

Table I. Standard errors for all nursing home certified nursing assistants and those currently working in nursing homes, by selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing home nursing assistants			
	Employed during NNHS ¹		Employed during NNAS ²	
	Number	Percent	Number	Percent
Total	14,133	...	14,271	0.4
Age				
Under 25 years	6,880	0.9	6,770	0.8
25–34 years	7,610	1.0	7,402	1.0
35–44 years	8,033	1.0	7,891	0.7
45–54 years	7,959	1.0	7,950	0.4
55 years and over	6,387	0.8	6,343	0.7
Sex				
Female	13,839	0.7	13,874	0.3
Male	5,056	0.7	4,791	2.4
Race				
White	15,596	1.9	15,510	0.5
Black	13,903	1.9	13,721	0.6
Other ³	6,520	0.9	6,471	1.0
Hispanic or Latino origin				
Hispanic or Latino	6,259	0.9	6,211	0.6
Not Hispanic or Latino	14,825	0.9	14,903	0.4
Education				
No high school diploma or GED certificate ⁴	5,881	0.8	5,833	1.2
GED certificate ⁴	7,255	1.0	7,163	0.9
High school diploma	11,340	1.3	11,282	0.5
1–3 years college or trade school ⁵	7,783	1.0	7,774	0.8
College or postgraduate ⁵	4,294	0.6	4,256	1.8
Unknown	*2,105	*0.3	*2,105	*0.0
Marital status				
Married ⁶	12,118	1.3	12,146	0.4
Widowed, divorced, or separated	7,953	1.0	7,884	0.8
Never married	8,093	1.1	8,147	0.8
Family income				
Less than \$20,000	10,007	1.4	9,918	0.8
\$20,000 to less than \$30,000	8,679	1.1	8,580	0.5
\$30,000 to less than \$40,000	6,650	0.9	6,598	1.1
\$40,000 to less than \$50,000	5,762	0.8	5,763	0.5
\$50,000 or more	6,041	0.8	6,012	0.7

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

... Category not applicable.

¹Standard errors are for certified nursing assistants employed by nursing homes at the time of the 2004 National Nursing Home Survey (NNHS). Estimates are weighted to be representative of all certified nursing assistants working in U.S. nursing homes in 2004.

²Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors exclude nursing assistants who terminated employment between the time of the 2004 NNHS and the 2004–2005 NNAS.

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

Table II. Standard errors for all nursing home certified nursing assistants by total time worked as a nursing assistant: United States, 2004–2005

Total time worked as a nursing assistant	Nursing home nursing assistants ¹	
	Number	Percent
Total ²	14,133	...
Less than 6 months	3,719	0.5
6 months to less than 1 year	3,563	0.5
1 year to less than 2 years	4,443	0.6
2–5 years	8,891	1.1
6–10 years	7,183	1.0
11–20 years	8,785	1.1
More than 20 years	6,261	0.9

... Category not applicable.

¹Standard errors are for certified nursing assistants employed by nursing homes at the time of the 2004 National Nursing Home Survey (NNHS). Estimates are weighted to be representative of all certified nursing assistants working in U.S. nursing homes in 2004.

²Includes unknowns.

Table III. Standard errors for certified nursing assistants currently working in nursing homes, according to age, sex, and race, by all reasons for becoming a nursing assistant: United States, 2004–2005

