



2006 Colorado Certified Nurse Aide Workforce Survey

*Codebook and Variable Frequencies
Report – Public Use File*

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INTRODUCTION

The Colorado Health Institute (CHI) serves as an independent, nonpartisan source of health information and policy analysis. With funding from The Colorado Trust, CHI is building a comprehensive health professions database for the purpose of informing health workforce policy in Colorado.

A series of profession-specific workforce databases is being constructed to complement existing health professions workforce data. From these data, CHI is developing a set of indicators that will document changes in health care workforce supply and demand as well as practice patterns that exist in Colorado communities over time. A database download function has been developed to enable visitors to the CHI Web site to download health professions data and customize reports by profession and geographic location.

2006 COLORADO CERTIFIED NURSE AIDE WORKFORCE SURVEY

Methods

In December 2005, survey questionnaires were included with the licensing renewal materials mailed to certified nurse aides (CNAs) whose Colorado licenses were up for renewal. Approximately 29,295 CNAs held an active license to practice in Colorado. The survey forms were mailed to the contact address in each licensee's licensure file at the Colorado Department of Regulatory Agencies (DORA). This address may have been the CNA's home or practice location.

Response Rate

CHI received survey responses from 10,293 CNAs, or about 35 percent of those who were mailed a survey form. The following table exhibits the final survey disposition.

Final Disposition	Number
Surveys mailed out	29,295
Returned online	1,008
Returned by mail	9,285
Returned completed questionnaires	10,293
Return rate	35.1%

Information from the survey questionnaires submitted to CHI in paper format was entered using Microsoft Access (N=9,285). In addition, 1,008 survey forms were electronically submitted to CHI via an online survey tool. With the paper forms, CHI randomly selected 475 for data entry reliability analysis. The reliability of data entry was 99 percent or better across all survey variables. Data verification and cleaning were conducted with a series of quality checks to ensure data completeness and adherence to formatting protocols.

Survey limitations

The degree to which findings of the survey sample can be generalized to the total Colorado CNA population is not known because the survey was not tracked. Therefore, non-response weights could not be generated, which would have accounted for non-response bias.

Because of these limitations, it is not possible to generalize the survey findings to Colorado's CNA population. Yet, in spite of the potential biases introduced by those who chose to return a completed survey form versus those who did not, it is still the case that 10,293 CNAs licensed in Colorado chose to participate in the 2006 survey.

As a point of reference, Appendix B (p. 42) displays a matrix that delineates a series of demographic findings gleaned from the 2006 CNA Survey, and also demographic findings from DORA's licensure database.

PUBLIC USE DATA FILES

This codebook specifies the variables contained in the 2006 CHI Colorado Certified Nurse Aide Workforce Survey public use file (PUF). The file contains 10,293 records, one for each respondent. The PUF contains 99 variables. [See the list of variables on p. 5-7 for the variables contained in the PUF].

The PUF is available for anyone to analyze. To minimize any risk of indirect identification and ensure confidentiality of survey respondents, sub-state geographic identifiers such as county, city and ZIP Code, and other sensitive variables such as graduation year, are removed or rolled up into categorical variables. Users of the PUF must fill out a registration form.

All users of the data must include the following citation in any public release of the data or its subsequent analysis: "Source: The 2006 Certified Nurse Aide Workforce Survey, Colorado Health Institute."

In addition, CHI requests that interested individuals and organizations using the database share their analysis and findings with CHI by contacting Jackie Colby at 303.831.4200 ext. 225, or by e-mail at colbyj@coloradohealthinstitute.org.

Technical information

The PUF is released as SAS, comma-delimited, Excel and SPSS files. In addition, a demographic matrix is provided in Appendix B.

Codebook structure

The codebook lists variable labels in the order in which they appear on the questionnaire. Each variable includes a name, description and any appropriate technical notes. The last 7 variables in the codebook were created from survey questions and re-coded to protect the confidentiality of survey respondents.

For each variable, an unweighted frequency is provided. The unweighted sum for each variable totals 10,293, that is, the number of survey respondents.

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2006 CNA SURVEY

To complete form online . . .

Go to www.dora.state.co.us/nursing → then link to "Registrations Online Services" → Follow instructions for completing your certification renewal → When you have completed the renewal process, click on "Logout" → Look for link to 2006 CNA Survey → Complete survey form online.

This survey is a joint project, for workforce research purposes, between the Colorado Health Institute (CHI) and the Colorado Board of Nursing. Your name is not on the form and answers are confidential. Please return the questionnaire with your license renewal materials or complete form online. Thank you for your assistance in this important survey.

SECTION A. EDUCATION

1. Print year and state you completed your **initial training** to become a CNA:

YEAR _____ STATE _____ (COUNTRY IF NOT US) _____

2. Where did you receive your **initial training** to become a CNA: (mark **one**)

☐ HIGH SCHOOL ☐ COMMUNITY COLLEGE
☐ VOCATIONAL SCHOOL ☐ LONG-TERM CARE FACILITY
☐ TRADE ASSOCIATION ☐ HOSPITAL
☐ OTHER (SPECIFY): _____

3. Indicate **all training or education** completed: (mark **all** that apply)

☐ HIGH SCHOOL DIPLOMA ☐ ASSOCIATE: NURSING
☐ GED ☐ ASSOCIATE: NON-NURSING
☐ LPN / LVN / LPT ☐ BACHELORS: NURSING
☐ BACHELORS: NON-NURSING
☐ OTHER (SPECIFY): _____

- 4a. Are you **seeking** further **education**, or will you do so within the next year?

☐ YES ☐ NO (skip to 4c)



- 4b. If yes, what **type** of **education** are you seeking or will you seek? (mark **one**)

☐ LPN / LVN / LPT ☐ BACHELORS: NURSING
☐ ASSOCIATE: NURSING ☐ BACHELORS: NON-NURSING
☐ ASSOCIATE: NON-NURSING
☐ OTHER (SPECIFY): _____

- 4c. If no, which of the following are the **reasons**: (mark **all** that apply)

☐ NOT INTERESTED ☐ NO INFORMATION ON EDUCATIONAL PROGRAMS
☐ COST OF EDUCATION ☐ WAITING LIST TOO LONG
☐ LACK OF CHILD CARE ☐ LACK OF TRANSPORTATION TO CLASSES
☐ OTHER (SPECIFY): _____

5. In 2005 Colorado passed legislation allowing CNAs to become certified as **Medication Aides** in long-term care facilities.

