

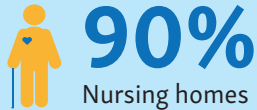
KEY LEARNINGS FROM THE AMDA SUPPORTING STAFF SURVEY

As part of the Moving Needles project, in June 2023 AMDA - The Society for Post-Acute and Long-Term Care Medicine (AMDA) surveyed frontline staff working in post-acute and long-term care (PALTC) settings about how they prefer to receive job-related training and how they view vaccination relative to their work. The goal of the survey was to guide development of a training module to encourage vaccine uptake among PALTC staff. AMDA distributed the survey on paper in English and Spanish in three PALTC facilities, and via email to members of the National Association of Health Care Assistants (NAHCA).



Who Were the Survey Respondents?

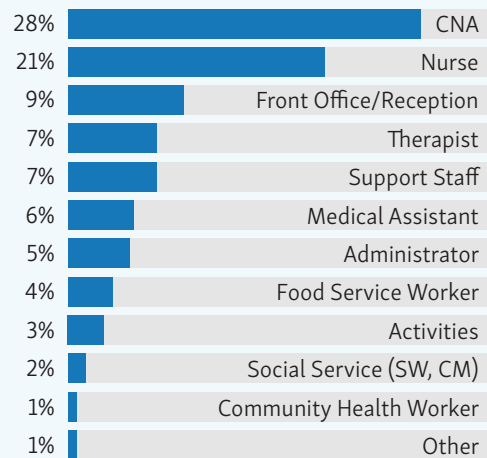
This brief summarizes learning from 200 survey responses by individuals working in the following facilities. Some respondents worked in more than one type of facility.



Respondents worked in a variety of roles, with **Certified Nursing Assistant (CNA)**, **nurse** (LPN, RN, BSN, or MSN), and **front office or reception** being most common

- Most respondents were women (89%), with 9% men and 3% declining to report gender.
- A majority of respondents (67%) identified as White, with 17% identifying as Black or African American. Only a small minority (<5%) identified with each other racial group. 9% identified their ethnicity as Hispanic or Latino.
- Respondents were fairly evenly split by age, with 24% between age 18-34, 39% between ages 35-49, and 33% between ages 50-65.
- Only two individuals completed the Spanish version of the survey. Of the 200 completed surveys, 145 were on paper and 55 were online via Qualtrics.
- Respondents were from a total of 23 different States, with Ohio, Connecticut, and Colorado being most common.

What is Your Current Role?



Not all respondents answered this question

AMDA – The Society for Post-Acute and Long-Term Care Medicine is the only medical specialty society representing the community of over 50,000 medical directors, physicians, nurse practitioners, physician assistants, and other practitioners working in the various post-acute and long-term care (PALTC) settings. The Society's 5,500 members work in skilled nursing facilities, long-term care and assisted living communities, CCRCs, home care, hospice, PACE programs, and other settings.

AMDA's mission is to promote and enhance the development of competent, compassionate, and committed medical practitioners and leaders to provide goal-centered care across all post-acute and long-term care settings.

The goal of Moving Needles, a 5-year cooperative agreement between AMDA and the CDC, is to make routine adult immunization a standard of care for post-acute and long-term care residents and an expectation for staff. Working with pilot sites from nursing homes, assisted living, and home and community based services, the project will test quality improvement interventions to improve immunization rates.

What Did We Learn?

For the purposes of this summary, Strongly Disagree and Disagree responses were grouped together (labeled as 'disagree') and Strongly Agree and Agree were grouped together (labeled as 'agree'). We report and quote open-ended responses verbatim as submitted in the survey.

Respondents reported being motivated to protect themselves and others from illness. Half felt it was reasonable for PALTC facilities to require staff to receive certain vaccines. Half viewed getting vaccinated to protect residents as a staff responsibility.

However, respondents' confidence in vaccines' ability to offer this protection was relatively low. Only a third agreed that they feel more protected after getting vaccinated and fewer than half agreed that they are less likely to make others sick after getting vaccinated.

