

Alaska Colleagues in Caring

Alaska Recertification Survey for Certified Nurses Aides (CNAs), 2002

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A project supported by the Robert Wood Johnson Foundation,
the Alaska State Board of Nursing, and contributions from the
members of the Alaska Colleagues in Caring Consortium.

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Consortium Members

The following agencies or organizations were consortium members at some time since 1996:

Alaska Board of Nursing	Mt. Edgecumbe Hospital (SEARHC)
Alaska Center for Rural Health	Municipality of Anchorage
Alaska Native Medical Center	Providence Alaska Medical Center
Alaska Nurse Practitioner Association	Sitka Community Hospital
Alaska Nurses Association	St. Ann's Care Center
Alaska Nurses Foundation	State of Alaska DHSS Section of Nursing
Alaska Region Veterans Administration	State of Alaska Pioneers' Homes
Alaska Regional Hospital	Theta Omicron Chapter, Sigma Theta Tau
Bartlett Regional Hospital	UAA, School of Nursing Steering Committee
Charter North Star Behavioral Health Systems	UAA Student Nurses Association
Denali Center/Fairbanks Memorial Hospital	Valley Hospital
Elmendorf Air Force Base Hospital	Wrangell General Hospital
HealthCorps Associates Inc.	Yukon-Kuskokwim Health Corporation

Steering Committee Members

The following individuals are current members of the Steering Committee:

Lynn Towner, Co-Chair Alaska Nurses Foundation	Elaine McKenzie State of Alaska DHSS Section of Nursing
Sheryl Washburn, Co-Chair Bartlett Regional Hospital	Camille Soleil Alaska Nurses Association
Janet Bunes Wrangell General Hospital and LTC Facility	Vern Wilkie Alaska Native Medical Center
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Introduction

Alaska Colleagues in Caring (ACIC) is a statewide consortium of individuals, agencies, and organizations. ACIC was organized in 1996 in response to a Robert Wood Johnson Foundation initiative.

The project has been funded with two three-year grants from the Robert Wood Johnson Foundation, and from contributions from the consortium members. The consortium began with 14 members and has grown to currently include 24 agencies concerned with promoting nursing work force development.

The purpose of ACIC is to plan for an adequate number of nurses with a mix of educational levels in the work force for all Alaskan settings.

This report is a result of the collaboration of member agencies and the responses of certified nurses aides in Alaska to the ACIC survey.

In collaboration with the Alaska Board of Nursing and the National Council of State Boards of Nursing, Alaska Colleagues in Caring has surveyed registered nurses (and licensed practical nurses) in 1996, 1998, and 2002. This is the first time certified nurses aides in Alaska have been surveyed. This survey was done when certified nurses aides sought relicensure in 2002.

Further information about ACIC or the survey results may be obtained from the Alaska Board of Nursing at 907-269-8402.

Key Findings

The average age of respondents is 41 years, with a range of 19 to 71 years. Around 10% are male, and nearly 25% identified themselves as Native American/Alaska Native or Asian/Pacific Islander.

Most (96%) of the respondents became CNAs through formal training (the rest became CNAs through testing), and half completed their formal training in a health care facility. The greatest barriers to further education identified were “need to work”

(37%) and “cost of education” (32%). Nearly three quarters of the respondents plan to continue their education in nursing.

Most (67%) of the respondents are employed full time in nursing, and over three quarters (77%) work in a long-term care setting. The most common reason given for leaving CNA work in the next 5 years is “going back to school.” The average salary of respondents is \$12.98 per hour.

A project supported by the Robert Wood Johnson Foundation, the Alaska State Board of Nursing, and contributions from the members of the Alaska Colleagues in Caring Consortium.

