

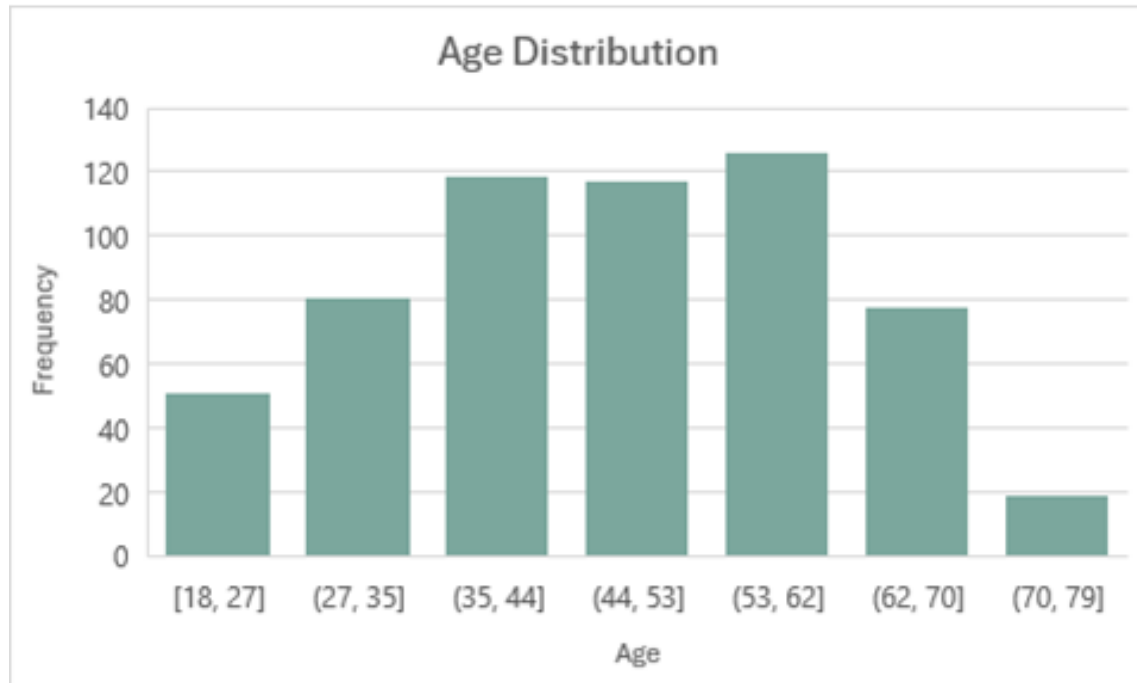
HCSF Career Interest Survey

KEY FINDINGS

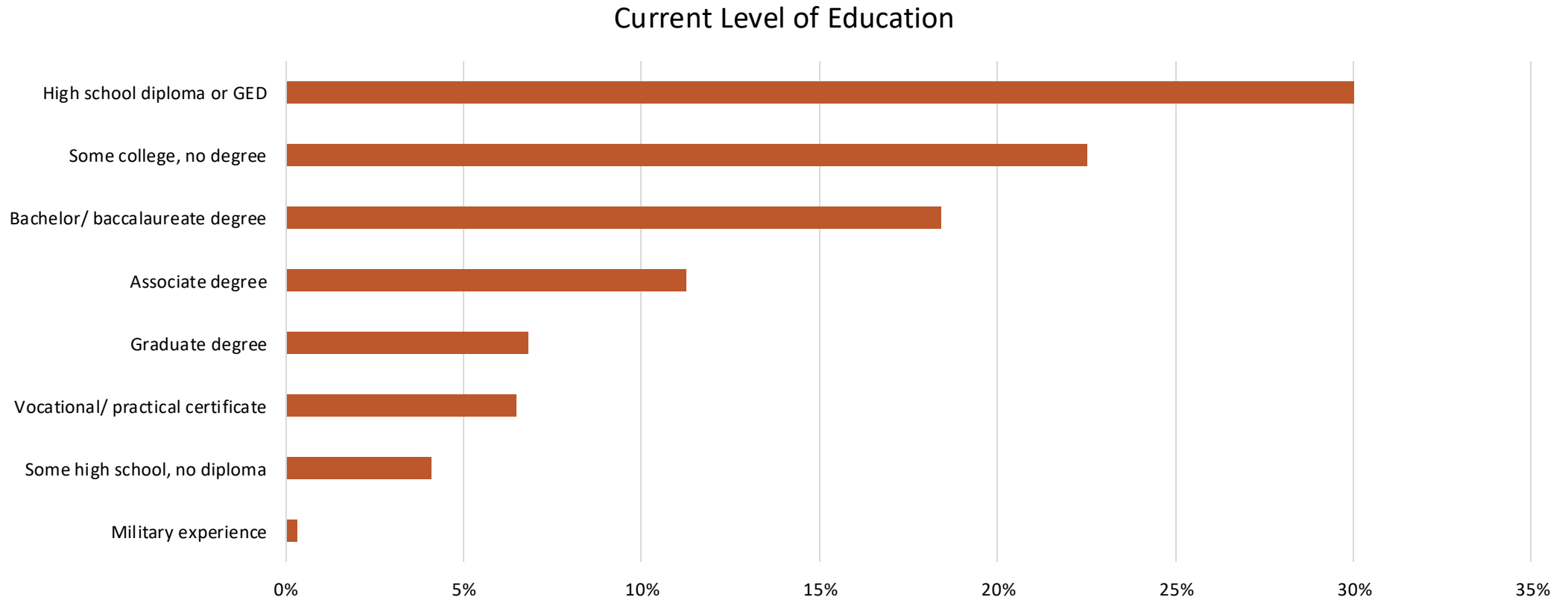
About Respondents

HCSP Respondents – 592

Average Age – 47 years

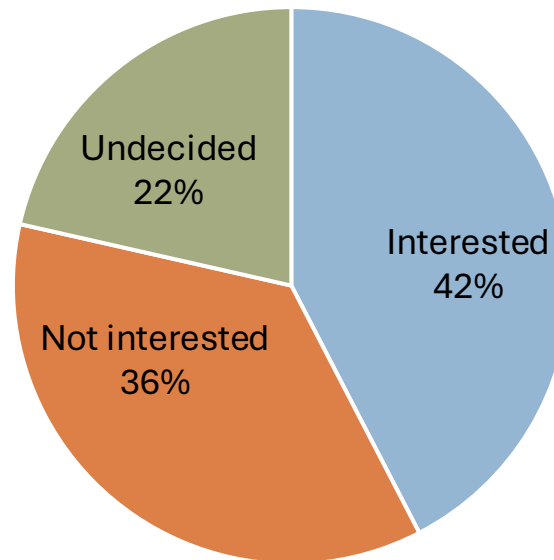


Highest Level of Education



Career Pathway

Are you interested in additional education or training that would help you grow in your career?



Level of Interest

	Strongly Agree	Somewhat Agree	Neither Agree or Disagree	Somewhat Disagree	Strongly Disagree
Stay in current role and get specialized training	42.4%	28.8%	19.1%	4.9%	4.7%
Stay in current role but train for more responsibility	32.3%	19.2%	26.2%	8.7%	13.5%
Stay in healthcare but train for different healthcare role	30.9%	21.5%	23.2%	9.6%	14.9%
Train for a role outside of healthcare	14.7%	14.5%	33.5%	13.8%	23.5%
I am aware of career advancement opportunities and support resources	25.3%	24.6%	25.3%	11.4%	13.4%

Career Fields of Interest

Career Fields	Count	%
I prefer to remain an HCSP	265	48.6%
Social services	121	22.2%
Behavioral health	112	20.6%
Medical technician	76	13.9%
Nursing	74	13.6%
Unsure/ still exploring options	73	13.4%
Health care administration	68	12.5%
Business manager/administrator	57	10.5%
Wellness/rehabilitation	55	10.1%
Childcare/paraeducator	46	8.4%
Other	40	7.3%
Pharmacy	40	7.3%
Dental Care	21	3.9%