- 5a. Have you **heard** about the Medication Aide **certification**? ☐ YES ☐ NO

- 5b. Would you be **interested** in completing the **coursework and training** to become a Medication Aide? ☐ YES ☐ NO

- 5c. Have you **worked** at least **2,000 hours** as a CNA? ☐ YES ☐ NO

SECTION B. LICENSING/CERTIFICATION

1. Indicate all healthcare **licenses or certificates** you have **ever held** (mark **all** that apply):

☐ CNA ☐ LPN / LVN ☐ RN ☐ OTHER (SPECIFY) _____

2. As of December 2005, list all **states** in which you are **actively certified or licensed**, and mark **types** of **certificates or licenses**:

STATE _____

☐ CNA
☐ LPN/LVN/LPT
☐ RN
☐ OTHER _____

(mark **all** that apply)

STATE _____

☐ CNA
☐ LPN/LVN/LPT
☐ RN
☐ OTHER _____

(mark **all** that apply)

STATE _____

☐ CNA
☐ LPN/LVN/LPT
☐ RN
☐ OTHER _____

(mark **all** that apply)

SECTION C. EMPLOYMENT

- 1a. Were you **certified** as a CNA two years ago – in **December 2003**?

☐ YES ☐ NO (skip to 3a)



- 1b. If yes, were you **working** as a CNA in **December 2003**?

☐ YES ☐ NO (skip to 3a)



2. For the CNA position you would consider your **primary work** in **December 2003**, print the **city/state/zipcode** of the worksite.

CITY _____

STATE _____

ZIPCODE _____

COUNTRY IF NOT US _____

- 3a. Are you currently **working** in a CNA position (as of **December 2005**)?

☐ YES (skip to 4) ☐ NO



- 3b. If no, **are you**? (mark **one**):

☐ UNEMPLOYED / LOOKING ☐ RETIRED / NOT LOOKING
☐ UNEMPLOYED / NOT LOOKING ☐ WORKING IN ANOTHER FIELD

- 3c. If no, what are the **reasons** you are **not working** in a CNA position? (mark **all** that apply)

☐ DIFFICULT TO FIND A CNA POSITION
☐ HOURS MORE CONVENIENT IN OTHER POSITION
☐ BETTER SALARIES IN OTHER TYPE POSITION
☐ POOR OR NO HEALTH BENEFITS
☐ WORK ENVIRONMENT INHIBITS ABILITY TO PRACTICE ON PROFESSIONAL LEVEL
☐ FIND OTHER POSITION MORE REWARDING PROFESSIONALLY
☐ CONCERN ABOUT SAFETY IN HEALTH CARE ENVIRONMENT
☐ WORK-RELATED INJURIES
☐ DISABILITY / ILLNESS
☐ HOME/FAMILY
☐ RETIREMENT
☐ OTHER (SPECIFY): _____

PLEASE TURN FORM OVER →

SECTION C. EMPLOYMENT (continued)

If you are not currently working as a CNA, skip to Section D

4. Are you currently **working** as a CNA for **more than one** employer (as of December 2005)? ☐ YES ☐ NO
5. For the CNA position you would consider your **primary work** in **December 2005**, print the city/state/zipcode of the worksite.
- CITY _____
- STATE _____ ZIPCODE _____ COUNTRY IF NOT US _____
- 6a. Is the **location** of your primary CNA position in **Colorado**?
☐ YES (skip to 7) ☐ NO
- 6b. If no, indicate **reasons** for working outside Colorado: (mark **all** that apply)
- | | |
|---|---|
| <input type="checkbox"/> PROFESSIONAL OPPORTUNITY | <input type="checkbox"/> BETTER PAY |
| <input type="checkbox"/> PROMOTION | <input type="checkbox"/> SCHOOL |
| <input type="checkbox"/> GEOGRAPHIC ENVIRONMENT | <input type="checkbox"/> COST OF LIVING |
| <input type="checkbox"/> FAMILY | <input type="checkbox"/> MILITARY |
| <input type="checkbox"/> OTHER (SPECIFY): _____ | |
7. What best describes the **work setting** of your current primary CNA position (as of December 2005): (mark **one**)
- | | |
|---|--|
| <input type="checkbox"/> HOSPITAL | <input type="checkbox"/> LONG-TERM CARE/NURSING HOME |
| <input type="checkbox"/> ASSISTED LIVING FACILITY | <input type="checkbox"/> MEDICAL PRACTICE OFFICE OR CLINIC |
| <input type="checkbox"/> HOME HEALTH AGENCY | <input type="checkbox"/> FREESTANDING OUTPATIENT CLINIC |
| <input type="checkbox"/> PUBLIC HEALTH AGENCY | <input type="checkbox"/> SCHOOL HEALTH SERVICE |
| <input type="checkbox"/> COMMUNITY HEALTH AGENCY | <input type="checkbox"/> EMPLOYEE HEALTH SERVICE |
| <input type="checkbox"/> PRIVATE HOME | |
| <input type="checkbox"/> OTHER (SPECIFY): _____ | |
8. In your **primary CNA position**, **are you**? (mark one)
- ☐ IN THE MILITARY
- ☐ FEDERAL EMPLOYEE
- ☐ NONFEDERAL EMPLOYEE OF ORGANIZATION OR FACILITY
- ☐ EMPLOYED THROUGH EMPLOYMENT SERVICE AGENCY
- ☐ SELF-EMPLOYED
9. What **term** best corresponds to the **position title** of your primary CNA position: (mark **one**)
- | | |
|--|--|
| <input type="checkbox"/> NURSE ASSISTANT | <input type="checkbox"/> PATIENT CARE TECHNICIAN |
| <input type="checkbox"/> NURSE AIDE | <input type="checkbox"/> DIRECT SUPPORT PROFESSIONAL |
| <input type="checkbox"/> HOME HEALTH AIDE | <input type="checkbox"/> PRECEPTOR |
| <input type="checkbox"/> HOME CARE AIDE | <input type="checkbox"/> ORDERLY |
| <input type="checkbox"/> PERSONAL CARE ATTENDANT | |
| <input type="checkbox"/> OTHER (SPECIFY): _____ | |
10. Indicate **years/months** you have **worked** in your current primary CNA position?
- ____ YEARS, ____ MONTHS
11. Indicate **years** you plan to **continue to work** as a CNA? (Indicate number or mark unknown)
- ☐ LESS THAN 5 ☐ 6-10 ☐ 11-15 ☐ MORE THAN 15
- ☐ UNKNOWN
12. Do you receive **health insurance benefits** from your **current employer** (December 2005)? ☐ YES ☐ NO
13. What was your **gross annual salary** for **all CNA-related employment** in calendar year **2004**? (mark one)
- | | |
|--|---|
| <input type="checkbox"/> \$0 (DID NOT WORK AS CNA IN 2004) | <input type="checkbox"/> \$30,000 to \$39,999 |
| <input type="checkbox"/> LESS THAN \$10,000 | <input type="checkbox"/> \$40,000 to \$49,999 |
| <input type="checkbox"/> \$10,000 to \$19,999 | <input type="checkbox"/> \$50,000 to \$59,999 |
| <input type="checkbox"/> \$20,000 to \$29,999 | <input type="checkbox"/> \$60,000 OR MORE |
| <input type="checkbox"/> \$30,000 to \$39,999 | |

