



# PENINSULA COLLEGE

## Healthcare Workplace Preferences Survey

Forty-five Peninsula College students responded to the healthcare workplace preferences survey.

### Question 1: Please choose your job title or job title of choice

Job Titles	Total
Nurse	22
SUDP	5
NAC	4
Phlebotomist	3
Youth counselor	3
Counselor	2
EMT	2
Medical Office Assistant	2
Dental hygienist	1
Undecided	1
Total	45

## Question 1: What do you want from the workplace culture?



1. Continued learning. Welcoming, supportive and nurturing environment that encourages growth and development.
2. Fair /equal treatment
3. Safe, friendly, welcoming environment. Teamwork, unity
4. 4-day work week
5. I want to help teenagers that are addicted or about to be
6. A culture that honors individual strengths, promotes growth and cares about me as a person (including honoring my free time not on the clock)
7. Equality
8. Quietish but steady
9. A feeling of making a difference and being respected and valued while doing it
10. DSS Caregiver Olympic Peninsula Supportive Living.
11. Support
12. I want to be supported and work in an environment that fosters learning.
13. A culture of cooperation, friendly workplace interactions, honesty and respect.
14. I would like to see a more team-oriented environment that is accepting and nonjudgmental.
15. Team oriented atmosphere, flexible scheduling, a focus on holistic medicine, good communication between all levels of staff, a growth mindset
16. "I thrive in a busy work environment, but these types of workplaces should also have breaks and coverage worked into the scheduling.
17. An environment that promotes teamwork, has zero tolerance for harassment and recognizes good work done by employees.
18. Opportunities for learning and advancing/flexibility with roles."

19. Welcoming and encouraging. Flexible without forcing new grads into one single schedule type. An environment that encourages me to continue learning and shows me how I can grow.
20. I want a workplace that values teamwork and respect for others. I appreciate working in environments with pleasant people who are not afraid of correcting mistakes when they see them.
21. To help people recover from addiction.
22. Competitive pay and benefits and flexibility
23. harmony, friendly, support, and equal learning opportunity
24. A company that puts employees in the same standard that they value their customers, patients or clients.
25. Supportive, respectful, everyone always wanting to learn more, everyone helping each other
26. A team that supports my learning and growth, a positive environment and constructive criticism.
27. Open minded, supportive, and constructive. Encourages continued learning
28. Fun, nonchalant. Limited drama.
29. Teamwork and not clicky
30. Positive work environment, consistency
31. To feel like I belong, and that I am actually helping people.
32. good teamwork, no discrimination, supportive upper management
33. I would Flexibility and friendly atmosphere.
34. Supported and encouraged work-life balance. Adequate paid parental leave for birth or adoption of children, paid time off to care for a sick or injured family member, paid extended sick leave for personal injury or illness, adequate paid vacation time to facilitate and encourage rest and minimize burnout.
35. Values, taking care of employees, working as a unit.
36. I would like a happy work environment.
37. Friendly co-workers working together toward a mutual goal
38. Quality communication is vital. Clear, respectful, and professional communication. A work culture that is primarily based on improvement, where improvement is found in reflection and discussion of outcomes, and reevaluation of goals and if they're being met. An understood hierarchy of experience, that doesn't contribute to the eating of the young, but rather a growth-oriented structure that welcomes team members into higher positions of competence through education. An added strength is a level of community that is fostered by organized gatherings and celebrations of both group and individual performance, as well as celebrating milestones met both inside and outside of work (birthdays, births, new homes, overcoming an illness, etc).
39. Teamwork and management full support for the staff
40. Pleasant work environment. Everyone working together.
41. To work alone
42. Respecting, understanding, good teamwork
43. Collaboration across the spectrum of practitioners in order to provide holistic healing.
44. Ability to contribute/grow culture

