

Table XXX. Standard errors for certified nursing assistants currently working in nursing homes, by adequacy of time to assist residents with activities of daily living (ADL), according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{2,3}	Time for ADL assistance to residents ¹					
		More than enough time	Enough time	Not enough time	More than enough time	Enough time	Not enough time
		Number			Percent		
All facilities.	14,271	5,655	10,542	11,512	0.8	1.2	1.4
Beds							
Fewer than 50	2,509	805	1,838	1,287	2.0	3.6	3.4
50–99	8,512	2,652	5,203	5,849	1.3	2.1	2.1
100–149	15,209	3,919	7,770	9,005	1.6	2.0	2.3
150 or more	15,115	3,839	9,347	8,546	1.5	2.4	2.8
Geographic region							
Northeast	18,348	*2,903	9,066	10,857	*1.5	3.1	3.6
Midwest	14,908	3,408	8,363	7,354	1.5	2.1	2.0
South	14,772	3,889	8,034	6,938	1.4	1.8	2.0
West	11,346	2,832	5,867	6,010	2.5	3.6	3.7
Location							
Metropolitan statistical area ⁴	13,444	5,289	9,647	10,768	1.0	1.5	1.7
Micropolitan statistical area ⁵	4,061	1,500	3,254	2,853	1.7	2.6	2.7
Other location ⁶	3,363	1,366	2,987	2,956	1.8	3.3	3.5
Affiliation							
Chain	17,611	4,653	9,164	10,715	1.1	1.6	1.8
Independent	18,461	4,229	10,779	9,725	1.2	1.8	2.1
Ownership							
Proprietary	17,812	4,882	9,431	11,304	1.1	1.6	1.8
Voluntary nonprofit	17,420	3,512	10,031	8,042	1.4	2.1	2.3
Government and other	10,508	*1,864	5,336	5,834	*2.5	3.8	4.7

* 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.

¹Activities of daily living (ADL) includes the following activities: dressing, bathing, eating, transferring, and using the toilet room.

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.

⁴A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁵A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁶Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

Table XXXI. Standard errors for certified nursing assistants currently working in nursing homes, by adequacy of time to perform nonresident duties, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{2,3}	Time for nonresident duties ¹					
		More than enough time	Enough time	Not enough time	More than enough time	Enough time	Not enough time
		Number			Percent		
All facilities	14,271	4,517	11,052	11,852	0.7	1.3	1.4
Beds							
Fewer than 50	2,509	*500	2,058	1,174	*1.4	3.2	3.2
50–99	8,512	1,901	5,750	5,354	1.0	2.0	2.0
100–149	15,209	*3,253	7,994	9,570	*1.4	2.2	2.3
150 or more	15,115	*2,823 ³	9,991	8,820	*1.2	2.7	2.9
Geographic region							
Northeast	18,348	*	9,190	11,158	*	3.2	3.6
Midwest	14,908	2,766	8,491	7,679	1.2	2.0	2.2
South	14,772	2,700	9,029	7,527	1.1	2.2	2.2
West	11,346	*1,959	7,002	5,207	*1.9	3.5	3.1
Location							
Metropolitan statistical area ⁴	13,444	4,275	10,300	11,173	0.8	1.6	1.7
Micropolitan statistical area ⁵	4,061	*1,023	3,063	3,054	*1.1	2.6	2.7
Other location ⁶	3,363	*1,061	2,833	2,630	*1.4	3.0	2.9
Affiliation							
Chain	17,611	3,814	10,201	10,922	1.0	1.8	1.9
Independent	18,461	2,908	11,100	10,091	0.9	1.9	2.1
Ownership							
Proprietary	17,812	3,474	10,315	11,242	0.8	1.7	1.8
Voluntary nonprofit	17,420	3,188	9,722	8,733	1.3	2.1	2.3
Government and other	10,508	*904	6,572	5,999	*1.1	5.6	5.9

* 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 standard 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.