14. IN A TWO-WEEK PERIOD, GENERALLY:

- a. How many **total hours** do you **work**? (all CNA positions combined)
- TOTAL HOURS: ____
- b. How many **days** do you work more than **12 hours**? (all CNA positions combined)
- NUMBER OF DAYS (0-14): ____
- c. What **percentage (%)** of your **work time** do you spend in the following areas (all nursing positions combined)?
- DIRECT PATIENT CARE: _____
- CNA-RELATED TRAINING / EDUCATION, INCLUDING CONTINUING ED. _____
- OTHER CNA-RELATED ACTIVITIES (SPECIFY): _____
- TOTAL (PERCENTAGE MUST TOTAL 100%). 100%**

15. **Rate** each statement as it applies to the **work place** of your **primary CNA position** (December 2005): (mark one box per statement)

[1=disagree → 5=agree]

- a. I AM RESPECTED OR REWARDED BY MY EMPLOYER FOR MY WORK 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
- b. I CAN DECIDE ON MY OWN HOW TO GO ABOUT DOING MY WORK 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
- c. I AM INVOLVED IN CHALLENGING WORK. 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
- d. I HAVE A CHANCE TO GAIN NEW SKILLS AND KNOWLEDGE ON THE JOB 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
- e. I HAVE THE OPPORTUNITY TO WORK IN TEAMS 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
- f. I AM CONFIDENT IN MY ABILITY TO DO MY JOB 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐
- g. I AM SATISFIED WORKING AS A CNA 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐

SECTION D. GENERAL INFORMATION

1. In what **state** did you grow up? (please print)
- STATE _____ COUNTRY IF NOT US _____
- 2a. The location where you grew up was: (mark one)
- ☐ URBAN (skip to 3a) ☐ SUBURBAN (skip to 3a) ☐ RURAL
- 2b. If rural, was population less than 2,500? ☐ YES ☐ NO
- 3a. Do you **speak a language** in addition to English? ☐ YES ☐ NO (skip to 4)
- 3b. If yes, indicate language(s): (Mark **all** that apply):
- ☐ FRENCH ☐ RUSSIAN ☐ VIETNAMESE
- ☐ GERMAN ☐ SPANISH ☐ SIGN LANGUAGE
- ☐ OTHER (SPECIFY): _____
4. **Ethnicity/Race** (mark **all** that apply)
- ☐ AMERICAN INDIAN OR ALASKA NATIVE
- ☐ ASIAN
- ☐ BLACK OR AFRICAN AMERICAN
- ☐ HISPANIC OR LATINO
- ☐ NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER
- ☐ WHITE
5. **Gender:** ☐ MALE ☐ FEMALE
6. **Year of Birth:** ____
7. **Current home zip code:** ____

