

Contact and Instructions



2026 Oklahoma Hospital Association Workforce Survey

Thank you for participating in this critical baseline survey to evaluate workforce gaps in Oklahoma hospitals. The data collected will provide necessary information for the OHA Workforce Council to discuss, identify, and create solutions. Each hospital that submits a completed survey will receive a comprehensive summary of the data.

OHA WILL ACCEPT ONE SURVEY PER HOSPITAL. Please ensure the survey is directed to the employee most appropriate to complete the questions in three sections: staffing/positions, incentives, and recruitment/retention. Survey responses are due no later than June 5, 2026.

Please contact Emily Coppock (emily@okoha.com) or Spencer Denison (sdenison@okoha.com) if you have any questions.

Please Select Your Hospital

Person Responsible for survey completion. Please provide your contact information below.

Full Name:

Title:

Email:

Contact Number:

Glossary

Please use the following definitions for each column heading. You can also hover over the heading to see the definition within the turnover section.

PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

Full-Time Employees – Those staff employed by the hospital as full-time employees, (30+ hours per week).

Part-Time Employees – Those staff employed by the hospital as part-time employees, (< 30 hours per week).

Vacancies Currently Being Recruited – Includes ALL open posted positions, meaning those vacant and the organization is actively attempting to fill as of March 31, 2026.

Vacancies Currently on Hold – Includes those positions you are no longer hiring for the role but might in the future.

Per Diem Workers Employed – The number of people who work occasional shifts, usually without benefits. Do not include these people in your FTE totals.

Contract Agency and Traveling FTEs Employed – The number of people who work under a contract agency as a travel nurse/allied health professional/other. Do not include these people in your FTE totals.

Number of Separated Individual Employees – Includes ALL employees who left your organization for any reason during April 1, 2025 – March 31, 2026. Include voluntary termination, separations initiated by employer, retired, died or separated due to disability. DO NOT include transfers within the same

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Phlebotomist	0	0	0	0	0	0	0	N/A

Definition(s)

Medical Laboratory Scientist, MLS(ASCP) - Conducts a full range of laboratory tests, from routine to complex, in blood banking, chemistry, hematology, immunology, microbiology, molecular biology, and/or urinalysis on biologic specimens to provide information necessary for the diagnosis and treatment of disease. Problem solves issues with specimens, testing, and instrumentation. Evaluates, develops, and validates diagnostic testing and instrumentation.

Medical Laboratory Technician, MLT(ASCP) - Collects, processes, and performs routine laboratory tests in blood banking, chemistry, hematology, immunology, microbiology, molecular biology, and/or urinalysis on biologic specimens to provide information necessary for the diagnosis and treatment of disease.

Medical Laboratory Assistant, MLA(ASCP) - Works in various areas of the laboratory, registering patients, collecting samples, and assessing the acceptability of samples for testing. Processes samples for testing including centrifugation, aliquoting, storage, and shipping. Provides support for clinical testing including preparation of slides, loading instruments, and result reporting. Performs waived and point-of-care testing.

Phlebotomist - Obtains blood specimens from patients, assists in the processing of specimens, and prepares blood and urine samples for analysis by technologist.

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Mental Health

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Licensed Professional Counselor	0	0	0	0	0	0	0	N/A ▾
Mental Health Technician	0	0	0	0	0	0	0	N/A ▾

Definition(s)

Licensed Professional Counselor - O.S. 86:10-1-2. "Licensed Professional Counselor" ("LPC") means a person holding a current license issued pursuant to the provision of the Professional Counselor Licensure Act.

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Nursing

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Certified Registered Nurse Anesthetists (CRNA)	0	0	0	0	0	0	0	N/A ▾
Certified Nurse Midwife (APRN-CNM)	0	0	0	0	0	0	0	N/A ▾
Certified Nurse Practitioner (APRN-CNP)	0	0	0	0	0	0	0	N/A ▾
Acute Care Pediatric Nurse Practitioners & Pediatric Nurse Practitioners	0	0	0	0	0	0	0	N/A ▾
Family Nurse Practitioner	0	0	0	0	0	0	0	N/A ▾
Neonatal Nurse Practitioner	0	0	0	0	0	0	0	N/A ▾
Psychiatric and Mental Health Nurse Practitioner (across the lifespan)	0	0	0	0	0	0	0	N/A ▾
Women's Health Care Nurse Practitioner	0	0	0	0	0	0	0	N/A ▾

Nursing (continued)

