

HCESB Survey – Employer

Worker, Wages and Payer Mix

Number of personal care W-2 employees: Click or tap here to enter text.

Number of personal care independent contractors: Click or tap here to enter text.

Total personal care workers: Click or tap here to enter text.

Is your agency contracted with Medicaid Yes No

What percent of you clients are Medicaid? Click or tap here to enter text.

Does your agency provide Aged Waiver services? Yes No

What percent of you clients are on the Aged Waiver? Click or tap here to enter text.

Does your agency provide Disabled Waiver services? Yes No

What percent of you clients are on the Disabled Waiver? Click or tap here to enter text.

Does your agency contract with any Medicaid MCOs? Yes No

What percent of you clients are funded by Medicaid MCOs? Click or tap here to enter text.

Does your agency contract with PAS/COPE/Jewish Family Services (ADSD HM)? Yes No

What percent of you clients are funded by these programs? Click or tap here to enter text.

Other (includes private pay) Yes No

What percent of you clients are other? Click or tap here to enter text.

What is the average hourly wage that you pay across all personal care workers? Click or tap here to enter text.

Turnover Rate

Number of personal care workers who left during CY 2021: Click or tap here to enter text.

Number of personal care workers hired during CY 2021: Click or tap here to enter text.

Agency-estimated CY 2021 average turnover rate as a %: Click or tap here to enter text.

What is the average length of time a caregiver has been with your agency? Click or tap here to enter text.

What is the average number of hours caregivers work in your agency? Click or tap here to enter text.

Have you had to terminate caregivers for failing a background check for an offence that you feel shouldn't have been an offence that excluded them from being a caregiver? Click or tap here to enter text.

Have you lost caregivers because they had problems using the EVV system? Click or tap here to enter text.

Have you lost caregiver to higher paying jobs that required less skills (fast food restaurants, delivery services, retail)? Click or tap here to enter text.

Recruitment and Retention

In CY 2021, did your agency pay a sign on bonus? Yes No

In CY 2021, did your agency pay a retention bonus? Yes No

Does your agency pay higher wages for seniority? Yes No

Does your agency pay higher wages for skills (multi language, flexibility, capability) over seniority?
Yes No

Would you be willing to hire 17-year-old caregivers if the statute was changed to allow it?
Yes No

List any recruitment practices you employ: Click or tap here to enter text.

List any retention practices you employ: Click or tap here to enter text.

Training

Do you contract with a training entity? Yes No

If yes, please name the entity: Click or tap here to enter text.

Does the agency supply all required training free of charge? Yes No

Does the agency pay caregivers for the time spent on annual training? Yes No

What changes would you like to see in the State's training requirements for care givers? Click or tap here to enter text.

Employee Benefits

Select any benefits you provided for your employees in CY 2021:

Paid time off (vacation, sick, personal)

- Employer-paid health insurance
- Retirement benefits
- Agency-provided PPE (masks, gloves, or sanitizer)
- Mileage reimbursement

Other (specify): [Click or tap here to enter text.](#)

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