Certified Nurses Aides

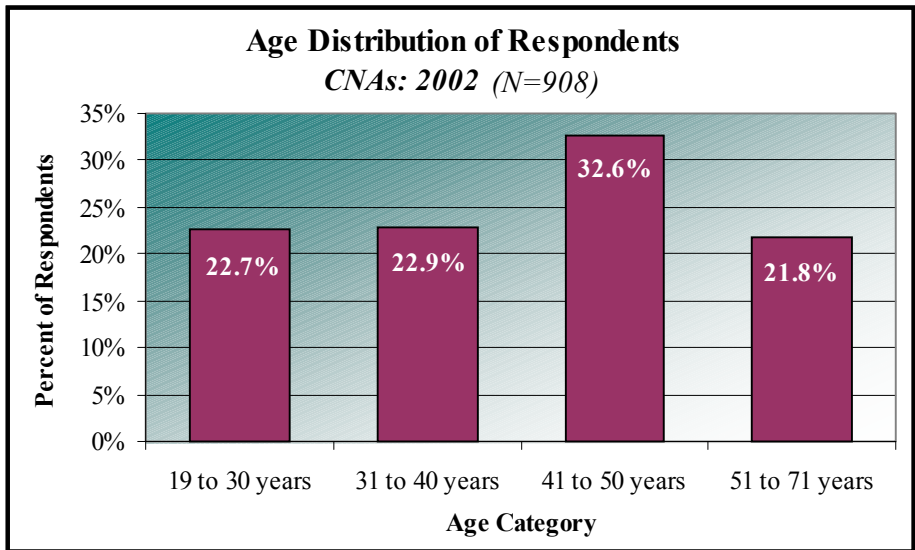
Survey Return Rate

Year	Renewed License	Returned Surveys	Return Rate
2002	1,730	935	54.0%

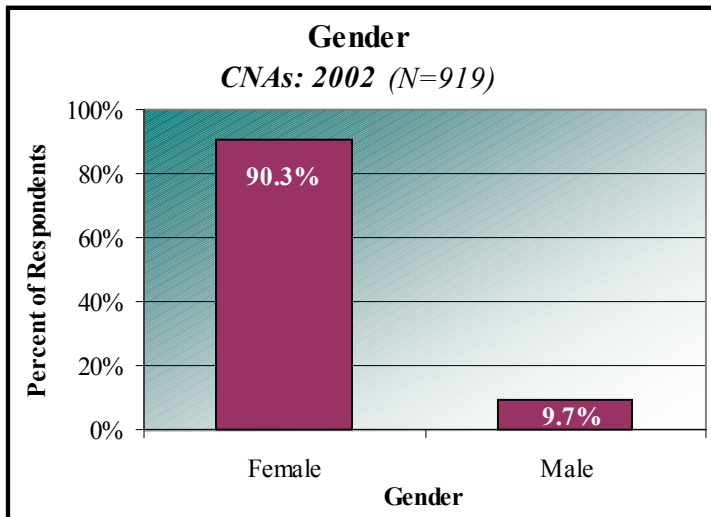
Demographics

■ Age

The average age of the CNAs was 41 years, with a range from 19 to 71 years.



