



# Addiction Workforce Exit Questionnaire Final Report

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# *Background and Introduction*

## **Timeline**

- May 30, 2023: Addiction Workforce Exit Questionnaire launched
- May 31, 2023: Bureau of Substance Addiction Services (BSAS) Notification sent, announcing the Questionnaire
- September 8, 2023: News announcement on Careers of Substance (CoS) website
- September 13, 2023: Questionnaire was first featured in the CoS newsletter
- October 2, 2024: Survey closed

## **Response**

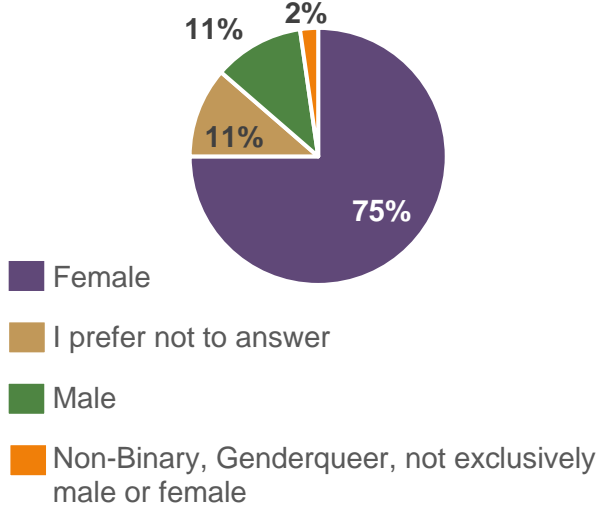
A total of 76 people responded to the survey with a 77% completion rate. All responses were received from May 31, 2023 through September 9, 2024. This report summarizes information from all responses.



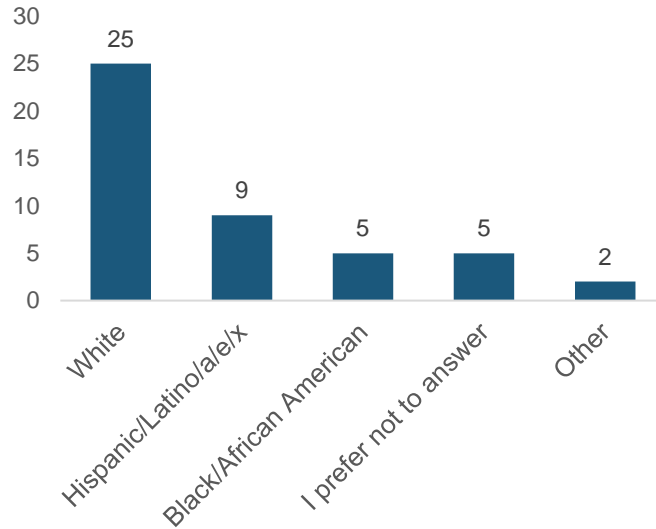
# Respondent Profile

### Gender Identity Distribution

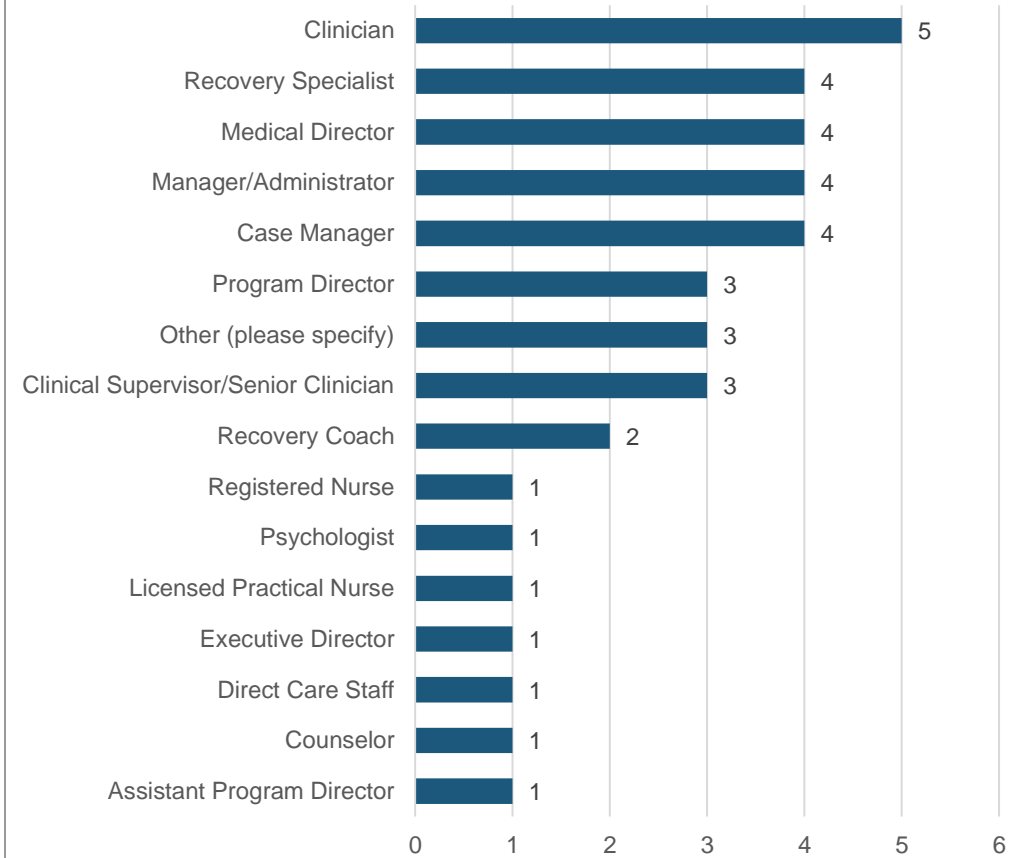
(n=44)