Reasons for becoming a nursing assistant	Nursing assistants working in nursing homes ¹	Age					Sex		Race		
		Under 25 years	25–34 years	35–44 years	45–54 years	55 years or more	Female	Male	White	Black	Other ²
Number											
Total ^{3,4}	14,271	6,770	7,402	7,891	7,950	6,343	13,874	4,791	15,510	13,722	6,471
Like helping other people	14,036	6,712	7,272	7,785	7,844	6,281	13,609	4,654	15,106	13,426	6,466
Wanted to work in health care	13,442	6,458	7,002	7,140	7,690	5,741	12,987	4,572	13,538	12,875	6,316
Job security	12,764	5,437	6,069	6,546	7,184	5,010	11,906	4,167	12,545	9,868	5,826
Jobs readily available	12,038	5,359	5,600	5,620	6,628	5,042	11,616	3,691	11,681	8,740	5,198
Work hours fit schedule	12,452	5,472	6,006	6,160	6,664	4,975	12,186	3,503	11,716	9,397	5,421
Job close to home	12,096	4,769	5,537	5,168	6,238	5,116	11,620	2,989	11,237	7,252	4,549
Family or friend is one	8,534	3,812	4,098	4,889	4,496	2,661	8,422	2,711	6,785	5,888	3,482
Some other reason	9,122	3,037	3,962	5,208	5,015	3,888	9,001	*2,617	7,471	6,904	3,100
Percent											
Like helping other people	0.4	0.6	0.8	0.9	0.6	1.4	0.4	2.0	0.5	0.7	0.3
Wanted to work in health care	0.8	1.5	1.3	1.7	1.5	3.3	0.8	2.3	1.1	1.0	2.1
Job security	1.1	2.3	2.2	2.6	2.4	3.5	1.2	3.3	1.4	2.1	4.4
Jobs readily available	1.2	2.7	2.4	2.6	2.6	3.8	1.3	4.0	1.6	2.2	4.2
Work hours fit schedule	1.3	2.9	2.5	2.6	2.5	4.1	1.4	4.0	1.7	2.2	4.0
Job close to home	1.4	2.7	2.7	2.6	2.8	3.7	1.5	4.2	1.7	2.1	5.1
Family or friend is one	1.1	2.6	2.1	2.5	2.6	2.8	1.2	4.2	1.4	1.9	4.7
Some other reason	1.2	2.2	2.2	2.5	2.6	3.7	1.2	*4.0	1.5	1.9	4.0

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.
¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.
²Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.
³Nursing assistant may be included in more than one category.
⁴Includes unknown reason.

Table IV. Standard errors for certified nursing assistants currently working in nursing homes, by main reason for becoming a nursing assistant: United States, 2004–2005

Main reason for becoming a nursing assistant	Nursing assistants working in nursing homes ¹	
	Number	Percent
Total ²	14,271	. . .
Like helping other people	12,290	1.3
Wanted to work in health care	4,897	0.7
Job security	3,432	0.5
Jobs readily available	3,360	0.5
Family or friend is one	*2,434	*0.4
Job close to home	*1,775	*0.3
Some other reason ³	7,083	1.0

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

. Category not applicable.

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS).

Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Includes “work hours fit schedule” and “some other reason.”

Table V. Standard errors for certified nursing assistants currently working in nursing homes, according to age, sex, and race, by all reasons for staying in current job: United States, 2004–2005