LISTING OF VARIABLES

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A1.	EDUC_YEAR_GRP	Year completed initial training to become a CNA, grouped
A1.	EDUC_STATE_CO	State in which training program was located
A2.	INIT_TRAIN	Type of facility where initial CNA training was completed
A3.	EDUC_HSD	Training or education completed: High school diploma
A3.	EDUC_GED	Training or education completed: GED
A3.	EDUC_LPN	Training or education completed: LPN/LVN/LPT
A3.	EDUC_ASSC_NURSE	Training or education completed: Associate degree in nursing
A3.	EDUC_ASSC_OTH	Training or education completed: Associate degree, not in nursing
A3.	EDUC_BS_NURSE	Training or education completed: Bachelor's degree in nursing
A3.	EDUC_BS_OTH	Training or education completed: Bachelor's degree, not in nursing
A3.	EDUC_OTHER	Training or education completed: Other
A4a.	EDUC_FURTHER	Currently or will be seeking further education
A4b.	EDUC_FURTH_TYPE	Type of further education being sought
A4c.	EDUC_FURTH_NOTINT	Reason for not seeking another degree: Not interested
A4c.	EDUC_FURTH_COST	Reason for not seeking another degree: Cost of education
A4c.	EDUC_FURTH_CHILDCARE	Reason for not seeking another degree: Lack of childcare
A4c.	EDUC_FURTH_NOINFO	Reason for not seeking another degree: No information on educational programs
A4c.	EDUC_FURTH_WAITLIST	Reason for not seeking another degree: Waiting list too long
A4c.	EDUC_FURTH_NOTRANS	Reason for not seeking another degree: Lack of transportation to classes
A4c.	EDUC_FURTH_NO_OTHER	Reason for not seeking another degree: Other
A5a.	MEDAIDE_HEARD	Heard about medication aide certification
A5b.	MEDAIDE_INT	Interested in completing coursework and training to become a medication aide
A5c.	CNA_2000HRS	Worked at least 2,000 hours as a CNA
B1.	LIC_CNA	Licenses or certificates ever held: CNA
B1.	LIC_LPN	Licenses or certificates ever held: LPN/LVN
B1.	LIC_RN	Licenses or certificates ever held: RN
B1.	LIC_OTHER	Licenses or certificates ever held: Other
B2_1.	LIC_STATE1_CO	As of December 2005, states in which actively certified or licensed – First state
B2_1.	LIC_STATE1_CNA	First state: Active certificates or licenses – CNA
B2_1.	LIC_STATE1_LPN	First state: Active certificates or licenses – LPN/LVN
B2_1.	LIC_STATE1_RN	First state: Active certificates or licenses – RN
B2_2.	LIC_STATE2_CO	As of December 2005, states in which actively certified or licensed – Second state
B2_2.	LIC_STATE2_CNA	Second state: Active certificates or licenses – CNA
C1a.	CNA_CERT_2003	Certified as a CNA in December 2003
C1b.	CNA_WORK_2003	Working as a CNA in December 2003
C2.	CNA_2003_STATE_CO	State of primary CNA position in December 2003
C3a.	CNA_WORK_2005	Working as a CNA in December 2005
C3b.	CNA_STATUS_2005	Not working as a CNA: Employment status in December 2005
C3c.	RSN_NOWK_DIFF	Reason for not working as a CNA: Difficult to find a CNA position
C3c.	RSN_NOWK_HRS	Reason for not working as a CNA: Hours more convenient in other position
C3c.	RSN_NOWK_SALARY	Reason for not working as a CNA: Better salaries in other type position
C3c.	RSN_NOWK_BENEFITS	Reason for not working as a CNA: Poor or no health benefits

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_ENVIRO	Reason for not working as a CNA: Work environment inhibits ability to practice on professional level
C3c.	RSN_NOWK_REWARD	Reason for not working as a CNA: Find other position more rewarding professionally
C3c.	RSN_NOWK_SAFETY	Reason for not working as a CNA: Concern about safety in health care environment
C3c.	RSN_NOWK_INJURY	Reason for not working as a CNA: Work-related injuries
C3c.	RSN_NOWK_DISABILITY	Reason for not working as a CNA: Disability/illness
C3c.	RSN_NOWK_FAMILY	Reason for not working as a CNA: Home/family
C3c.	RSN_NOWK_RETIRE	Reason for not working as a CNA: Retirement
C3c.	RSN_NOWK_OTHER	Reason for not working as a CNA: Other
C4.	CNA_MULTIPLE_EMP	Working as a CNA for more than one employer in December 2005
C5.	CNA_PRIM_STATE_CO	State of primary CNA position in December 2005
C6a.	CNA_PRIM_COLO	Primary CNA position located in Colorado
C6b.	RSN_NOCOLO_FAMILY	Reason for working outside Colorado: Family
C6b.	RSN_NOCOLO_PAY	Reason for working outside Colorado: Better pay
C6b.	RSN_NOCOLO_SCHOOL	Reason for working outside Colorado: School
C6b.	RSN_NOCOLO_COST	Reason for working outside Colorado: Cost of living
C6b.	RSN_NOCOLO_OTHER	Reason for working outside Colorado: Other
C7.	CNA_PRIM_SETTING_GRP	Work setting of primary CNA position in December 2005, grouped
C8.	CNA_PRIM_EMPTYTYPE_GRP	Type of employer for primary CNA position, grouped
C9.	CNA_PRIM_TITLE_GRP	Title of primary CNA position, grouped
C10.	CNA_PRIM_TOTAL_GRP	Total months worked in primary CNA position (calculated total months), grouped
C11.	CNA_PRIM_PLANS	Years plan to continue to work as a CNA
C12.	HEALTH_INSUR_CURR	Receive health insurance benefits from employer
C13.	SALARY_2004_GRP	Gross annual salary for all CNA-related employment in 2004, grouped
C14a.	TWOWKS_HRS_GRP	Hours worked for pay in a two-week period, grouped
C14b.	TWOWKS_DAYS_GRP	Days worked more than 12 hours a day in a two-week period, grouped
C14c.	TWOWKS_PCT_PTCARE_GRP	Percentage of work time spent in direct patient care, grouped
C14c.	TWOWKS_PCT_EDUC_GRP	Percentage of work time spent in CNA-related training/education, including continuing education, grouped
C14c.	TWOWKS_PCT_OTHER_GRP	Percentage of work time spent in other CNA-related activities, grouped
C15a.	CNA_PRIM_RESPECT	Respondent is respected or rewarded by employer for his/her work
C15b.	CNA_PRIM_DECIDE	Respondent can decide on how to go about doing his/her work
C15c.	CNA_PRIM_CHAL	Respondent is involved in challenging work
C15d.	CNA_PRIM_SKILLS	Respondent has the chance to gain new skills and knowledge on the job
C15e.	CNA_PRIM_OPPOR	Respondent has the opportunity to work in teams
C15f.	CNA_PRIM_CONFID	Respondent is confident in ability to do his/her job
C15g.	CNA_PRIM_SATISFY	Respondent is satisfied working as a CNA
D1.	GREWUP_STATE_CO	State in which respondent grew up
D1.	GREWUP_COUNTRY_USA	Country in which respondent grew up
D2a.	GREWUP_AREA_TYPE	Area where respondent grew up
D2b.	GREWUP_RURAL_POP	Population where respondent grew up was less than 2,500
D3a.	LANG_ADDNL	Speak a language in addition to English
D3b.	LANG_FRENCH	Other language: French
D3b.	LANG_GERMAN	Other language: German
D3b.	LANG_RUSSIAN	Other language: Russian