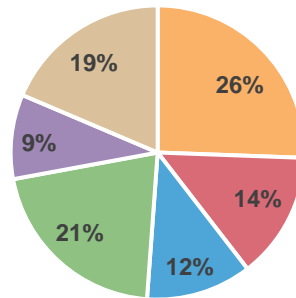
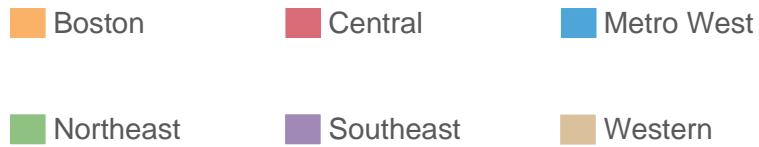
### Reported Race



### Role Type Distribution

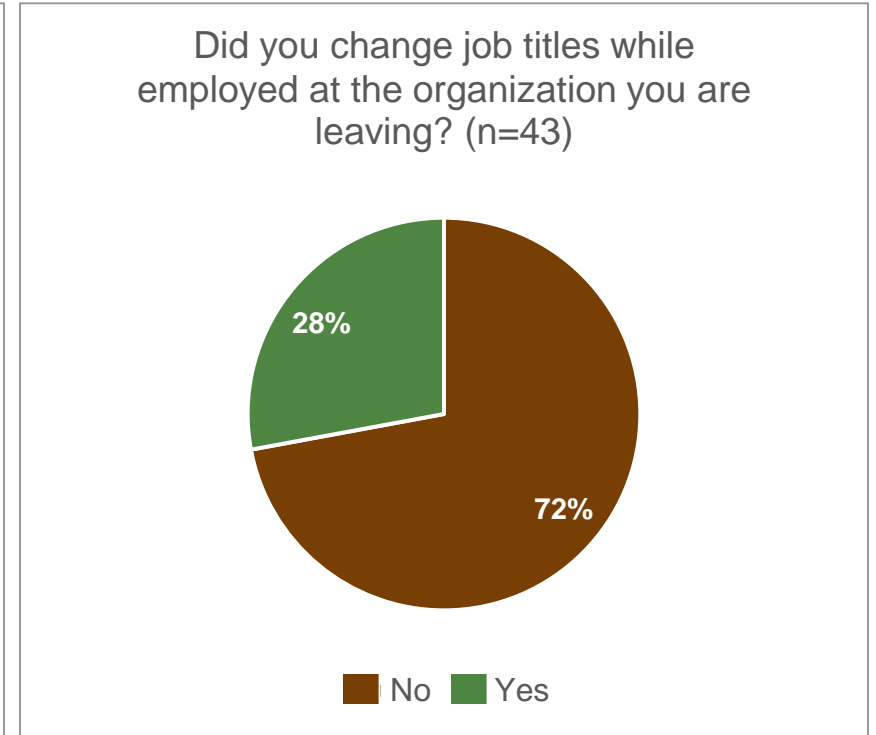
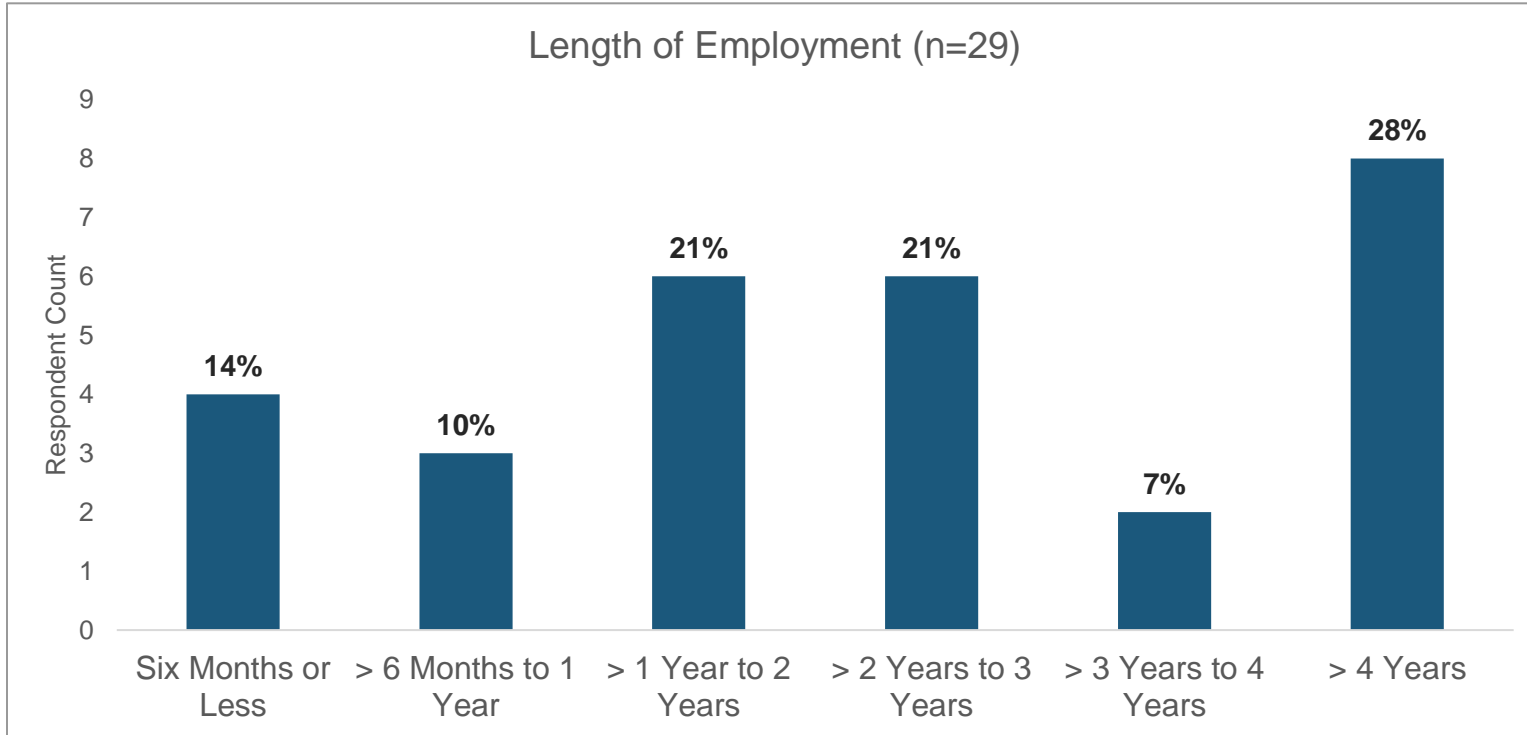