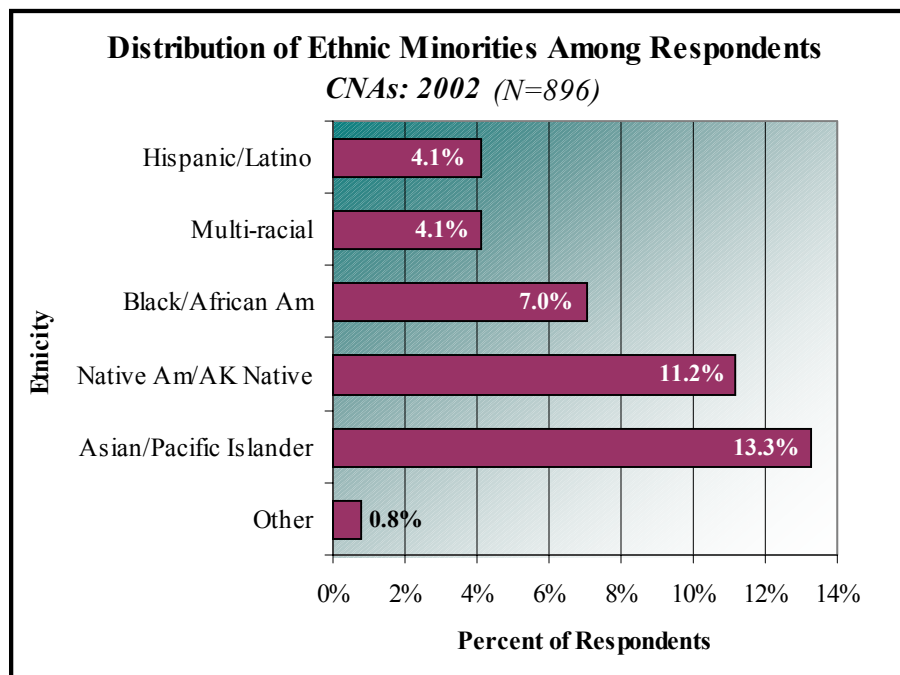
■ Gender



Certified Nurses Aides were predominately female. Only 9.7% of respondents reported being male.

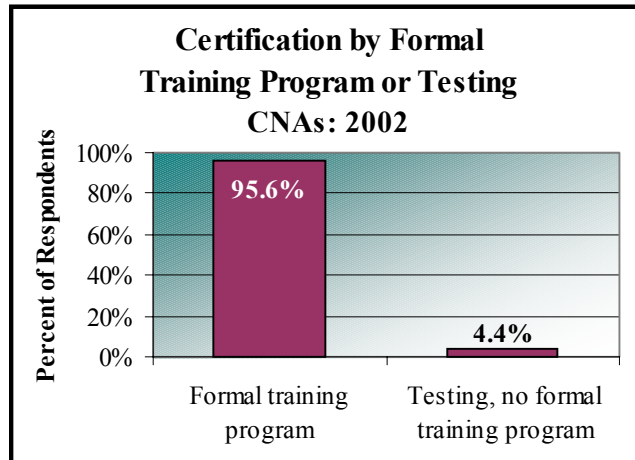
■ Ethnic Diversity

Approximately sixty percent (59.5%) of the respondents reported being white. Asian/Pacific Islanders and Native Americans/Alaska Natives made up nearly a quarter (24.5%) of the respondents.



Educational Background

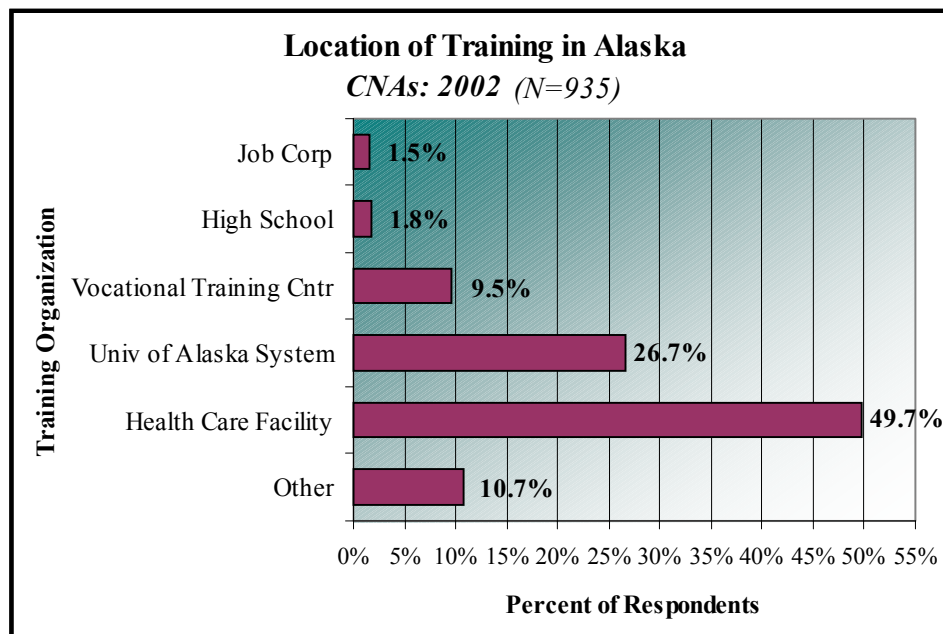
■ Certification by Formal Training Program or by Testing



About 96% of surveyed respondents reported that they had completed a formal certified nurses aide training program. The other 4% reported that they became CNAs with testing, not with a formal training program.

