

WIC Dietetic Internship Program Survey Analysis

Table of Contents

Key Findings	2
Response Rate.....	4
Overview of Respondent Characteristics.....	5
Interested Staff	6
Interested Staff Characteristics.....	6
Interested Staff Responses	15
Supporting Staff	21
Supporting Staff Characteristics.....	21
Supporting Staff Responses	30
Not Interested Staff	37
Not Interested Staff Characteristics.....	37
Not Interested Staff Responses	45
Appendix	46

Key Findings

In January 2023, the Washington State WIC Program surveyed local agency staff to assess potential staff interest in a Dietetic Internship (DI) program for Washington WIC local agency staff. The purpose of the survey was to learn about the most important anticipated equity and accessibility barriers for potentially participating and potentially supporting WIC local agency staff.

The survey was emailed to 647 WIC staff. One hundred and fifty local agency staff (23%) completed the survey. Of the 150 respondents, 73 respondents (49%) were potentially interested in participating in a DI program as a step to becoming a Registered Dietitian, 59 respondents (39%) were potentially interested in supporting staff from their local agency in this career advancement pathway, and 18 respondents (12%) shared that they were not interested in either supporting or participating in a DI program, respectively.

Interested Staff Characteristics and Responses

- **Interested staff roles:** Nearly all interested staff selected “Certifier” as one of their current roles.
- **Languages spoken by interested staff:** A little over half are bilingual or multilingual. Of these, 85% specified Spanish as one of the additional spoken languages.
- **Interest level of interested staff by educational status:** We looked at interest level in relation to educational status. Regardless of educational status—High School Diploma or GED, some college courses or Associates, or bachelor’s degree—those staff were nearly equally very interested in participating in this career advancement pathway.
- **Perceived required assistance for interested staff to successfully complete a WIC DI program:** The three most important required assistance categories were financial support, time to divide across work and personal obligations, and access to educational supplies. Staff also asked for Washington WIC to offer increased training and education options for local agency staff.
- **Staff commitment to WA WIC in return for some financial support:** Staff were asked if in exchange for some financial support toward their RD credentialing pathway, they would consider committing to staying employed with Washington WIC for two to three years. Eighty-eight percent of interested staff answered “yes” to this question.
- **Strengths of Washington WIC, as identified by interested staff:** Staff were asked what strengths they perceived Washington WIC already has to contribute to a successful DI experience. Staff noted themselves—their experience, passion for, and commitment to working with WIC participants and for the WIC program as a great strength of Washington WIC. Other themes included WIC state staff support and training, and supervised practice opportunities at their own WIC local agencies.

Supporting Staff Characteristics and Responses

- **Recommendations by supporting staff:** The most imported recommendations were dedicated funding to support the intern, time for RDs to precept, and funding to backfill a participating staff's WIC position.
- **Anticipated retention challenges for supporting staff:** In descending order, the top anticipated retention challenges over the next five to ten years are salary expectations, low applicant pools due to location, increased need for bilingual or multilingual RDs, anticipated retirements, and changing career interests of WIC RDNs.
- **Precepting support for supporting staff:** Staff wish for a handbook, clear guidelines for preceptors and interns, and tools and training for preceptors.

Not Interested Staff Responses

- **Reasons for disinterest:** Individual level reasons included a preference for other career paths, nearing retirement, and higher education being perceived as a barrier. At the agency level, reasons included concerns around the ability to support a dietetic intern, existing precepting commitments, and a preference for other investment in clinics and staff.

Note

The survey analysis includes some results with fewer than 10 data points, as they are deemed informative and necessary voices to include. Special care was taken to keep data confidential.

Response Rate

Response Rate				
	Potentially participating	Potentially supporting	Not interested	Totals
Surveys sent to	485*	162*	-	647
Responses	73	59	18	150
Response rate %	15%*	36%	-	23%

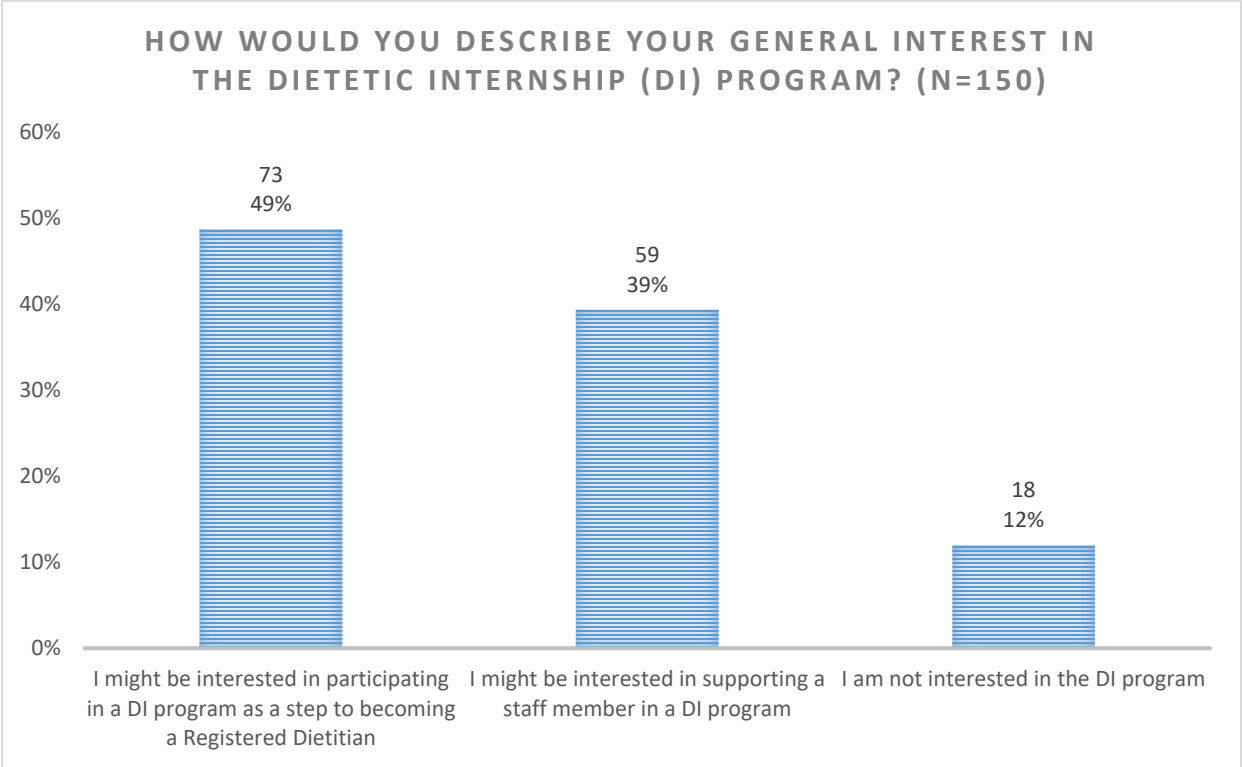
** Due to limitations of email lists used to send the survey to all Local Agency WIC staff, the number of surveys sent listed in the “Potential Participating” column may include a small percentage of staff who are already RDNs. The “Potential Participating” response rate may therefore be smaller by a small margin, whereas the “Potential Supporting” response rate may be larger by a small margin. In the “Potential Participating” responses there were no persons self-selecting as RDNs.*

The WIC Dietetic Internship Program survey was sent to all WIC local agency staff who show active accounts in the Learning Center. Additionally, the survey was sent to WIC local agency coordinators and a small amount of contacts outside of Washington WIC, who collaborate with and advocate on behalf of Washington WIC, for their awareness.