Reasons for staying in current job	Nursing assistants working in nursing homes ¹	Age					Sex		Race		
		Under 25 years	25–34 years	35–44 years	45–54 years	55 years or more	Female	Male	White	Black	Other ²
Number											
Total ^{3,4}	14,271	6,770	7,402	7,891	7,950	6,343	13,874	4,791	15,510	13,722	6,471
Caring for others	14,093	6,774	7,450	7,894	7,942	6,345	13,826	4,692	15,420	13,556	6,457
Kind of work feels good	14,092	6,725	7,348	7,797	7,845	6,321	13,588	4,648	15,454	13,033	6,411
Work location	13,042	5,803	6,366	6,150	7,013	5,589	12,569	3,943	13,088	9,696	5,761
Good salary or pay	12,738	5,320	5,297	6,168	6,184	5,214	11,975	3,519	11,776	7,782	4,574
Flexible schedule	12,987	5,972	6,469	6,525	6,927	5,221	12,583	4,094	12,329	10,389	5,616
Benefits	12,084	3,617	3,988	5,197	5,868	5,232	11,395	3,384	9,643	7,381	4,577
Career advancement	11,628	5,375	5,777	6,172	5,833	3,849	11,110	3,393	9,620	9,098	5,283
Coworkers	13,746	5,960	6,529	7,260	7,220	5,481	13,043	4,134	13,768	10,675	5,876
Supervisor	12,760	5,335	5,864	6,579	6,415	5,738	12,172	3,662	11,985	9,107	5,716
Overtime available	11,859	5,644	5,304	5,292	6,001	4,203	11,288	3,209	11,027	8,038	4,533
Some other reason	7,794	2,544	3,549	4,162	4,474	3,027	7,558	2,408	5,919	5,687	*2,956
Percent											
Caring for others	0.3	0.7	0.6	0.7	0.3	0.4	0.2	2.2	0.3	0.5	0.5
Kind of work feels good	0.4	0.8	0.9	0.9	1.1	0.5	0.4	1.6	0.4	0.9	1.2
Work location	1.3	2.7	2.5	2.6	2.5	3.6	1.3	4.1	1.6	2.2	3.7
Good salary or pay	1.5	2.9	2.6	2.8	3.0	3.8	1.5	4.2	1.9	2.1	4.9
Flexible schedule	1.1	2.5	2.4	2.3	2.6	3.3	1.2	3.7	1.5	1.8	3.4
Benefits	1.5	2.6	2.2	2.6	2.8	4.3	1.5	4.3	1.9	2.2	5.0
Career advancement	1.3	2.7	2.4	2.7	2.8	3.8	1.3	4.2	1.8	2.0	4.4
Coworkers	1.1	2.6	2.2	2.0	2.2	3.1	1.2	3.1	1.4	1.9	2.5
Supervisor	1.3	3.0	2.6	2.5	2.5	3.9	1.3	4.0	1.7	2.1	3.5
Overtime available	1.4	3.0	2.6	2.6	2.9	3.5	1.5	4.4	1.8	2.3	4.8
Some other reason	1.0	2.0	2.1	2.1	2.4	3.3	1.1	4.0	1.3	1.8	*3.9

* Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

³Nursing assistant may be included in more than one category.

⁴Includes unknown reason.

Table VI. Standard errors for certified nursing assistants currently working in nursing homes, by main reason for staying in current job: United States, 2004–2005

Main reason stays in current job	Nursing assistants working in nursing homes ¹	
	Number	Percent
Total ²	14,271	...
Caring for others	10,812	1.3
Kind of work feels good	5,612	0.8
Work location	4,694	0.7
Good salary or pay	2,926	0.4
Flexible schedule	3,362	0.5
Benefits	3,520	0.5
Coworkers	2,831	0.4
Career advancement	2,253	0.3
Some other reason ³	7,611	1.1

... Category not applicable.

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Includes “supervisor,” “opportunity for overtime,” and all other reasons. None of the specified reasons listed were reported frequently enough to meet standards of reliability and precision and therefore are not reported individually.