■ Educational Preparation in Alaska

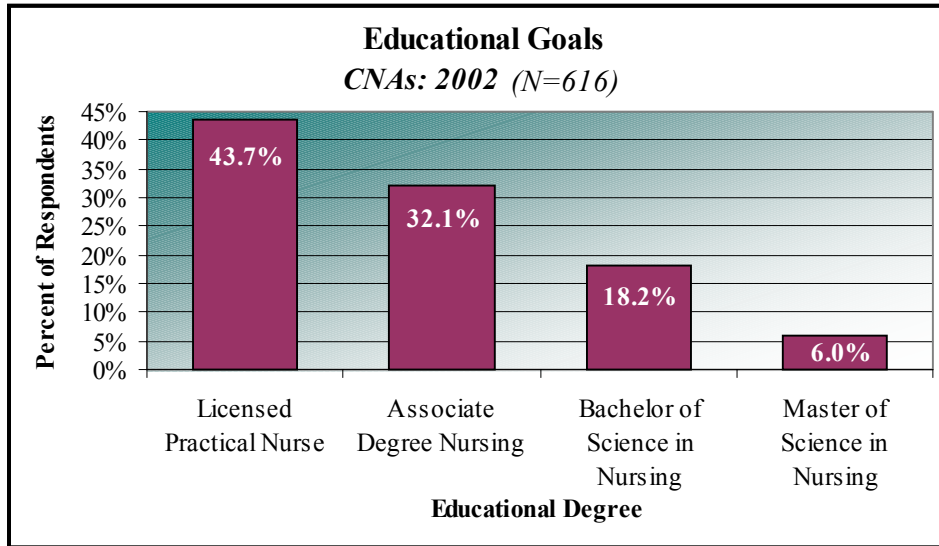
Eighty-two percent (82%) of the CNAs completed their formal training program in Alaska, and 18% completed a program outside of Alaska. Of the certified nurses aides trained in Alaska, most (50%) completed their training at a health care facility.



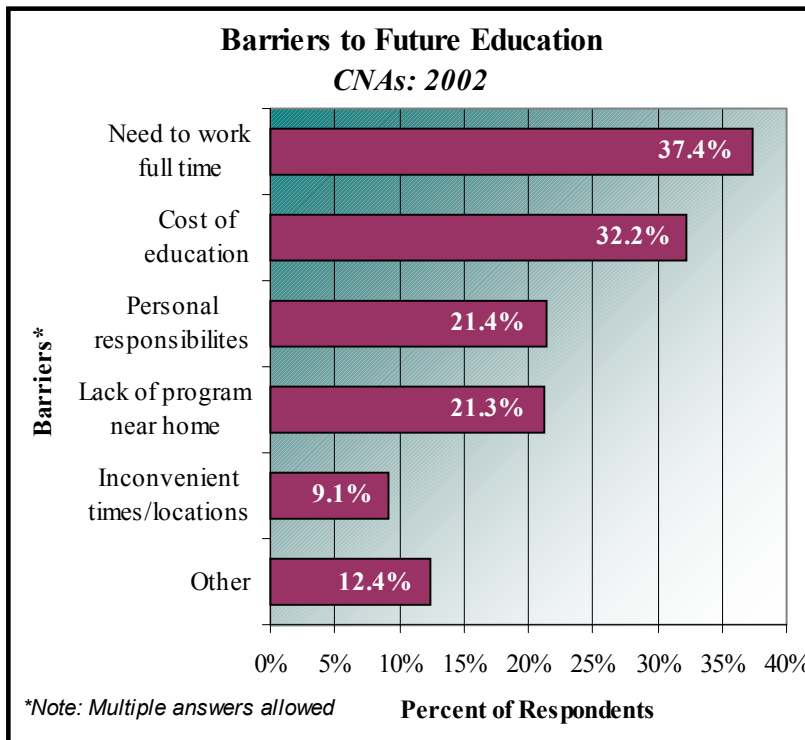
“Other” included training at senior centers, developmental centers, academies of nursing assistants, job services, and Older Person Action Groups.