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Clinical Nurse Specialist (APRN-CNS)	0	0	0	0	0	0	0	N/A ▾
Licensed Practical Nurse (LPN)	0	0	0	0	0	0	0	N/A ▾
RN - Critical Care (ICU, CCU, PICU, NICU, PACU)	0	0	0	0	0	0	0	N/A ▾
RN - Emergency	0	0	0	0	0	0	0	N/A ▾
RN - Geriatric Mental Health	0	0	0	0	0	0	0	N/A ▾
RN - Labor & Delivery, Women's Health	0	0	0	0	0	0	0	N/A ▾
RN - Medical/Surgical	0	0	0	0	0	0	0	N/A ▾
RN - Mental Health	0	0	0	0	0	0	0	N/A ▾
RN - Pediatrics	0	0	0	0	0	0	0	N/A ▾
RN - Procedural (Cath Lab, Endoscopy, Imaging)	0	0	0	0	0	0	0	N/A ▾
RN - Rehabilitation	0	0	0	0	0	0	0	N/A ▾
RN - Step down/Immediate Care	0	0	0	0	0	0	0	N/A ▾
RN - Surgical	0	0	0	0	0	0	0	N/A ▾
RN - All other Registered Nurses	0	0	0	0	0	0	0	N/A ▾

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Unlicensed Nursing Staff

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Advanced Unlicensed Assistant (AUA)	0	0	0	0	0	0	0	N/A ▾
Nurse Aid/Assistant/Tech	0	0	0	0	0	0	0	N/A ▾

Definition(s)

Advanced Unlicensed Assistant (AUA) - O.S. 59:567.3a. "Advanced Unlicensed Assistant" means any person who has successfully completed a certified training program approved by the Board that trains the Advanced Unlicensed Assistant to perform specified technical skills identified by the Board in acute care settings under the direction and supervision of the Registered Nurse or Licensed Practice Nurse."

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Pharmacy

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Pharmacist (PharmD/RPh)	0	0	0	0	0	0	0	N/A ▾
Pharmacy Technician	0	0	0	0	0	0	0	N/A ▾

Definition(s)

Pharmacist in Charge - "O.S. 535:15-6-2. "Pharmacist-in-Charge" or "PIC" means an Oklahoma licensed pharmacist director or consultant of the hospital drug room, either employed or a contract employee." Pharmacy Technician - O.S. 535:15-5-2. "Pharmacy technician", "Tech", "Technician" or "RxTech" means a person who has been issued a permit by the Board to assist the pharmacist and performs nonjudgmental, technical, manipulative, nondiscretionary functions in the prescription department under the pharmacist's immediate supervision.

Pharmacy Technician - O.S. 535:15-5-2. "Pharmacy technician", "Tech", "Technician" or "RxTech" means a person who has been issued a permit by the Board to assist the pharmacist and performs nonjudgmental, technical, manipulative, nondiscretionary functions in the prescription department under the pharmacist's immediate supervision.

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Providers

	Total Employees: Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Radiologist Assistant	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - Cardiology/Cath Lab	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - CT	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - Mammography	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - MRI	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - Nuclear Medicine	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - Other (RT, RT-Interventional Radiology, RT-Special Procedures, Vascular Technologist	0	0	0	0	0	0	0	N/A ▾
Radiology Technologist - Ultrasound	0	0	0	0	0	0	0	N/A ▾

Definition(s)

Radiologist Assistant - "O.S. 435:60-1-3. "Radiologist Assistant" means an advanced-level certified radiologic technologist, licensed by the Board, who works under the direct supervision of a radiologist to enhance patient care by assisting the radiologist in the diagnostic imaging environment and shall be certified and registered with the A.R.R.T. as a Registered Radiologist Assistant and credentialed to provide radiology services and have completed a radiologist assistant program approved by the A.R.R.T. and passed the A.R.R.T. certification examinations. es, make diagnoses, or prescribe medications or therapies or obtain informed consent. "Registered Radiologist Assistant" or "R.R.A." means a Radiologist Assistant registered by the American Registry of Radiological Technologists (ARRT). "

Radiology Technologist - ARRT-American Registry of Radiologic Technologists (credentialed by the ARRT, in 15 credentials): Bone densitometry, Breast sonography, Cardiac

interventional radiography, CT, MRI, mammography, nuclear medicine, radiation therapy, radiography, registered radiologist assistant, sonography, vascular interventional radiology, vascular sonography.

