

EDIT WELCOME PAGE

AZ WORKFORCE DEVELOPMENT COALITION	Organization Information
	18 Questions
	NEXT

Let's get started - what is your name?*

Please provide your full name.

First Name	Last Name

Thank you, what is your email address?*

Please provide your email address below.

example@example.com

What organization do you represent/work for?*

Please provide your full organization name.



Organization Leadership Information:*

Please provide first and last name as well as email address below.

	First Name	Last Name	Email
CEO			
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What **Counties** does your organization provide services in?*

Apache	Cochise
Coconino	Gila
Graham	Greenlee
La Paz	Maricopa
Mohave	🗌 Navajo
Pima	Pinal
Santa Cruz	Yavapai
Yuma	



Select all Managed Care Organizations (MCO's) your organization contracts with:*

American Indian Health Plan
Arizona Complete Health
. Banner University Health Plans
Care1st Health Plan Arizona
Department of Child Safety/ Comprehensive Health Plan (DCS/CHP)
Department of Economic Security/ Division of Developmental Disabilities (DES/ODD)
Health Choice Arizona (Blue Cross® Blue Shield® of Arizona)
Mercy Care
Molina Healthcare
UnitedHealthcare Community Plan



Which line(s) of business do you have contract(s) for?*

Please scroll through the list below and select all that apply:

ALTCS EPD: Arizona Long-Term Care System Elderly and Physically Disabled

ACC: AHCCCS Complete Care

ACC-RBHA: AHCCCS Complete Care - Regional Behavioral Health Authority

DCS/CHP: Department of Child Safety/Comprehensive Health Plan

ALTCS DES/DDD: Department of Economic Security/ Division of Developmental Disabilities

Under your **ALTCS DES/DDD** Contract which of the following does your organization provide service(s) for?*

DDD Qualified Vendor

ACC Intergrated Health Organization (Contracted with UnitedHealthcare Community Plan and/or Mercy Care)

Both



Under **ALTCS EPD** contract, what service(s) does your organization provide?*

A2 Level III Behavioral HTH Residential
A3 Community Service Agency
A4 UC Independent Substance Abuse Counselor (Lisac)
AS Behavioral Health Therapeutic Home
A6 Rural Substance Abuse Transitional Agency
A7 Respite
B1 Residential Treatment Center-Secure (17+Beds) (IMO)
B2 Residential Treatment Center-Non-Secure (1-16) Beds
B3 Residential Treatment Center -Non-Secure (17+Beds) (IMO)
B5 Subacute Facility (1-16 Beds)
B6 Subacute Facility (17+ Beds) (IMO)
B7 Crisis Services Provider
C1 Acupuncturist
C2 Federally Qualified Health Center (FQHC)
C3 Family Planning Services
DG Doc General Provider
ON Doc Non-Pay Provider
D1 Dentist-Endodontist
D2 Dentist-Pedodontist



D3 Dentist-Oral Surgeon
D4 Clinic - Dental Services
E1 Independent Testing Facilities
F1 Fiscal Intermediaries
G1 Exercise Physiologists
H1 DD/MR
S1 Specialized Services
01 Group-Payment ID
02 Hospital
03 Pharmacy
04 Laboratory
05 Clinic
06 Emergency Transportation
07 Dentist
08 MD-Physician
09 Certified Nurse-Midwife
10 Podiatrist
11 Psychologist
12 Certified Registered Nurse Anesthetist
13 Occupational Therapist
14 Physical Therapist
15 Speech/Hearing Therapist
16 Chiropractor

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17 Naturopath
18 Physicians Assistant
19 Registered Nurse Practitioner
20 Respiratory Therapist
22 Nursing Home
23 Home Health Agency
24 Personal Care Attendant
25 Group Home (DD)
26 MIPS Speech Therapist/Audiologists
- 27 Adult Day Health
28 Non-Emergency Transp. Providers
29 Community/Rural Health Center
30 DME Supplier
31 DO-Physician Osteopath
32 Medical Foods
33 Rehabilitation Center
34 Case Management Services
35 Hospice
36 Assisted Living Home
37 Homemaker
38 DD Day Care
39 Habilitation Provider
40 Attendant Care