Barriers to Training

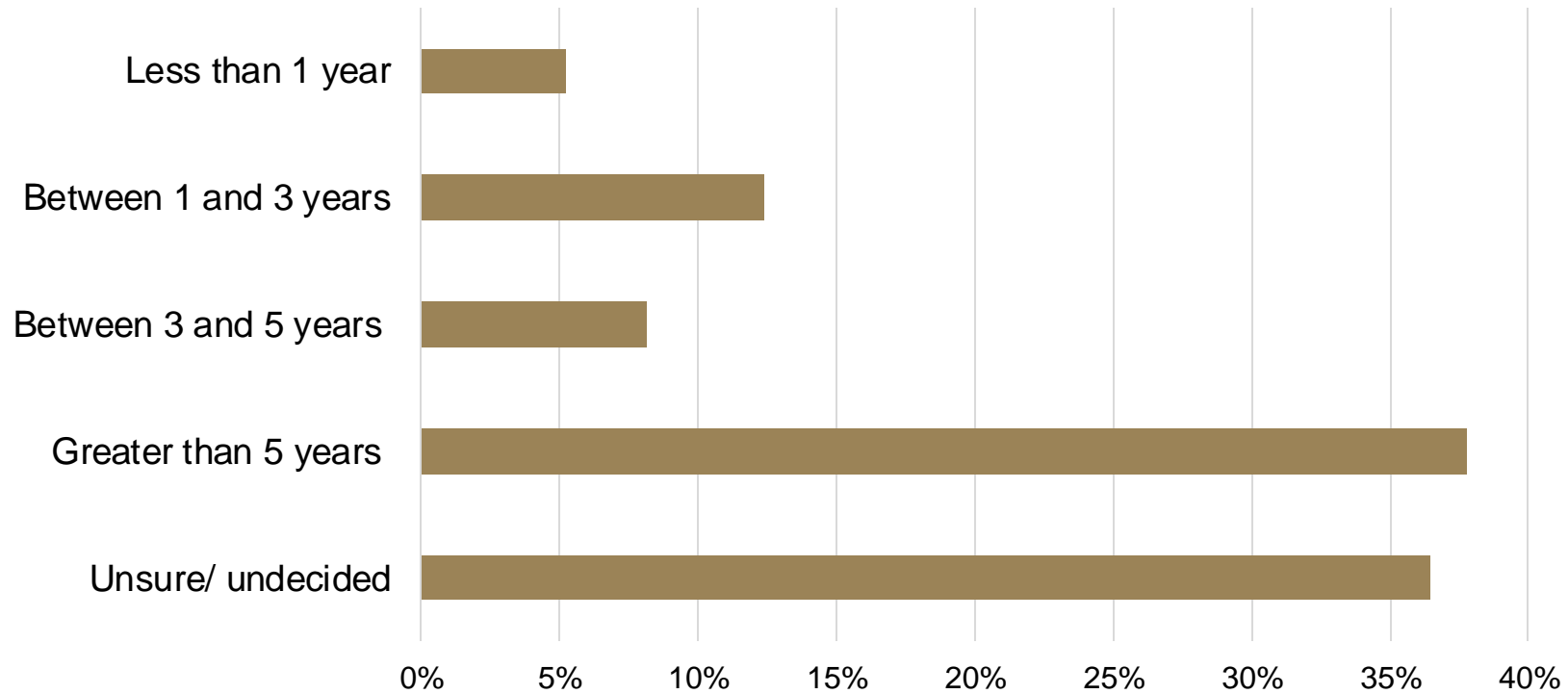
	Yes, this is a barrier	No this is not a barrier	Unsure
Cost of education/training	57.7%	29.9%	12.4%
Not enough time in the day due to other commitments	57.2%	32.6%	10.3%
Childcare	19.1%	75.2%	5.7%
Transportation	6.3%	90.5%	3.2%
Unsure where to start	44.9%	43.7%	11.4%
Unaware of available opportunities	38.6%	44.8%	16.6%
Need for educational readiness skills (ex. tutoring in math)	13.2%	74.3%	12.6%
Need to better understand my career options and their fit for me	31.9%	55.4%	12.7%

Important Job Factors

Job Factors	%
Pay/hourly rate/salary	83.5%
Flexible hours scheduling	45.5%
Benefits - paid sick leave/wellness leave	45.1%
Supportive supervisor or management	42.8%
Benefits - paid time off	33.0%
Benefits - health insurance	29.0%
Retirement benefits	26.1%
Regular or less hours	19.8%
Opportunity for advancement	19.6%
Training or education offered	18.4%
Supportive co-workers	17.9%
Benefits - dental insurance	16.3%
Benefits - vision insurance	13.6%
Staff appreciation activities	11.5%
Benefits - life insurance	6.5%
Benefits - paid transportation or transportation subsidies or assistance	6.3%
Lighter workload	5.0%
Benefits - disability insurance	4.4%
Other	4.2%
Different assignments	3.8%
Benefits - bereavement pay	3.3%
Benefits - childcare	2.5%
Housing stipend, support, or assistance	2.5%
Benefits - elder care	1.9%

Staying in Current Role

How Long Do You Plan to Stay In Your Current Role?



How Did You Hear About This Survey?

From	%
From my employer	85.4%
Other	9.8%
From another HCSP	3.9%
From a trade association	0.8%
Employer	0.2%

Other (write-in)	Count
Email/phone notification	24
From FSSA	4
Unsure	3
Social media	3
DSW Advisory Board	2
Area 10	1
Board member	1
Director of Provider Services	1
Case manager	1