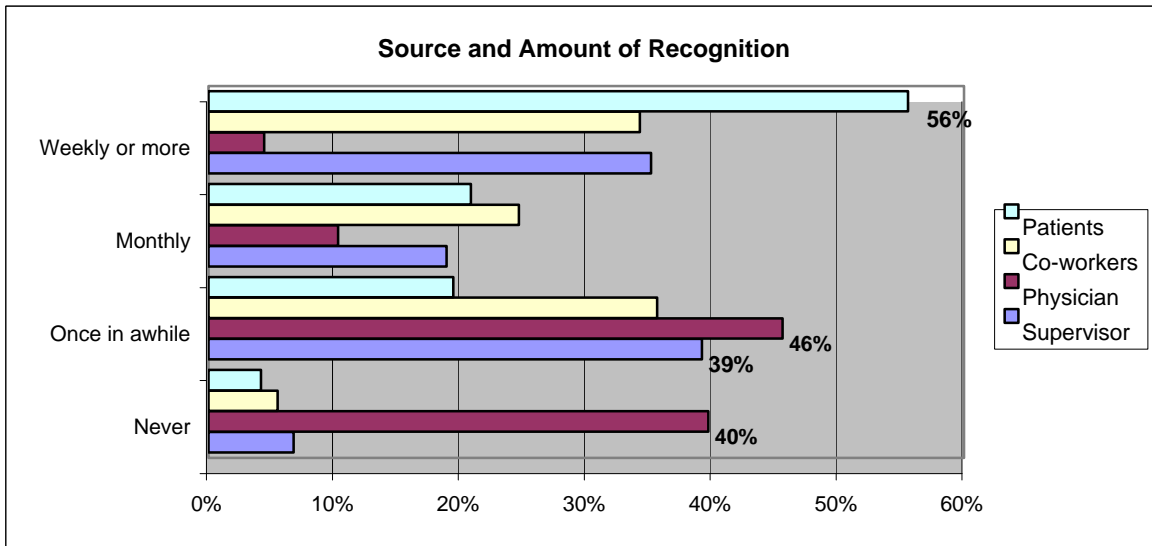
Long-Term Care What's Important



Long-Term Care Recognition



	Supervisor	Physician	Co-workers	Patients
Never	7%	40%	5%	4%
Once in awhile	39%	46%	36%	19%
Monthly	19%	10%	25%	21%
Weekly or more	35%	4%	34%	56%
Total	100%	100%	100%	100%



Home Health-VNA Demographic Characteristics

Q81 Age

	#	%	Cum
< 30 (n=9)	9	6%	6%
30 - 39 (n=24)	24	16%	22%
40 - 49 (n=57)	57	39%	61%
50 -59 (n=46)	46	31%	93%
60+ (n=11)	11	7%	100%
Total	147	100%	

Q82 Gender

	#	%	Cum
Male (n=6)	6	4%	4%
Female (n=147)	147	96%	100%
Total	153	100%	

Q83 Highest Education

	#	%	Cum
Diploma (n=46)	46	30%	30%
Associate (n=43)	43	28%	58%
Bachelors (n=51)	51	33%	92%
Masters (n=13)	13	8%	100%
Total	153	100%	

Q74 RN/LPN

	#	%	Cum
RN (n=145)	145	95%	95%
LPN (n=8)	8	5%	100%
Total	153	100%	

Other Licenses (Q 77-80) (Duplicated Counts)

	#	%
MA (n=35)	35	23%
ME (n=19)	19	12%
VT (n=10)	10	7%
Other (n=21)	21	14%
Total	64	42%
Total Resp.	153	100%

Q84 Annual Salary

	#	%	Cum
< \$20,000 (n=16)	16	11%	11%
\$20 - 39,999 (n=83)	83	55%	66%
\$40 - \$59,000 (n=45)	45	30%	95%
\$60,000+ (n=7)	7	5%	100%
Total	151	100%	