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41 Dialysis Clinic	
43 Ambulatory Surgical Center	
44 Environmental (LTC)	
45 County Phase-In	
46 Nurse-RN/LPN (Private)	
47 Registered Dietitian	
48 Nutritionist	
49 Assisted Living Center	
50 Adult Foster Care	
53 Supervisory Care Home	
54 Dental Hygienist	
55 Hotels	
56 Boarding Home	
57 Residential Treatment Center (RTC)	
58 State School for Deaf and Blind	



59 Dental Lab
60 Blood Bank
61 Eye Bank
62 Audiologist
63 Drug & Alcohol Rehabilitation
64 DETOX Center
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68 Homeopathic
69 Optometrist
. 70 Home Delivered Meals
71 Psychiatric Hospital
72 Regional Administrative Entity
73 Out-of-State ENC or 1 Time FFS Prov.
74 Alternative Residential Care Facility
77 BH Outpatient Clinic
78 Mental Health RTC
79 Vision Center
80 DHS MHS Provider
81 EPD HCBS

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82 Surgical First Assistant
83 Free Standing Birthing Center
84 Licensed Midwife
85 Certified Independent Social Worker
86 Certified Marriage/Family Therapist
87 Certified Professional Counselor
88 School Based Guidance Counselor
89 School Based Certified School
Psychologist
90 QMB Only Provider
91 QMB Only Recipient
92 School Based Bus Transportation
93 School Based Attendant Care
94 School Based Nurse (RN/LPN)
95 Non-Medicare Certified Home Health Agencies
96 Non-Emergency Transportation (Recip)
97 Air Transportation
98 Case Manager
99 EVS/Non-Service Provider



Under **ACC** contract, what service(s) does your organization provide?*

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05 Clinic
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55 Hotels	
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99 EVS/Non-Service Provider
(IC) Integrated Clinic

Under **DCS CHP** contract, what service(s) does your organization provide?*



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D3 Dentist-Oral Surgeon

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<u>ON</u>	E1 Independent Testing Facilities
	F1 Fiscal Intermediaries
	G1 Exercise Physiologists
	H1 DD/MR
	. S1 Specialized Services
	01 Group-Payment ID
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	06 Emergency Transportation
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	. 13 Occupational Therapist
	14 Physical Therapist
	15 Speech/Hearing Therapist
	16 Chiropractor
	17 Naturopath

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Under the **ALTCS DES/DDD** and/or **DDD Qualified Vendor** contract, what service(s) does your organization provide?*

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. ATC Attendant Care
DTA Day Treatment & Training -Adults
DTS Day Treatment & Training - Children Summer
DTT Day Treatment & Training - Children After-School
HBA/HBC Habilitation - Development Homes (Adult & Child)
HAB/HPD Habilitation - Group Home - with Room & Board
HAN Habilitation - Medical Group Home - with Room & Board
. HAH Habilitation – Hourly
 HID/HAI Habilitation - Individually Designed Living Arrangement Daily and Hourly
HHA/HN1/HNR Nursing – Home Health Aide, Nursing Continues, Nursing Respite
HSK Housekeeping/Homemaker
HAM Habilitation - Music Therapy
RSP Respite
OTA/OEA Occupational Therapy & Evaluation
STA/SEA Speech Therapy & Evaluation
PTA/PEA Physical Therapy & Evaluation
GSE Group Supported Employment
ISE Individual Supported Employment
CBE Center Based Employment
ESA Employment Support Aid
CPR Career Preparation Readiness
TTE Transition to Employment



Under the **RBHA** contract, what service(s) does your organization provide?*

Please scroll through the list below and select all that apply:

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How many total paid employees does your organization employ?*

Please include all departments, part-time, temp agencies, and full-time employees. **Definition** of Full-time employee is, for a calendar month, an employee employed on

average at least 30 hours of service per week, or 130 hours of service per month.



