Q1: Most challenging healthcare workforce staffing issues

- Physician recruitment and retention: 75%
- Nurse Practitioner recruitment and retention: 29%
- Physician Assistant recruitment and retention: 21%
- RN recruitment and retention: 25%
- Allied health recruitment and retention: 43%
- Health information technology staffing: 43%
- Developing care coordination and team-based clinical teams: 36%
- Telehealth staffing: 36%
- Chief administrative and executive positions: 14%
- Home health services: 11%
- Dietary: 4%
- Administrative: 0%
- Nursing assistants: 4%
- Other: 18%
Q2: Top suggestions to improve healthcare workforce development in Montana

- Improved healthcare workforce data: 36%
- More accessible continuing education opportunities: 14%
- More continuing education opportunities: 39%
- Online education for health professions students: 25%
- More training programs in underserved areas: 46%
- Clinical education in rural/underserved communities: 64%
- Recruitment and retention services and training: 93%
- Increased funding for health professions education: 39%
Q3: Most important skills for Montana healthcare leaders

- Communications: 70%
- Clinical training: 74%
- Technology knowledge: 7%
- Financial expertise: 19%
- Adapting to new ideas: 30%
- Ability to understand and navigate: 44%
- Vision for transformative culture change: 63%
Q4: Description of Organization

- Government: 19%
- Hospital: 15%
- Clinic: 0%
- Other healthcare: 4%
- Education: 37%
- Association: 22%
- Business: 0%
- Nonprofit: 4%
Q5: Workplace in Montana

- One of the seven larger cities: 93%
- Smaller city or rural community: 7%
Q6: Region of Residence

- Eastern Montana: 18%
- North Central Montana: 11%
- South Central Montana: 36%
- Western Montana: 36%