

What percent of your workforce do you estimate has separated from your health center in the last 6 months?

- <5%
- 5-25%
- 26-50%
- 51-75%
- 76%+

Rate the following workforce categories in order of highest to lowest loss in the last 6 months:

- Nurses
- CNMs, NPs, PAs
- Physicians
- Other Medical staff (x-ray personnel and laboratory personnel)
- Dental staff (dentists, dental assistants and dental hygienists)
- Behavioral Health staff (psychiatrists, social workers, and other licensed mental health providers)
- Vision staff
- Administrative (financial, scheduling, front office)
- Care coordination, outreach and enrollment, community health workers or other non-clinical staff
- Other (please write in)

Rate the following reasons for staff departure from most to least frequent (to the best of your knowledge):

- Financial opportunity at larger healthcare organization
- Professional growth
- Stressors from ongoing pandemic impacting staff wellbeing
- Changed industries (left healthcare)
- Did not want to comply with vaccine mandate
- Difficulty to secure childcare and/or other issues as a caregiver for a family member
- Potential infection exposure
- Other (please write in)

If your employees are leaving for financial opportunity at a competing healthcare organization, what is the percent of wage increase in competing offers that you believe your employees are accepting?

- 1-10%
- 10-25%
- 25-50%
- 50-75%
- More than 75%
- I don't know

Without funding and other benefits from the American Rescue Plan, how much **additional turnover** do you estimate your health center would have experienced?

- 1-25% more
- 25-50% more
- 50-75% more
- none

What federal and/or state policies would be helpful in increasing employee recruitment and retention?

- Additional federal funding to health centers so they can provide salaries commensurate with that of competing employers.
- More generous loan repayment terms (within National Health Service Corps).
- Recognizing additional billable providers to expand medical services provided.
- Relaxed state scope of practice laws and regulations enabling allied health providers to perform more procedures (NPs, PAs, CNM, dental hygienists, etc).
- Redesign graduate medical education to support training primary care clinicians, expand the distribution of training sites to better meet needs of underserved communities, and modify funding to support training of all members of interprofessional primary care team.
- Promote health care workers' wellbeing through investment in wellness programs and interventions.
- Implement value-based care that promotes integrated care teams.
- Improvements to the Public Service Loan Forgiveness Program.