¹Nonresident duties include the following types of activities: cleaning the tub room, making beds, restocking supplies, or record keeping.

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.

⁴A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁵A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁶Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

Table XXXII. Standard errors for certified nursing assistants currently working in nursing homes, by facility practices in assigning nursing assistants to care for residents, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{2,3}	Same residents	Different residents	Combination
	Number			
All facilities	14,271	1.5	1.6	0.6
Beds				
Fewer than 50	2,509	3.8	3.8	*
50–99	8,512	2.4	2.5	*1.0
100–149	15,209	2.8	3.0	*0.9
150 or more	15,115	2.9	3.0	*1.1
Geographic region				
Northeast	18,348	3.9	4.1	*
Midwest	14,908	2.5	2.5	0.9
South	14,772	2.6	2.6	*0.8
West	11,346	3.3	3.7	*
Location				
Metropolitan statistical area ⁴	13,444	1.9	2.0	0.7
Micropolitan statistical area ⁵	4,061	3.2	3.2	*1.1
Other location ⁶	3,363	3.0	3.1	*1.0
Affiliation				
Chain	17,611	2.0	2.1	0.8
Independent	18,461	2.4	2.4	0.8
Ownership				
Proprietary	17,812	1.9	2.0	0.7
Voluntary nonprofit	17,420	2.8	2.9	*1.0
Government and other	10,508	5.5	5.9	*

* 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 standard 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.

¹Nursing assistants caring for residents is determined by responses to the following question: “Are you assigned to care for the same residents on most days you work, or do the residents you are assigned to change each day or week you work?”

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.

⁴A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁵A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁶Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

Table XXXIII. Standard errors for certified nursing assistants currently working in nursing homes, by overtime policy and recent overtime experience, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ^{3,4}	Overtime policy requirements ¹				Any overtime in past month ²				
		Never		Some-times		Total ⁴	Yes		No	
		Number	Percent	Number	Percent		Number	Percent	Number	Percent
All facilities	14,271	14,571	11,578	1.6	1.6	11,578	6,930	7,410	2.9	2.9
Beds										
Fewer than 50	2,509	2,396	1,308	0.5	0.9	1,308	*1,081	*589	*1.6	*0.8
50–99	8,512	7,753	4,907	1.4	3.2	4,907	2,210	3,741	3.4	4.2
100–149	15,209	13,253	7,736	2.3	4.2	7,736	5,149	4,502	5.7	4.7
150 or more	15,115	13,163	7,985	2.2	4.3	7,985	4,420	4,873	5.3	4.8
Geographic region										
Northeast	18,348	14,167	9,620	2.5	4.8	9,620	5,427	6,147	6.1	5.4
Midwest	14,908	12,997	6,111	2.4	3.9	6,111	3,762	3,395	5.0	4.2
South	14,772	12,379	5,468	2.4	3.6	5,468	2,902	3,638	4.2	4.3
West	11,346	10,673	*1,898	2.0	*1.3	*1,898	*	*	*	*
Location										
Metropolitan statistical area ⁵	13,444	13,722	10,905	0.9	2.7	10,905	6,465	6,981	3.8	3.2
Micropolitan statistical area ⁶	4,061	4,101	2,956	0.8	2.0	2,956	2,153	1,706	3.1	2.2
Other location ⁷	3,363	3,316	2,532	0.6	1.8	2,532	1,265	1,807	2.0	2.3
Affiliation										
Chain	17,611	15,702	9,099	2.6	4.4	9,099	5,649	5,648	5.4	5.2
Independent	18,461	15,541	8,378	2.6	4.4	8,378	4,471	5,371	5.4	5.2
Ownership										
Proprietary	17,812	15,829	9,436	2.6	4.4	9,436	5,706	5,905	5.4	5.2
Voluntary nonprofit	17,420	14,595	6,268	2.5	3.9	6,268	3,583	3,816	4.8	4.4
Government and other	10,508	7,707	5,530	1.4	3.4	5,530	*2,739	*3,685	*3.8	*4.2

* 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 standard 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.

