



Welcome and Thank You!

## HCSP Career Interest Survey

Thank you for taking the time to participate in this voluntary, confidential survey. Your thoughts and opinions are important in helping the Indiana Family and Social Services Administration (FSSA) better understand (1) any interest you and other Home and Community Support Professionals (HCSPs) might have in career development and (2) the challenges you might face as an HCSP. FSSA leadership is interested in identifying education and training options for HCSPs who are interested in expanding their skill set.

Your answers will be kept private and will be used to help FSSA create opportunities for HCSPs to move forward on their career pathway. A summary of the survey results will be shared with an FSSA workgroup that makes policy and program recommendations to support career development for HCSPs. This survey is part of a larger project focused on direct service workers in Indiana. More information about the Indiana Direct Service Workforce Plan can be found at:

[https://www.in.gov/fssa/ompp/files/2022DSWReport\\_FINAL.pdf](https://www.in.gov/fssa/ompp/files/2022DSWReport_FINAL.pdf)

If you have questions about this survey, need a more accessible copy of this survey, or need translation assistance, please contact Peggy Welch, FSSA Chief Advocacy Officer, at [peggy.welch@fssa.in.gov](mailto:peggy.welch@fssa.in.gov) or (812)325-7555.

**This survey should take less than ten (10) minutes to complete. Thank you for being part of this effort and for sharing your feedback!**

# Please tell us about yourself

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## 1.) Which statement best describes your main job/role or what you do most often in your job/role?

- I am an unlicensed home and community support professional (HCSP).  
*NOTE: HCSP is a broad term that includes the unlicensed care professionals providing hands-on support to older adults and people with disabilities. Some familiar titles/roles in Indiana's direct service workforce include direct support professionals (DSPs), personal care aides (PCAs), and direct service workers (DSWs)*
- I am a licensed Home Health Aide (HHA), Certified Nurse Aide (CNA) or Qualified Medication Aide (QMA) in Indiana and am required to recertify every 2 years.
- I provide administrative supervision and support to direct service workers, but I do not generally provide direct service and supports.
- I provide case management services to consumers.
- I am an employment specialist/job coach.
- Other \_\_\_\_\_

## 2.) How old are you? (in years) *\*required*

## 3.) What is the highest grade or degree you finished in school? *\*required*

- Some high school, no diploma High school diploma or GED
- Some college, no degree
- Vocational/ practical certificate
- Associate degree
- Bachelor/baccalaureate degree
- Graduate degree
- Military experience
- Other \_\_\_\_\_

**4.) Are you interested in additional education or training that would help you grow in your career? *\*required***

- Yes, I would like to grow in my current career as an HCSP.
- I am not sure/am undecided as to whether I would like to grow in my career as an HCSP.
- No, I am satisfied with my current role as an HCSP.

**5.) How much do you agree or disagree with the following statements?**

*(choose one for each statement below)*

	Strongly Agree	Somewhat Agree	Neither Agree or Disagree	Somewhat Disagree	Strongly Disagree
<b>I want to keep doing what I'm doing now, but I'd like to have more training so I can improve or serve my clients' more specific needs. (ex. in dementia care or autism support)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I want to keep doing what I'm doing now, but I'd like to have training that would let me move up to a role with more responsibility. (ex. supervisor, manager)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I want to keep providing home and community-based services, but I also want to learn skills that would let me work in different areas of healthcare. (ex. nursing, medical technician)</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I want to get more training so that I can move into a different kind of job outside of healthcare.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<b>I am aware of career advancement opportunities and support resources through my employer or through state programs.</b>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**6.) Do you have an interest in any of the following career fields?**

*(choose all that apply)*

- No, I prefer to remain working as a home and community support professional.
- Nursing
- Medical technician (ex. radiology, ultrasound tech)
- Wellness/rehabilitation (ex. physical therapy, strength training coach)
- Dental care (ex. dental assistant, hygienist)
- Behavioral health (ex. psychiatric aide/technician, counselor)
- Pharmacy (ex. pharmacy tech)
- Social services (ex. case manager, social work)
- Childcare/paraeducator
- Health care administration (ex. provider agency, administrator)
- Business manager/administrator
- Unsure/ still exploring options

**7.) Are any of the following factors a barrier to your career advancement?**

	<b>Yes, this is a barrier</b>	<b>No this is not a barrier</b>	<b>Unsure</b>
Cost of education/training			
Not enough time in the day due to other commitments			
Childcare			
Transportation			
Unsure where to start			
Unaware of available opportunities			
Need for educational readiness skills (ex. tutoring in math)			
Need to better understand my career options and their fit for me			
None of these options apply to me			
Other (please provide details)			



**8.) Which of the following factors are most important to you in a job?**

*(choose all that apply)*

- Pay/hourly rate/salary
- Regular or less hours
- Supportive supervisor or management
- Flexible hours scheduling
- Lighter workload
- Opportunity for advancement
- Training or education offered
- Different assignments (ex. working with different clients or in different locations)
- Staff appreciation activities
- Supportive co-workers
- Benefits - paid time off
- Benefits - health insurance
- Benefits - paid sick leave/wellness leave
- Benefits - dental insurance
- Benefits - vision insurance
- Benefits - life insurance
- Benefits - disability insurance
- Benefits - retirement benefits (401k, 403b, employer match, etc.)
- Benefits - childcare
- Benefits - paid transportation or transportation subsidies or assistance (such as mileage reimbursement)
- Benefits - bereavement pay
- Benefits - elder care
- Housing stipend, support, or assistance (support provided to help with housing)
- Other (please provide details) \_\_\_\_\_

**9.) How long do you plan to continue in your current role?**

- Less than 6 months
- Greater than 6 months, but less than 1 year
- Between 1 and 3 years
- Between 3 and 5 years
- Greater than 5 years
- Unsure/ undecided

**10.) Is there additional feedback you would like to share with FSSA at this time?**

**11.) How did you learn about this survey?**

- Received email from my employer
- Received email from another HCSP
- Received email from trade association
- Other (*please describe*) \_\_\_\_\_

**12.) Please provide your email address. *Please note that this is optional.***

## You have reached the end of the HCSP Career Interest Survey

Your answers will help guide FSSA to better support Home and Community Support Professionals (HCSPs) and continue to develop career advancement opportunities. If you have questions about this survey or the Indiana Direct Service Workforce Plan, please contact Peggy Welch, FSSA Chief Advocacy Officer, at [peggy.welch@fssa.in.gov](mailto:peggy.welch@fssa.in.gov) or (812) 325-7555.

*If you or someone you know needs support, free resources are available. Please visit the Indiana 211 website at <https://in211.communityos.org/> or dial 2-1-1 on your phone to talk with someone who can help connect you to resources in your community. For resources related to SNAP food assistance, cash assistance, or health insurance coverage, please contact FSSA Division of Family Resources Office (DFR). To find your county DFR office, visit <https://www.in.gov/fssa/dfr/ebt-hoosier-works-card/find-my-local-dfr-office/>.*

**We want to thank you for your valuable input!**