■ Nursing Educational Goals

Nearly three fourths (72%) of all CNAs were planning to continue their education in nursing. Educational goals were: licensed practical nurse (44%), associate degree in nursing (32%), bachelor of science degree (18%), and master of science degree (6%).



■ Barriers to Further Education



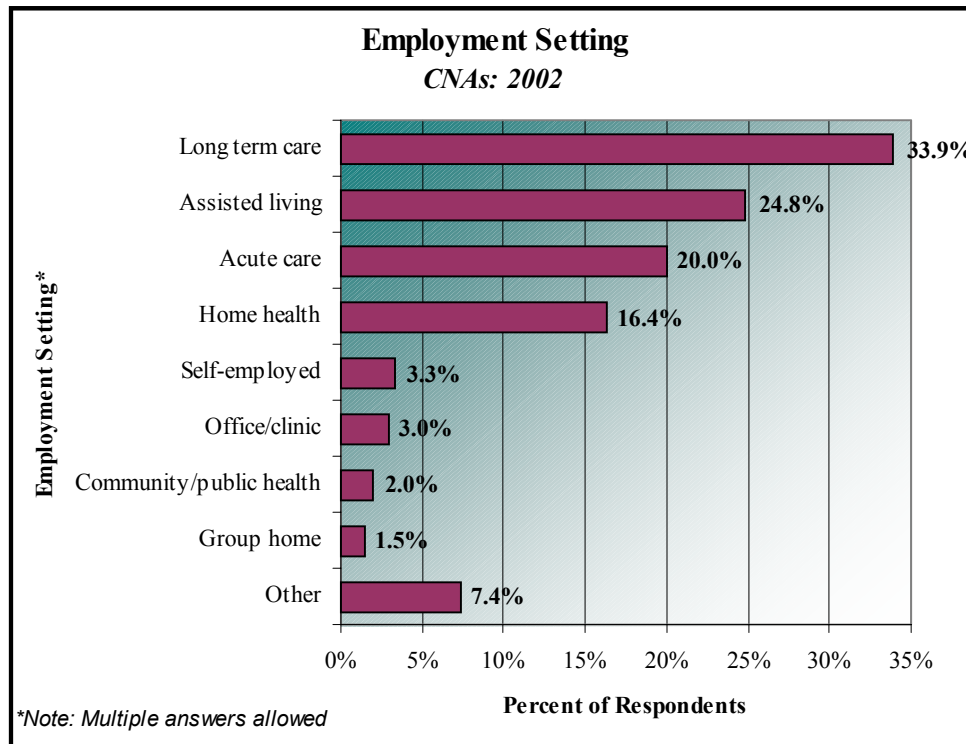
Top barrier to obtaining further education for CNAs was the “need to work full time” (37.4%), followed closely by “cost of education” (32.2%).

“Other” barriers included: having children at home and/or children’s activities, moving constantly with the military, and needing to support family. Many responded that they were already enrolled in an educational program or were currently taking classes toward enrollment. Several reported they were “happy where I am now” or “happy doing what I do now.”

Employment Background

■ Place of Employment

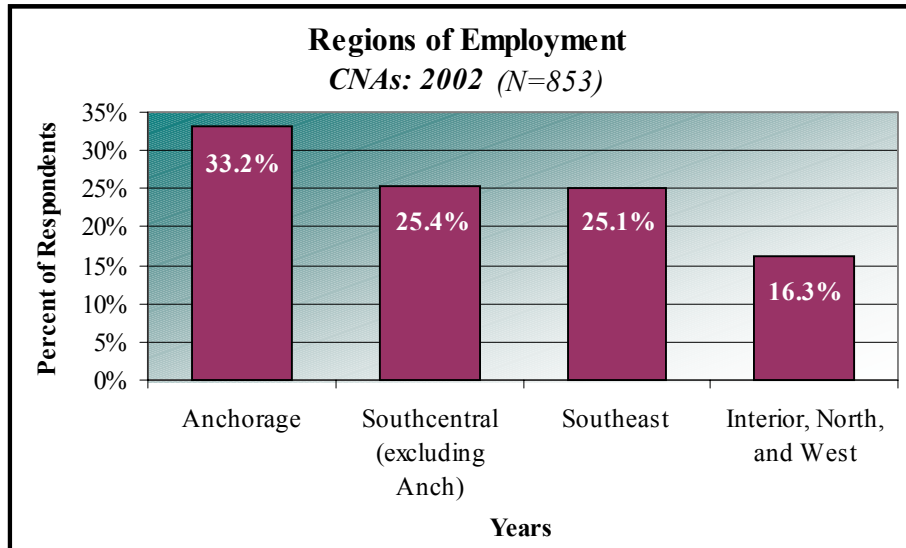
In 2002, most Certified Nurses Aides worked in long-term care, with assisted living and acute care as next most frequent.