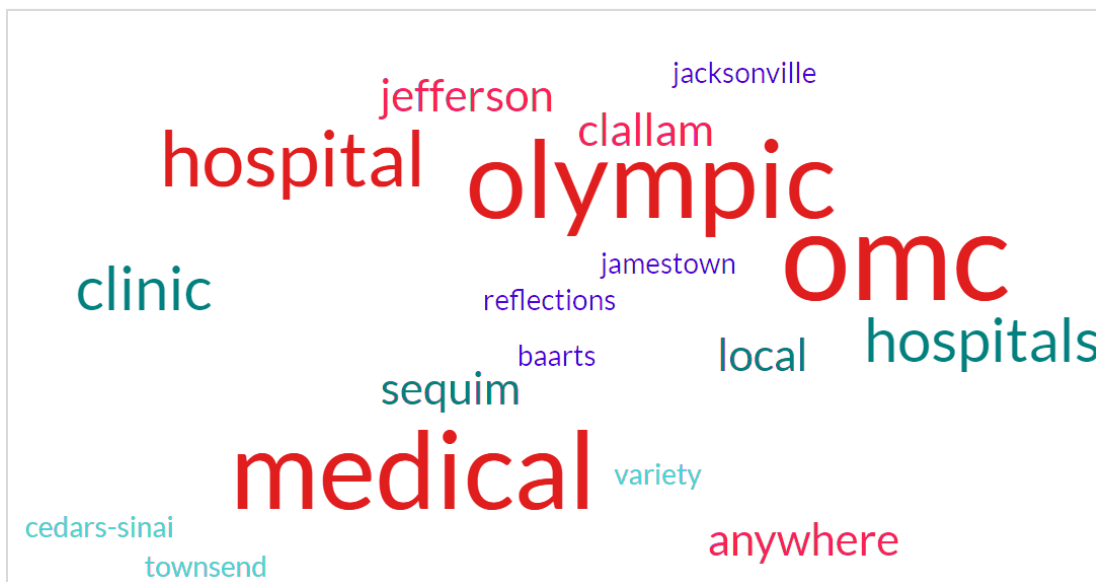
## Question 2: How are you seeking employment?



1. I am pursuing my CNA and will then apply for CNA jobs.
2. Will once the dental hygiene program opens up at P.C :)
3. I am networking at this time, for when I am ready to find employment
4. Already employed. Applied through Indeed
5. Already employed
6. I'm currently working
7. When I'm ready I'll apply.
8. Not sure yet.
9. Indeed
10. Online
11. Indeed, LinkedIn, websites of employers.
12. I am seeking employment by checking specific company career websites and job listings.
13. Company websites, Indeed, LinkedIn, Google, etc.
14. Mostly online
15. Generally, utilize listings posted on employers webpages.
16. Online applications.
17. I am mostly looking for jobs through hospital websites.
18. Just word of mouth and seeing what is out there.
19. I use workforce, army readiness programs, online platforms.
20. online
21. I created a updated resume and cover letter. I have worked on the medical surgical unit for almost four years and have built rapport with my fellow coworkers.
22. Currently employed at OMC
23. OMC hospital website career section

24. I'm not really. Out here it's easy pickings; able to get a job just by asking. Lot's of connections in hospital and clinics. LTC is just asking.
25. Online and in person
26. Mostly internet job search sites
27. Online applications
28. Looking in the work sites online.
29. Direct application to hospital, may also use medical recruiter.
30. Referrals or online.
31. Full time employee
32. Honestly, currently I'm pretty overwhelmed with life and school, so it has been difficult to send out resumes and make initial contact. I am moving from Washington to Los Angeles after I graduate, I will be contacting and sending out my resume within several weeks.
33. Online job search for phlebotomist jobs on the peninsula
34. Resume on indeed, going to the organizations websites and applying
35. Private practice
36. From employer's website
37. I use word of mouth, and the internet.