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Respiratory Therapy

	Total Employees: Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Certified Respiratory Therapy Technician (CRRT)	0	0	0	0	0	0	0	N/A
Registered Respiratory Therapist (RRT)	0	0	0	0	0	0	0	N/A

Definition(s)

Registered Respiratory Therapist (RRT) - "59 O.S., SECTION 2027. "Respiratory care practitioner" means a person licensed by this state and employed in the practice of respiratory care; 5. "Respiratory therapist" means an individual who has graduated from a respiratory therapist program that is accredited by the Commission on Accreditation for Respiratory Care (CoARC) or an equivalent national respiratory care educational accreditation agency as identified by the Respiratory Care Advisory Committee and approved by the State Board of Medical Licensure and Supervision."

Certified Respiratory Therapy Technician (CRRT) - CHAPTER 45. RESPIRATORY CARE PRACTITIONER 435:45-1-2. "Respiratory therapy technician" means an individual who has

graduated from a respiratory therapy technician program accredited by the Commission on Accreditation of Allied Health Education Programs (CAAHEP) or its successor organizations.

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Surgical

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Perfusionist	0	0	0	0	0	0	0	N/A ▾
Sterile Processing Technician	0	0	0	0	0	0	0	N/A ▾
Surgical First Assistants (RNFA, PA, APRN, CSFA (certified surgical first assistant))	0	0	0	0	0	0	0	N/A ▾
Surgical Technologist	0	0	0	0	0	0	0	N/A ▾

Definition(s)

Perfusionist - "OKLAHOMA LICENSED PERFUSIONISTS ACT TITLE 59 O.S. SECTIONS 2051 - 2071 Section 2052. "Licensed perfusionist" means a person licensed to practice perfusion pursuant to the Oklahoma Licensed Perfusionists Act; "

Sterile Processing Technician - Cleans and sterilizes instruments, supplies and equipment according to prescribed procedures and techniques. Uses detergents, antiseptic

solutions, and semi-automatic to automatic sterilizing equipment. Disassembles items for cleaning and sterilizing; reassembles cleaned and sterilized items; identifies, dates, and stores cleaned sterilized items. May gather used items from other departments and returns them after sterilization. May fill requisitions, record charges, and inventory stock.

Use the tables below to provide data on employees, vacancies, separation, and average time to hire. Hover over column headings for definitions. Please use full time equivalents, do not duplicate employees. PER DIEM STAFF, CLINIC STAFF, AND CONTRACT/TRAVEL FTEs SHOULD NOT BE INCLUDED in the employee counts.

For the period of: April 1, 2025 through March 31, 2026.

Therapy

	Total Employees:Average FTEs Current Workers Employed (PRN Staff should not be included)		Total Vacancies Currently Being Recruited	FTE Vacancies Currently On Hold (Frozen)	Per Diem Workers Employed	Contract, Agency and Traveling FTEs Employed	Number of Separated Individual Employees	How long does it take to hire for Vacant Positions?
	Full Time Employees	Part Time Employees	Total as of March 31, 2026	Total as of March 31, 2026	Total as of March 31, 2026. Do not include these people in your FTE Totals	Total as of March 31, 2026. Do not include these people in your FTE Totals	Previous 12 month period	
Occupational Therapist	0	0	0	0	0	0	0	N/A
Occupational Therapy Aides (OTA) & Occupational Therapy Assistants (COTA)	0	0	0	0	0	0	0	N/A
Physical Therapist (Licensed)	0	0	0	0	0	0	0	N/A
Physical Therapist Assistant (PTA)	0	0	0	0	0	0	0	N/A
Licensed Speech-Language Pathologist	0	0	0	0	0	0	0	N/A

Definition(s)

Occupational Therapist – STATE OF OKLAHOMA OCCUPATIONAL THERAPY PRACTICE ACT Title 59 O.S., Sections 888.1 – 888.16 888.3. "Occupational therapist" means a person licensed to practice occupational therapy pursuant to the provisions of the Occupational Therapy Practice Act.

Occupational Therapy Assistant (COTA) - "Occupational therapy assistant" means a person licensed to provide occupational therapy treatment under the general supervision of a licensed occupational therapist.

Occupational Therapy Aide - "Occupational therapy aide" means a person who assists in the practice of occupational therapy and whose activities require an understanding of occupational therapy, but do not require the technical or professional training of an occupational therapist or occupational therapy assistant.

Physical Therapist (Licensed) - PHYSICAL THERAPY PRACTICE ACT Title 59 O.S., Sections 887.1 - 887.19 887.2. As used in the Physical Therapy Practice Act: Physical therapy" means the care and services provided by or under the direction and supervision of a physical therapist who is licensed pursuant to the Physical Therapy Practice Act. "Licensed physical therapist" means a person who is licensed as required in the Physical Therapy Practice Act and who regularly practices physical therapy.