Table VII. Standard errors for certified nursing assistants currently working in nursing homes, by likelihood of becoming a nursing assistant again, according to selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Likelihood of becoming a nursing assistant again						
	Nursing assistants working in nursing homes ^{1,2}	Definitely become one	Probably become one	Probably or definitely not become one	Definitely become one	Probably become one	Probably or definitely not become one
Total	14,271	12,109	8,192	5,726	1.3	1.1	0.8
Age							
Under 25 years	6,770	5,204	3,469	*1,918	2.5	2.5	*1.6
25–34 years	7,402	6,027	4,004	2,756	2.4	2.2	1.6
35–44 years	7,891	6,570	4,366	2,735	2.5	2.3	1.6
45–54 years	7,950	6,120	4,182	2,992	2.5	2.3	1.8
55 years and over	6,343	5,328	2,691	*	3.3	2.8	*
Sex							
Female	13,874	11,681	7,821	5,670	1.3	1.1	0.8
Male	4,791	3,602	2,574	*	4.2	4.0	*
Race							
White	15,510	11,326	6,887	3,699	1.7	1.4	1.0
Black	13,721	9,544	6,104	4,490	2.2	1.9	1.5
Other ³	6,471	5,084	*2,337	*	4.1	*3.8	*
Hispanic or Latino origin							
Hispanic or Latino	6,211	5,390	1,964	*	2.9	2.7	*
Not Hispanic or Latino	14,903	12,199	8,174	5,669	1.4	1.2	0.9
Education							
No high school diploma or GED certificate ⁴	5,833	4,834	2,557	*	3.1	2.7	*
GED certificate ⁴	7,163	5,903	3,327	*2,555	2.9	2.4	*2.0
High school diploma	11,282	9,427	5,933	3,320	1.9	1.8	1.1
1–3 years college or trade school ⁵	7,774	5,605	4,070	3,063	2.8	2.6	2.1
College or postgraduate ⁵	4,256	3,317	*1,935	*	5.9	*5.2	*
Marital status							
Married ⁶	12,146	9,634	5,967	3,781	1.7	1.5	1.0
Widowed, divorced, or separated	7,884	6,036	3,886	3,077	2.6	2.2	1.9
Never married	8,147	6,315	4,539	2,989	2.3	2.1	1.6
Family income							
Less than \$20,000	9,918	7,266	5,093	3,586	2.0	1.7	1.3
\$20,000 to less than \$30,000	8,580	6,989	4,361	2,527	2.3	2.1	1.3
\$30,000 to less than \$40,000	6,598	4,898	3,390	*2,334	3.3	3.1	*2.3
\$40,000 to less than \$50,000	5,763	4,172	3,050	*	4.0	3.8	*
\$50,000 or more	6,012	4,674	3,058	*	4.2	3.9	*

* When the standard error is not reported, it is because the sample size for the estimate is less than 30, which does not meet the standards of reliability or precision. Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

Table VIII. Standard errors for certified nursing assistants currently working in nursing homes, by likelihood of becoming a nursing assistant again, according to total length of time worked as a nursing assistant: United States, 2004–2005

Total time worked as a nursing assistant	Nursing assistants working in nursing homes ¹	Likelihood of becoming a nursing assistant again		
		Definitely become one	Probably become one	Probably or definitely not become one
		Number		
Total ²	14,271	12,109	8,192	5,726
5 years or less	11,071	8,819	5,377	3,569
More than 5 years	12,371	10,166	6,607	4,359
		Percent		
Total ² . . . . .	...	1.3	1.1	0.8
5 years or less . . . . .	...	1.7	1.5	1.1
More than 5 years . . . . .	...	1.8	1.6	1.1

... Category not applicable.

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes unknowns.

Table IX. Standard errors for certified nursing assistants currently working in nursing homes, by likelihood they would recommend a family member or friend become a nursing assistant, according to selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ^{2,3}	Recommend becoming a nursing assistant ¹		
		Definitely recommend	Probably recommend	Probably or definitely not recommend
		Number	Percent	
Total	14,271	1.2	1.2	0.8
Age				
Under 25 years	6,770	2.9	2.8	*1.5
25–34 years	7,402	2.4	2.2	1.8
35–44 years	7,891	2.3	2.2	1.5
45–54 years	7,950	2.7	2.5	1.7
55 years and over	6,343	3.6	3.8	*2.2
Sex				
Female	13,874	1.3	1.3	0.8
Male	4,791	4.4	4.0	*
Race				
White	15,510	1.7	1.6	1.0
Black	13,721	1.8	1.9	1.3
Other ⁴	6,471	4.8	4.6	*
Hispanic or Latino origin				
Hispanic or Latino	6,211	3.7	3.2	*
Not Hispanic or Latino	14,903	1.3	1.3	0.8
Education				
No high school diploma or GED certificate ⁵	5,833	3.2	3.1	*
GED certificate ⁵	7,163	2.8	2.9	*1.6
High school diploma	11,282	1.9	1.8	1.1
1–3 years college or trade school ⁶	7,774	2.7	2.8	2.1
College or postgraduate ⁶	4,256	*6.5	*5.9	*
Marital status				
Married ⁷	12,146	1.8	1.7	1.0
Widowed, divorced, or separated	7,884	2.6	2.6	1.7
Never married	8,147	2.3	2.2	1.5
Family income				
Less than \$20,000	9,918	2.0	1.8	1.1
\$20,000 to less than \$30,000	8,580	2.4	2.3	1.4
\$30,000 to less than \$40,000	6,598	3.2	3.1	*2.1
\$40,000 to less than \$50,000	5,763	4.4	4.5	*
\$50,000 or more	6,012	4.3	4.2	*3.1