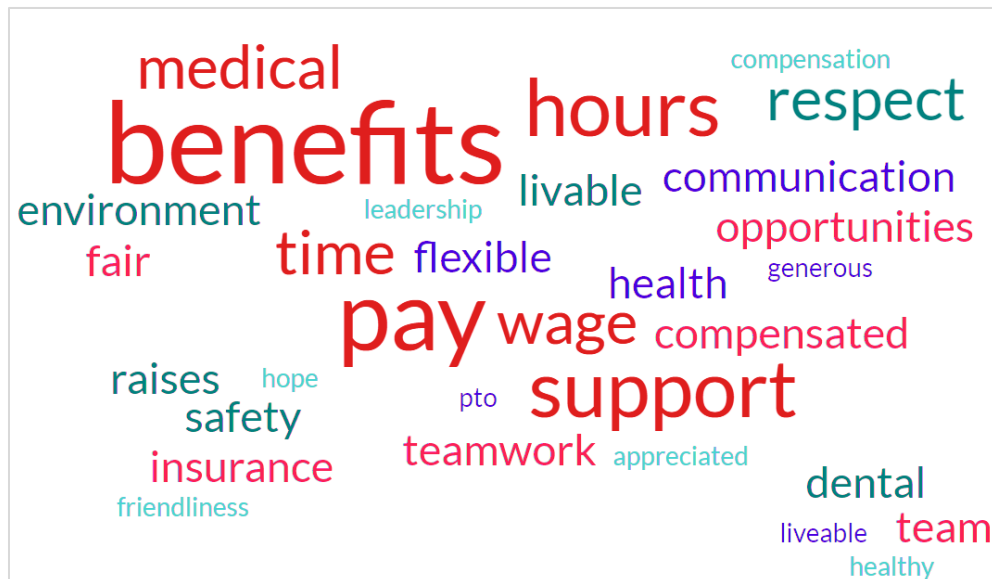
**Question 4: Where are you seeking employment?**



1. I haven't started looking yet. When I do start looking, I will look for job postings at hospitals and skilled nursing facilities.
2. Substance use disorder outpatient treatment
3. Already employed at Jamestown Healing Clinic
4. possibly Baarts /methadone clinic

5. Somewhere local, like PBH or Reflections, somewhere like that.
6. Counseling and substance abuse centers.
7. Port Angeles or Sequim
8. Baptist Health or UF Health in Jacksonville, FL.
9. Olympic Medical Center
10. I am seeking employment in an ICU in the surrounding hospitals of Port Angeles, including but not limited to OMC, St. Michales, and Jefferson.
11. Primarily Port Angeles, but I am willing to commute for the right opportunity
12. Not currently seeking employment but likely OMC.
13. OMC, local hospital
14. I plan on working at Olympic Medical Center.
15. Anywhere in the recovery field
16. Clallam county
17. online
18. Clallam or Jefferson counties.
19. OMC medical/Surgical unit
20. Olympic Medical Center
21. OMC
22. Not sure yet. Currently working at hospital under different scope.
23. Emergency departments
24. Anywhere on the Peninsula, but preferably Port Angeles or Sequim.
25. OMC, for the variety of workplaces to choose from
26. To up grade in my current job.
27. Hospital setting
28. Hospital setting
29. I would like to work at a pediatric clinic
30. Full time employee
31. Los Angeles, CA. Emenate Health is on my top list, as well as Cedars-Sinai. I am prioritizing hospitals with good graduate programs.
32. Olympic Medical Center (OMC)
33. Olympic Medical Center
34. With my masters in social work
35. Port Townsend
36. A Med-Surg unit on the North Olympic Peninsula.