Q46 Primary Income Earner

	#	%	Cum
Yes (n=73)	73	48%	48%
No (n=79)	79	52%	100%
Total	152	100%	

Home Health-VNA Practice Characteristics

Q1 Years Worked

	#	%	Cum
< 9 (n=29)	29	19%	19%
10 - 19 (n=36)	36	24%	42%
20 - 29 (n=49)	49	32%	75%
30 + (n=39)	39	25%	100%
Total	153	100%	

Q2 Hours/Week

	#	%	Cum
< 16 (n=9)	9	6%	6%
16 - 32 (n=31)	31	20%	26%
33 - 40 (n=60)	60	39%	66%
40 + (n=52)	52	34%	100%
Total	152	100%	

	#	%	Cum
Part-time (n=40)	40	26%	26%
Full-time (n=112)	112	74%	100%
Total	152	100%	

Q3 Work Schedule

	#	%	Cum
Days (n=117)	117	77%	8%
Evenings (n=4)	4	3%	11%
Nights (n=0)	0	0%	11%
Per Diem (n=12)	12	8%	19%
Combination * (n=18)	18	12%	30%
Total	151	100%	

* Includes weekends only (n=3)

Q5 Primary Activity

	#	%	Cum
Patient Care (n=98)	98	64%	64%
Administration (n=31)	31	20%	85%
Other (n=23)	23	15%	100%
Total	152	100%	

Home Health-VNA Career Choices

Q6 Why Enter Nursing

	#	%	Cum
Help People (n=109)	109	73%	73%
Job Flexibility (n=7)	7	5%	77%
Job Security (n=13)	13	9%	86%
Good Pay (n=1)	1	1%	87%
Best Choice Available (n=18)	18	12%	99%
Other (n=2)	2	1%	100%
Total	150	100%	

Q7 How well did education prepare for you work?

	#	%	Cum
Very Well (n=36)	36	24%	24%
5 (n=40)	40	27%	51%
4 (n=40)	40	27%	77%
3 (n=18)	18	12%	89%
2 (n=11)	11	7%	97%
Not at all (n=5)	5	3%	100%
Total	150	100%	

	#	%	Cum
Very Well (n=76)	76	51%	51%
Somewhat (n=58)	58	39%	39%
Not at all (n=16)	16	11%	11%
Total	150	100%	

Q24 Has nursing met your expectations?

	#	%	Cum
Very Well (n=18)	18	12%	12%
(n=63)	63	42%	54%
(n=47)	47	31%	85%
(n=18)	18	12%	97%
(n=4)	4	3%	100%
Not at all (n=0)	0	0%	100%
Total	150	100%	

	#	%	Cum
Very Well (n=81)	81	54%	54%
Somewhat (n=65)	65	43%	43%
Not at all (n=4)	4	3%	3%
Total	150	100%	

Home Health-VNA Career Choices

Q26 **Would you recommend nursing as a career choice?**

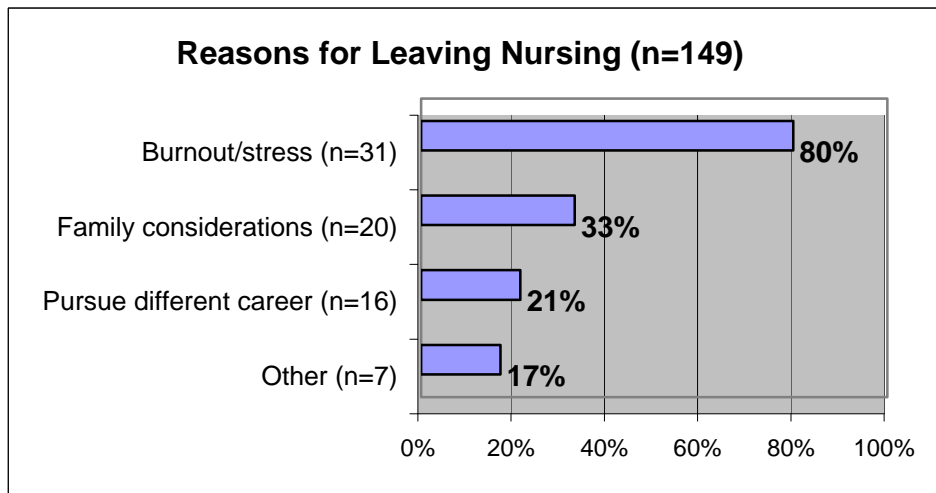
	#	%	Cum
Highly recommend (n=37)	37	24%	24%
Somewhat recommend (n=70)	70	46%	70%
Neutral (n=21)	21	14%	84%
Would not recommend (n=21)	21	14%	98%
Strongly not recommend (n=3)	3	2%	100%
Total	152	100%	