* When the standard error is not reported, it is because the sample size for the estimate is less than 30, which does not meet the standards of reliability or precision. Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.

¹Recommendation is determined by responses to the following question, “If a friend or family member asked your advice, in general, about becoming a nursing assistant, would you definitely recommend it, probably recommend it, probably not recommend it, or would you definitely not recommend it?”

²Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.

⁴Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁵A Certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁶Excludes nursing assistants who were awarded a GED.

⁷Includes nursing assistants who were living with a partner.

Table X. Standard errors for certified nursing assistants currently working in nursing homes, by likelihood they would recommend a family member or friend become a nursing assistant, according to total length of time worked as a nursing assistant: United States, 2004–2005

Total time worked as a nursing assistant	Nursing assistants working in nursing homes ^{2,3}	Recommend becoming a nursing assistant ¹		
		Definitely recommend	Probably recommend	Probably or definitely not recommend
		Number		
Total ³	14,271	11,376	9,452	5,474
5 years or less	11,071	8,174	6,456	3,723
More than 5 years	12,371	9,002	7,382	4,294
		Percent		
Total ³ . . . . .	...	1.2	1.2	0.8
5 years or less . . . . .	...	1.8	1.7	1.1
More than 5 years . . . . .	...	1.7	1.7	1.1

... Category not applicable.

¹Recommendation is determined by responses to the following question: "If a friend or family member asked your advice, in general, about becoming a nursing assistant, would you definitely recommend it, probably recommend it, probably not recommend it, or would you definitely not recommend it?"

²Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.

Table XI. Standard errors for certified nursing assistants currently working in nursing homes who may leave facility in the next year, by selected nursing assistant characteristics: United States, 2004–2005

Nursing assistant characteristic	Nursing assistants working in nursing homes ¹		Nursing assistants who may leave facility ²
	Number		Percent
Total	14,271	10,415	1.3
Age			
Under 25 years	6,770	4,736	2.7
25–34 years	7,402	5,510	2.5
35–44 years	7,891	5,478	2.8
45–54 years	7,950	5,032	2.7
55 years and over	6,343	4,073	3.6
Sex			
Female	13,874	10,084	1.4
Male	4,791	3,054	4.2
Race			
White	15,510	8,249	1.7
Black	13,721	8,644	2.2
Other ³	6,471	4,281	4.5
Hispanic or Latino origin			
Hispanic or Latino	6,211	3,495	3.7
Not Hispanic or Latino	14,903	10,065	1.4
Education			
No high school diploma or GED certificate ⁴	5,833	3,736	3.6
GED certificate ⁴	7,163	4,720	2.8
High school diploma	11,282	7,131	2.0
1 year or more of college or trade school ⁵	9,154	6,124	2.4
Marital status			
Married ⁶	12,146	7,920	1.8
Widowed, divorced, or separated	7,884	5,291	2.6
Never married	8,147	5,914	2.4
Family income			
Less than \$20,000	9,918	7,085	2.0
\$20,000 to less than \$30,000	8,580	5,476	2.4
\$30,000 to less than \$40,000	6,598	3,917	3.3
\$40,000 to less than \$50,000	5,763	3,518	4.4
\$50,000 or more	6,012	3,103	3.8

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes nursing assistants who responded “very likely” or “somewhat likely” to the question, “How likely is it that you will leave your current job at {SAMPLED FACILITY} in the next year? Would you say very likely, somewhat likely, or not at all likely?”

