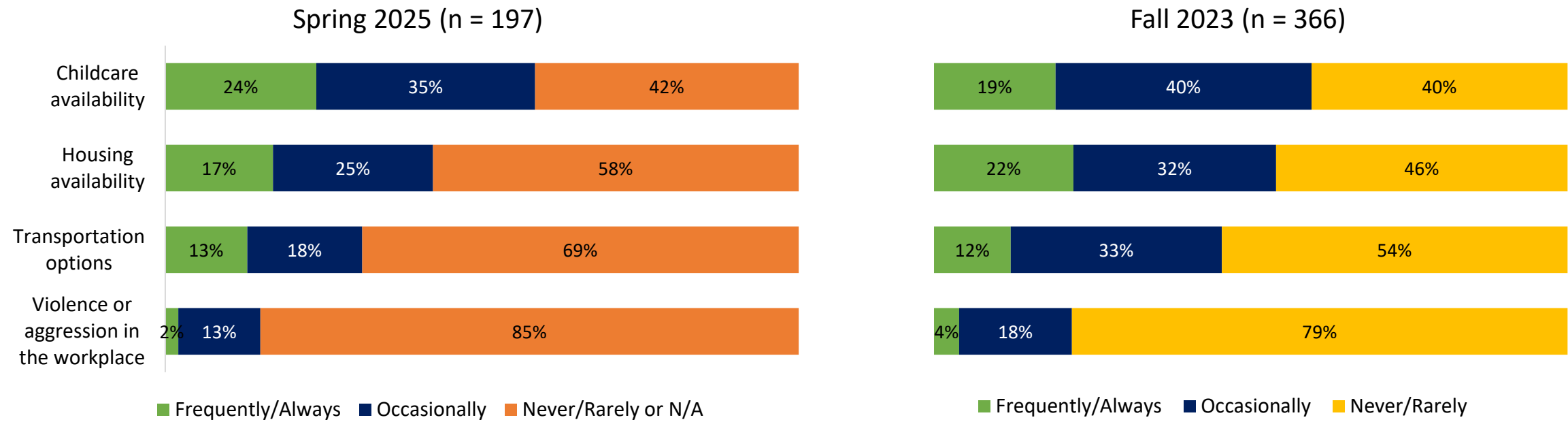


Sentinel Network Findings

Availability of Childcare, Housing and Transportation

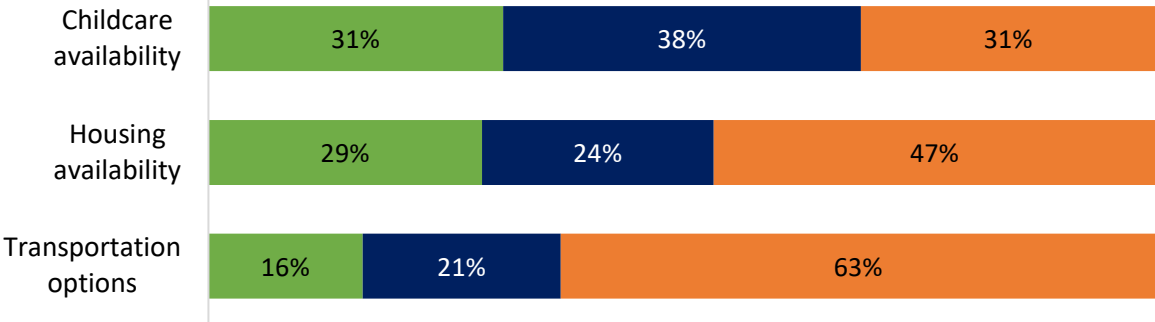
To what extent have the following affected your ability to recruit and retain staff in the past year?



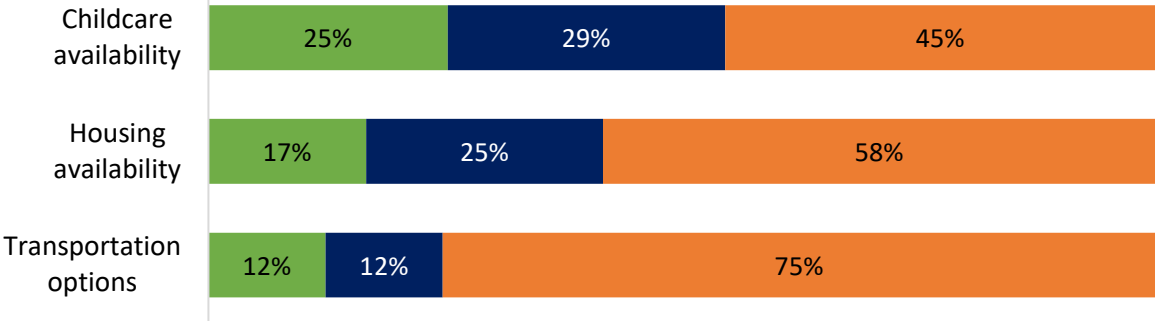
In Spring 2025 and Fall 2023, healthcare employers who responded to the Sentinel Network reported childcare, housing availability, and transportation options as affecting their ability to recruit and retain staff. Workplace violence was less of a challenge.

To what extent have the following affected your ability to recruit and retain staff in the past year?

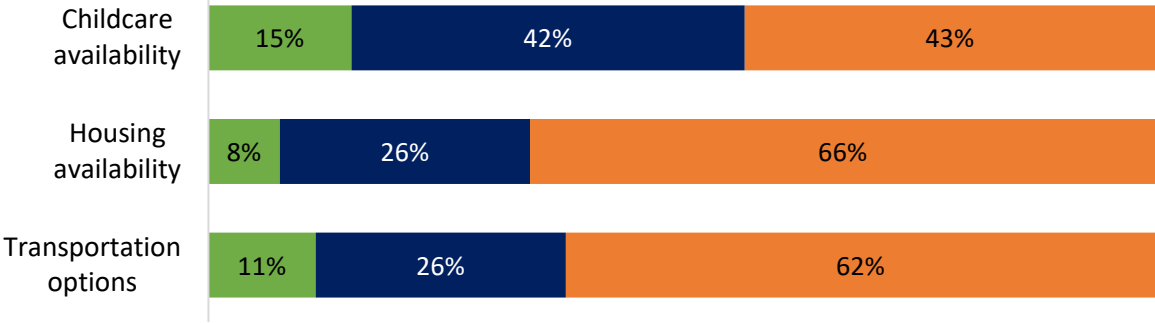
Rural, Spring 2025 (n = 45)



A Combination of Rural and Urban, Spring 2025 (n = 99)



Urban, Spring 2025 (n = 53)



Frequently/Always Occasionally Never/Rarely or N/A

In Spring 2025, **rural** healthcare employers who responded to the Sentinel Network were slightly more likely to report childcare and housing availability as affecting recruitment and retention.

Comments from employers in rural areas, Spring 2025

Childcare availability

“Almost no options for those that work 12-hour shifts or nights and weekends.”

“My community does not have certified childcare available for children under the age of three.”

Housing availability

“There are no houses or apartments available. When something does become available it is either very, very expensive or is in need a repair.”

“Rent is too high for our staff to live on a single income”

Washington's Health Workforce Sentinel Network

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