At the same time, many respondents felt that getting vaccinated is a personal health decision. They wanted balanced information on vaccines' risks and benefits to inform their choices about whether to receive a particular vaccine. They specifically wanted information about vaccines' effectiveness and short- and long-term side effects.

Respondents preferred to get this information from their own healthcare providers, government agencies, and co-workers with medical training.

When it comes to job-related training and education, staff prefer a brief (<1 hour) paid in-service provided by their direct supervisor or facility administrator.



These data suggest that **increasing PALTC staff confidence in the protective effect of vaccines** could motivate more staff to get up-to-date on CDC-recommended adult vaccines. This education must address concerns about vaccines side effects as well as ambivalence around the protection offered by vaccines. It will be important to frame this education around personal choice, emphasizing individual actions staff can take to protect themselves and others.



Education that addresses vaccination benefits and concerns.



Increases PALTC confidence in the protective effects of vaccines



Motivates staff to be up-to-date with their vaccines

We report more detailed findings on the pages that follow.

What Do Frontline PALTC Staff Believe about Vaccination?

The COVID-19 pandemic and vaccination effort are important context for survey responses. **A majority of respondents (62%) said they are sick of hearing about COVID-19**, and 46% reported feeling burdened by all the COVID-19 recommendations. Yet only a small minority (9%) said they were tired of being more careful to protect people who are most vulnerable to COVID-19.



Although I am tired of the vaccines, I do know that they are helpful in preventing sickness and spreading virus. So I would only advise people to take the shot if they choose.



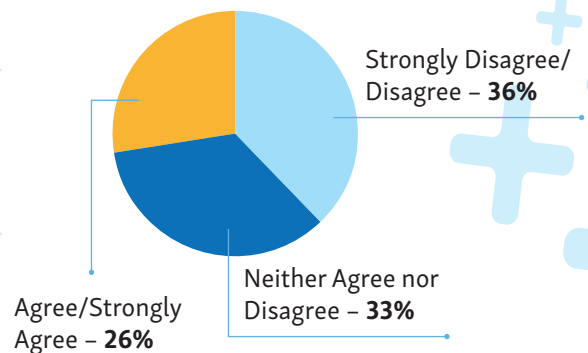
Respondents who commented on the benefits of vaccines all focused on protection, such as preventing illness, reducing severity of illness, and preventing spread of viruses or bacteria.

43% agreed that when they get vaccinated, it lowers the chance they will make others sick; 29% disagreed with this item. Open-ended responses mentioned protecting self and family nearly as often as protecting co-workers and residents.

At the same time, **staff were split on how well vaccines offer protection**. Only 32% reported feeling protected after getting vaccinated, compared to 36% not feeling protected, and 33% feeling ambivalent.

In open-ended responses, many staff suggested **balancing vaccination with other strategies** to protect residents from infection, such as wearing masks, testing, and assigning unvaccinated staff to less vulnerable residents.

I Feel Protected After Getting Vaccinated



I would consider that while it is important to protect the elderly, staff should have a choice to be vaccinated. If they choose not to they should have to wear a mask.



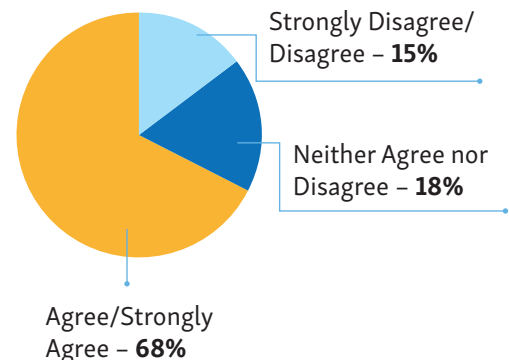
Staff concerns about vaccines focused mainly on side effects.

A majority of respondents (68%) reported **worrying about unknown effects of vaccines** in the future.

