

Q19: Describe the most important reason you work as an NHA

		Frequency	Percent	Valid Percent
Valid	Total	639	100.0	100.0
	Residents/Geriatric Population/Senior Living/Give back	133	20.8	20.8
	Make a Difference/Impact	101	15.8	15.8
	Resident Related Care/Increase QOL	97	15.2	15.2
	N/A or not an NHA	75	11.7	11.7
	Serve Others/Work With People/Help People/I Care/Love of People	42	6.6	6.6
	What I know/passion/purpose	33	5.2	5.2
	Satisfactory Reasons/Rewarding Field/Meaningful Work	33	5.2	5.2
	Meet challenges within profession/provide a need	30	4.7	4.7
	Leadership/Advocate	27	4.2	4.2
	Salary/Wages/Income/Job Security	20	3.1	3.1
	Staff/Part of a Team	17	2.7	2.7
	Too Invested/Don't Know Why I do it Anymore	13	2.0	2.0
	Own Business/Family Business/Grew up in Industry	12	1.9	1.9
	Ministry Related	4	.6	.6
	Describe the most important reason you work as an NHA	1	.2	.2
	Prefer not to answer	1	.2	.2

Q20: If you could change one thing about your job, what would you change?

		Frequency	Percent	Valid Percent
Valid	Total	638	100.0	100.0
	Regulations/Survey Process/ODH/Government/State/CMS	159	24.9	24.9
	Higher Staffing/Staffing Challenges/Staff Stability	110	17.2	17.2
	Salary/More Compensation for Staff	45	7.1	7.1
	Reimbursement/Insurance Related	42	6.6	6.6
	Management/Boss/Corporate/Ownership	39	6.1	6.1
	staff attitude/work ethic/quality of staff	35	5.5	5.5
	Reduce Stress/Responsibility/Assistant to Help/Paperwork	34	5.3	5.3
	N/A	33	5.2	5.2
	Stigma Related to Job/System/Workforce	25	3.9	3.9
	Reduce Hours/24-7 Job	23	3.6	3.6
	Wouldn't change a thing/not sure	22	3.4	3.4
	Census Pressure/Challenges	12	1.9	1.9
	More Support/Communication	11	1.7	1.7
	Work-Life Balance/Time to take off	10	1.6	1.6
	Training/Educating	10	1.6	1.6
	Location/Commute/Building Specific	10	1.6	1.6
	Family and Resident Expectations	10	1.6	1.6
	Resident Care/Independence	8	1.3	1.3

Q21: What else would you like BELTSS to know about the job that would help us better train and support NHA's in Ohio?

	Frequency	Percent	Valid Percent
more resources/training/experience/AIT and CEU related issues	117	18.3	18.3
regulations/complaint survey's/ODH	59	9.2	9.2
stress/new challenges/not an office job	52	8.2	8.2
staff retention/turnover/recruitment	43	6.7	6.7
more support/recognize burnout	33	5.2	5.2
the hours/24/7 job	25	3.9	3.9
license renewal/certification related issues	20	3.1	3.1
reimbursement rates/fiscal revenue	14	2.2	2.2
advocate for the residents	13	2.0	2.0
low salaries/underpaid/wages	13	2.0	2.0
job placement/difficulty finding job	13	2.0	2.0
rewarding/promote profession	11	1.7	1.7
staff/being apart of a team	10	1.6	1.6
working with difficult families/residents	9	1.4	1.4
would not recommend	7	1.1	1.1
communication/collaboration	7	1.1	1.1
continuously changing	6	.9	.9
corporate disposal/hired to be fired	4	.6	.6
census related issues	1	.2	.2

Q21: What else would you like BELTSS to know about the job that would help us better train and support NHA's in Ohio?

		Frequency	Percent	Valid Percent
Valid	Total	638	100.0	100.0
	Nothing or N/A	181	28.4	28.4