

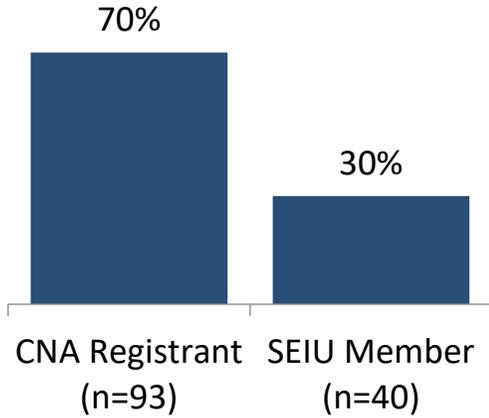
SEIU Local 2015
Member and CNA Registrant Survey
February 2022

- ▶ Hybrid live telephone survey, email- and text-to-web of SEIU Local 2015 members and CNA registrants working in private nursing homes
- ▶ Survey conducted February 7-21, 2022
- ▶ 603 interviews; overall margin of error ± 4.0 percentage points
 - Among SEIU members: 510 interviews; overall margin of error ± 4.3 percentage points
 - Among CNA list: 93 interviews; overall margin of error ± 10.2 percentage points
- ▶ Interviews were conducted in English, Spanish, Chinese, Vietnamese, Korean, and Armenian by trained, professional interviewers

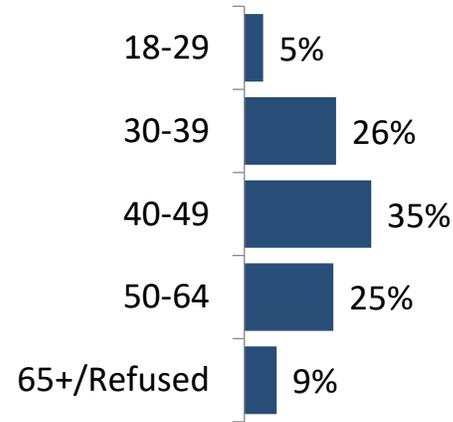
Please note that due to rounding, some percentages may not add up to exactly 100%.

Nursing Home Worker Profile

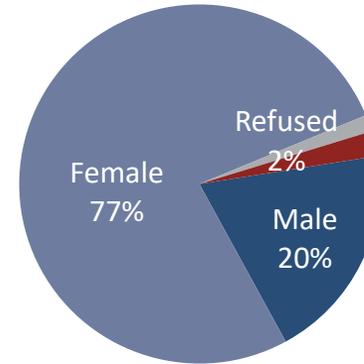
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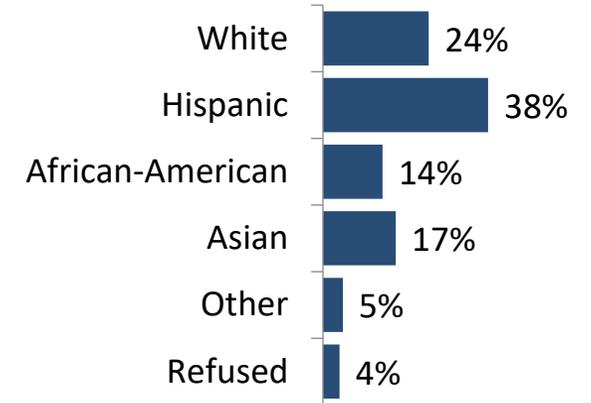
101. Age



