<table>
<thead>
<tr>
<th>County</th>
<th>Alpine</th>
<th>Colusa</th>
<th>El Dorado</th>
<th>Nevada</th>
<th>Placer</th>
<th>Sacramento</th>
<th>Sierra</th>
<th>Sutter</th>
<th>Yolo</th>
<th>Yuba</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1</td>
<td>6</td>
<td>32</td>
<td>10</td>
<td>44</td>
<td>134</td>
<td>1</td>
<td>20</td>
<td>27</td>
<td>27</td>
</tr>
</tbody>
</table>

- **Sacramento**: 44.4%
- **Placer**: 14.6%
- **Sutter**: 6.6%
- **Sierra**: 0.3%
- **Yolo**: 8.9%
- **Yuba**: 8.9%
- **Nevada**: 3.3%
- **El Dorado**: 2.0%
- **Colusa**: 2.0%
1. During the last year of the pandemic, what percentage of staff have left your program?

- 0-20%: 60 responses
- 61-80%: 20 responses
- 21-40%: 40 responses
- 41-60%: 35 responses
- 81-100%: 20 responses

Total responses: 185
Types of Services - Respondents indicating they lost between 61% - 100% of their staff during pandemic

- 915-RES FAC ADULTS-SO: 13
- 920-RES FAC CHILD-SO: 1
- 935-ICF/DD-N: 2
- 952-SEP-INDIVIDUAL PLACEMENT: 1
- 954-WORK ACTIVITY PROGRAM: 2
2. Before the pandemic, what percentage of staff would leave your program each year?

- 0-20%: 85.3%
- 21-40%: 10.3%
- 41-60%: 3.8%
- 61-80%: 0.5%
3. What percent of available staff positions are currently unfilled?

- 0-20%
- 41-60%
- 21-40%
- 61-80%
- 81-100%

# of responses
4. How important are starting wages in regard to your ability to fill available positions?

- Very Important: 83.7%
- Important: 12.5%
- Slightly Important: 1.1%
- Moderately Important: 2.3%
- Unimportant: 0.5%
5. How important is location in regard to your ability to fill available positions?

- Important: 27.2%
- Moderately Important: 16.3%
- Very Important: 34.8%
- Slightly Important: 14.1%
- Unimportant: 7.8%
6. How important are benefits in regard to your ability to fill available positions?
<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Making a difference</td>
<td>119</td>
</tr>
<tr>
<td>Enjoy the people they support</td>
<td>100</td>
</tr>
<tr>
<td>Work schedule (flexible/convenient)</td>
<td>117</td>
</tr>
<tr>
<td>Feeling supported/respected/appreciated</td>
<td>124</td>
</tr>
<tr>
<td>Enjoy coworkers</td>
<td>87</td>
</tr>
<tr>
<td>Career advancement opportunities</td>
<td>34</td>
</tr>
<tr>
<td>Compensation/wages</td>
<td>54</td>
</tr>
</tbody>
</table>
8. How likely are you to use a paid staffing recruitment service (i.e., Zip recruiter, Indeed, etc.)?

- Definitely: 38.0%
- Definitely Not: 6.0%
- Probably not: 17.9%
- Possibly: 27.2%
- Probably: 10.9%
9. Prior to the COVID-19 pandemic, how long did staff tend to stay in their role at your program before moving on?

- More than 5 years: 38.6%
- 3-5 years: 23.9%
- 0-4 months: 2.7%
- 5-9 months: 2.7%
- 10 months - 2 years: 32.1%
10. Over the past 6 months, what percentage of services had to be modified/ canceled due to scheduled staff being unavailable to provide services?