	1099 Independ	ent	
	Contractor	W-2 Employee	Temp Agency Staff
Total amount			

What population does your organization serve?*

Adult System of Care (ASOC)
Autism Spectrum Disorder (ASD) / neurodivergent-ASD
Children's System of Care (CSOC)
Division of Developmental Disabilities (DDD)
Elderly & Physically Disabled (E/PD)
Foster Care (FC)
General Mental Health (GMH)
Homeless/Unsheltered
Intellectually Developmentally Disabled (I/DD)
Maternal & Child Health (MCH)
Medication Assisted Treatment (MAT) Services
Seriously Mentally III (SMI)
Substance Use Disorder (SUD)
Tribal and Native Services
Veterans
Population Served is Not Listed



Does your organization utilize a **Relias Learning Management System** (LMS) Account?*



Which Relias LMS do you currently use?*

Arizona Association of Health Plans (AzAHP) Enterprise - incuding Small Provider Portal (SPP)

Independently purchased

What Learning Management System (LMS) do you currently use?*

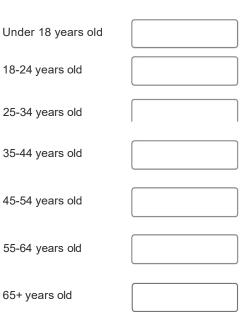
Type your full name without abbreviation.

Provider Dem	ographics
Type a sub	header
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To the best of your knowledge, how many of your employees at your organization fall into the age ranges listed below? Please include full-time, parttime, temp agency, W-2 employees, and 1099 independent contractors.*

REMINDER The total number of employees from the question "How many total paid employees does your organization employ?" Need to equal the sum of the boxes below. Please scroll through the list below and input the total number of employees per age group.



Employees

Does your organization participate in the collection of The Equal Employment Opportunity Commission (EEOC) <u>data</u>? Please provide date from 2023*

The <u>Equal Employment Opportunity Commission (EEOC</u>) requires all private employers with 100 or more employees as well as federal contractors and first-tier subcontractors with 50 or more employees AND contracts of at least \$50,000 complete an EE0-1 report each year.





Gender: How many of your employees fall within the below categories?*

Please input the total number of employees per category, if you don't have an employee that falls within the category then type 0:

Employees

Male

Female

Nonbinary

RACE/ETHNICITY:*

Please scroll through the list below and input the total number of employees corresponding to the ethnic group in which they identify. If you don't have an employee that falls within the category, then type 0:

	Employees
Hispanic or Latino: A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin regardless of race.	
White (Not Hispanic or Latino): A person having origins in any of the original peoples of Europe, the Middle East or North Africa.	
Black or African American (Not Hispanic or Latino): A person having origins in any of the black racial groups of Africa.	
Native Hawaiian or Pacific Islander (Not Hispanic or Latino): A person having origins in any of the peoples of Hawaii, Guam, Samoa or other Pacific Islands.	
Asian (Not Hispanic or Latino): A person having origins in any of the original peoples of the Far East, Southeast Asia or the Indian Subcontinent, including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand and Vietnam.	



Native American or Alaska Native (Not
Hispanic or Latino): A person having origins
in any of the original peoples of North and
South America (including Central America)
and who maintains tribal affiliation or
community attachment.
Two or more races (Not Hispanic or
Latino): All persons who identify with more
than one of the above five races.

Which **recruitment platforms/strategies** are your organization currently using for recruitment and talent acquisition?*

Please scroll through the list below and select all that apply:

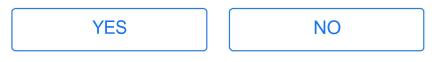
. AZ Connects
AZ Healthcare Careers/Healthcare Hub (Pipeline AZ)
Apprenticeships
CareerBuilder
Community Centers
Community Posting (ex., Starbucks bulletin board)
Community Vendor Events
Craigslist
Farmers Markets
Flex Jobs
Getwork
Glassdoor
Google for Jobs



Government Job Board (i.e. USAjobs.gov)
Internships
Job.com
Job Fairs-Live Events
Job Fair -Virtual
LinkedIn
Monster
Newspaper/Newsletter
Radio Advertising
Referral
School Job Board (i.e. Handshake)
Simply Hired
Social Media (TikTok, Facebook, Twitter X, Instagram, etc.)
Television Advertising
ZipRecruiter
Recruitment Platform Not Listed