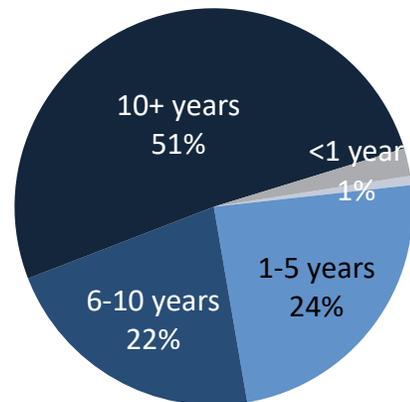
1. Gender



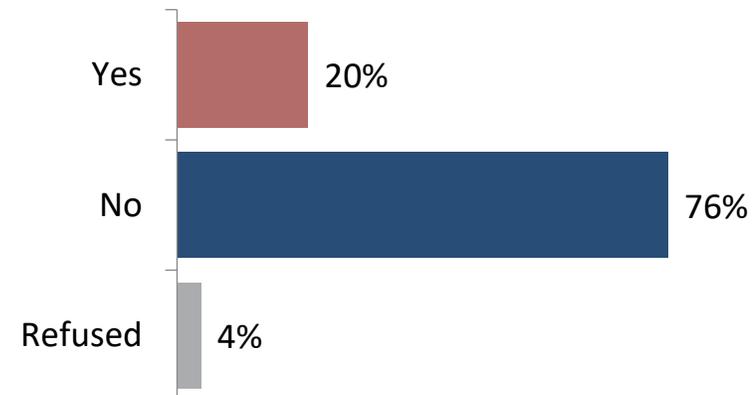
102. Ethnicity



104. Time in Industry



106. Employed at Multiple Nursing Homes

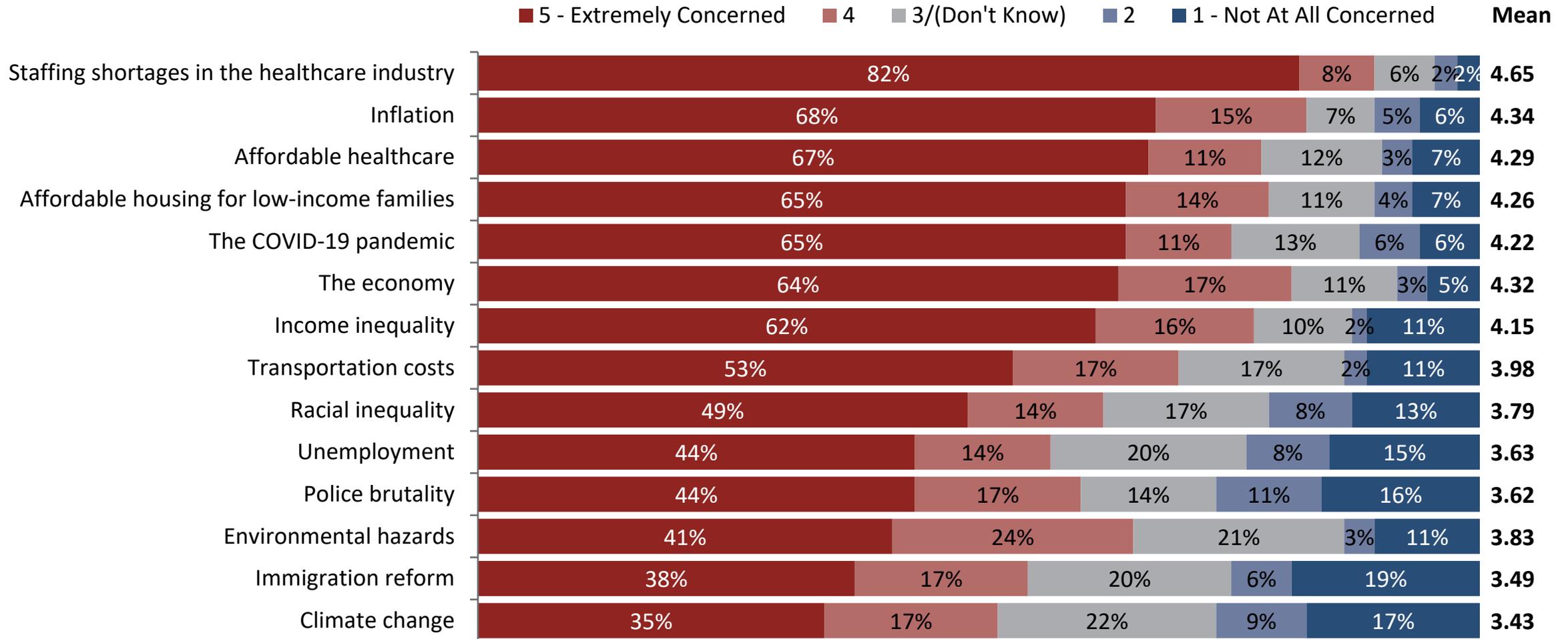




Issue Environment

Issue Concerns – Nursing Home Workers

More than eight in ten nursing home workers say that they are extremely concerned about staffing shortages in the healthcare industry.



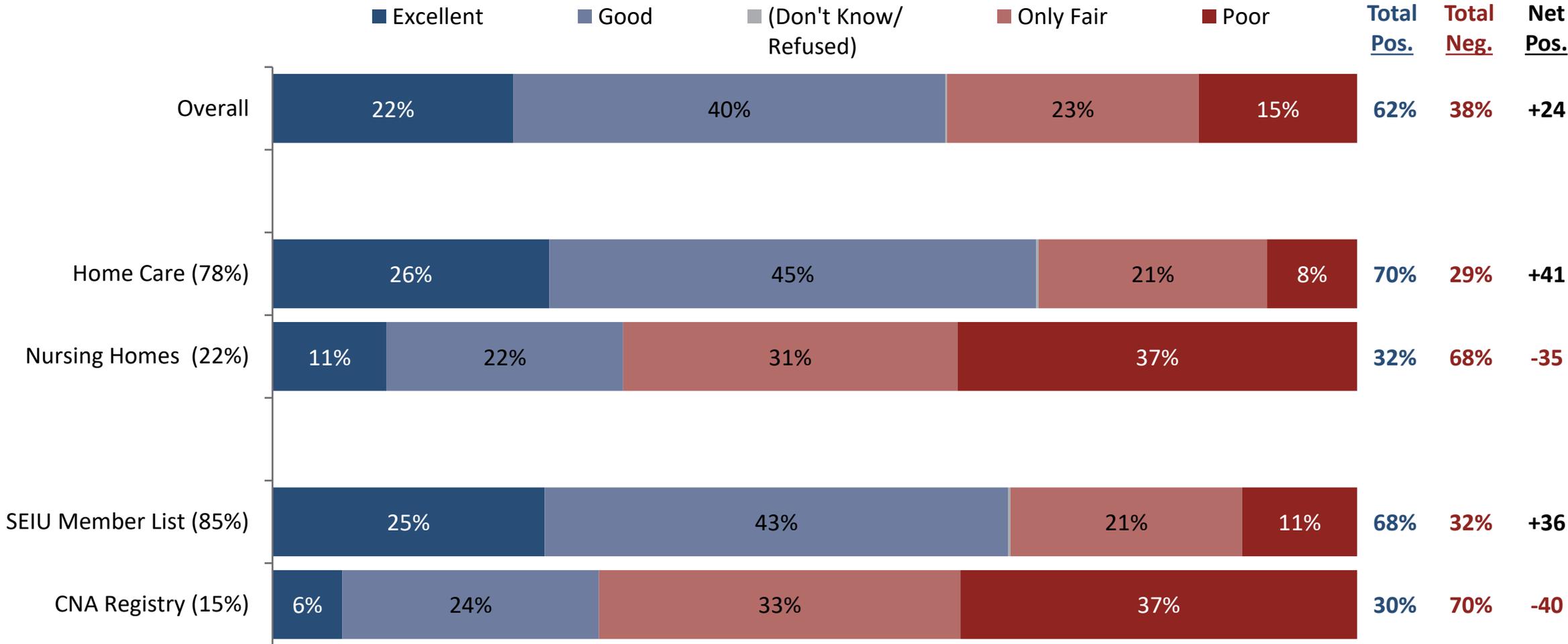
Q6-19. I'd like to read you a list of issues. Please rate your level of concern for each one using a scale of one to five, where one is not at all concerned and five is extremely concerned.