### BSAS Region Distribution (n=43)





# Employment Duration & Movement



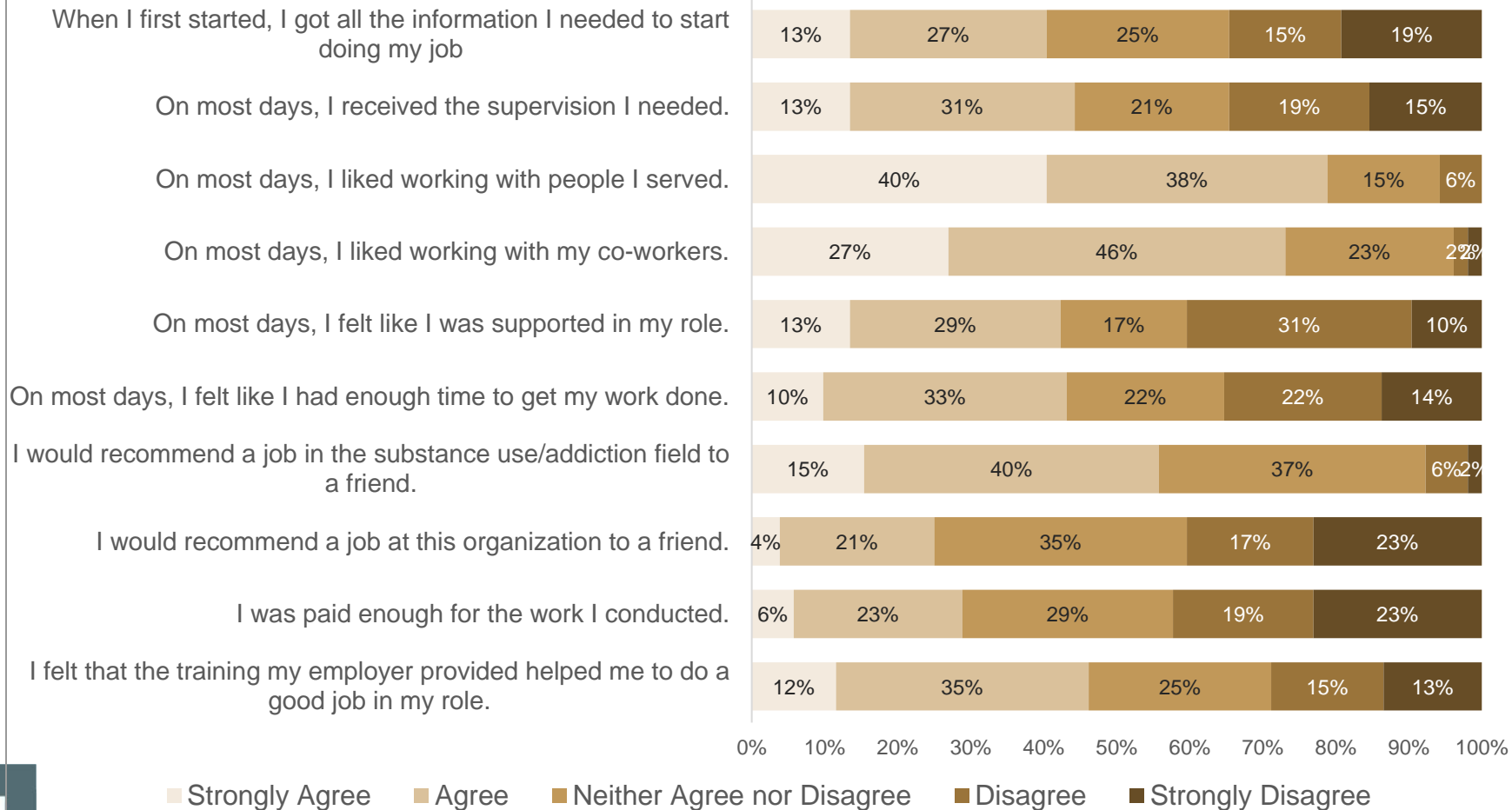
Length of Employment	
Avg. Length of Employment	3.8 Years
Max. Length of Employment	18.8 Years
Min. Length of Employment	2 Months

**Moving During Employment**  
 72% of respondents reported they did not change job titles during their employment.



# Perception of Employment Experience

Please rate the level of agreement with the following statements (n=52):



Respondents reported a high level of agreement (“Strongly Agree” and “Agree”) that they liked the people they worked with, and liked working with the people they served.

Relatively fewer respondents agreed that they felt supported in their role, that they had the supervision they needed, that they had the information they needed to do their job, and that they had enough time to get their work done.

Few respondents agreed that they were paid enough, or that they would recommend the job to a friend.