Does your organization provide Veterans services?*



Which Veteran services does your organization provide?*

Case Management
Department of Corrections (DOC)
Employment Assistance
Help with filling out paperwork for disability services (PTSD)
Housing Assistance
Mental Health
Navigators (navigating benefits, assisting with VA benefits, receive specialized benefits through VA)
Peer Support
Primary Care
Substance Use (i.e. Medication Assisted Treatment (MAT) etc.)
Suicide Prevention

Does your organization employ unlicensed direct service employees (DCW, DSP, BHT, etc.)?*

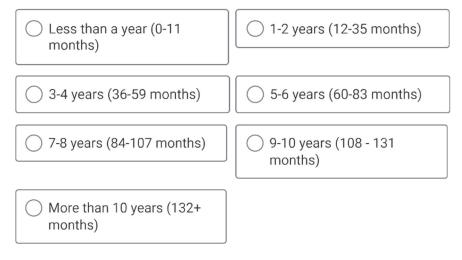




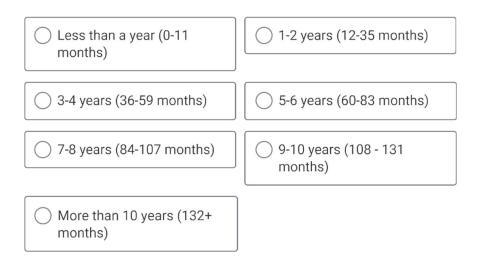
Does your organization employ board-recognized **licensed** direct service employees (therapist, BCBA, etc.)?*



What is the **average length of employment** for **unlicensed** direct service employee (DCW, DSP, BHT, etc.) at your organization? *



What is the **average length of employment** for boardrecognized **licensed** direct service employee (therapist, BCBA, etc.) at your organization?*



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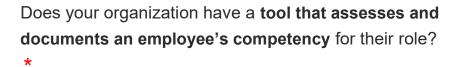
What is the **average length of time** associated with **unlicensed** direct service employee (DCW, DSP, BHT, etc.) **onboarding/new employee orientation?***

For the purposes of this assessment, **ONBOARDING is defined as the time frame of the first day on the job, to the day they are able to provide and bill for a service.

O 1-5 days	0	6-10 days
O 11-15 days	0	16-21 days
O 22+ days	_	
What is the average length of time associated with licensed direct service employee (therapist, BCBA, etc.) onboarding/new employee orientation?* **For the purposes of this assessment, ONBOARDING is defined as the time frame of the first day on the job, to the day they are able to provide and bill for a service.		
O 1-5 days	0	6-10 days
O 11-15 days	0	16-21 days



O 22+ days



Competency = key behaviors that are essential for strong job performance and the ability to successfully and efficiently do their job.



What **workplace conditions** add to your organizations **desired** workforce performance?*

Analyze performance metrics
Stay goal-oriented
Make accountability a priority
Train and develop your team
Encourage feedback
Embrace flexibility
Build a culture of well-being and support
Create opportunities for collaboration
Celebrate wins
Find technology solutions
Workplace condition not listed



What additional workplace conditions add to your organizations **desired** workforce performance?*

What **barriers** or workplace conditions **detract** from your organizations desired workforce performance?*

Please scroll through the list below and select all that apply:

Absence of measurable performance gola s
Conflict among team members
Few opportunities to collaborate across teams
Inadequate job or skills training
Insufficient opportunities for development
Lack of resources or support
Misunderstanding of organizational vision
Barrier not listed

What additional **barriers** or workplace conditions *detract* from your organizations desired workforce performance?*



Would your organization like **additional training** on any of the following topics?*

Abuse, Neglect, and Exploitation
Adolescent and Adult Services
ASAM
Billing & Coding
Client/Member Rights, Ethics, and Confidentiality
Communication, Relationship Building, and Resolving Conflicts
Cross-training
Emergency Preparedness