Care Worker Retention

Job Satisfaction

Perceptions of job satisfaction diverge widely by industry – while seven-in-ten home care workers give a rating of “excellent” or “good,” two-in-three nursing home workers give a rating of “only fair” or “poor.”

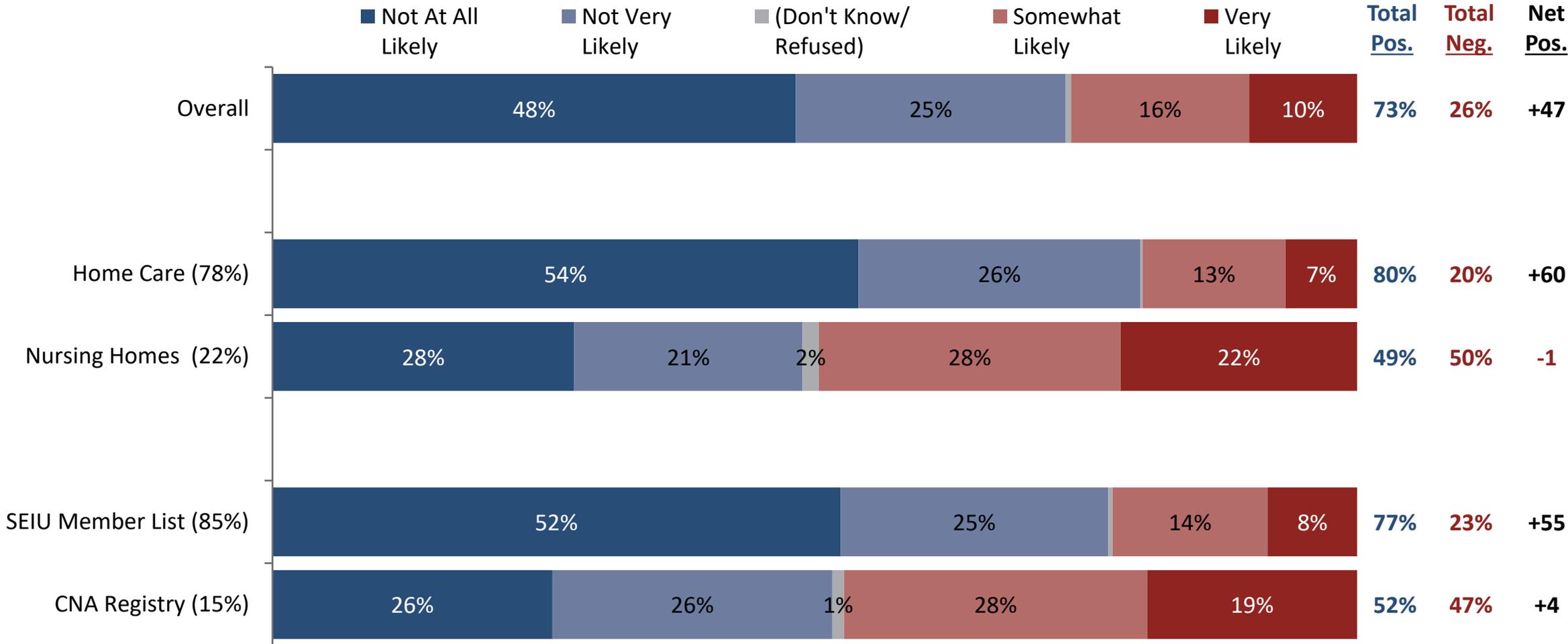


Q54. In terms of things such as salary, benefits, and working conditions, how would you rate the overall situation at your job these days – excellent, good, only fair, or poor?

Job Retention



Likewise, nursing home workers are more likely to indicate some likelihood to leave their position in the next year – while only one-in-five home care workers say they are “somewhat” or “very” likely to leave, half of nursing home workers say the same.