Of 647 WIC staff who received the survey, 150 staff completed this survey. The overall response rate was at 23%, or a little less than a quarter of current WIC staff. Roughly translated, about one in seven WIC staff who could potentially participate in a DI program responded as having potential interest. Of WIC staff who could potentially support a staff member from their clinic, one in three responded as having potential interest in doing so. Eighteen WIC staff responded as having no interest and completed the survey.

Please note that this analysis presents condensed information at times. When relevant, full analysis results can be found in the appendix of this document.

Overview of Respondent Characteristics

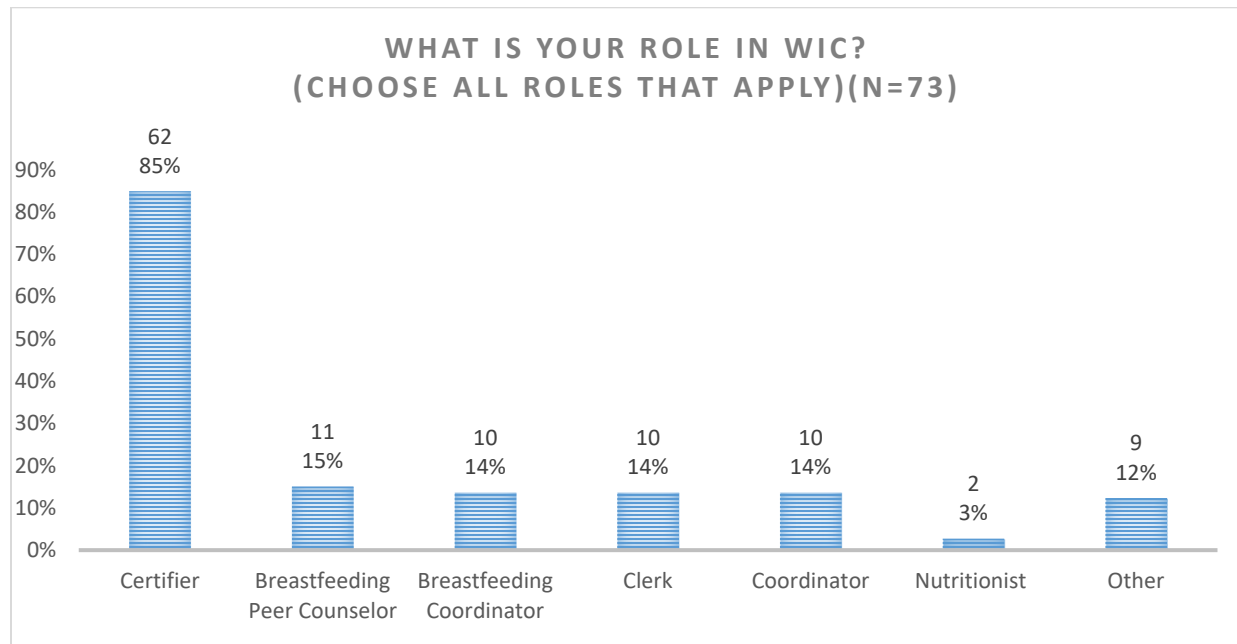


Of the 150 completed surveys received, about half of respondents chose “I might be interested in a DI program as a step to becoming a Registered Dietitian.” A little more than a third of the respondents were potentially interested in supporting a staff member in a DI program, and 12% of survey respondents chose “I am not interested in the DI program”.