¹Overtime policy requirements were determined by responses to the following question, "Are you ever required to work mandatory overtime at {SAMPLE FACILITY} even if you do not want to?"

²Includes nursing assistants who are sometimes required to work overtime.

³Standard 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.

⁴Includes unknowns.

⁵A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁶A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties.

⁷Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.

Table XXXIV. Standard errors for certified nursing assistants currently working in nursing homes, by degree of satisfaction with selected aspects of current job: United States, 2004–2005

Job characteristic ¹	Satisfaction with current job							
	Extremely satisfied	Somewhat satisfied	Somewhat dissatisfied	Extremely dissatisfied	Extremely satisfied	Somewhat satisfied	Somewhat dissatisfied	Extremely dissatisfied
	Number				Percent			
Work place morale.	8,832	10,938	5,937	4,572	1.2	1.2	0.8	0.7
Doing challenging work	10,759	11,451	3,450	*2,293	1.3	1.3	0.5	*0.3
Benefits	9,636	10,602	5,708	7,315	1.3	1.2	0.8	1.0
Salary.	8,657	10,761	6,980	7,913	1.2	1.3	1.0	1.1
Learning new skills.	10,820	10,438	4,960	3,091	1.3	1.2	0.7	0.5

* 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.

Table XXXV. Standard errors for certified nursing assistants currently working in nursing homes, by degree of agreement with workplace conditions at current facility: United States, 2004–2005

Workplace condition ^{1,2}	Agreement about workplace condition							
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree
	Number				Percent			
Nursing assistant:								
Is respected and rewarded for work	10,376	9,311	6,078	7,041	1.3	1.2	0.8	1.0
Can decide how to do work	12,604	7,297	4,284	3,905	1.2	1.0	0.6	0.6
Does challenging work	12,694	7,473	3,273	3,385	1.1	1.0	0.5	0.5
Can gain new skills and knowledge on the job	11,829	9,113	4,756	4,852	1.3	1.2	0.7	0.7
Is trusted to make resident care decisions	12,108	8,592	3,742	5,227	1.2	1.1	0.5	0.8
Has opportunity to work in teams	12,447	8,233	4,290	6,143	1.4	1.1	0.6	0.9
Is confident in job ability	13,879	4,007	*	*	0.7	0.6	*	*

* 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 standard of reliability or precision.

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.

²Workplace conditions were determined by responses to the following question: "I'm going to read you a few statements, and for each one, please tell me whether you strongly agree, somewhat agree, somewhat disagree, or strongly disagree. I am appropriately respected or rewarded by my nursing facility for my work; I can decide on my own how to go about doing my work; I am involved in challenging work; I have a chance to gain new skills and knowledge on the job; I am trusted to make resident care decisions; I have the opportunity to work in teams; I am confident in my ability to do my job."

Table XXXVI. Standard errors for certified nursing assistants currently working in nursing homes, by amount of respect received from residents, families, and supervisors: United States, 2004–2005

Characteristic ¹	Amount of respect received by nursing assistants							
	A great deal	Some-what	None at all	Residents' families don't know me	A great deal	Some-what	None at all	Residents' families don't know me
	Number				Percent			
Respected by residents ²	13,127	8,213	*2,260	...	1.1	1.1	*0.3	...
Respected by residents families ³	12,962	9,616	*2,992	3,433	1.4	1.2	*0.4	0.5
Respected by supervisor ⁴	12,401	9,781	3,782	...	1.3	1.2	0.6	...

* 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.

²The following question was asked for this item, "To what degree do you feel residents respect you, as part of their health care team? Would you say, a great deal, somewhat, or not at all?"

³The following question was asked for this item, "To what degree do you feel residents' families respect you, as part of the health care team? Would you say, a great deal, somewhat, or not at all?"

⁴The following question was asked for this item, "To what degree do you feel your supervisor respects you, as part of the health care team? Would you say, a great deal, somewhat, or not at all?"