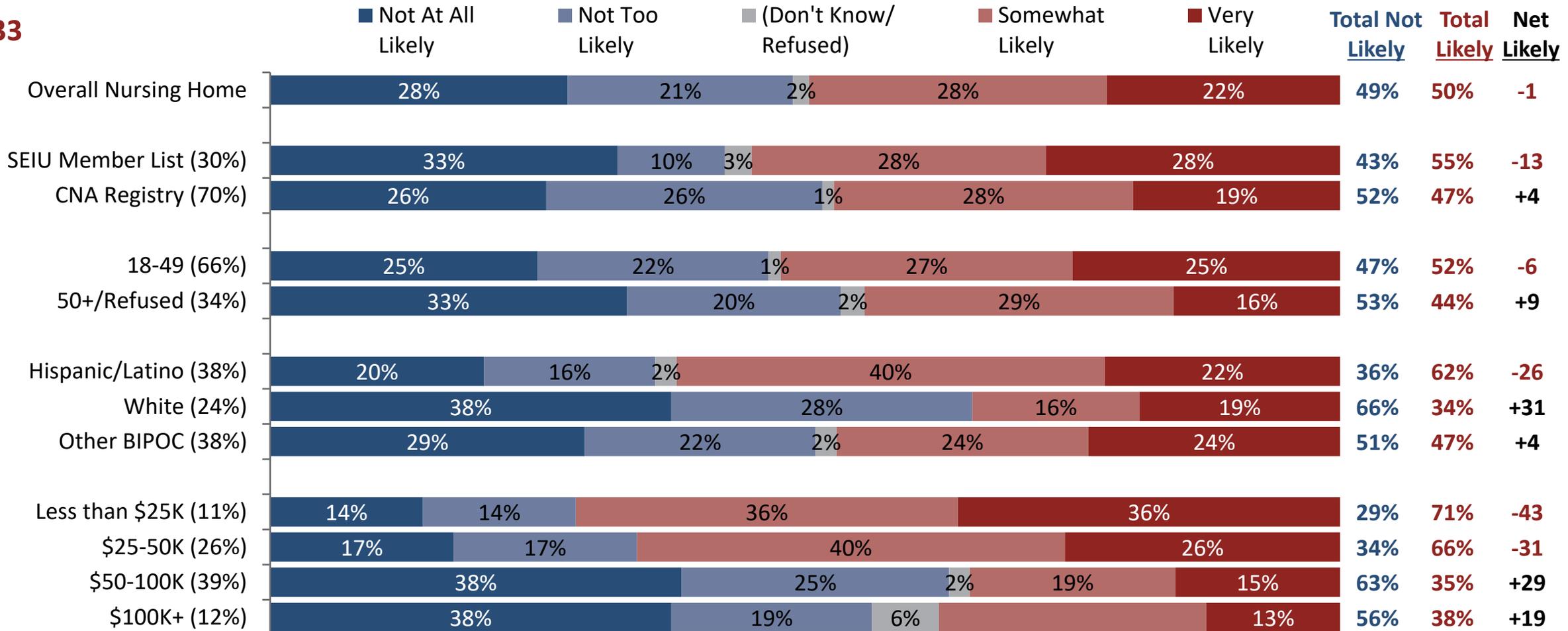


Q55. How likely is it that you leave your current position in the next year, are you not at all likely, not too likely, somewhat likely, or very likely to leave your current position in the next year?

Nursing Home Job Retention by Subgroups

Nursing home workers of Hispanic/Latino ethnicity and those with household incomes under \$50,000 are more likely to indicate a likelihood to leave their current positions.

n=133



**Note small sample sizes among all subgroups*

Q55. How likely is it that you leave your current position in the next year, are you not at all likely, not too likely, somewhat likely, or very likely to leave your current position in the next year?

Reasons for Staying

Half of home care workers caring for family members say they will not leave because they care for a family member. Non-family home care workers are more likely to value the responsibilities of their job, while nursing home workers are more varied in their response.

n=65

**You indicated that you are not likely to leave your current position in the next year.
Why don't you think you are going to leave your current position?**

	Nursing Home Workers
Like My Job/Enjoy What I Do/Content/Helping Those In Need	32%
Care For Family/Recipient Is Family	2%
Financial Reasons/Need Job	17%
Committed/Recipient Needs Me/Not Leaving	6%
Like Working with Recipient/Have A Bond	2%
Providing Good Care/Best Option	2%
Other	31%
None/Don't know/No opinion	15%

Reasons for Leaving

Among those who indicate likelihood to leave their position in the next year, poor wages is the reason most-cited. Nursing home workers also cite working conditions and staffing issues as other reasons to leave their roles.

n=66

**You indicated that you are likely to leave your current position in the next year.
Why are you considering leaving your current position?**

	Nursing Home Workers
Because Of My Age/Retirement	6%
Wages/Poor Pay/Income/Salary	52%
Understaffed	18%
Working Conditions/Management	24%
Benefits	12%
Better Job/Higher Paying	8%
Change in health of client/Expect change in health	-
Can't leave/Not leaving	-
Other	17%
None/Don't know/No opinion	6%

Career Transitions

Those who indicate a likelihood to leave their current position cite a variety of next steps, including further education, retirement, and transitioning to other work.

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What do you have planned next for your career, if anything?

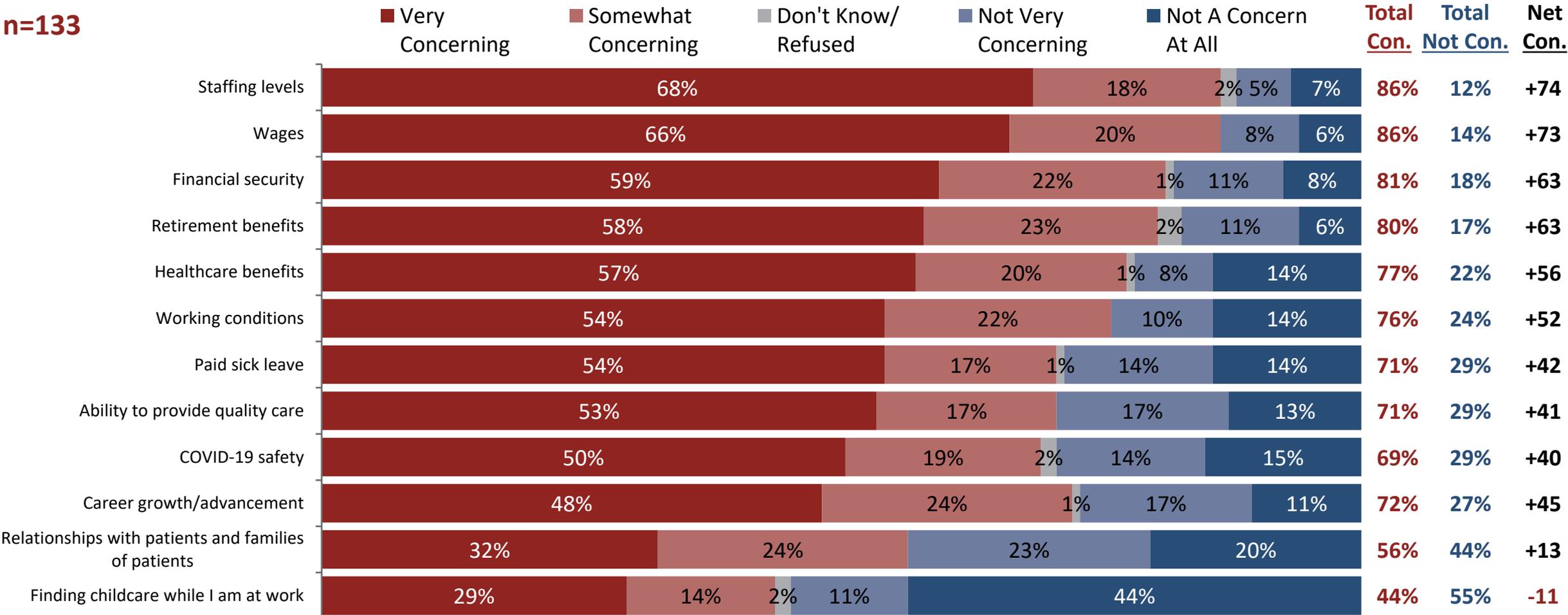
	Nursing Home Workers
Another Job / Agency	5%
Back To School	17%
Retirement	5%
Higher Paying Job / Better	8%
Healthcare	14%
My Own Business	8%
Other Work	8%
Other	11%
None/Don't know/No opinion	27%