³Other race includes Asian, Native Hawaiian or Other Pacific Islander, American Indian or Alaska Native, and multiple races. Only a small number of records had multiple races.

⁴A certificate of General Educational Development (GED) or similarly titled credential given to persons who passed tests deemed equivalent to high school-level academic skills.

⁵Excludes nursing assistants who were awarded a GED.

⁶Includes nursing assistants who were living with a partner.

Table XII. Standard errors for certified nursing assistants currently working in nursing homes who may leave facility in the next year, by major reasons given for leaving facility: United States, 2004–2005

Major reasons for leaving facility	Nursing assistants who may leave facility ^{1,2}	
	Number	Percent
Total ^{3,4}	10,415	. . .
Poor pay	7,333	1.9
Found a better or new job	5,404	1.5
Problem with facility policies or working conditions	4,135	1.3
Too many residents to care for	4,333	1.3
Poor benefits	3,746	1.1
Problem with supervisor	3,350	1.0
Moving out of area.	2,707	0.9
Problem with coworkers.	2,404	0.8
Other reason ⁵	7,301	1.8

. . . Category not applicable.

¹Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

²Includes nursing assistants who responded “very likely” or “somewhat likely” to the following question, “How likely is it that you will leave your current job at {FACILITY} in the next year? Would you say very likely, somewhat likely, or not at all likely?”

³Includes unknown reason.

⁴A nursing assistant may be included in more than one category.

⁵Includes all other reasons including “problems with residents’ families,” “ill health,” “child care issues,” “care for elderly family member”, and “problems with dying residents.” None of these problems were reported frequently enough to meet standards for reliability and precision and thus are not reported individually.

Table XIII. Standard errors for certified nursing assistants currently working in nursing homes, by perceived assessment of amount of nursing assistant turnover at current facility and any plans for changing job: United States, 2004–2005

Job plans	Nursing assistants working in nursing homes ²	Nursing assistant turnover ¹			
		Total ³	A lot	Some	A little or none
	Number	Percent			
Total	14,271	...	...	...	...
Looking for another job as a nursing assistant or something else					
Yes	7,788	1.1	1.7	1.5	2.2
No	13,374	1.1	1.7	1.6	2.3
Thinking about it	3,209	0.5	0.7	*0.8	*
Nursing assistant will leave job next year					
Very likely	6,788	1.0	1.5	1.4	1.7
Somewhat likely	8,481	1.2	1.6	2.0	2.5
Not likely	12,752	1.3	1.8	2.3	2.7

* When the standard error is not reported, it is because the sample size for the estimate is less than 30, which does not meet the standards of reliability or precision. Standard errors accompanied by an asterisk (*) indicate that the sample size is between 30 and 59, or the ratio of the standard error to the reported estimate is 30 percent or more.
 . . . Category not applicable.

¹Turnover is determined by responses to the following question, "At your facility how much turnover among nursing assistants would you say there is? By turnover we mean assistants quitting or leaving and new nursing assistants starting work. Would you say there is . . . a lot, some, a little, or none?"

²Standard errors exclude nursing assistants who terminated employment between the time of the 2004 National Nursing Home Survey and the 2004–2005 National Nursing Assistant Survey (NNAS). Standard errors are for only those certified nursing assistants still employed by the same nursing home at the time of the 2004–2005 NNAS.

³Includes unknowns.