Table XXXVII. Standard errors for certified nursing assistants currently working in nursing homes, according to total time worked as a nursing assistant, by how much their supervisor, the facility organization, and society values their work: United States, 2004–2005

Valuation	Nursing assistants working in nursing homes ^{1,2}	Total time worked as a nursing assistant								
		Fewer than 2 years	2 to 5 years	6 to 10 years	More than 10 years	Total ²	Fewer than 2 years	2 to 5 years	6 to 10 years	More than 10 years
		Number					Percent			
Total ²	14,271	6,701	8,792	7,155	10,582
Supervisor values work ³										
Very much	11,717	4,798	6,172	5,131	8,499	1.2	2.6	2.4	2.9	2.0
Somewhat	9,348	4,188	5,628	4,799	5,472	1.1	2.4	2.4	2.8	1.9
Not at all	4,163	*1,673	*2,231	*1,927	*2,363	0.6	*1.2	*1.2	*1.5	*1.0
Facility organization values work ⁴										
Very much	11,221	4,627	5,244	4,313	8,340	1.3	2.4	2.3	2.8	2.3
Somewhat	10,610	4,278	6,230	5,627	6,307	1.2	2.5	2.4	2.9	2.2
Not at all	4,682	*1,535	2,776	*2,274	2,820	0.7	*1.1	1.5	*1.7	1.2
Society values work ⁵										
Very much	10,020	3,979	5,239	4,868	7,230	1.2	2.4	2.2	2.9	2.2
Somewhat	10,866	4,981	6,032	4,844	6,805	1.2	2.8	2.3	2.9	2.1
Not at all	5,856	2,517	2,847	2,668	3,597	0.8	1.8	1.5	1.9	1.4

* 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.

³Supervisor values work was determined by the following question, “How much do you think your supervisor values or appreciates the work that you do as a nursing assistant? Would you say . . .very much, somewhat, or not at all?”

⁴Facility organization values work was determined by the following question, “How much do you think the organization at {SAMPLED FACILITY} values or appreciates the work that you do as a nursing assistant? Would you say . . .very much, somewhat, or not at all?”

⁵Society values work was determined by the following question, “How much do you think society values or appreciates the work that you do as a nursing assistant? Would you say . . .very much, somewhat, or not at all?”

Table XXXVIII. Standard errors for certified nursing assistants currently working in nursing homes, by reported supervisors management skills: United States, 2004–2005

Supervisor management skills ^{1,2}	Assessment of supervisor management skills							
	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree	Strongly agree	Somewhat agree	Somewhat disagree	Strongly disagree
	Number				Percent			
Nursing assistants' supervisors:								
Provide clear instructions	12,172	7,781	3,794	4,464	1.2	1.0	0.6	0.6
Treats all nursing assistants (NAs) equally	11,043	7,462	5,852	6,945	1.3	1.0	0.8	1.0
Deals with NAs complaints and concerns	11,008	8,446	4,844	5,804	1.2	1.1	0.7	0.8
Are open to new or different ideas	11,868	9,037	4,009	4,746	1.3	1.1	0.6	0.7
Support NAs career advancement	10,600	9,010	4,642	5,754	1.2	1.1	0.7	0.8
Help NAs with job tasks	11,252	8,016	4,665	7,487	1.3	1.1	0.7	1.0
Listen to NAs' worries about resident care	12,489	7,014	3,091	4,000	1.1	0.9	0.5	0.6
Support NAs' working as part of health care team	10,940	8,639	4,108	5,727	1.2	1.1	0.6	0.8
Discipline or remove nonperforming NAs	10,524	8,566	6,234	7,175	1.3	1.1	0.9	1.0
Tell NAs when doing a good job	11,189	8,234	4,867	6,439	1.2	1.1	0.7	0.9

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.