Job Challenges – Nursing Home Workers



Two-thirds of nursing home workers say that they are very concerned about staffing levels and wages. Financial security and retirement benefits are concerning to four-in-five.

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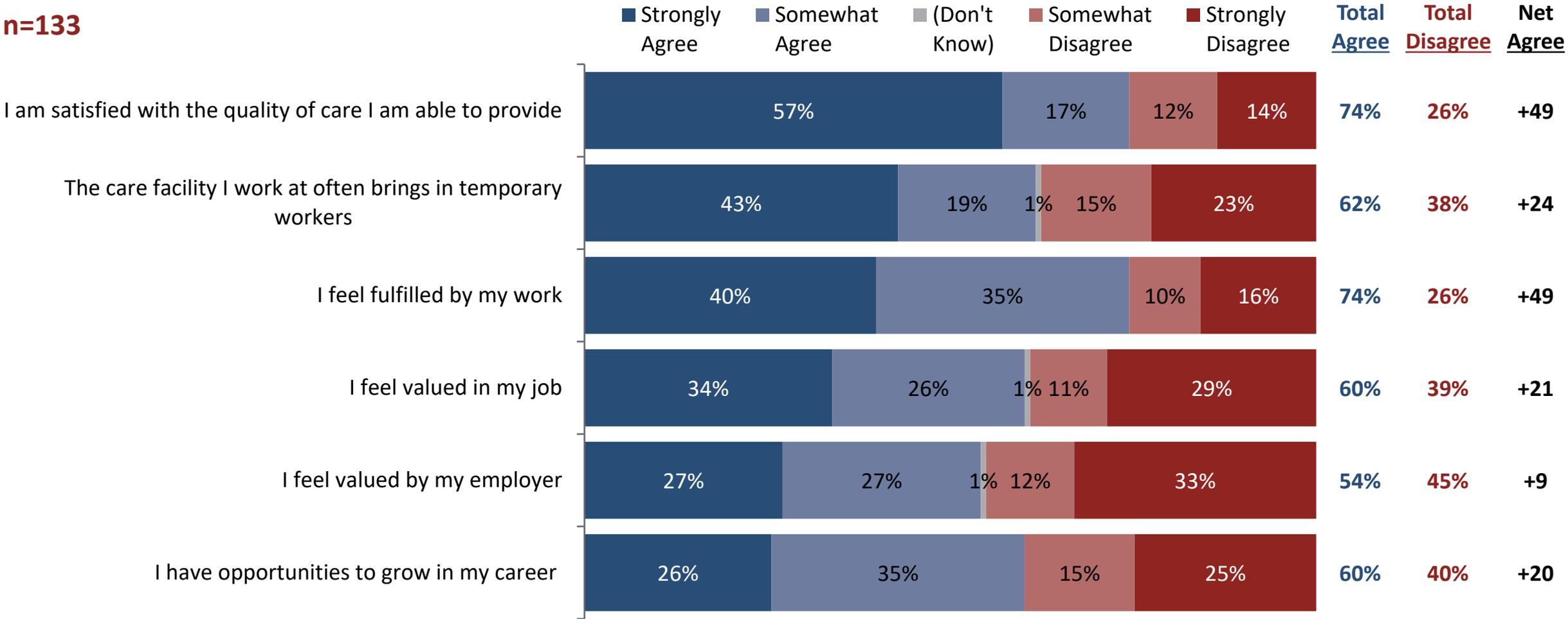
Q59-70. Next you will hear some areas of your job as a nursing home worker that may be challenging. For each one, please tell me how much of a concern that item is as it relates to your job.

Job Attitudes – Nursing Home Workers



Three-in-four nursing home workers are satisfied with the quality of care they are able to provide. Nursing home workers are split over whether they feel valued by their employer.

n=133



Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Job Attitudes – Nursing Home Workers



Nursing home workers who are SEIU members are more likely to agree that they feel fulfilled by their work, that they feel valued in their jobs, and that they have opportunities to grow their careers.