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]	Honoring Client/Member Choices and Individuality
	Housing
	Infection Prevention and Control
	Injury Prevention
	Nutrition and Food Preparation
	Observing, Reporting, and Documenting
	Organizing work tasks so that everything gets done on time.
	Patient Transportation (Wheelchairs, Vehicles, etc.)
	Personal care skills such as helping with eating, bathing, dressing, and walking.
	Professional Boundaries
	Relating to client/members of different cultures or ethnicities, or with different values or beliefs.
	Self-Care and Stress Management
	System Navigation
	Training in Specific Client/member Conditions
	Treating Co-occurring DX

AZ WORKFORCE DEVELOPMENT COALITION	Retention / Turnover	
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Was your organization in operation prior to 9/1/2022?*



What is your organization's *retention* rate?*

Retention Period: 9/1/2022 - 8/31/2023 (Please exclude any recent acquisitions)

- Retention =#of FTE's on 9/1/22 divided by# of FTE's on 08/31/23.

- Multiply the answer by 100 to get the percentage and round to the nearest whole number.

- Please adjust the slider below to that number.

For a spreadsheet to help calculate this rate, please visit this link.





Reason for **Retention** Rate **at or above 90%***

Celebration of milestones	Comprehensive onboarding/orientation
Culture of Inclusion	Culture of Respect
Communication and feedback	Competency evaluations/assessments
Employee engagement surveys	Employee compensation (wages)
Employee benefits program	Employee bonus program
Encouragement of employee creativity/involvement	Flexible work environments (i.e. Remote, Hybrid, In- office)
Mentorship programs	Mileage reimbursement
Paid time off	Performance reviews
Positive environment	Pre-hire selection process
Rewards/Recognition program	Referral bonus
Support from	Support from upper management
Work-Life Balance	1



Reason for **Retention** Rate **below 90%.***

Burnout
COVID-19 related reasons (temp position, could not perform job duties etc.)
Employee moved/relocated
Flexible work environments (i.e. Remote, Hybrid, In-office)
High caseload/workload
High-stress environment
Inadequate access to resources
Left for higher paying position
Left position to go back to school
Little room for growth within position/company
Loss of funding
Low engagement/motivation
Misalignment with company culture
Negative relationship with supervisor
Negative relationship with coworkers
Personal issues/life challenges
Program closure
Retirement



Safety concerns

Termination

Voluntary termination

Regrettable (an employee that you did not want to see go)

Non-regrettable (an employee that you did want to see go)

What is your organization doing to *strive* to meet a Retention Rate at or above 90%? *

Celebration of milestones	Comprehensive onboarding/orientation
Culture of Inclusion	Culture of Respect
Communication and feedback	Competency evaluations/assessments
Employee engagement surveys	Employee compensation (wages)
Employee benefits program	Employee bonus program
Encouragement of employee creativity/involvement	Flexible work environments (i.e. Remote, Hybrid, In- office)
Mentorship programs	Mileage reimbursement
Paid time off	Performance reviews
Positive environment	Pre-hire selection process

AZ WORKFORCE DEVELOPMENT COALITION	Rewards/Recognition program	Referral bonus
	Support from	Support from upper management
	Work-Life Balance	1

What is your organization's turnover rate?*

-Turnover period: 9/1/2022 - 8/31/2023 (Please exclude any recent acquisition) -Turnover= #FTE ON 9/1/22 + #FTE ON 8/31/23 divided by 2 = AVERAGE #FTE DURING PERIOD (X)#FTE SEPARATED DURING PERIOD (9/1/20-8/31/21) /divided by AVERAGE #FTE DURING PERIOD (X) Pound up the period: whele number and please adjust the slider below to that

- Round up the nearest whole number and please adjust the slider below to that number.

For a resource to help calculate this rate, please visit this link.