Interested Staff

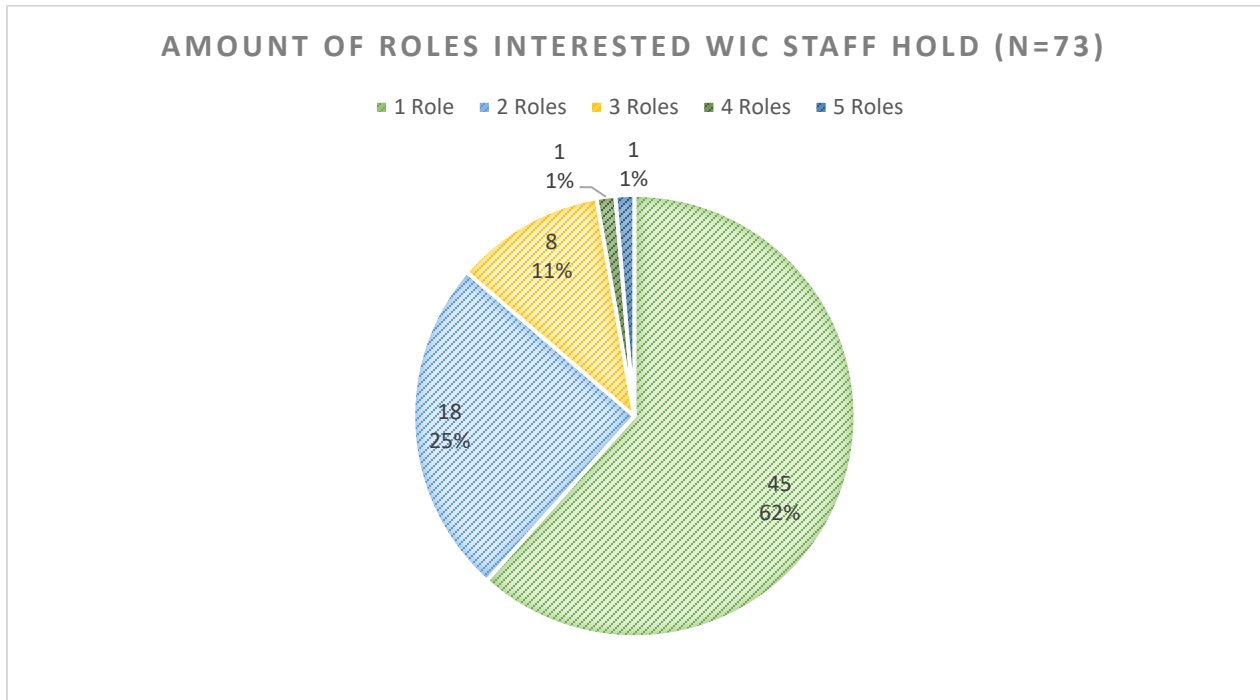
Interested Staff Characteristics

Interested Staff Roles by Role Title



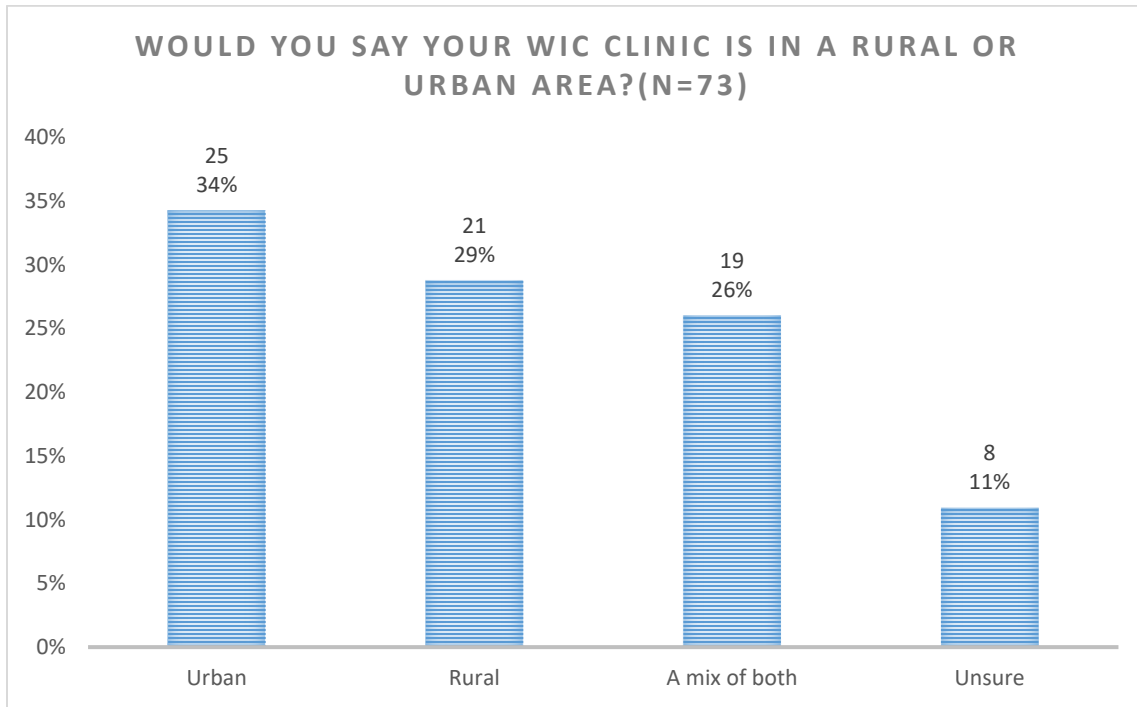
Of the 73 staff potentially interested in participating in a DI program, more than four out of five staff selected one of their current roles to be Certifier. Fifteen percent of surveyed staff selected Breastfeeding Peer Counselor, followed by one out of seven staff selecting Breastfeeding Coordinator, Clerk, and Coordinator as one of their roles. Nine respondents chose “Other” as one of their roles. These other roles included IBCLC, Peer Counselor Coordinator, Nutrition Aide II and Nutrition Assistant, Administrative Assistant, Report Analyst, Director, and Dietetic Intern. Two respondents selected Nutritionist. Per current Washington State WAC definition, a person with a master’s in nutrition may refer to themselves as a nutritionist without having earned their RD credentials.

Interested Staff Roles by Amount of Roles Held per Staff



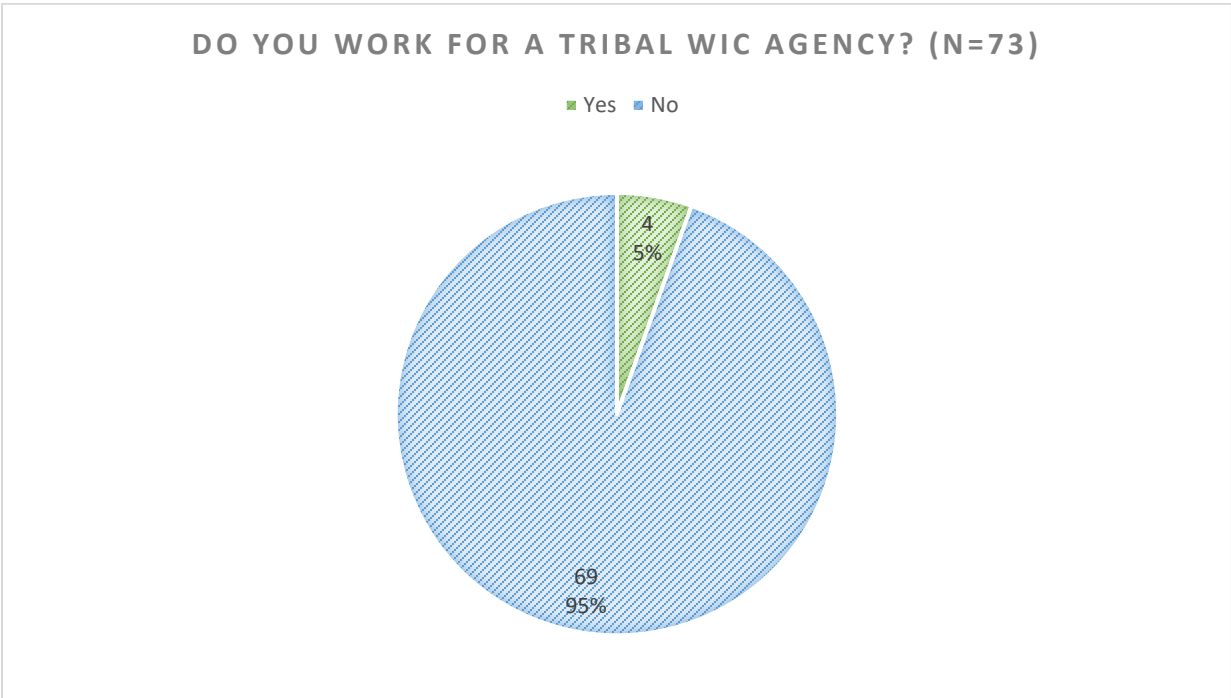
Of the 73 potentially interested staff, around two out of three staff hold one role, about a quarter hold two roles, while eight staff hold three, and one staff each hold four and five roles, respectively.