### Question 5: What other expectations do you have about employment?

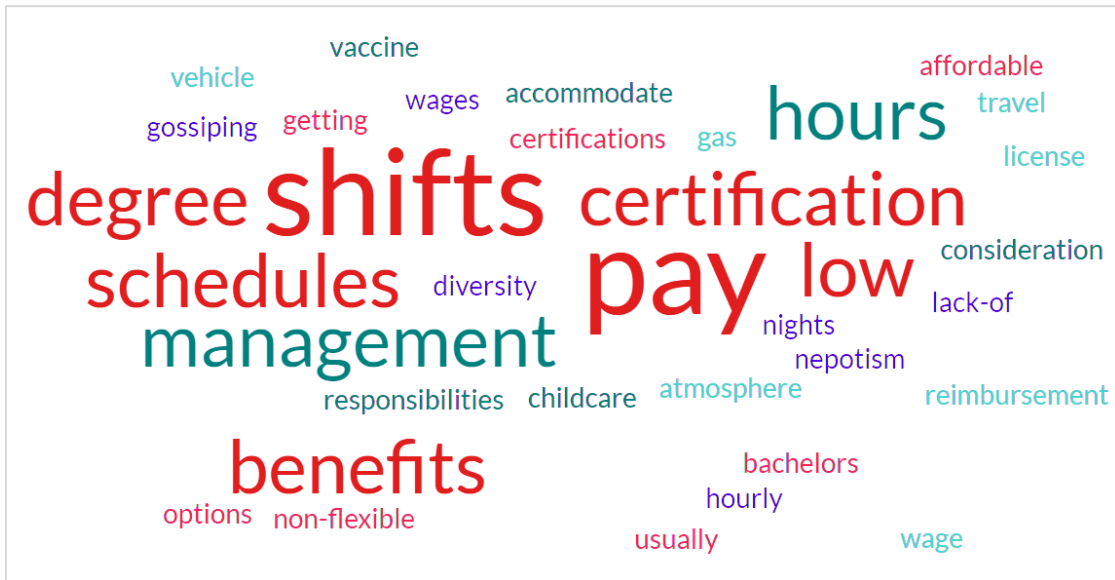


1. To earn a livable wage.
2. Good pay. Hard work is acknowledged
3. Livable wages
4. 12 step
5. Annual raises, generous PTO and medical/dental benefits
6. Decent pay, benefits
7. no expectations at this time.
8. I want to make more than minimum wage.
9. It will be an environment that meets clients were they are.
10. Safety, leadership
11. I want to be appropriately compensated for the hard work I did to get to this career in the first place. I want to feel like what I do is actually appreciated.
12. I desire to work in a culture of respect, teamwork and friendliness. I hope to have fair compensation for the services I provide, and opportunities to obtain pay raises and gain more responsibility and knowledge.
13. I expect to be treated with respect, and have a healthy working environment.
14. I expect to be fairly compensated for my work/knowledge. I expect to be treated with respect and to be a valued member of the team equivalent to the work I put in. I expect to have ample opportunities to learn and grow and to be given all tools necessary to do my job in the fullest capacity.
15. "I had a previous employer I worked for who wrote me up without explanation multiple times, which lead to me quitting due to her unwillingness to talk about what the issue was with pertinent details. I understand that limited details protects those accusing from retaliation, but what about the one being accused?"

16. This was especially disheartening as she always promoted the ""work family"" mentality and then did not support me when push came to shove."
17. Expectations and benefits are clearly detailed. Be honest and forthcoming with information instead of waiting for me to ask for every detail. I don't expect the perfect position with the best shift, but I don't want to be given the worst option and nothing else as an "eat their young" type mentality.
18. I mostly am expecting stable hours and adequate training time.
19. My expectations are just to watch and help people come alive again.
20. To be able to find it easily
21. good medical insurance and future study support.
22. Employee safety and psychological support.
23. I expect them to be fair and continue to support my growth, which I have no doubts they will do.
24. Open communication with employer
25. Getting paid, benefits, flexible hours. I like nightshift.
26. Money, benefits and hours
27. Medical benefits
28. That my team will act professionally, and that I will earn a livable wage (i.e. somewhere around \$25+ per hour).
29. well staffed, well paid
30. I expect I can leave for appointments for my son.
31. 401K with matching, mental health and weight management coverage in employer provided health insurance, vision and dental included.
32. Acceptable pay, benefits, employers that appreciate employees, employees working together.
33. Adequate pay for living costs
34. From a graduating student's perspective, I am focused on how an employer transitions new graduates into their structure. My expectation is to be brought into a cohort of both new grads and new citizens of the US, and continue through a half-year to a full year of an in-hospital graduate program, and in that time be circulated through departments to have a better idea of what works, and then graduate that program and work on the floor.
35. Work hours flexibility
36. 288k a year before tax once I am fully licensed
37. Flexible work schedule
38. I believe teamwork and clear communication are essential.