<u>QUESTION NUMBER</u>	<u>VARIABLE NAME</u>	<u>DESCRIPTION</u>
D3b.	LANG_SPANISH	Other language: Spanish
D3b.	LANG_SIGN	Other language: Sign language
D3b.	LANG_OTHER	Other language: Other
D4.	WHITE	Ethnicity/Race: White versus Non-White
D5.	GENDER	Gender
D6.	BIRTH_YEAR_GRP	Year of birth, grouped
CREATED VARIABLE	GRAD_NUMYRS_GRP	Years since completing initial training to become a CNA, grouped
CREATED VARIABLE	GRAD_AGE_GRP	Age at completion of initial training to become a CNA, grouped
CREATED VARIABLE	PRIM03_RUCA_CLASS	Urban/rural classification of ZIP Codes of primary CNA position in December 2003
CREATED VARIABLE	PRIM05_RUCA_CLASS	Urban/rural classification of ZIP Codes of primary CNA worksite in December 2005
CREATED VARIABLE	AGE_GRP	Age in 2005, grouped
CREATED VARIABLE	HOME_STATE_CO	State of residence in 2005
CREATED VARIABLE	HOME_RUCA_CLASS	Urban/rural classification of ZIP Codes of residence in 2005

CODEBOOK AND FREQUENCIES

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A1.	EDUC_YEAR_GRP	Year completed initial training to become a CNA, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	853
-8	Not Applicable	8
1	1974 or before	131
2	1975-1989	1096
3	1990-1999	3164
4	2000 or after	5041
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A1.	EDUC_STATE_CO	State in which training program was located

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	348
0	Non-Colorado	1249
1	Colorado	8696
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A2.	INIT_TRAIN	Type of facility where initial CNA training was completed

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	407
1	High School	216
2	Vocational School	1582
3	Trade Association	273
4	Community College	2180
5	Long-term Care Facility	4090
6	Hospital	440
7	Other	1105
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_HSD	Training or education completed: High school diploma
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3252
1	Yes	7041
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_GED	Training or education completed: GED
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	8247
1	Yes	2046
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_LPN	Training or education completed: LPN/LVN/LPT
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10092
1	Yes	201
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_ASSC_NURSE	Training or education completed: Associate degree in nursing
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	9939
1	Yes	354
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_ASSC_OTH	Training or education completed: Associate degree, not in nursing
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	9689
1	Yes	604
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_BS_NURSE	Training or education completed: Bachelor's degree in nursing
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10228
1	Yes	65
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_BS_OTH	Training or education completed: Bachelor's degree, not in nursing
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	9653
1	Yes	640
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A3.	EDUC_OTHER	Training or education completed: Other
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	7897
1	Yes	2396
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4a.	EDUC_FURTHER	Currently or will be seeking further education
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	365
0	No	4671
1	Yes	5257
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4b.	EDUC_FURTH_TYPE	Type of further education being sought

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	643
-8	Not Applicable	4671
1	LPN/LVN/LPT	1769
2	Associate: Nursing	820
3	Associate: Non-Nursing	175
4	Bachelor's: Nursing	925
5	Bachelor's: Non-Nursing	241
6	Other	1049
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDUC_FURTH_NOTINT	Reason for not seeking another degree: Not interested

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3551
-8	Not Applicable	5257
1	Yes	1485
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDUC_FURTH_COST	Reason for not seeking another degree: Cost of education

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2821
-8	Not Applicable	5257
1	Yes	2215
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDUC_FURTH_CHILDCARE	Reason for not seeking another degree: Lack of childcare

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	4458
-8	Not Applicable	5257
1	Yes	578
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDUC_FURTH_NOINFO	Reason for not seeking another degree: No information on educational programs

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	4781
-8	Not Applicable	5257
1	Yes	255
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDUC_FURTH_WAITLIST	Reason for not seeking another degree: Waiting list too long

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	4624
-8	Not Applicable	5257
1	Yes	412
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDUC_FURTH_NOTRANS	Reason for not seeking another degree: Lack of transportation to classes
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	4874
-8	Not Applicable	5257
1	Yes	162
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A4c.	EDU_FURTH_NO_OTHER	Reason for not seeking another degree: Other
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	4037
-8	Not Applicable	5257
1	Yes	999
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A5a.	MEDAIDE_HEARD	Heard about medication aide certification
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	188
0	No	6021
1	Yes	4084
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A5b.	MEDAIDE_INT	Interested in completing coursework and training to become a medication aide

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	674
0	No	2406
1	Yes	7213
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
A5c.	CNA_2000HRS	Worked at least 2,000 hours as a CNA

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	341
0	No	1651
1	Yes	8301
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B1.	LIC_CNA	Licenses or certificates ever held: CNA

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	302
1	Yes	9991
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
BI.	LIC_LPN	Licenses or certificates ever held: LPN/LVN

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10202
1	Yes	91
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
BI.	LIC_RN	Licenses or certificates ever held: RN

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10245
1	Yes	48
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
BI.	LIC_OTHER	Licenses or certificates ever held: Other

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	8501
1	Yes	1792
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B2_I.	LIC_STATEI_CO	As of December 2005, states in which actively licensed or certified—First state

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	305
0	Non-Colorado	369
1	Colorado	9619
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B2_I.	LIC_STATEI_CNA	First state: Active certificates or licenses—CNA

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	406
-8	Not Applicable	44
1	Yes	9843
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B2_I.	LIC_STATEI_LPN	First state: Active certificates or licenses—LPN/LVN

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10194
-8	Not Applicable	44
1	Yes	55
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B2_1.	LIC_STATE1 _RN	First state: Active certificates or licenses—RN

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10229
-8	Not Applicable	44
1	Yes	20
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B2_2.	LIC_STATE2_CO	As of December 2005, states in which actively licensed or certified—Second state

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	9635
0	Non-Colorado	388
1	Colorado	270
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
B2_2.	LIC_STATE2 _CNA	Second state: Active certificates or licenses—CNA