Q27 **Years Left in Nursing**

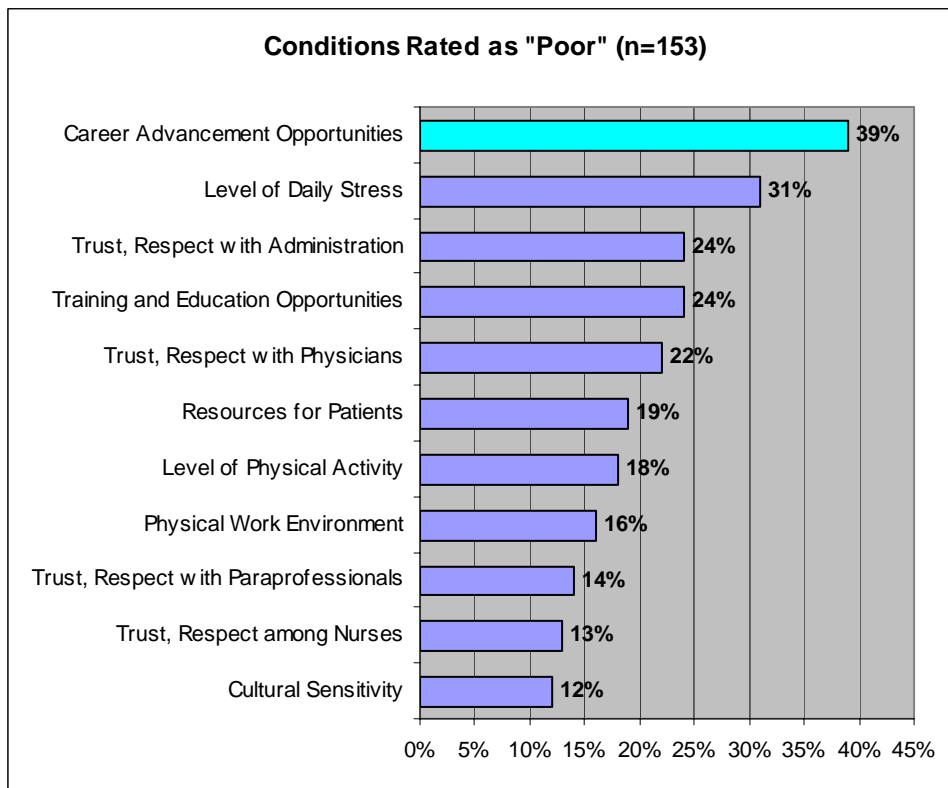
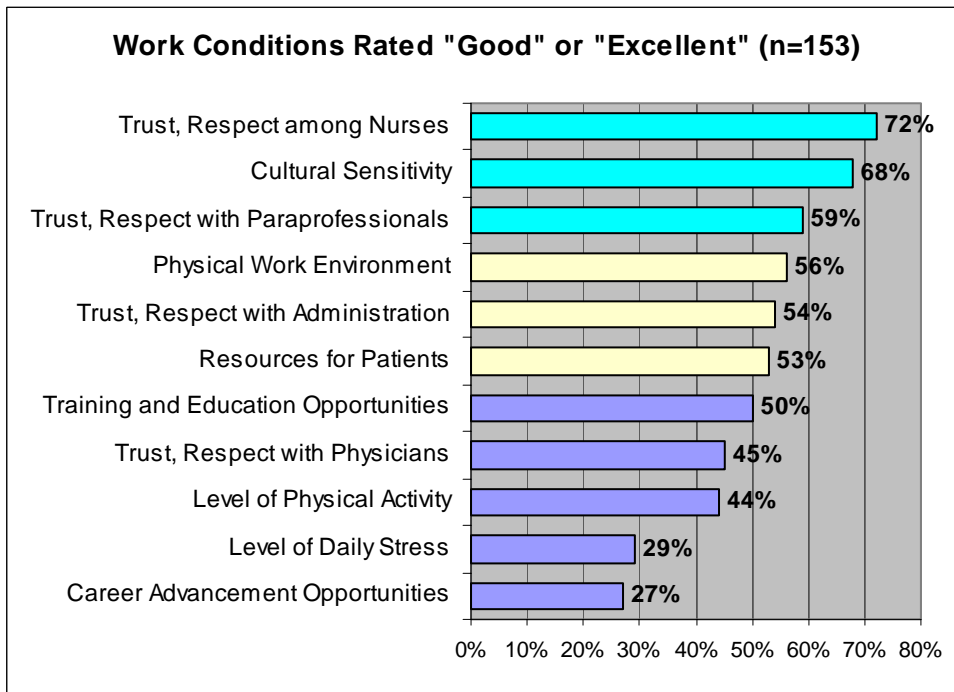
	#	%	Cum
< 5 years (n=11)	11	7%	7%
5 - 10 years (n=27)	27	18%	25%
10+ years (n=96)	96	63%	88%
Not sure (n=18)	18	12%	100%
Total	152	100%	