²Supervisor management skills were determined by responses to the following questions. "The next questions are about your supervisor at {SAMPLED FACILITY}. This is the person who oversees you on a daily basis and instructs you on job tasks. I'm going to read you some statements about your supervisor. Please tell me if you strongly agree, somewhat agree, somewhat disagree, or strongly disagree with each statement. My supervisor a) provides clear instructions when assigning work; b) treats all nursing assistants equally; c) deals with the complaints and concerns of nursing assistants; d) is open to new and different ideas, such as a new or better way of dealing with resident care; e) is supportive of progress in my career, such as further" training; f) helps me with my job tasks when help is needed; g) listens to me when I am worried about a residents care; h) supports nursing assistants working in groups or teams with other health care workers, such as physical therapists, dieticians, Registered Nurses, Licensed Practical Nurses, or other nurses; k) disciplines or removes other nursing assistants who do not do their job well or their share of the work; and j) tells me when I am doing a good job."

Table XXXIX. Standard errors for certified nursing assistants currently working in nursing homes, by types of problems that make it difficult to work at facility or make nursing assistants dislike job: United States, 2004–2005

Problems at work ¹	Nursing assistants working in nursing homes ²	Total
	Number	Percent
Total ³	14,271	. . .
No problems	7,842	1.1
One or more problems	13,720	1.1
Type of complaint ⁴		
Problem with coworkers	8,710	1.2
Workload	8,666	1.1
Problem with supervisor or nurses	7,794	1.0
Pay or benefits	6,714	0.9
Lack of respect or appreciation	6,243	0.9
New rules or procedures	3,899	0.6
Problem with schedule	4,105	0.6
Nature of job	2,878	0.4
Other problems	8,521	1.1

. . . Category not applicable.

¹Problems at work are determined by responses to the following question, “There are usually things that people like and dislike about their jobs. Please tell me the types of problems or incidents at work that make it difficult for you to work there or cause you to dislike your job.” Response options included problems with supervisor or nurses; problems with coworkers; lack of respect or appreciation for work; pay or benefits; problems with schedule; new rules or procedures; workload; health or personal issues; nature of job; other; or nothing or no complaints.

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.

⁴Nursing assistant may be included in more than one category.

Table XL. Standard errors for certified nursing assistants currently working in nursing homes, by amount of nursing assistant turnover at current facility, according to selected facility characteristics: United States, 2004–2005

Facility characteristic	Nursing assistants working in nursing homes ²	Turnover of nursing assistants ¹		
		A lot	Some	A little or none
		Percent		
All facilities	14,271	1.5	1.1	1.1
Beds				
Fewer than 50	2,509	3.5	3.2	3.0
50–99	8,512	2.6	2.1	1.8
100–149	15,209	2.7	1.9	2.1
150 or more	15,115	2.6	2.0	2.2
Geographic region				
Northeast	18,348	3.9	2.8	3.0
Midwest	14,908	2.4	1.8	1.8
South	14,772	2.1	1.7	1.7
West	11,346	4.1	2.8	3.2
Location				
Metropolitan statistical area ³	13,444	1.8	1.4	1.4
Micropolitan statistical area ⁴	4,061	3.1	2.3	1.9
Other location ⁵	3,363	2.9	2.1	1.8
Affiliation				
Chain	17,611	2.0	1.5	1.6
Independent	18,461	2.1	1.6	1.6
Ownership				
Proprietary	17,812	1.8	1.4	1.4
Voluntary nonprofit	17,420	2.7	1.9	2.1
Government and other	10,508	4.8	3.3	4.3

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.

³A metropolitan statistical area is a county or group of contiguous counties that contains at least one urbanized area of 50,000 or more population. May also contain other counties that are economically and socially integrated with the central county as measured by commuting.

⁴A micropolitan statistical area is a nonmetropolitan county or group of contiguous nonmetropolitan counties that contains an urban cluster of 10,000 to 49,999 persons. May include surrounding counties if strong economic ties exist between the counties, based on commuting patterns.

⁵Other locations are nonmetropolitan counties that are not classified as part of a micropolitan statistical area.