“Other” places of employment include: elder/adult services, psychiatric facilities, drug/alcohol programs, and facilities that provide both long term care and assisted living services.

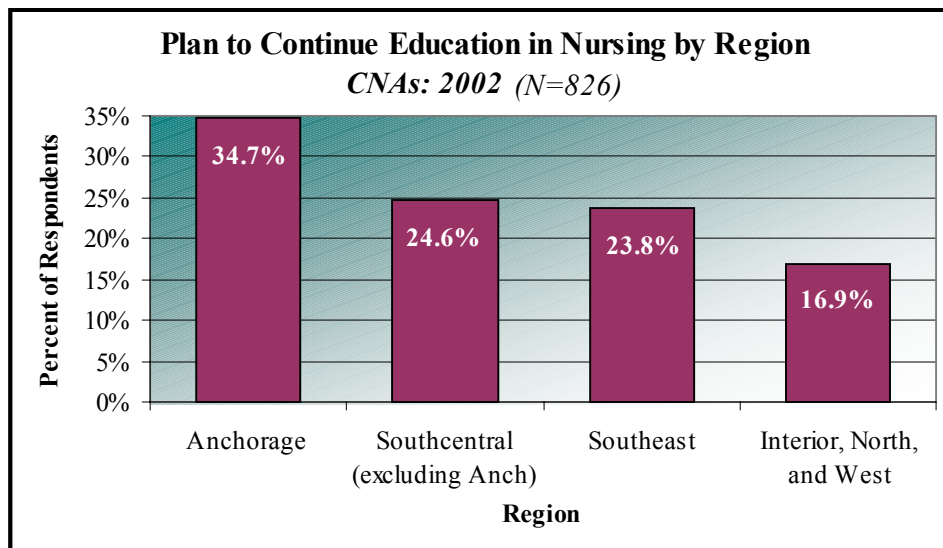
■ Regions of Employment

In 2002, over thirty percent (33%) of CNAs in Alaska were employed in Anchorage, the region with the highest concentration of people. A quarter (25%) of the CNAs were employed in the southcentral region and another quarter in the southeast region. Sixteen percent (16%) were employed in the “interior, north, and west” region.



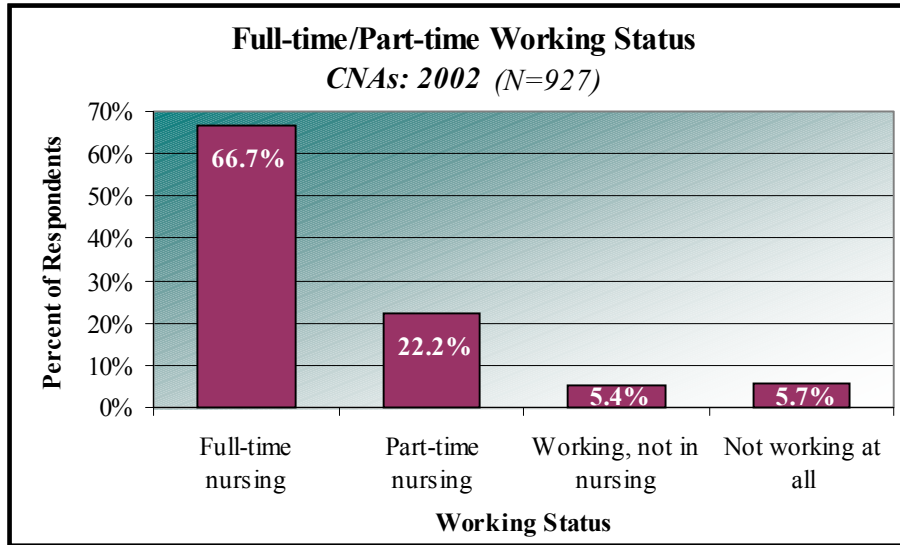
Examples of communities in each region are: southcentral (Palmer, Soldotna, Kodiak, Cordova, Sand Point); southeast (Juneau, Sitka, Ketchikan, Petersburg, Wrangell); and interior, north, and west (Fairbanks, Bethel, Barrow, Dillingham).