Total % Agree

Statement	All Nursing Home Workers	SEIU Member (30%)	CNA Registrant (70%)
I am satisfied with the quality of care I am able to provide	74	75	74
The care facility I work at often brings in temporary workers	62	63	61
I feel fulfilled by my work	74	80	72
I feel valued in my job	60	65	58
I feel valued by my employer	54	55	54
I have opportunities to grow in my career	60	68	57

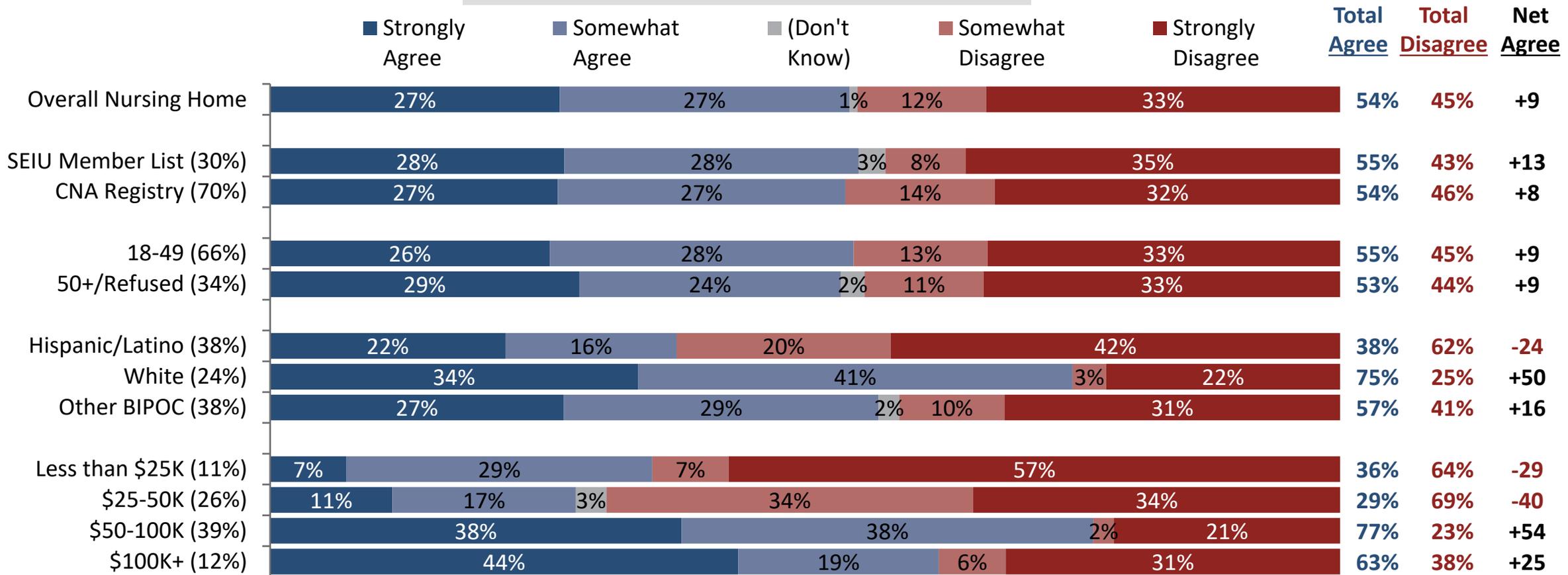
Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Employer Value – Nursing Home Workers

Hispanic/Latino nursing home workers are less likely to indicate feeling valued by their employer. Likewise, those with household incomes below \$50,000 are less likely to agree than are those with higher household incomes.

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I feel valued by my employer.



**Note small sample sizes among all subgroups*

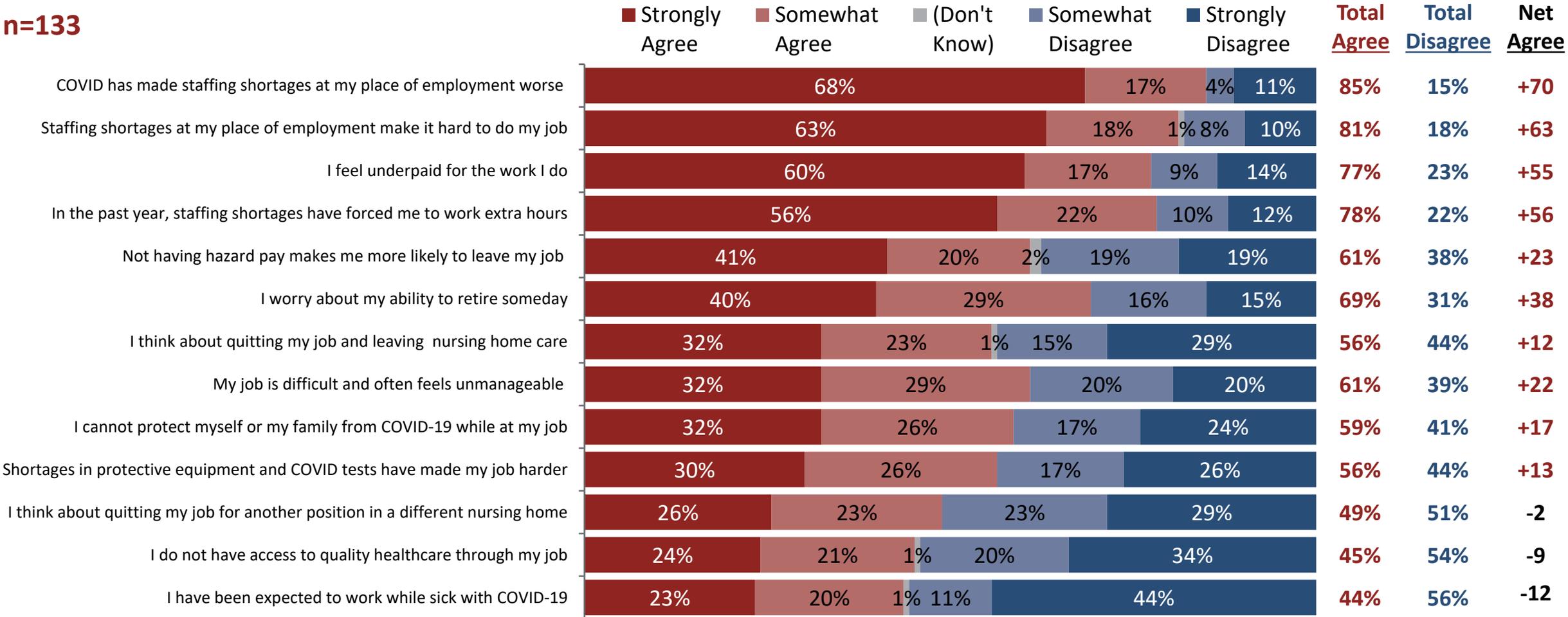
Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Job Attitudes – Nursing Home Workers



Staffing shortages rise to the top of negative attitudes with which nursing home workers agree – four-in-five agree that staffing shortages make it hard to do my job and that COVID has made staffing shortages worse.

n=133



Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Job Attitudes – Nursing Home Workers

Nursing home workers that are SEIU members are less likely to agree that they have had to work extra hours due to staffing shortages, and are less likely to agree that they have thought about leaving their positions.