Interested Staff from Rural or Urban WIC Clinic Areas



Of the 73 responses, about a third of respondents selected “urban” as the area for their WIC clinic or clinics. Between a quarter and a third of respondents selected “rural,” and a quarter selected “a mix of both.” Eight respondents were unsure if their WIC clinic or clinics were in urban or rural areas.

Interested Staff from Tribal WIC Agencies



Of the 73 respondents, four staff, or five percent of the respondents, work for a tribal agency.

WIC Clinic Locations of Interested Staff by County and Geographic Region

What counties do you provide WIC services in? (choose all counties that apply)	N
King	14
Pierce	9
Franklin	8
Benton	6
Kitsap	6
Clark	5
Spokane	4
Yakima	4
Chelan	3
Grant	3

The five counties selected the most often as the location for providing WIC services by interested staff were King County, followed by Pierce County, Franklin County, Benton County, and Kitsap County. Clark County, Spokane County, Yakima County, Chelan County, and Grant County were selected by less than six survey responders each, but more times than the remaining twenty counties selected by staff as their WIC clinic location. Find the full list in the appendix.

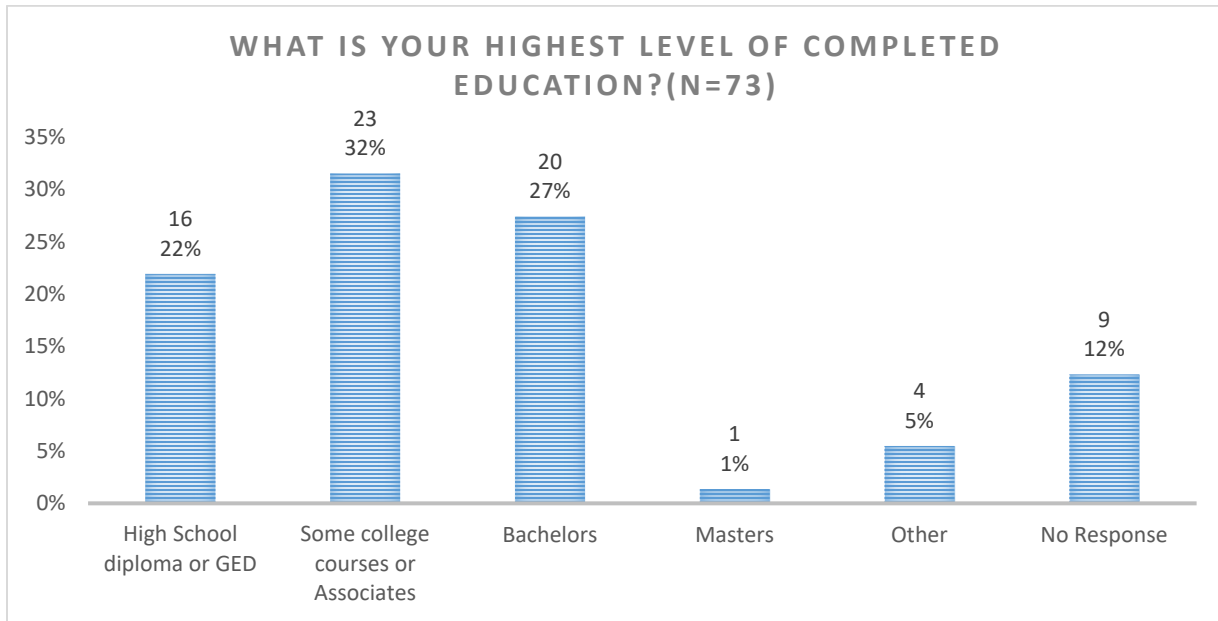
It may be useful to congregate counties into regions. We used a [regional map](#) from Philanthropy Northwest (see below) that combines counties into the following regions: Northwest, North Central, Northeast, North Puget Sound, South Puget Sound, Peninsula/Coastal, Southwest, South Central, Southeast.

What counties do you provide WIC services in? Responses sorted by region	N
South Central	21
North Puget Sound	18
South Puget Sound	13
Northeast	11
North Central	10
Peninsula and Coastal	10
Southwest	7
Northwest	4
Southeast	1



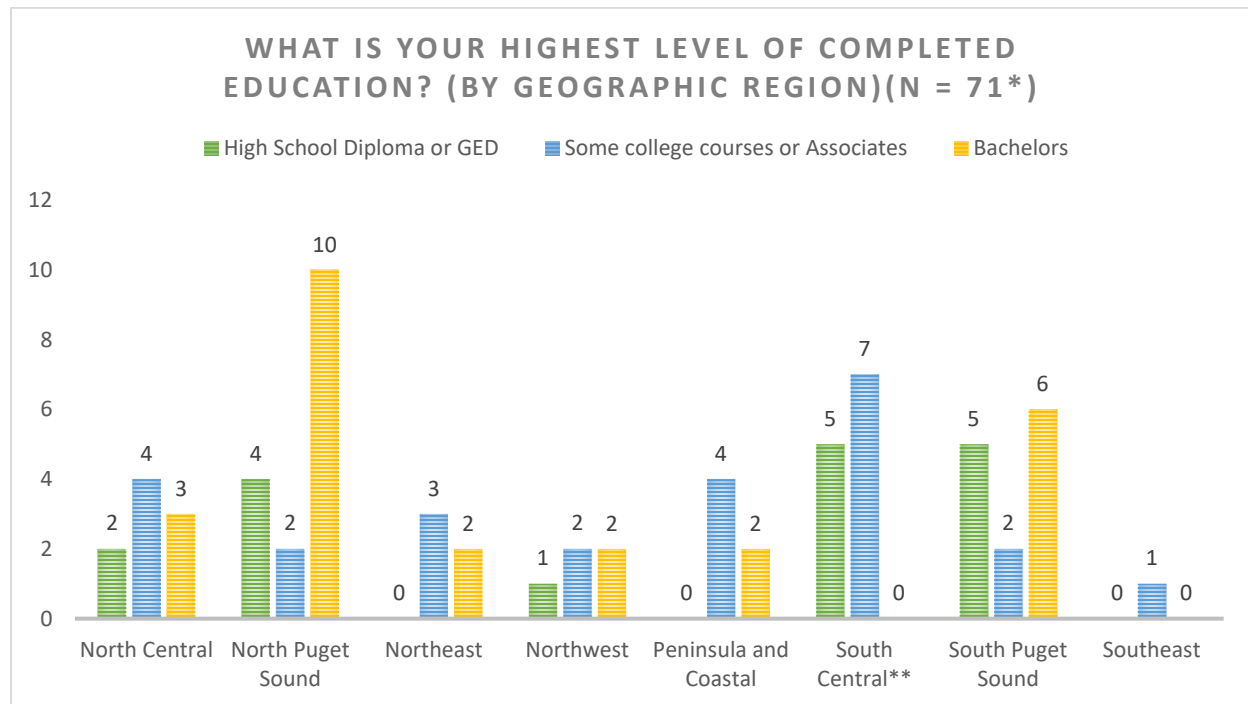
When congregating counties by regions, the South Central region showed the highest amount of clinic locations of staff who are potentially interested in participating in a DI program. This region was followed by North and South Puget Sound regions. Northeast, North Central, and Peninsula/Coastal regions fell into the middle, with clinic locations from the Southwest, Northwest, and Southeast regions selected least often in the survey.