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	9715
-8	Not Applicable	2
1	Yes	576
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
Cl.a.	CNA_CERT_2003	Certified as a CNA in December 2003
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	272
0	No	2910
1	Yes	7111
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
Cl.b.	CNA_WORK_2003	Working as a CNA in December 2003
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	422
-8	Not Applicable	2910
0	No	728
1	Yes	6233
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C2.	CNA_2003_STATE_CO	State of primary CNA position in December 2003
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1032
-8	Not Applicable	4083
0	Non-Colorado	193
1	Colorado	4985
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3a.	CNA_WORK_2005	Working as a CNA in December 2005

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	258
0	No	2567
1	Yes	7468
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3b.	CNA_STATUS_2005	Not working as a CNA: Employment status in December 2005

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	358
-8	Not Applicable	7468
1	Unemployed/Looking	862
2	Unemployed/Not looking	318
3	Retired/Not looking	97
4	Working in another field	1190
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_DIFF	Reason for not working as a CNA: Difficult to find a CNA position

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2278
-8	Not Applicable	7468
1	Yes	547
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_HRS	Reason for not working as a CNA: Hours more convenient in other position

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2285
-8	Not Applicable	7468
1	Yes	540
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_SALARY	Reason for not working as a CNA: Better salaries in other type position

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2129
-8	Not Applicable	7468
1	Yes	696
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_BENEFITS	Reason for not working as a CNA: Poor or no health benefits

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2600
-8	Not Applicable	7468
1	Yes	225
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_ENVIRO	Reason for not working as a CNA: Work environment inhibits ability to practice on professional level

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2661
-8	Not Applicable	7468
1	Yes	164
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_REWARD	Reason for not working as a CNA: Find other position more rewarding professionally

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2523
-8	Not Applicable	7468
1	Yes	302
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_SAFETY	Reason for not working as a CNA: Concern about safety in health care environment

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2692
-8	Not Applicable	7468
1	Yes	133
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_INJURY	Reason for not working as a CNA: Work-related injuries
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2671
-8	Not Applicable	7468
1	Yes	154
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_DISABILITY	Reason for not working as a CNA: Disability/illness
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2628
-8	Not Applicable	7468
1	Yes	197
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_FAMILY	Reason for not working as a CNA: Home/family
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2253
-8	Not Applicable	7468
1	Yes	572
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_RETIRE	Reason for not working as a CNA: Retirement

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2730
-8	Not Applicable	7468
1	Yes	95
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C3c.	RSN_NOWK_OTHER	Reason for not working as a CNA: Other

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1819
-8	Not Applicable	7468
1	Yes	1006
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C4.	CNA_MULTI_EMP	Working as a CNA for more than one employer in December 2005

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	426
-8	Not Applicable	2567
0	No	5651
1	Yes	1649
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C5.	CNA_PRIM_STATE_CO	State of primary CNA position in December 2005
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1814
-8	Not Applicable	2590
0	Non-Colorado	116
1	Colorado	5773
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C6a.	CNA_PRIM_COLO	Primary CNA position located in Colorado
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	525
-8	Not Applicable	2567
0	No	156
1	Yes	7045
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C6b.	RSN_NOCOLO_FAMILY	Reason for working outside Colorado: Family
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	611
-8	Not Applicable	9612
1	Yes	70
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C6b.	RSN_NOCOLO_PAY	Reason for working outside Colorado: Better pay
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	652
-8	Not Applicable	9612
1	Yes	29
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C6b.	RSN_NOCOLO_SCHOOL	Reason for working outside Colorado: School
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	659
-8	Not Applicable	9612
1	Yes	22
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C6b.	RSN_NOCOLO_COST	Reason for working outside Colorado: Cost of living
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	659
-8	Not Applicable	9612
1	Yes	22
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C6b.	RSN_NOCOLO_OTHER	Reason for working outside Colorado: Other

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	640
-8	Not Applicable	9612
1	Yes	41
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C7.	CNA_PRIM_SETTING_GRP	Work setting of primary CNA position in December 2005, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	959
-8	Not Applicable	2567
1	Hospital	1469
2	Assisted Living Facility or Long-term Care/Nursing Home	3403
3	Home Health Agency	1002
4	Other	893
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C8.	CNA_PRIM_EMPTYTYPE_GRP	Type of employer for primary CNA position, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1379
-8	Not Applicable	2567
1	Federal Employee or in the Military	396
2	Nonfederal Employee of Organization or Facility	4598
3	Employed Through Employment Service Agency	900
4	Self-employed	453
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C9.	CNA_PRIM_TITLE_GRP	Title of primary CNA position, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1054
-8	Not Applicable	2567
1	Nurse Assistant	2457
2	Nurse Aide	2153
3	Home Health Aide or Home Care Aide	1014
4	Personal Care Attendant or Patient Care Technician	572
5	Other	476
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C10.	CNA_PRIM_TOTAL_GRP	Total months worked in primary CNA position (calculated total months), grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3219
1	0-11 months	1544
2	12-35 months	1882
3	36-84 months	1878
4	85 months or more	1770
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C11.	CNA_PRIM_PLANS	Years plan to continue to work as a CNA

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	456
-8	Not Applicable	2567
1	Less than 5 Years	1830
2	6 -10 Years	861
3	11-15 Years	310
4	More than 15 Years	703
5	Unknown	3566
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C12.	HEALTH_INSUR_CURR	Receive health insurance benefits from employer

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	438
-8	Not Applicable	2567
0	No	4050
1	Yes	3238
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C13.	SALARY_2004_GRP	Gross annual salary for all CNA-related employment in 2004, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	608
-8	Not Applicable	2567
1	\$0 (Did not work as a CNA in 2004)	688
2	Less Than \$10,000	1258
3	\$10,000-\$19,999	2284
4	\$20,000-\$29,999	2146
5	\$30,000 or More	742
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C14a.	TWOWKS_HRS_GRP	Hours worked for pay in a two-week period, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	848
-8	Not Applicable	2614
1	0-40 hours	2131
2	41-79 hours	2227
3	80 or more hours	2473
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C14b.	TWOWKS_DAYS_GRP	Days worked more than 12 hours a day in a two-week period, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1156
-8	Not Applicable	2589
1	4 days or less	5485
2	More than 4 days	1063
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C14c.	TWOWKS_PCT_PTCARE_GRP	Percentage of work time spent in direct patient care, grouped