■ Regions of Employment by Educational Goals in Nursing



■ **Working Status: Full-time, Part-time, or Not Working**

Most (89%) of the CNAs were working in nursing, either full-time (67%) or part-time (22%). Only 6% were not working at all. Of the 89% working as CNAs, 98% were currently working in Alaska.



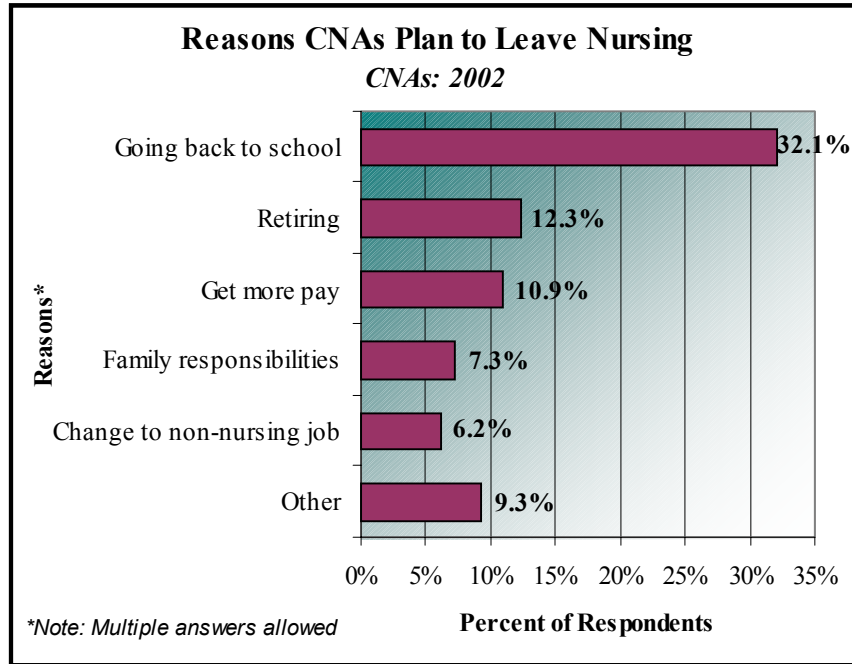
■ **Plans to Work as Certified Nurses Aide**

Certified Nurses Aides who responded to the 2002 survey were planning to work in nursing for an average of 21 more years.

Licensure Level	Mean Years Planning to Work as Certified Nurses Aide	Range (years)
CNA	21	1 to 50 years

■ **Reasons for Stopping Working in Nursing**

In 2002, “going back to school” was by far the most common reason given for leaving CNA work in the next 5 years.



“Other” reasons given for leaving nursing were: health reasons, no CNA job available, self care, and to relax.

■ **Salaries**

The average hourly salary of all CNAs was \$12.98, with a range of \$3.00 to \$22.50.

Position	Mean	Minimum	Maximum
Self-employed	\$11.96	\$3.00	\$16.00
Group Home	\$12.11	\$8.00	\$13.51
Home Health	\$12.43	\$9.00	\$17.17
Assisted Living	\$12.80	\$3.00	\$19.09
Long-term Care	\$13.05	\$9.00	\$19.37
Office/Clinic	\$13.23	\$10.00	\$17.17
Community/Public Health	\$13.47	\$10.00	\$20.87
Acute Care	\$13.62	\$8.90	\$22.50
Other	\$13.31	\$7.64	\$21.00

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