Reason for Turnover Rate of less than 10%.*

Celebration of milestones	Comprehensive onboarding/orientation
Culture of Inclusion	Culture of Respect
Communication and feedback	Competency evaluations/assessments
Employee engagement surveys	Employee compensation (wages)
Employee benefits program	Employee bonus program



Encouragement of employee creativity/involvement	Flexible work environments (i.e. Remote, Hybrid, In- office)
Mentorship programs	Mileage reimbursement
Paid time off	Performance reviews
Positive environment	Pre-hire selection process
Rewards/Recognition program	Referral bonus
Support from	Support from upper management
Work-Life Balance	I

Reason for Turnover Rate at or above 10%.*

Burnout
COVID-19 related reasons (temp position, could not perform job duties etc.)
Employee moved/relocated
Flexible work environments (i.e. Remote, Hybrid, In-office)
High caseload/workload
High-stress environment
Inadequate access to resources
Left for higher paying position

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Little room for growth within position/company

Loss of funding

Low engagement/motivation

☐ Misalignment with company culture

☐ Negative relationship with supervisor

☐ Negative relationship with coworkers

Personal issues/life challenges

Program closure

Retirement

☐ Safety concerns

Termination

Voluntary termination

Regrettable (an employee that you did not want to see go)

Non-regrettable (an employee that you did want to see go)



What is your organization doing to *strive* to meet a Turnover Rate of less than 10%? *

Celebration of milestones	Comprehensive onboarding/orientation	
Culture of Inclusion	Culture of Respect	
Communication and feedback	Competency evaluations/assessments	
Employee engagement surveys	Employee compensation (wages)	
Employee benefits program	Employee bonus program	
Encouragement of employee creativity/involvement	Flexible work environments (i.e. Remote, Hybrid, In- office)	
Mentorship programs	Mileage reimbursement	
Paid time off	Performance reviews	
Positive environment	Pre-hire selection process	
Rewards/Recognition program	Referral bonus	
Support from	Support from upper management	
Work-Life Balance	'	



For your organization as a whole, what are some of the **difficult to fill positions?***

Please scroll the	rouah the list	below and se	elect all that a	vlaa

Administrative (i.e., Human Resources) BH Direct Care Professional / Direct Care Worker Clinical - Licensed (i.e., Therapist) Clinical - Non-Licensed (i.e., Case Manager) Direct Caregiver/ Line Staff/ Direct Care Worker Executive (i.e., Chief Medical Officer) Licensed (i.e., PT, OT, ST Therapist) Management (i.e., Supervisor, Team Lead, etc.) Medical - Licensed (i.e., Medical Doctor) Medical - Non-Licensed (i.e., Nursing Assistant) Operations (i.e., Facilities) Difficult to fill position not listed

What additional **difficult to fill position** does your organization have that was not listed?*



Does your organization offer higher education benefits?*

i.e. tuition reimbursement or loan repayment assistance.

YES	NO
-----	----

Higher Education Benefits:*

After reviewing each row, select the box(es) that apply to your organization. If your organization only offers either tuition reimbursement or loan repayment, complete row(s) 1 or 2 based on what is offered.

*If your organization offers both tuition reimbursement **and** loan repayment, complete row 3 based on what is offered.

	Part- Time Only	Full- Time Only	Both Part and Full Time
1. Does your organization offer tuition reimbursement for employees?			
2. Does your organization offer school loan repayment assistance for employees?			
3. Both tuition reimbursement and loan repayment.			

Is your organization currently offering language differential incentives?

Employees who receive a pay differential that is granted to a certified bilingual employee who is in a certified bilingual position.

YES	NO
-----	----



Which language(s) does your organization offer differential incentives for?*

Employees who receive a pay differential that is granted to a certified bilingual employee who is in a certified bilingual position.

. American Sign Language (ASL)
- Apache
- Arabic
- Chinese
- Farsi
French
. Haitian
German
Hindi
Норі
- Japanese
Korean
Navajo
O'odham
Persian
- Russian
. Serbo-Croatian
. Spanish

.

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Tagalog
Thai
Vietnamese
Other Native American Languages

For your organization as a whole, please rank the categories from 1-7, with **1 being the most** challenging. *

For a list of definitions please reference this document.