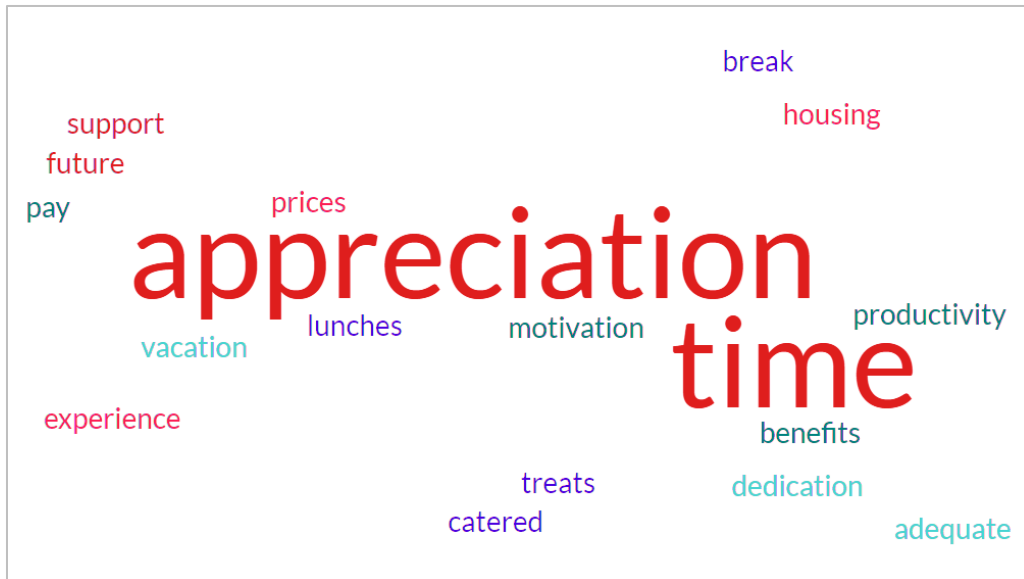
**Question 6: What part(s), if any, of healthcare job listings prevented you from considering applying for them?**



1. In the future, schedules that can accommodate childcare responsibilities will be a consideration.
2. Don't have the certification
3. Vaccine requirements
4. Lack of benefits
5. The need for a bachelors degree
6. I need schooling, then I'll apply.
7. Getting the degree and certifications for the job.
8. "We're a family" is usually a red flag for me since any other job I have worked that claims "we're a family" has been insanely toxic.
9. Reading reviews & speaking with employees.
10. "Non-flexible schedules (options for part time & 3 12hr shifts are essential)
11. I wouldn't apply for a job that requires experience because I have none outside of my schooling at this time. "
12. Low pay
13. Lack of affordable benefits
14. Bullying/gossiping staff
15. Lack of information regarding the position. I know my role in the job, but different departments have different requirements and not knowing the extras for them leaves too much in the air to make that decision. I don't want to waste anyone's time applying for a position I wasn't prepared for.
16. Rotating shifts would be a major drawback. I can't switch between days and nights like that and still live a normal life.

17. Bad management
18. unreasonable nurse and patient ratio, and not flexible work time.
19. Lack-of-diversity and nepotism.
20. Wages.
21. Haven't looked. Don't want to think about that right now.
22. Pay
23. Base pay
24. The lack of national certification during apprenticeship training, the hourly wage, and occasionally the management team.
25. reviews from patients/clients/families that show examples of behaviors that should not be okay in a medical/patient centered atmosphere
26. The fact I might not be able to take my kid to their doctor appointments.
27. Travel was required and gas or vehicle maintenance reimbursement wasn't included and use of personal car was required. Low rate of vacation/sick accrual, and no rollover to next year for any unused hours.
28. I am looking specifically for the best graduate/nurse residency programs, that is the deciding factor for me. I feel the transition into this career is very important, so I am observant of areas that affect this.
29. For Nursing not yet done with nursing school Andi have no license for a nurse
30. Salary and work hours flexibility
31. Long commute time
32. 7 am - 7pm shifts. With my neurological issue, I am not sure if I could safely do it.

**Question 7: Is there anything else you would like to share?**



1. This survey was a little beyond my current situation. I am just getting prepared for job searching so am not actively seeking employment until after I complete my CNA.
2. I love HSSA classes
3. I hope to be looking for work in 2 years.
4. Looking forward to be a nurse and help more people in future.
5. Employee support and motivation is key in productivity.
6. CNA's and EMT's deserve a better pay than what we get full time with benefits. It has been such a struggle to work part time and make it with inflation and outrageous housing prices.
7. Tons of experience with psych patients. That's what my job mainly deals with right now.
8. Getting help in choosing a clinic that fits.
9. Catered lunches, and periodic treats in break rooms is not adequate staff appreciation. Free paid sick/vacation days or hours to be awarded would be a nice way to show your appreciation for work done well and dedication.
10. I would gladly do a twelve if could be in bed by 0300.