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1094
-8	Not Applicable	3218
1	0-25 percent	223
2	26-50 percent	562
3	51-75 percent	728
4	76-100 percent	4468
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C14c.	TWOWKS_PCT_EDUC_GRP	Percentage of work time spent in CNA-related training/education, including continuing education, grouped

TYPE	TYPE
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1094
-8	Not Applicable	3218
1	0 percent	2461
2	1-10 percent	2518
3	11-30 percent	801
4	31-100 percent	201
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C14c.	TWOWKS_PCT_OTHER_GRP	Percentage of work time spent in other CNA-related activities, grouped
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1094
-8	Not Applicable	3218
1	0-25 percent	5385
2	26-50 percent	413
3	51-75 percent	73
4	76-100 percent	110
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15a.	CNA_PRIM_RESPECT	Respondent is respected or rewarded by employer for his/her work
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	590
-8	Not Applicable	2567
1	Disagree	695
2	Somewhat Disagree	752
3	Neither Disagree/Agree	1478
4	Somewhat Agree	1505
5	Agree	2706
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15b.	CNA_PRIM_DECIDE	Respondent can decide on how to go about doing his/her work
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	575
-8	Not Applicable	2567
1	Disagree	449
2	Somewhat Disagree	421
3	Neither Disagree/Agree	1192
4	Somewhat Agree	1902
5	Agree	3187
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15c.	CNA_PRIM_CHAL	Respondent is involved in challenging work
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	598
-8	Not Applicable	2567
1	Disagree	424
2	Somewhat Disagree	442
3	Neither Disagree/Agree	1272
4	Somewhat Agree	1795
5	Agree	3195
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15d.	CNA_PRIM_SKILLS	Respondent has the chance to gain new skills and knowledge on the job
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	594
-8	Not Applicable	2567
1	Disagree	713
2	Somewhat Disagree	764
3	Neither Disagree/Agree	1394
4	Somewhat Agree	1528
5	Agree	2733
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15e.	CNA_PRIM_OPOR	Respondent has the opportunity to work in teams
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	618
-8	Not Applicable	2567
1	Disagree	922
2	Somewhat Disagree	680
3	Neither Disagree/Agree	1283
4	Somewhat Agree	1479
5	Agree	2744
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15f.	CNA_PRIM_CONFID	Respondent is confident in his/her ability to do his/her job
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	543
-8	Not Applicable	2567
1	Disagree	246
2	Somewhat Disagree	53
3	Neither Disagree/Agree	164
4	Somewhat Agree	816
5	Agree	5904
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
C15g.	CNA_PRIM_SATISFY	Respondent is satisfied working as a CNA
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	539
-8	Not Applicable	2567
1	Disagree	515
2	Somewhat Disagree	507
3	Neither Disagree/Agree	1233
4	Somewhat Agree	1304
5	Agree	3628
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
DI.	GREWUP_STATE_CO	State in which respondent grew up
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	517
0	Non-Colorado	4380
1	Colorado	5396
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D1.	GREWUP_COUNTRY_USA	Country in which respondent grew up

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	10
0	Non-USA	864
1	USA	9419
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D2a.	GREWUP_AREA_TYPE	Area where respondent grew up

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1060
1	Urban	2723
2	Suburban	3191
3	Rural	3319
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D2b.	GREWUP_RURAL_POP	Population where respondent grew up was less than 2,500

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	120
-8	Not Applicable	6974
0	No	1277
1	Yes	1922
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3a.	LANG_ADDNL	Speak a language in addition to English

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	480
0	No	6913
1	Yes	2900
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3b.	LANG_FRENCH	Other language: French

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3214
-8	Not Applicable	6913
1	Yes	166
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3b.	LANG_GERMAN	Other language: German

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3211
-8	Not Applicable	6913
1	Yes	169
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3b.	LANG_RUSSIAN	Other language: Russian

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3281
-8	Not Applicable	6913
1	Yes	99
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3b.	LANG_SPANISH	Other language: Spanish

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1564
-8	Not Applicable	6913
1	Yes	1816
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3b.	LANG_SIGN	Other language: Sign language

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	3227
-8	Not Applicable	6913
1	Yes	153
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D3b.	LANG_OTHER	Other language: Other

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	2558
-8	Not Applicable	6913
1	Yes	822
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D4.	WHITE	Ethnicity/Race: White versus Non-White

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	457
0	Non-White	3685
1	White	6151
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D5.	GENDER	Gender

TYPE	LENGTH
Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	224
1	Male	946
2	Female	9123
TOTAL		10293

QUESTION NUMBER	VARIABLE NAME	DESCRIPTION
D6.	BIRTH_YEAR_GRP	Year of birth, grouped
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	342
-8	Not Applicable	3
1	1941 or before	462
2	1942-1951	1323
3	1952-1961	2284
4	1962-1971	2189
5	1972 or after	3690
TOTAL		10293

Created variables

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	GRAD_NUMYRS_GRP	Years since completing initial training to become a CNA, grouped
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	861
1	5 years or less	4571
2	6-15 years	3229
3	16-25 years	1288
4	26-35 years	269
5	36 years or more	75
TOTAL		10293

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	GRAD_AGE_GRP	Age at completion of initial training to become a CNA, grouped
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1173
1	25 years or younger	3573
2	26-35 years	2166
3	36 years or older	3381
TOTAL		10293

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	PRIM03_RUCA_CLASS	Urban/rural classification of ZIP Codes of primary CNA position in December 2003
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	1037
-8	Not Applicable	4083
1	Urban	4006
2	Large Rural	304
3	Small Rural	578
4	Isolated	285
TOTAL		10293

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	PRIM05_RUCA_CLASS	Urban/rural classification of ZIP Codes of primary CNA position in December 2005
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing	1815
-8	Not Applicable	2590
1	Urban	4669
2	Large Rural	328
3	Small Rural	619
4	Isolated	272
TOTAL		10293