Physical Therapist Assistant (PTA) - Title 59 O.S., Sections 887.1 - 887.193. 887.2. "Physical therapist assistant" means a person who assists in the practice of physical therapy subject to the direction and supervision of a licensed physical therapist, who meets all the educational requirements, and who is licensed pursuant to the provisions of the Physical Therapy Practice Act.

Speech-Language Pathologist (Licensed) - Oklahoma Statutes§59-1603. As used in the Speech-Language Pathology and Audiology Licensing Act. Means any person who represents himself or herself to be a speech-language pathologist and who meets the qualifications set forth in Section 1605 of this title and provides or offers to provide services defined as the practice of speech-language pathology.

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For the period of: April 1, 2025 through March 31, 2026.

Social Work

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Licensed Social Workers (LSA), Licensed Clinical Social Workers (LCSW), Licensed Social Work Associates (LSWA)	0	0	0	0	0	0	0	N/A ▾
Licensed Masters Social Workers (LMSW)	0	0	0	0	0	0	0	N/A ▾
Community Health Worker (CHW)	0	0	0	0	0	0	0	N/A ▾

Definition(s)

LCSW - Licensed Clinical Social Worker - BOARD OF LICENSED SOCIAL WORKERS Title 59 O.S. Section 1250 - 1273 §59-1250.1. "Licensed clinical social worker" (LCSW) means a person duly licensed to practice clinical social work under the Social Worker's Licensing Act.

LMSW - Licensed Masters Social Worker - §59-1261.1. C.2. As a licensed master's social worker (LMSW) who has a master's degree in social work from an accredited institution or an approved social work program or both and has passed the examination provided for under the Social Worker's Licensing Act.

LSA- Licensed Social Worker - §59-1261.1. C.3. As a licensed social worker (LSW) who has a master's degree in social work from an accredited institution or an approved social work program or both and has two (2) years of full-time postgraduate experience in the practice of social work under professional supervision of a person licensed under those provisions, and who has passed the examination provided for under the provisions of the Social Worker's Licensing Act.

LSWA- Licensed Social Work Associate - §59-1261.1. C.1. As a licensed social work associate (LSWA) who has a baccalaureate degree in social work from an accredited institution or an approved social work program or both and has passed the examination provided for under these provisions or who has a doctoral or master's degree in social work from an institution with a program accredited by an approved social work program and has passed the examination provided for under these provisions.

Incentives

**Which, if any, of the following are used by your hospital to incentivize and retain staff?
(Select all that apply)**

- | | |
|---|---|
| <input type="checkbox"/> Bonuses - Sign-on; Short Staff/Critical Vacancy; Extra Shift; Seasonal; Retention | <input type="checkbox"/> ICU/OR/ER preceptorship |
| <input type="checkbox"/> Career ladder | <input type="checkbox"/> Incentives for recruiters |
| <input type="checkbox"/> Celebrate nurses week with gifts/food for nurses | <input type="checkbox"/> Loan forgiveness/Tuition reimbursement |
| <input type="checkbox"/> Certification pay | <input type="checkbox"/> Massage |
| <input type="checkbox"/> Clinical ladder | <input type="checkbox"/> Nine month scheduling option |
| <input type="checkbox"/> Compensation based on years of experience | <input type="checkbox"/> On-site day care/sick care program |
| <input type="checkbox"/> Concierge services/Discounts movie tickets/Discount purchasing/Catered meals/Travel agency | <input type="checkbox"/> Relocation assistance for new hires |
| <input type="checkbox"/> Continuing education | <input type="checkbox"/> RN refresher programs |
| <input type="checkbox"/> Critical care course | <input type="checkbox"/> Scholarships for children of employees |
| <input type="checkbox"/> Employee Referral Fee | <input type="checkbox"/> Stamp machine/postal service |
| <input type="checkbox"/> Fitness center | <input type="checkbox"/> Specialty area internship program for Med/Surg RNs |
| <input type="checkbox"/> Flexible benefit package | <input type="checkbox"/> Student nurse week program |
| <input type="checkbox"/> Flextime scheduling | <input type="checkbox"/> Transportation/travel reimbursement |
| <input type="checkbox"/> Graduate nurse training program | <input type="checkbox"/> Weekend and/or Night Shift Differential |
| <input type="checkbox"/> Housing | <input type="checkbox"/> Weekend option staffing |

Recruitment

**Which, if any, of the following are used by your hospital to recruit staff?
(Select all that apply)**

Outreach Programs

- | | |
|--|--|
| <input type="checkbox"/> Affiliations with nursing schools | <input type="checkbox"/> Internships/Externships |
|--|--|

- Career Days
- Clinical site for nursing training
- College job fairs
- Community job fairs
- Elementary school career days
- High school career days

- Junior high career days
- Middle school career days
- Vocational/Technical Schools
- 'Earn while you learn' programs
- Scholarships for students

What are the top three reasons staff report when leaving your hospital's workforce? (Select up to three choices.)