Q28 **Primary reason to leave nursing**

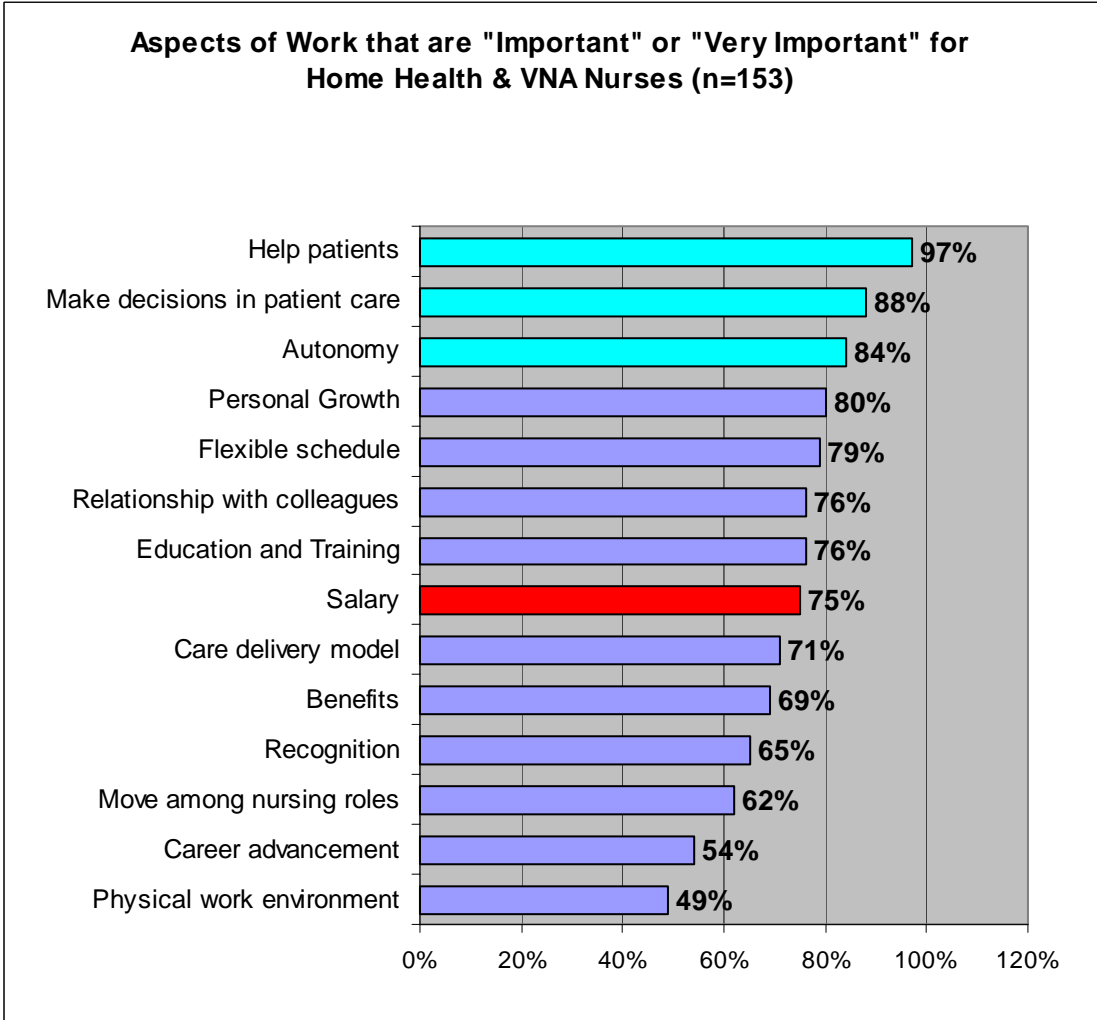
	#	%	Cum
Retirement (n=75)	75	50%	50%
Pursue different career (n=16)	16	11%	61%
Burnout/stress (n=31)	31	21%	82%
Family considerations (n=20)	20	13%	95%
Other (n=7)	7	5%	100%
Total	149	100%	