Educational Status of Interested Staff



Of the 73 staff potentially interested in participating in a DI program, roughly a quarter each completed a High School diploma or GED or bachelor’s degree, respectively. A third of the respondents completed some college courses or earned an associate degree. One respondent earned a master’s degree. Out of the 13 respondents in the Other and No Response categories, two respondents shared that they were in the process of earning a degree and two shared that they earned certifications in a health care discipline or wellness field. The remaining nine respondents did not disclose their educational status. Find the full results in the appendix.

Educational Status of Interested Staff by Geographic Regions

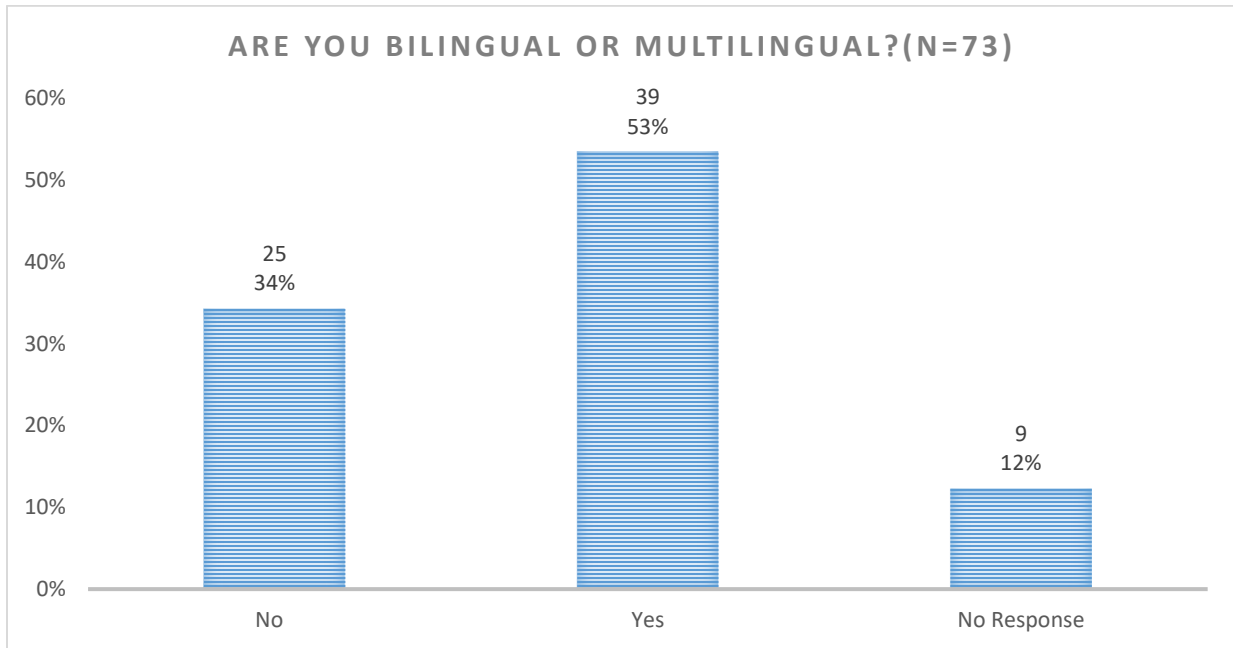


**Many WIC staff indicated multiple counties served within their respective WIC agency role(s). For some of the respondents, counties served span multiple geographic regions. Therefore, we allotted each region served by a WIC staff serving multiple regions the identical educational status, raising the original total responses for “High School Diploma or GED”, “Some college courses or Associates”, and “Bachelors” in this graph from 59 to 71 total responses. Find the full results in the appendix.*

***The South Central region includes nine (9) “No Response” responses, not shown here.*

The graph captured select educational status (High School Diploma or GED, Some college courses or Associates, and bachelor’s degree) of interested staff in relation to geographic regions served through their respective WIC role(s). Each region’s responses showed a mixture of educational statuses. The North Puget Sound region showed the highest response for attained bachelor’s degrees and more respondents with “High School Diplomas or GED” than with “Some college courses or Associates” amongst the remaining responses for this region. The South Puget Sound region, with the second highest response number for attained bachelor’s degrees among their interested staff, showed a near split between respondents with “Bachelors” and those with a “High School Diploma or GED.” The South Central region showed the highest responses for “Some college courses or Associates” and “High School Diploma or GED” within their region, compared to other regions. No respondents in this region noted having attained a bachelor’s degree. Noteworthy is also that the South Central region included nine “No Response” answers to the question on highest level of completed education in the survey (see double asterisks.) The North Central, Peninsula and Coastal, and Northeast regions each showed more of their interested staff having attained “Some college courses or Associates” than for the other two educational categories within their regions, though variances are slight. Staff from the Northwest region showed a near equal distribution of the three educational statuses by their interested staff. For the Southeast region, we recorded one response for “Some college courses and Associates.”