- Burnout/Fatigue
- Encountered violence in workplace
- Inadequate compensation
- Leave position to work at another health care facility
- Leave position to work for a non-health care employer
- Personal/Family Reasons
- Promotion
- Retirement
- Other

What are the top three reasons staff report when leaving your hospital's workforce? - Other (Please describe)

What are the top three barriers your hospital is facing to employ staff? (Select up to three choices.)

- Competition with other hospitals and private agencies
- Legal Issues (International Hiring)

- Limited Experience/Competency
- Specific scheduling needs
- Timeliness of processing/approval of licensre applications
- Timeliness of processing criminal background checks
- Unavailable/Inadequate child care
- Unwillingness to relocate to area
- Wages/Benefits associated with hospital financial constraints
- Other

What are the top three barriers your hospital is facing to employ staff? - Other (Please describe)

How have workforce shortages affected patient care and operations at your facility? (Select all that apply.)

- Available beds reduced on a regular basis
- Eliminating or scaling back a service line
- Eliminating or scaling back community health programs
- Going on "divert" status more often
- Increased emergency department wait times
- Increased wait times to schedule appointments or procedures
- Other

How have workforce shortages affected patient care and operations at your facility? - Other (Please describe)

Does the data that you are collecting indicate an increase or decrease in violence against hospital staff that resulted in injury?

- Increase (Please identify percent increase from 2025 to 2026)**
- Decrease (Please identify percent decrease from 2025 to 2026)**

Percent increase from 2025 to 2026 of injuries resulting from violence against hospital staff.

Percent decrease from 2025 to 2026 of injuries resulting from violence against hospital staff.

What strategies are you currently using to address workplace violence? (Check all that apply.)

- Assistance with post-incident legal processes**
- Conducting threat assessments**
- De-escalation training**
- Encouraging violence reporting / lowering reporting threshold for events**
- Implementing electronic chart “flags” for potential violent behavior**
- Offering post-incident employee support**
- Posting no-tolerance notices**
- Promoting respectful behavior**

Staff education on safety protocols

Use of metal detectors/AI

Indicate which of the following your hospital utilizes, if any:

- Armed Security Officers - Trained to industry standards and have PA Act 235 Lethal Weapons Training. May carry less-than-lethal devices as well as firearms while on duty.**
- Security Officers - Personnel trained to industry standards (IAHSS) to provide security services. May carry less-than-lethal devices such as tasers.**
- Special Police Officers - Trained to industry standards and have certification as a law enforcement officer (PA Act 120) by MPOETC. May use all authorized law enforcement tools including firearms. Sworn police officers with powers of arrest.**
- Other (Please describe)**

Indicate which of the following your hospital utilizes, if any: - Other (Please describe)

What new/innovative models of care are you implementing to support providers and safe patient care? (e.g. virtual monitoring, telehealth, multi-disciplinary care, etc.)

Does your health care facility currently use AI technologies?

Yes

No

- Planning to Implement**
- Not Sure**

In which areas is AI used in your facility? (Select all that apply.)

- Administrative functions (e.g. patient scheduling, capacity management, staffing schedules)**
- Clinical Decision Support (e.g. alert systems, early-warning, AI algorithms)**
- Coding and Billing Automation (e.g. coding, claim submission, prior authorization)**
- Diagnostic Imaging and Radiology (e.g. AI enhancements for imaging or treatment)**
- Patient engagement and virtual care (e.g. AI-powered chatbot, text-messaging, virtual care)**
- Supply chain optimization (e.g. medication/equipment forecasting, predictive usage)**
- Surgical Support or OR equipment supply (e.g. AI-driven analytics, supply chain, virtual reality trainers)**

Do you have an AI implementation program that you would like to showcase?

- Yes**
- No**

AI implementation program showcase - Please provide information

Thank you for responding to our survey. Please include any other information, comments or concerns you would like to share.



DO NOT CLICK THE FORWARD ARROW until you have completed the full survey.

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