Total % Agree

Statement	All Nursing Home Workers	SEIU Member (30%)	CNA Registrant (70%)
COVID has made staffing shortages at my place of employment worse	85	83	86
Staffing shortages at my place of employment make it hard to do my job	81	80	82
I feel underpaid for the work I do	77	75	78
In the past year, staffing shortages have forced me to work extra hours	78	68	83
Not having hazard pay makes me more likely to leave my job	61	58	62
I worry about my ability to retire someday	69	75	67
I think about quitting my job and leaving nursing home care	56	45	60
My job is difficult and often feels unmanageable	61	55	63
I cannot protect myself or my family from COVID-19 while at my job	59	58	59
Shortages in protective equipment and COVID tests have made my job harder	56	53	58
I think about quitting my job for another position in a different nursing home	49	45	51
I do not have access to quality healthcare through my job	45	50	43
I have been expected to work while sick with COVID-19	44	35	47

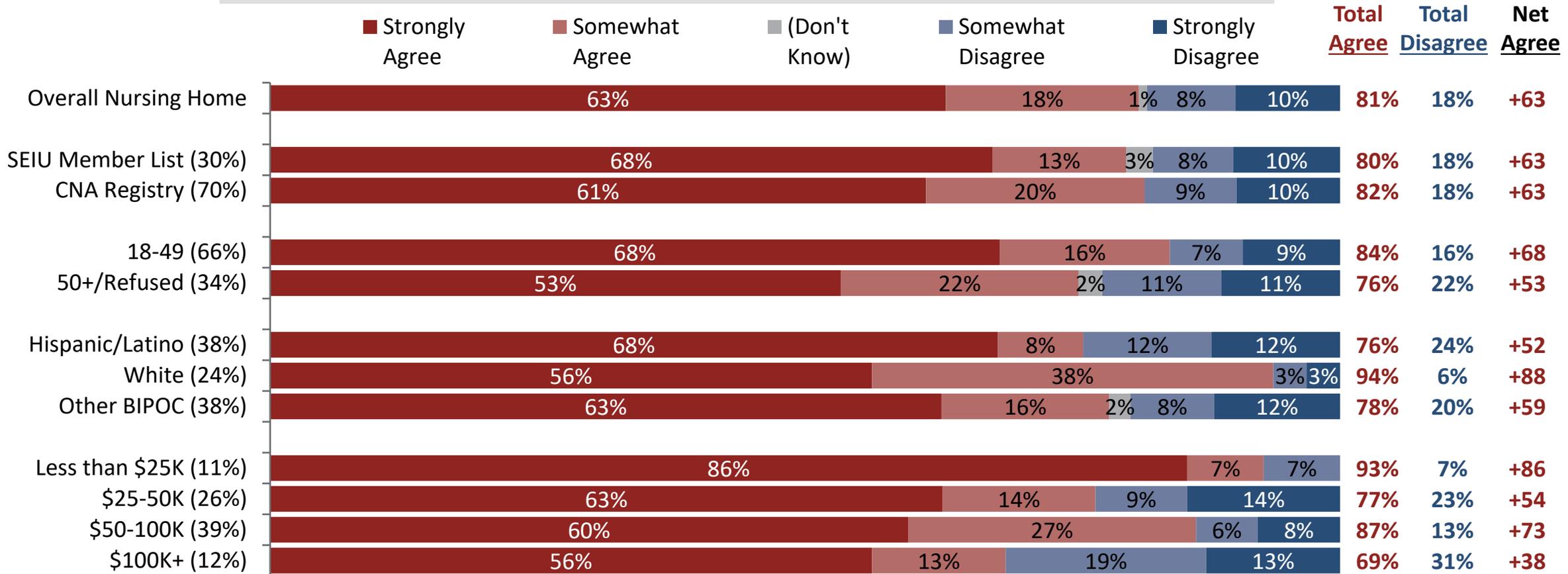
Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Staffing Shortages – Nursing Home Workers

Nursing home workers under 50, white respondents, and those with lower household incomes are more likely to agree that staffing shortages have made their jobs harder.

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Staffing shortages at my place of employment make it harder to do my job.