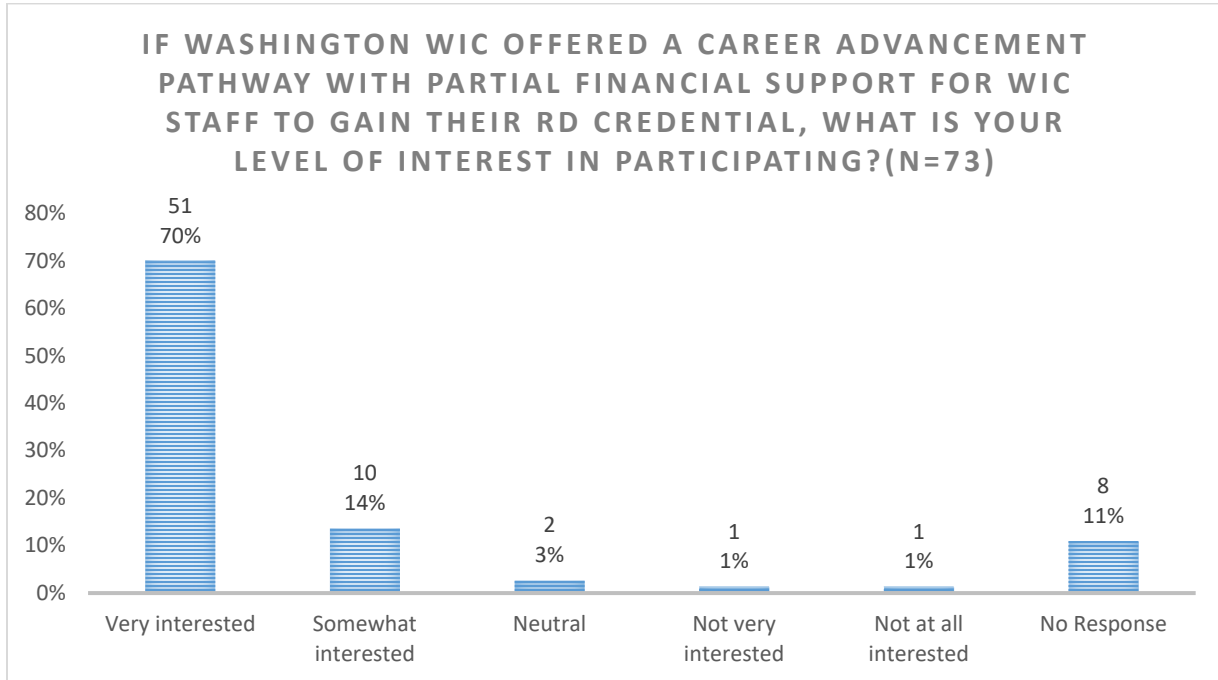
Languages Spoken by Interested Staff



Of the 73 staff who completed this survey, a little over half responded that they are bilingual or multilingual. Of these, 85 percent, or more than four out of five staff who speak more than one language, specified one of their spoken languages to be Spanish. Other languages specified by this group included, Russian, Ukrainian, French, Turkish, Kikuyu, and Tagalog. Nine respondents abstained from answering, and about a third of interested WIC staff speak one language.