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	AGE_GRP	Age in 2006, grouped
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	345
1	34 years or younger	3690
2	35-44 years	2189
3	45-54 years	2284
4	55-64 years	1323
5	65 years or older	462
TOTAL		10293

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	HOME_STATE_CO	State of residence in 2005
	TYPE	LENGTH
	Numeric	8

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	336
-8	Not Applicable	1
0	Non-Colorado	252
1	Colorado	9704
TOTAL		10293

CREATED VARIABLE	VARIABLE NAME	DESCRIPTION
	HOME_RUCA_CLASS	Urban/rural classification of ZIP Codes of residence in 2006
TYPE	LENGTH	
Numeric	8	

VALUE	VALUE LABEL	FREQUENCY
-9	Missing/Unknown	341
-8	Not Applicable	1
1	Urban	7884
2	Large Rural	518
3	Small Rural	915
4	Isolated	634
TOTAL		10293

APPENDIX A BUSINESS RULES FOR DATA CELANING

The Colorado Health Institute (CHI) used the following business rules to edit data obtained from the 2006 CNA Survey. Numbers in parentheses are the question numbers as they appeared in the survey.

For more information, contact Rebecca Crepin at 720.382.7086 or at crepinr@ColoradoHealthInstitute.org.

General Rules:

1. Questions that were skipped or left blank, without an instruction to do so, were coded as -9 (formatted as "Missing/Unknown").
2. Questions that were components of a skip pattern (A4b, A4c, C1b, C3b-C15g [imbedded skip pattern at C6b], D3b) were recoded to -8 (formatted as "Not Applicable") if an answer was provided counter to the instruction of the skip pattern.
3. Questions that contained invalid or out-of-range values were coded as -8 (not applicable).
4. For questions requesting a state and country (A1, C2, C5, D1), the country was coded as "USA" if the state entered was within the U.S. states or territories (armed forces addresses outside the U.S. states or territories were excluded).
5. Because "no" was not given as a choice in questions with instructions to "mark all that apply" (A3, A4c, B1, B2, C3c, C6b, D3b, D4), all unmarked choices were set to -9 (missing) regardless of whether the respondent selected any component of the question.
6. For questions that asked for a free-text explanation in response to answering an "other" choice; if the "other" box (choice) was NOT selected (A2, A3, A4b, A4c, B1, C3c, C6b, C7, C9, C14, D3b), but the respondent entered text in the associated text field, the variable for the "other" box was re-coded as being selected. If "other" was selected, but no text was entered in the text specification field, the text field was recoded as -9 (missing).
7. For "mark one" questions that asked for a free-text explanation in response to answering an "other" choice (A2, A4b, C7, C9), if the respondent did NOT select "other" but nevertheless entered text in the "other" specification text field, the numerical choice for the "mark one" variable was left intact and the text field was recoded as -8 (not applicable). This rule assumes that the first choice marked is the one that should be retained and that "other" was a secondary choice.
8. A city, state, county and FIPS code variable was created from any question that asked for a ZIP Code (C2, C5, D7). These were derived from the ZIP Code given using the Centrus information database. In addition, a RUCA code variable and an urban/non-urban indicator variable was created from the ZIP Code using the RUCA classification system.
9. An age variable was created by subtracting the year of birth from 2006 (the year the survey was completed). If the calculated age was less than 16, it was recoded as -8 (not applicable). Additionally, an age group variable was created from the continuous age variable.
10. An age at "graduation" (certification) variable was created by subtracting the year CNA certification was completed minus the birth year. If the calculated graduation age was less than 16, the variable was recoded as -8 (not applicable). Additionally, a graduation age group variable was created from the continuous graduation age variable.
11. A variable for the number of years since graduation was created by subtracting the year of CNA certification from 2006. An associated group variable was also created from the continuous variable.
12. For variables created by CHI, no distribution was made between "missing" and "not applicable." All created variables have a legitimate value or a -9 (missing).

Section A: Education

1. (A1) The CNA survey was conducted in 2006; therefore, the year of completion for CNA training could not be later than 2006 nor earlier than 1950 (implying the respondent would be older than 72). If it was, it was considered an error and recoded as -8 (not applicable).

Section B: Licensing/Certification

1. (B2) If a respondent did NOT enter a valid U.S. state for the state variable but did select one or more of the associated variables for type of license, the variables for type of license were recoded as -8 (not applicable). The information in this question is contingent on the respondent providing state information for where the active license is valid.

Section C: Employment

1. (C3b) The choice for “poor or no health benefits” was NOT included on the online survey, therefore, the number missing for that component is inflated by 1008 (number of online surveys received).
2. (C10) A variable for the TOTAL number of months worked in the respondent’s primary CNA position was created from the information entered for “years” and “months.” Both the “years” and “months” variables were retained as well.
3. (C14c) The text field for “other” specification was NOT included in the online survey; therefore, the number for text field variable is markedly lower than the number for the “other” indicator variable.

Section D: General Information

1. (D6) If the year of birth was before 1910 or after 1990, it was recoded as -8 (not applicable).

**APPENDIX B
DEMOGRAPHIC MATRIX**

2006 CNA Survey (n = 10,293)		2006 Colorado Licensure File (n = 29,295)	
All			
Gender (n = 10,069)		Gender (n = 25,833)	
Male	9.4%	Male	15.9%
Female	90.6%	Female	84.1%
State (n = 9,956)		State (n = 29,296)	
In state	97.5%	In state	97.2%
Out of state	2.5%	Out of state	2.8%
Colorado Only			
Gender (n = 9,689)		Gender (n = 25,103)	
Male	9.5%	Male	12.0%
Female	90.5%	Female	88.0%
RUCA Classification (n = 9,703) I		RUCA Classification (n = 28,440) I	
Urban	79.7%	Urban	81.6%
Rural	20.3%	Rural	18.4%
Age (n = 9,704)			
Average	40.2 (± 14.5)		
Median	40		

I Based on the ZIP Code in the CNA licensure file for the CNA population and the home ZIP Code for the CNA survey population