**Note small sample sizes among all subgroups*

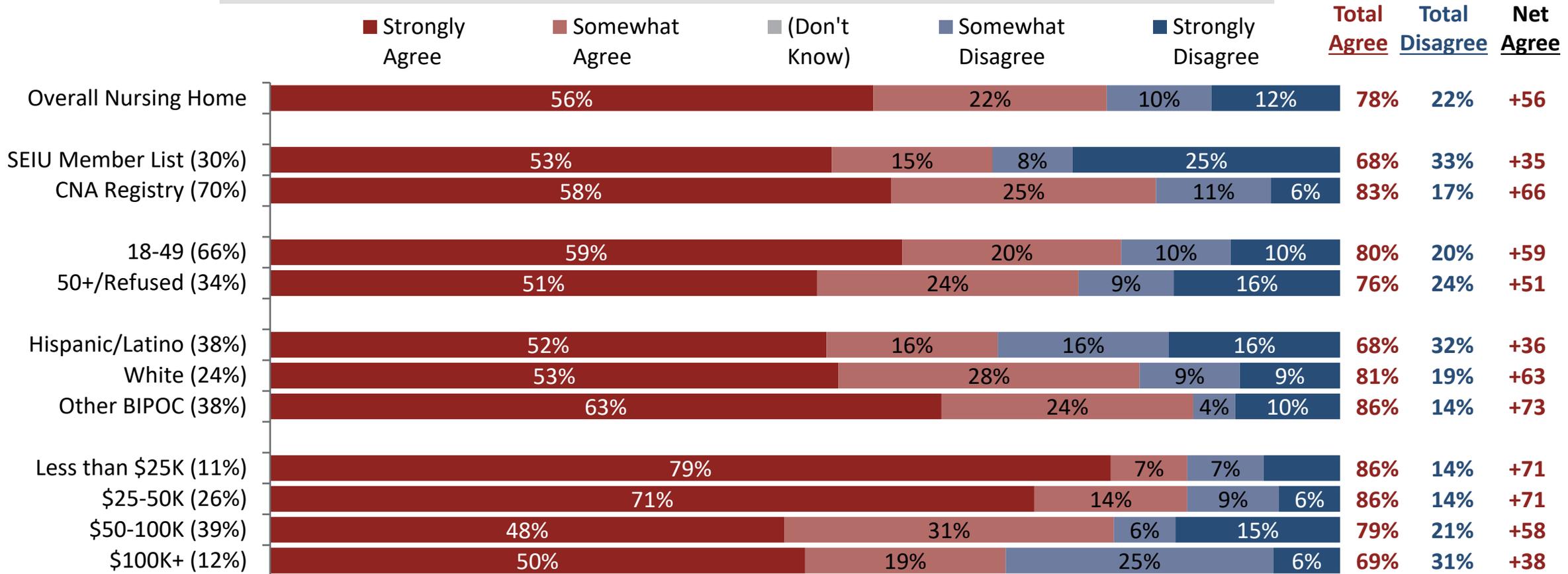
Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Staffing Shortages – Nursing Home Workers

CNA registrants working in nursing homes and those with household incomes below \$50,000 are more likely to indicate that staffing shortages have forced them to work extra hours.

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In the past year, staffing shortages have forced me to work extra hours.



**Note small sample sizes among all subgroups*

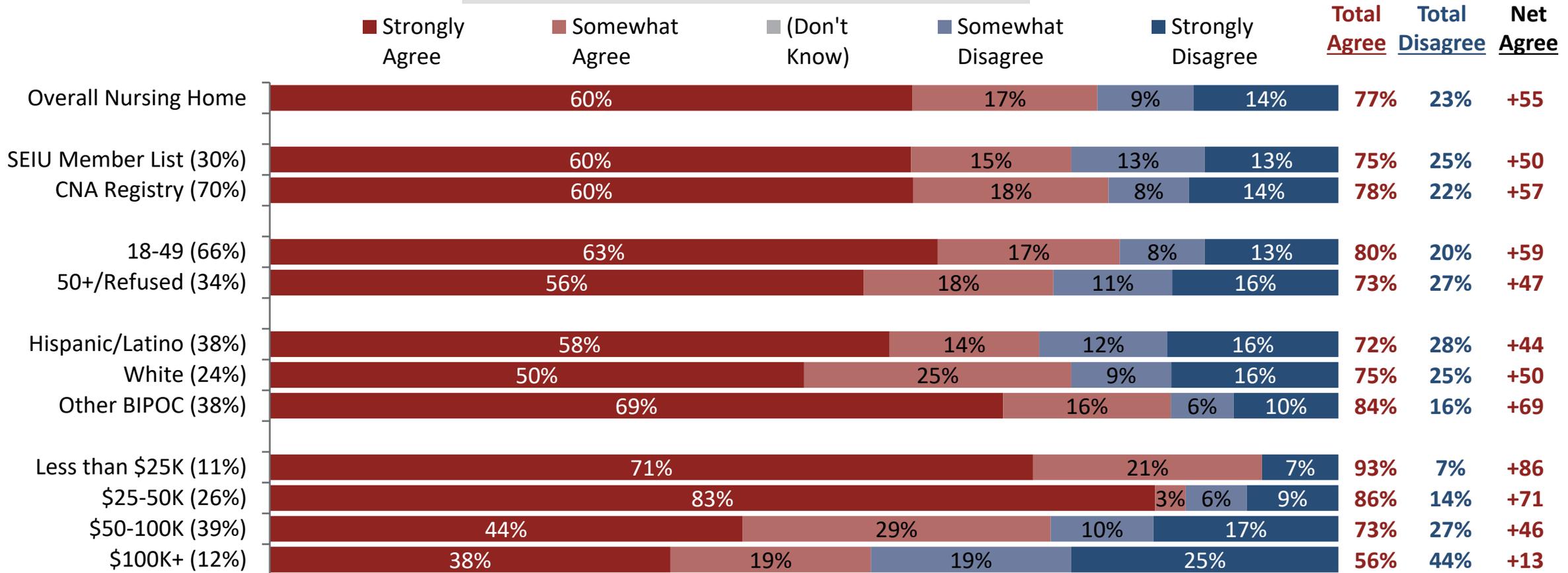
Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.

Pay Satisfaction – Nursing Home Workers

Those most likely to agree that they feel underpaid include respondents under 50, those of ethnicity other than white or Hispanic/Latino, and those with household incomes below \$50,000.

n=133

I feel underpaid for the work I do.



**Note small sample sizes among all subgroups*

Q71-89. Next is a series of statements related to your job. After each one, please tell me whether you agree or disagree with the statement.