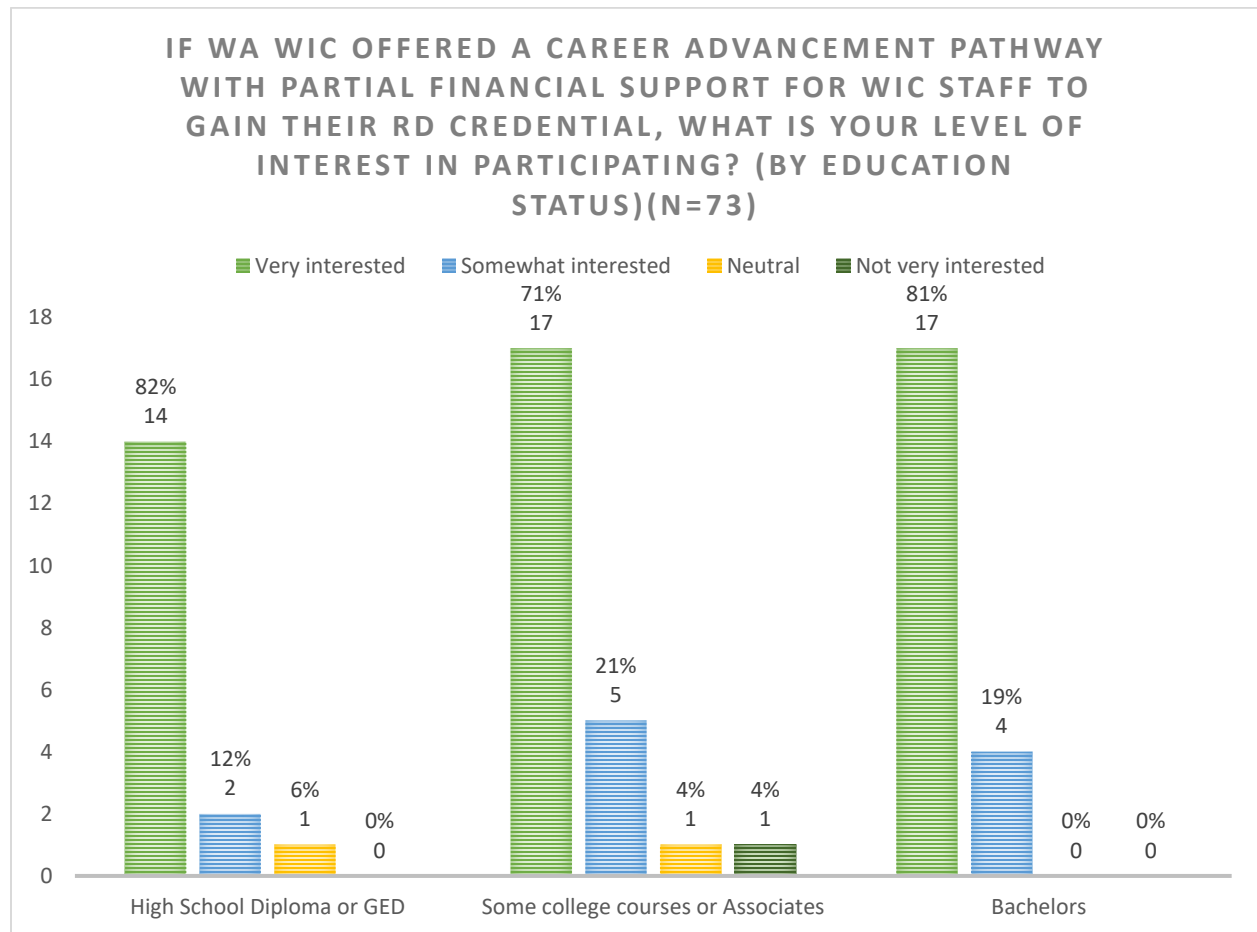
Interested Staff Responses

Interest Level of Interested Staff



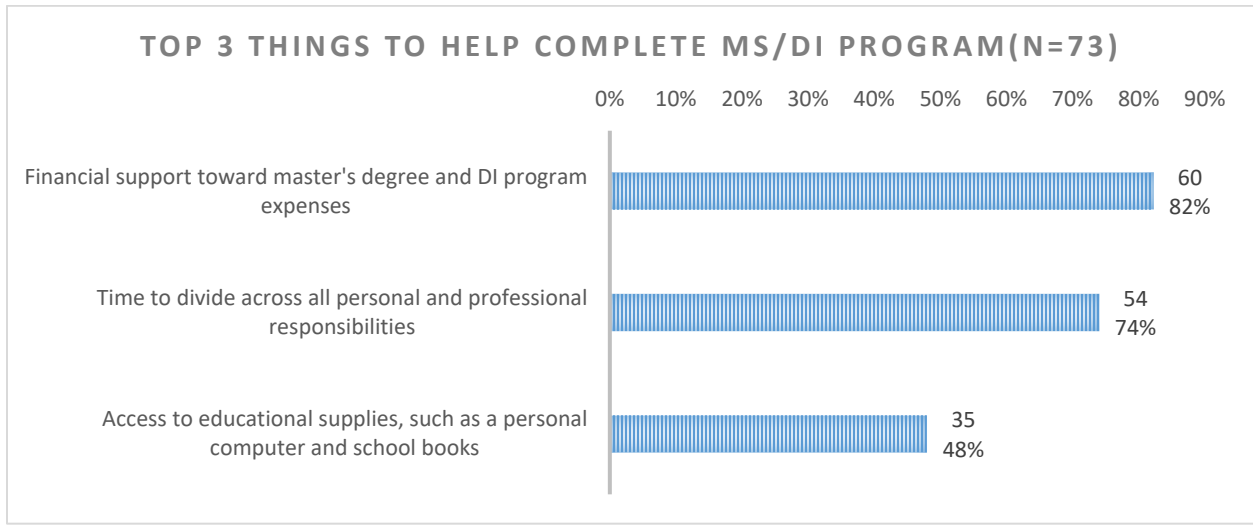
Of the 73 potentially interested staff, 51 respondents, or seven out of ten were very interested in participating in a career advancement pathway to gain their RD credential. Of the remaining roughly third of respondents, 14% were somewhat interested, 11% did not respond, and two respondents chose neutral level of interest, and one each chose “Not very interested”, and “Not at all interested” as their response, respectively.

Interest Level of Interested Staff by Educational Status



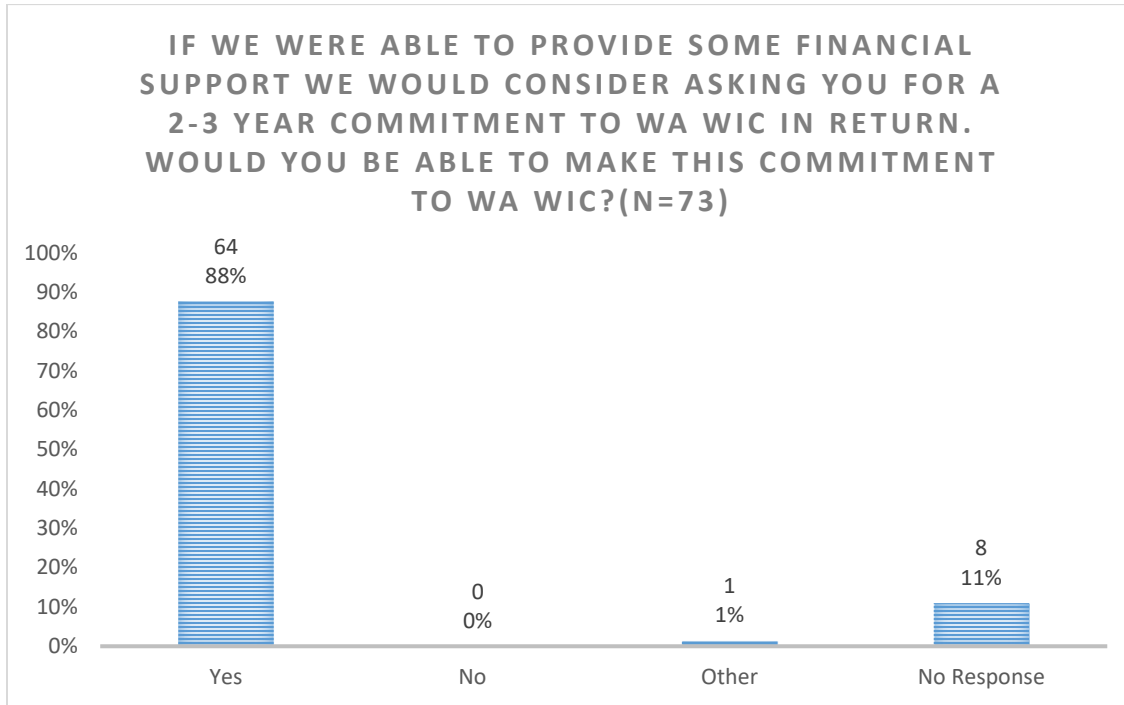
The graph captures interest level of interested staff in relation to select educational status (High School Diploma or GED, some college courses or Associates, and bachelor’s degree). The majority of staff from each of the three educational status groups (82%, 71%, and 81% of respondents of each group, respectively) were “very interested” in a career advancement pathway with partial financial support. Between 12% and 21% of respondents per each educational status were “Somewhat interested”, and one respondent each per the “High School Diploma or GED” and “Some college courses or Associates” group selected a neutral interest. One respondent with “Some college courses or Associates” selected “Not very interested”. From the “Bachelors” group, no respondents chose neutral or “not very interested” level of interest.

Requirements by Interested Staff to Complete a WIC DI Program



Staff interested in participating in a potential WIC DI program identified financial support as the most important requirement for themselves, with four out of five staff selecting it as one of their “top three things to help complete a MS/DI program.” The second most important requirement was time, with nearly three-quarters of respondents selecting it as a top three item for them. The third most important requirement for staff to complete a MS/DI program was access to educational supplies, with a little over a third of respondents choosing this item as a top three most important requirement. Find the full list in the appendix.

Staff Commitment to WA WIC in Return for Some Financial Support



Staff were asked if in exchange for some financial support toward their RD credentialing pathway, they would consider committing to staying employed with Washington WIC for 2-3 years. Nearly nine out of ten of the interested staff answered “yes” to this question. No respondents answered “no”. One staff responded “other” and 11% of staff declined to answer.

Strengths of Washington WIC to contribute to a successful dietetic internship experience, identified by interested staff

Respondents were asked about their thoughts on, “Please describe any current overall strengths of Washington WIC that would contribute to a successful dietetic internship experience.” We received responses from 44 (60%) out of 73 respondents. Twenty-nine respondents left their answer line blank. Of the received responses from potentially interested local agency staff, the following themes crystallized for perceived strengths that Washington WIC already contributes to a successful dietetic internship experience:

Please describe any current overall strengths of Washington WIC that would contribute to a successful dietetic internship experience. (N=44) Responses sorted by themes	Number of mentions
Existing WIC local agency staff experience, passion for, and commitment to working with WIC participants and for the WIC program	18
WIC local agency RD, state staff support, and training	14
Hands-on dietetic training opportunities for interns through WIC	12
WIC program general fit for DI program and support to staff	7
WIC participant diversity	7

Please note, qualitative responses were categorized by major themes. Unrelated responses were omitted.