Home Health-VNA Work Environment



Home Health-VNA What's Important



Home Health-VNA Compensation

Q45 Fair Wage

	#	%
Yes (n=48)	48	32%
No (n=82)	82	54%
Not Sure (n=22)	22	14%
Total	152	100%

Q47 Raise in the past three years?

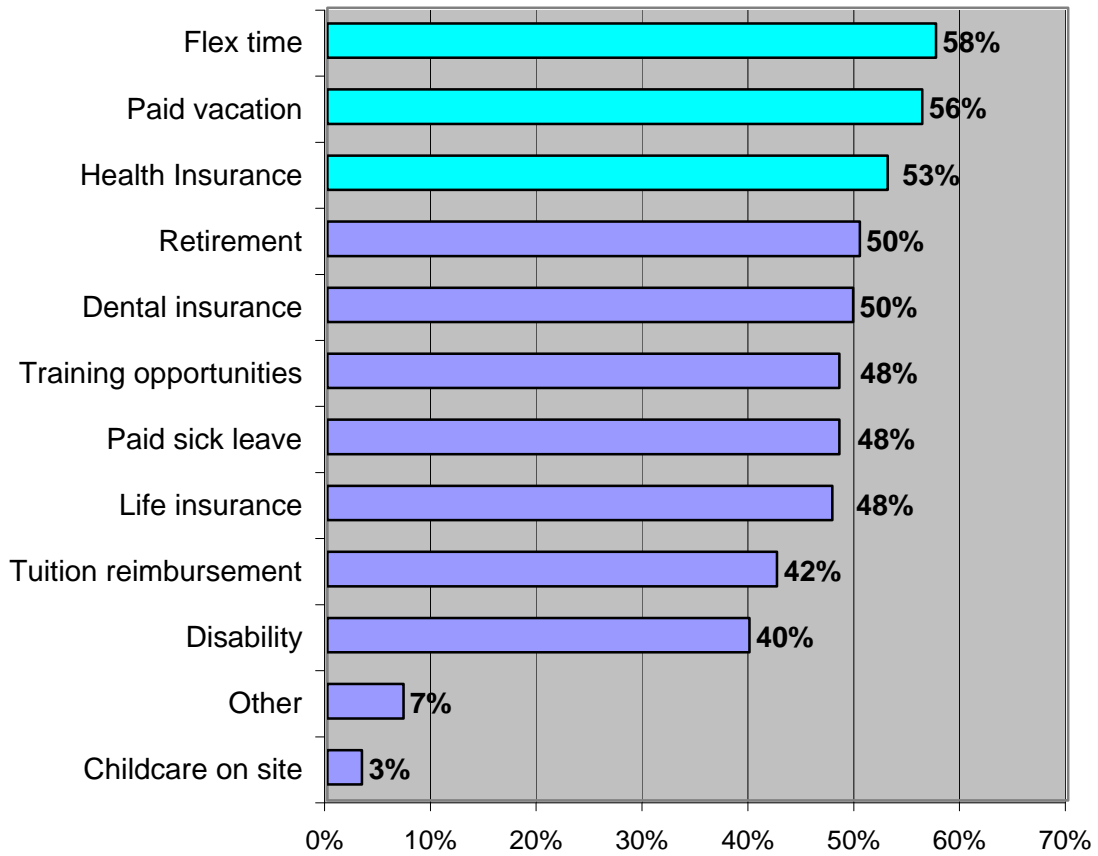
	#	%	Cum
Once (n=34)	34	23%	23%
Twice (n=45)	45	31%	54%
Three times (n=55)	55	37%	91%
More than 3 times (n=8)	8	5%	97%
No raise (n=5)	5	3%	100%
Total	147	100%	