Similarly, within open-ended responses, the most common vaccination concerns respondents called out were **potential long-term effects** and **limited effectiveness**. Respondents did not mention any specific vaccine misinformation, though a few indicated they did not believe in vaccination or were hesitant to receive vaccines.

About one-third (31%) of respondents agreed with the **concern that authorities promote vaccination for financial gain** rather than people's health. And 38% agreed they **would rather build immunity by getting sick** than getting vaccinated.

I Worry About Unknown Effects of Vaccines



How Do Staff View Vaccination Relative to Their Work?

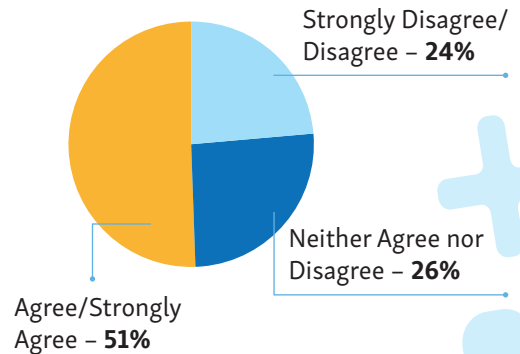
Survey respondents viewed vaccination as a personal choice, even while recognizing how that choice impacts their work in PALTC facilities.

Just over half (51%) agreed that getting vaccinated was a responsibility because they care for a vulnerable population. In contrast, only 24% disagreed with this item, with 26% neither agreeing nor disagreeing.

Half (50%) felt it is reasonable that PALTC facilities require staff to receive certain vaccines to protect residents. Just 31% disagreed, and 21% neither agreed nor disagreed. But only 9 of 155 open-ended responses supported vaccination requirements for PALTC staff.

At the same time, **respondents were split in how they viewed vaccination impacting their work.** While 40% felt that vaccination was a personal health decision that does not impact their job, nearly as many, 37%, disagreed with this statement. A quarter (24%) neither agreed nor disagreed on this point.

I Believe Vaccination is a Responsibility



IN CONTRAST, **64** of 155 responses said that

vaccination is a personal choice



It's the staff's choice!

Your body your choice.

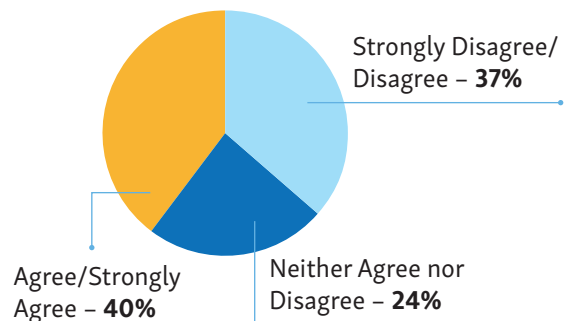
I would educate the importance, but would allow staff to make their own choice.

Never enforce a vaccine unless it truly was effective and beneficial. Ideally, I would want to follow CDC.



- 37% Strongly Disagree/Disagree
- 24% Neither Agree nor Disagree
- 40% Agree/Strongly Agree

Getting Vaccinated is a Personal Health Decision



Taken together, these responses show that many frontline PALTC staff hold a nuanced view around vaccination and their work, balancing the need to protect residents with perceptions about how well a vaccine protects against illness and their own autonomy in making health decisions.

What Information Do Staff Want about Vaccines?

Sharing information was the most common way respondents suggested encouraging staff vaccination. In open-ended responses, staff made clear that they want balanced information about vaccines to guide their own health decisions, with many specifically requesting information on both risks and benefits.

Regarding vaccine benefits, **respondents wanted to know who a vaccine helps, and how much.** They also wanted to know about the risks from the virus or bacteria a vaccine protects against.

Regarding vaccine risks, **respondents wanted to know about short-term side effects,** potential long-term effects, vaccine ingredients, and employee rights regarding vaccination.

