

1. Are you a business, part of the education system, or a community program/partner?

- Business
- Education System
- Community Program

Health Care Career Pathways

2. Please provide organization name and number of employees.

3. My organization believes that developing and supporting the Health Care career pathway is critical for our success.

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

4. My organization participates in the following types of work-based learning opportunities for students (please choose all that apply):

- Job Shadowing
- Mentorships
- Field Trips
- Clinical Sites
- Apprenticeship
- Internships/Work Experience
- Volunteer Experience
- Other (please specify)

5. Using the following six categories, please list career awareness activities your organization engages in that enable students, adults, and educators to explore health care professions (examples include summer camps, facility tours, career fairs, guest speaking, employer panels, work groups, classroom activities, etc.):

| | |
|------------------------------------|----------------------|
| Elementary School | <input type="text"/> |
| Middle School | <input type="text"/> |
| High School | <input type="text"/> |
| Community College | <input type="text"/> |
| Post Community College | <input type="text"/> |
| Community/Career Center Engagement | <input type="text"/> |
| None at this time | <input type="text"/> |

6. My organization currently has vacancies in the following positions (please check all that apply):

- RN
- LPN
- Nursing Assistant (CNA)
- Phlebotomist
- Pharmacy Technician
- Medical Assistant
- Radiology/Ultrasound/CTE
- Respiratory Therapists
- Surgical Technician
- Emergency Medical Services
- Social Worker/Counselor/Therapist
- Clerical, Billing, & Administrative
- Housekeeping, Dietary, Engineering, & Maintenance
- Information Technology
- Other (please specify)

7. What are the top five vacancies for which you most frequently recruit?

1

2

3

4

5

Health Care Career Pathways

8. In five years, do you anticipate the same top five vacancies? If not, please list your anticipated hiring needs in five years.

9. Which positions are the most difficult to fill?

10. Select which resource(s) you use for recruitment and advertising employment opportunities (please choose all that apply):

- Company Website
- NCWorks Career Center/Online Job Portal
- Internet Job Search Tool
- Local Newspaper
- Regional Community College Employer Services
- Networking and Job Postings with Professional Affiliations
- Other (please specify)

11. As a health care employer, do you see any gaps between your hiring needs and the training provided locally in the region?

Yes (please explain)

No

12. Do you feel that your organization competes with other local employers for skilled employees - either in wage(s) or staff shuffling?

- Yes
- No
- Comment(s):

13. Do you believe that there are enough locally skilled and qualified candidates to meet your current and future hiring needs?

Yes

No

Comment (s):

14. As an employer, I see value in stackable credentials by my employees.

Yes

No

Comment(s)

Health Care Career Pathways

15. What education or credentials does your organization prefer (as opposed to those minimally required for practice)? Please choose all that apply.

- Specialty Certification
- Associate's Degree
- Bachelor's Degree
- Master's Degree
- Doctorate for Clinical Practice
- Other (please specify)

16. List your organization's top licensures, certifications, and/or credentials that you either require or give hiring preference:

17. What are three staffing concerns at your agency or organization?

- 1
- 2
- 3

18. What are three areas where students/new hires lack preparation?

- 1
- 2
- 3

19. What do you see as local strategies to develop the health care talent pipeline?

20. Please identify any barriers that the workforce development system may be able to assist with in meeting employer needs.

21. Please provide any additional feedback that may have been omitted from the questions in this survey.

Health Care Career Pathways

22. Please provide school name.

23. My school has articulation agreements in place in order for students to avoid duplication of classes.

- Yes
- No
- Unsure
- Other (please specify)

24. Students in the health care pathway have the opportunity to participate in the following work-based learning opportunities (please choose all that apply):

- Job Shadowing
- Mentorships
- Field Trips
- Clinical Sites
- Apprenticeship
- Internships/Work Experience
- Volunteer Experience
- Other (please specify)

25. Students that complete training in health care are able to find employment.

- Always
- Sometimes
- Never

Health Care Career Pathways

26. In what ways are students exposed to the health care industry sector that assists them in making career decisions (career advising strategies)?

27. As an educator, what resources do you utilize to obtain information on high-growth careers?

28. In what ways do you partner with the health care sector/employers to increase awareness and assist in the development of training curricula and courses? Please identify employer names if possible.

29. What professional development is provided to staff to ensure a consistent understanding of workforce demands in the region?

30. In what ways do you outreach to parents of students or the community regarding careers in healthcare?

Health Care Career Pathways

31. Please describe any innovative programs in which your school participates relating to health care career pathways.

32. Please identify the top five health care employers in your area.

33. What industry-recognized credential and/or licensure (requiring state or national test or board exam) do you encourage students to pursue? Please list BOTH the occupation and the industry-recognized credential.

34. As an educator, do you see any gaps between local hiring needs and the training provided within the region?

Yes (please explain)

No

35. What do you see as local strategies to develop the health care talent pipeline?

36. Please identify any barriers that the workforce development system may be able to assist with in meeting employer needs.

Health Care Career Pathways

37. Please provide any additional feedback that may have been omitted from the questions in this survey.

38. Please share any meeting notes, flyers, brochures, etc. that support career awareness or the development of the health care career pathway. Please email to Misty Bishop-Price at misty.bishopprice@highcountrywdb.com.

Health Care Career Pathways

39. How does your organization work or partner with health care employers or the local school system?

40. My organization participates in the following types of work-based learning opportunities for students (please choose all that apply):

- Job Shadowing
- Mentorships
- Field Trips
- Clinical Sites
- Apprenticeship
- Internships/Work Experience
- Volunteer Experience
- Other (please specify)

41. What do you see as local strategies to develop the health care talent pipeline?

42. Please identify any barriers that the workforce development system may be able to assist with in meeting employer needs.

43. Students that complete training in health care are able to find employment.

- Always
- Sometimes
- Never

44. In what ways are students exposed to the health care industry sector that assists them in making career decisions (career advising strategies)?

45. As an organization, what resources do you utilize to obtain information on high-growth careers?

46. What professional development is provided to staff to ensure a consistent understanding of workforce demands in the region?

47. In what ways do you outreach to parents of students or the community regarding careers in healthcare?

48. As an organization, do you see any gaps between local hiring needs and the training provided within the region?

Yes (please explain)

No

49. Please describe any innovative programs in which your organization participates relating to health care career pathways.

50. Please provide any additional feedback that may have been omitted from the questions in this survey.

51. Contact Information

Name

Company

Email Address

Phone Number

Thank you for participating in this survey! Your feedback will provide valuable information to assist in completing the region's health care career pathway. As employers, educators, and community partners in the field, your unique insight will help identify gaps and strengths in the industry that impacts workforce demands.

We appreciate you taking time to provide us with this information. We look forward to continue working with you to make the High Country's health care career pathway strong and beneficial!