Current Benefits Received

	#	%
Q48 Health Insurance	81	53%
Q49 Retirement	77	50%
Q50 Paid vacation	86	56%
Q51 Paid sick leave	74	48%
Q52 Life insurance	73	48%
Q53 Dental insurance	76	50%
Q54 Disability	61	40%
Q55 Flex time	88	58%
Q56 Tuition reimbursement	65	42%
Q57 Training opportunities	74	48%
Q58 Childcare on site	5	3%
Q59 Use of agency car	0	0%
Q60 Other	11	7%

Home Health-VNA Compensation

Current Benefits Received at Work (n=153)

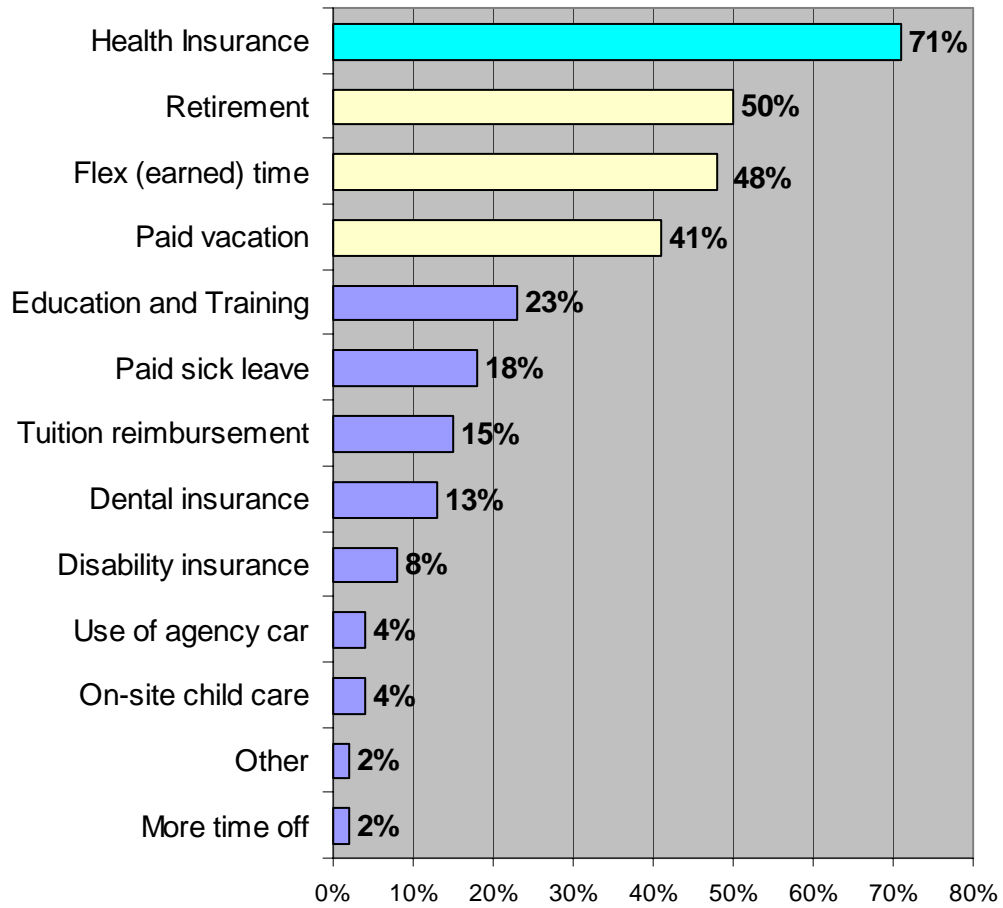


Home Health-VNA Compensation

	Current Be	#	%
Q59			
Q58	Childcare c	5	3%
Q60	Other	11	7%
Q54	Disability	61	40%
Q56	Tuition rein	65	42%
Q52	Life insuranc	73	48%
Q51	Paid sick le	74	48%
Q57	Training op	74	48%
Q53	Dental insu	76	50%
Q49	Retirement	77	50%
Q48	Health Insu	81	53%
Q50	Paid vacati	86	56%
Q55	Flex time	88	58%

Home Health-VNA What's Important

Preferred Benefits: Home Health and VNA Nurses (n=153)



Home Health-VNA Recognition

Q64 Professional Recognition

	#	%	Cum
Within last year (n=72)	72	48%	48%
Within last 3 years (n=21)	21	14%	62%
Within last 5 years (n=9)	9	6%	68%
More than 5 years ago (n=4)	4	3%	71%
No recognition (n=44)	44	29%	100%
Total	150	100%	