Advancement	
Compensation	
Deployment	
Recruitment	
Retention	
Selection	
Training	

Most Critical Challenges



What type of **career pathways** and **advancement opportunities** does your organization currently provide?*

Please scroll through the list below and select all that apply:

Apprenticeship	Cross-training
Internal certifications	Formal succession planning
Leadership training	Mentoring
Specialized training	Tuition reimbursement
Additional opportunity not listed	

What **additional** types of **career pathways and advancement opportunities** does your organization currently provide?*

[
License Type I	by Discipline	
Type a subheader		
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License Type by Discipline - Social Work

Please skip the licensure type if it does not apply to your organization.

	How many do you currently have employed?	How many positions for this role do you intend to add/fill in the next year?	How many additional positions are required in the next year to meet members' needs?
Baccalaureate Social Worker (LBSW)			
Master Social Worker			
(LMSW)			
Clinical Social Worker (LCSW)			



License Type by Discipline - Counseling

Please skip the licensure type if it does not apply to your organization .

	How many do you currently have employed?	How many positions for this role do you intend to add/fill in the next year?	How many additional positions are required in the next year to meet members' needs?
Associate Counselor (LAC)			
LAC training to be an LPC			
Professional Counselor (LPC)			

License Type by Discipline - Marriage and Family Therapy

Please skip the licensure type if it does not apply to your organization.

	How many do you currently have employed?	How many positions for this role do you intend to add/fill in the next year?	How many additional positions are required in the next year to meet members' needs?
Associate Marriage and Family Therapist (LAMFT)			
LAMFT Training to be an LMFT			
Marriage and Family Therapist (LMFT)			



License Type by Discipline - Substance Use Counseling

Please skip the licensure type if it does not apply to your organization .

How many do you How many positions for How many this role do you intend additional currently have employed? to add/fill in the next positions are year? required in the next year to meet members' needs? Abuse Technician (LSAT) LSAT training to be an LASAC Associate Substance Abuse Counselor (LASAC) LASAC training to be an LISAC Independent Substance Abuse Counselor (LISAC)

License Type by Discipline - Physical Health

Please skip the licensure type if it does not apply to your organization .

	How many do you currently have employed?	How many positions for this role do you intend to add/fill in the next year?	How many additional positions are required in the next year to meet members' needs?
Certified Nurse Assistant (CNA)			



DO		
Physician Osteopath –		
Cardiologist	 	
MD Physician		
Dentist		
OBGYN		
Physician		
Assistant		
Pediatrician		
Registered Nurse (RN)		

License Type by Discipline - Additional Licensing

Please skip the licensure type if it does not apply to your organization .

	How many do you currently have employed?	How many positions for this role do you intend to add/fill in the next year?	How many additional positions are required in the next year to meet members' needs?
Assisted Living Manager			
Board Certified Behavior Analyst (BCBA)			
Psychiatric Registered Health Nurse (BHRN)			



Behavioral Health Nurse Practitioner (BH NP)		
Doctor of Nursing Practice (DNP)		
Nurse Practitioner (NP)		
Licensed Practical Nurse (LPN)		
Medical Assistant (MA)		
Psychiatric Nurse Practitioner (PNP)		
Family Practice Nurse Practitioner (FNP)		



Physical Therapist (PT)		
Speech Therapist (ST)		
Occupational Therapist (OT)		
Licensed Dietitian		
Skilled Nursing Home Administrator		
Psychiatrist		



Position Type by Discipline - Certifications

Please skip the certification type if it does not apply to your organization .

	How many do you currently have employed?	How many positions for this role do you intend to add/fill in the next year?	How many additional positions are required in the next year to meet members' needs?
Certified Assisted Living Caregiver			
Credentialed Family Support Specialist			
Home Health Aid (HHA)			
Peer Recovery Support Specialist (PRSS)			
Recovery Support Specialist (RSS)			
Registered Behavior Tech (RBT)			
Direct Care Worker (DCW)			



Additional Positions

Please skip the licensure type if it does not apply to your organization.

How many do you How many positions for How many this role do you intend currently have additional employed? to add/fill in the next positions are year? required in the next year to meet members' needs? ΒH Case/Care Manager **Behavioral Health** Tech (BHT) Direct Support Professional (DSP)

SUBMIT

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