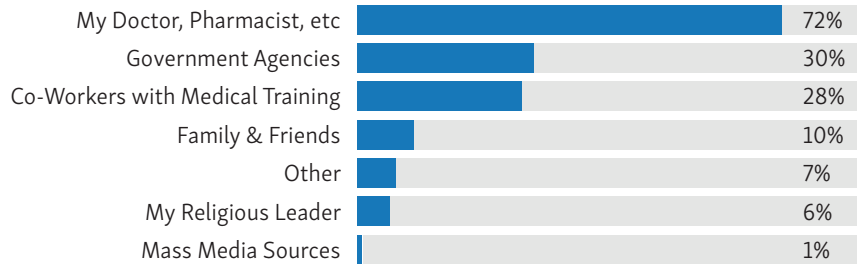
“Offer education pros and cons on vaccination. Decision up to employee.”

WHEN CONSIDERING
VACCINATIONS FOR
THEMSELVES,

72%
of staff

preferred to get information from their doctor, pharmacist, or healthcare provider. Other preferred sources included government agencies and co-workers with medical training.

Preferred Information Sources on Vaccination



Respondents had the option to select more than one choice.

How Do Staff Prefer to Receive Training and Education about Their Job?

The survey asked respondents how they prefer to receive information, training, and education to help them stay up-to-date on best practices for their job. For these items, respondents could choose more than one answer.

Most respondents preferred to get job-related training and education from a **staff in-service** provided by the facility (68%), or through **in-person events** with a speaker or on-site training (54%).

Respondents preferred to get job-related training from their **direct supervisor** (62%) or a **facility administrator** (39%).

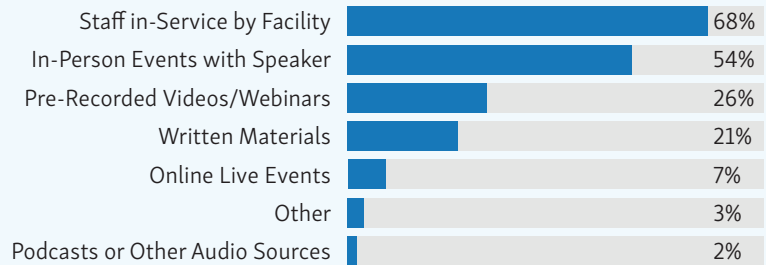
Respondents found it most convenient to receive training while **on shift**, in between regular duties (62%) or **during paid in-service time** (62%).

Respondents preferred that **each job-related training session be an hour or less**: 67% wanted each session to be 30 minutes or less, and 42% wanted training up to one hour.

Respondents identified **four main barriers** to participating in job-related training or education: getting time away from regular work duties (69%); other demands on their time (26%); knowing what training and education are available to them (19%); and the cost of training and education (18%).

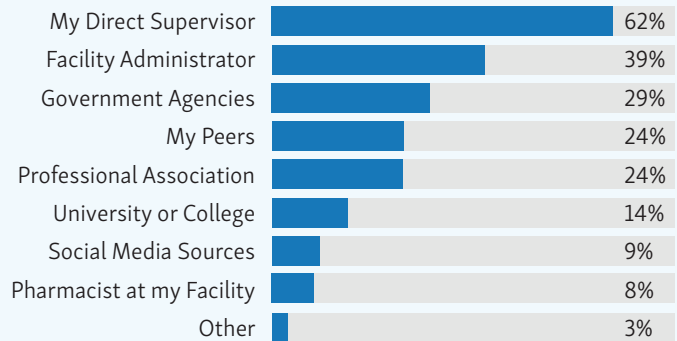
About half (47%) of respondents agreed **they would be more likely to participate in training or education if they received a certificate or credit**. Only 17% disagreed and 36% had no preference.

Preferred Ways to Get Job-Related Training



Respondents had the option to select more than one choice.

Preferred Information Sources for Job-Related Training



Respondents had the option to select more than one choice.

SCAN HERE



SCAN THE QR CODE TO VISIT OUR WEBSITE AND LEARN MORE

For more information about this survey, the training developed based on results, or other Moving Needles work, contact movingneedles@paltc.org