# Reasons for Leaving Organization

Why are you leaving your current position? (Check all that apply) (N=76)

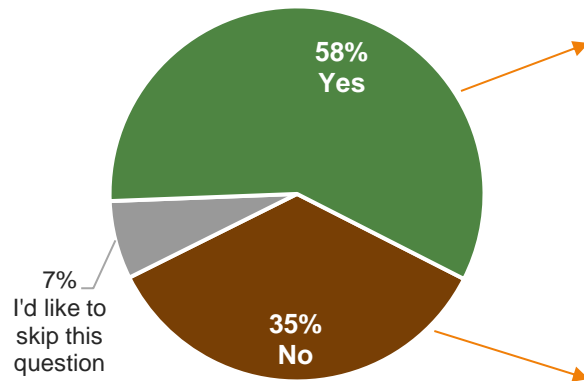


Multiple factors contribute to people leaving organizations. While no single reason stands out greater than other, burnout, workplace culture, management and salary were top four responses.



# Where are people going?

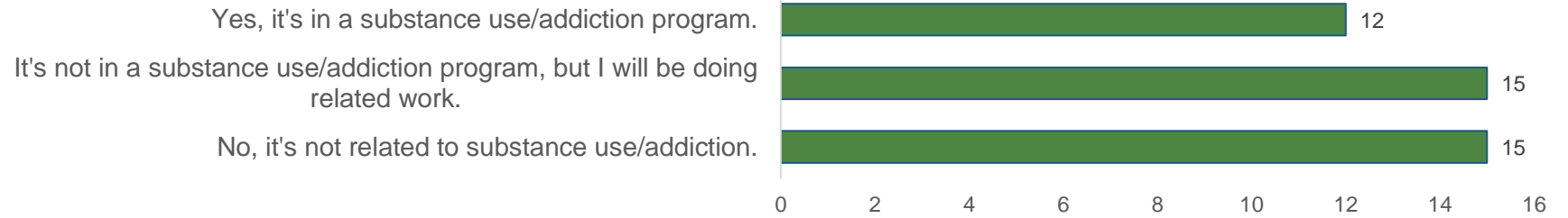
Do you have another job lined up?  
(n=74)



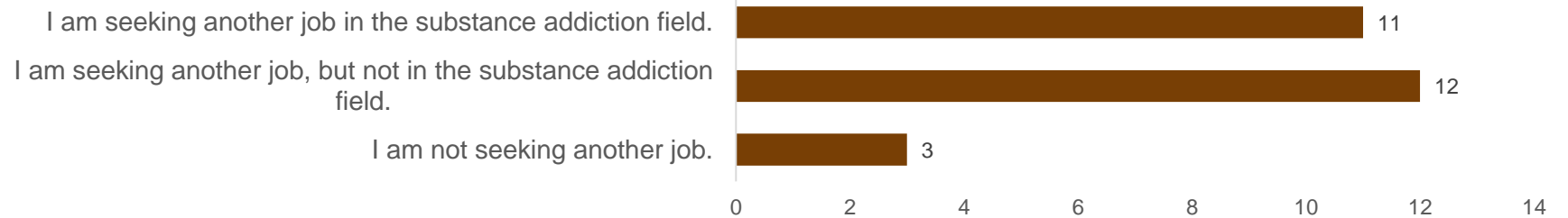
35% of those leaving organizations reported they do not have another job lined up.



Is your new job in the substance addiction field?



Are you seeking another job (in the substance addiction field)?



Among those who answered "Yes" or "No" to having another job lined up:

- 56% reported they are staying in the substance addiction field (includes doing substance addiction related work).
- 44% of respondents stated they are leaving the field (not doing substance addiction work or not seeking another job).





# Takeaways

- In general, respondents felt good about working in this field. They liked working with their coworkers and the people they served. However, despite these positives, 44% reported they plan to leave the field altogether.
- 35% of respondents left their jobs without having another job lined up. Some of the most frequent reasons people gave for leaving their jobs were:
  - ❑ Burnout
  - ❑ Dissatisfaction with the way the organization is managed
  - ❑ Dissatisfaction with the workplace environment or culture
- In terms of respondents' perception of employment experience:
  - ❑ 59% were either neutral or did not feel they had all the information they needed to start their job
  - ❑ 55% were either neutral or did not feel they received the supervision they needed
  - ❑ 53% were either neutral or did not feel they were provided training by their employer that helped them do a good job in their role
  - ❑ 58% were either neutral or did not feel they were supported in their role
  - ❑ 58% were either neutral or did not feel they had enough time to get their work done
  - ❑ 71% were either neutral or did not feel they were paid enough for their work
  - ❑ 75% were either neutral or said they would not recommend a job at their organization to a friend







# Contacts

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