

### Workforce Recruitment in BPHC Funded Health Centers

The following proposed non-substantive changes in the 2014 version of the survey are intended to capture new employee and new military veteran employee data spanning over the last three years (October 2011 to present). Deleted questions are no longer necessary as they were designed to capture past one-year workforce recruitment efforts.

Survey Questions	Proposed Change	Non-Substantive Justification
1. Please provide the name of your organization, state and your Bureau of Primary Health Care Management Information System (BHCNIS) identification in the space provided below	1. No change	N/A
2. Next to the employment categories provided below, please identify the number of vacancies at your organization. (These are the same categories found in Table 5 of the Uniform Data System - UDS <a href="http://bphc.hrsa.gov/healthcenterdatastatistics/reporting/">http://bphc.hrsa.gov/healthcenterdatastatistics/reporting/</a> )	2. Delete	The question is associated with past one-year recruitment efforts. The information has already been obtained and is no longer necessary to capture the desired three-year data.
3. Please identify the number of employment vacancies filled by new employees hired since March 2013.	3. Please identify the number of employment vacancies filled by new employees hired since October 2011.	Date change to capture the full three- year workforce recruitment period (2011 to present) for each grantee.
4. Please approximate how long each employment vacancy was open for until being filled by new employees hired since March 2013. (Provide an average if there was more than one position open within an employment category)	4. Delete	The question is associated with past one-year recruitment efforts. The information has already been obtained and is no longer necessary to capture the desired three-year data.
5. Please specify the number of any new civilian or military veteran employees hired by your organization since March 2013.	5. Please specify the number of any new civilian or military veteran employees hired by your organization since October 2011.	Date change to capture the full three- year workforce recruitment period (2011 to present) for each grantee.
6. If you hired any veterans since March 2013, in general what were their years of service in the military?	6. Delete	Not required for the three year period.
7. Please identify the number of employment vacancies filled by military veterans hired since March 2013.	7. Please identify the number of employment vacancies filled by military veterans hired since October 2011.	Date change to capture the full three- year workforce recruitment period (2011 to present) for each grantee.