Areas of improvement for Washington WIC to contribute to a successful dietetic internship experience, identified by interested staff

Respondents were asked about their thoughts on, “Please describe any areas of improvement that Washington WIC might consider to contribute to a successful dietetic internship experience.” 31 (42%) out of 73 respondents had responses, while 42 (58%) abstained. Of the received responses from potentially interested local agency staff, two themes confirmed existing themes from previous questions, three new themes emerged, and two themes overlapped with existing vision goals for this program. Those last responses confirm a need for increased education about the dietetic internship program to local agency staff to reduce misunderstandings about the program vision.

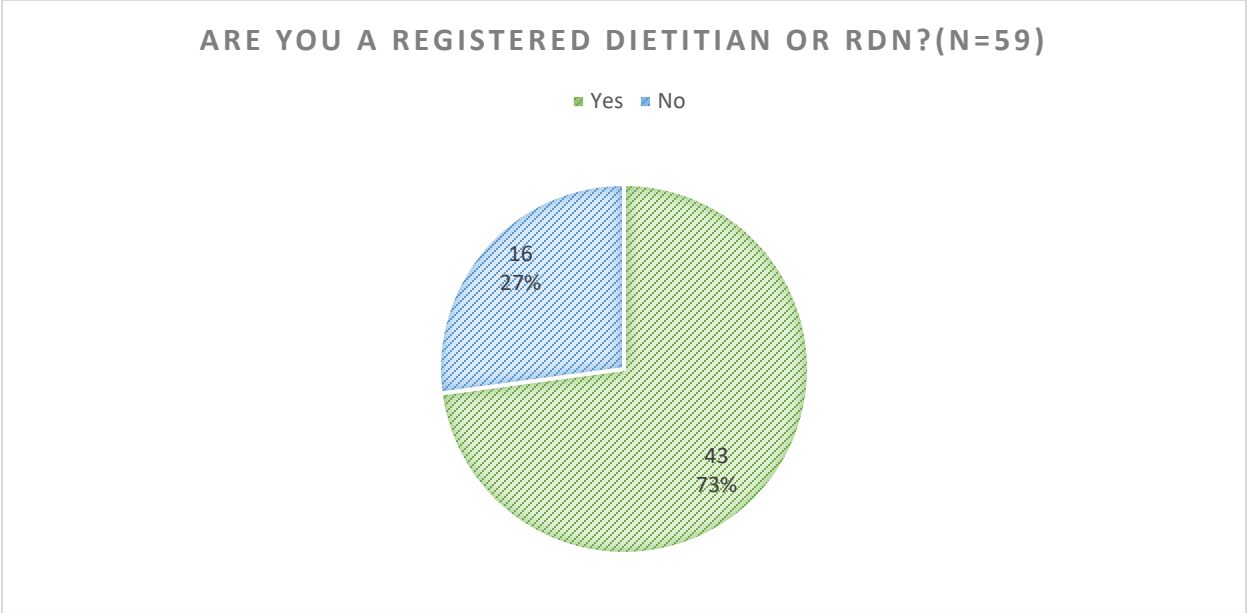
Please describe any areas of improvement that Washington WIC might consider to contribute to a successful dietetic internship experience. (N=31) Responses sorted by themes	Number of mentions	Type of theme
A wish for increased training and education for local agency staff	11	New
Time to divide across professional and personal schooling responsibilities	6	Existing
Financial assistance toward DI internship and master’s degree expenses	5	Existing
Policy change suggestions, e.g., assurance or local agency leadership support of the DI program, increase in-person appointments, shifting in staff-to-participant ratios to allow for more time at appointments, shorter spans of time between new recommendations in the dietetic field and Washington WIC implementing those recommendations as part of their policies.	5	New
Investment in and promotion of local agency staff through allowing participation in the DI program.	4	New
Need for clinical rotations at locations other than WIC clinics	2	Program vision
Need for a diversification of staff	1	Program vision

Please note, qualitative responses were categorized by major themes. Unrelated responses were omitted.

Supporting Staff

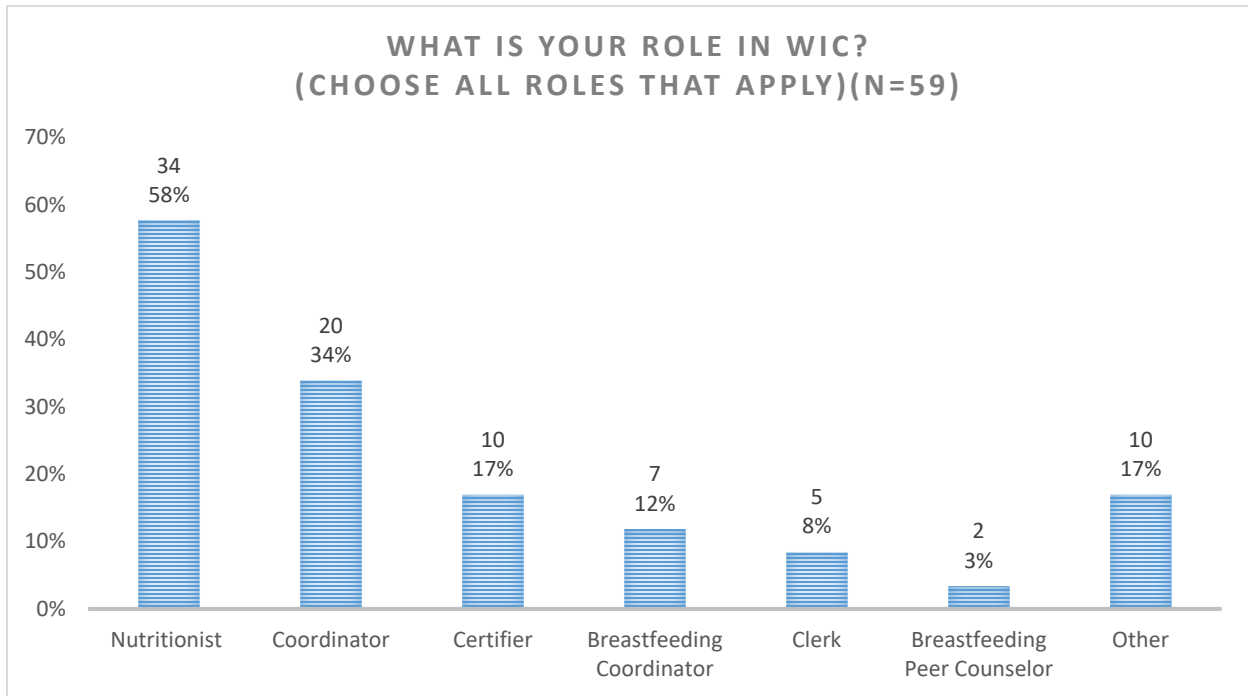
Supporting Staff Characteristics

RD Status of Supporting Staff



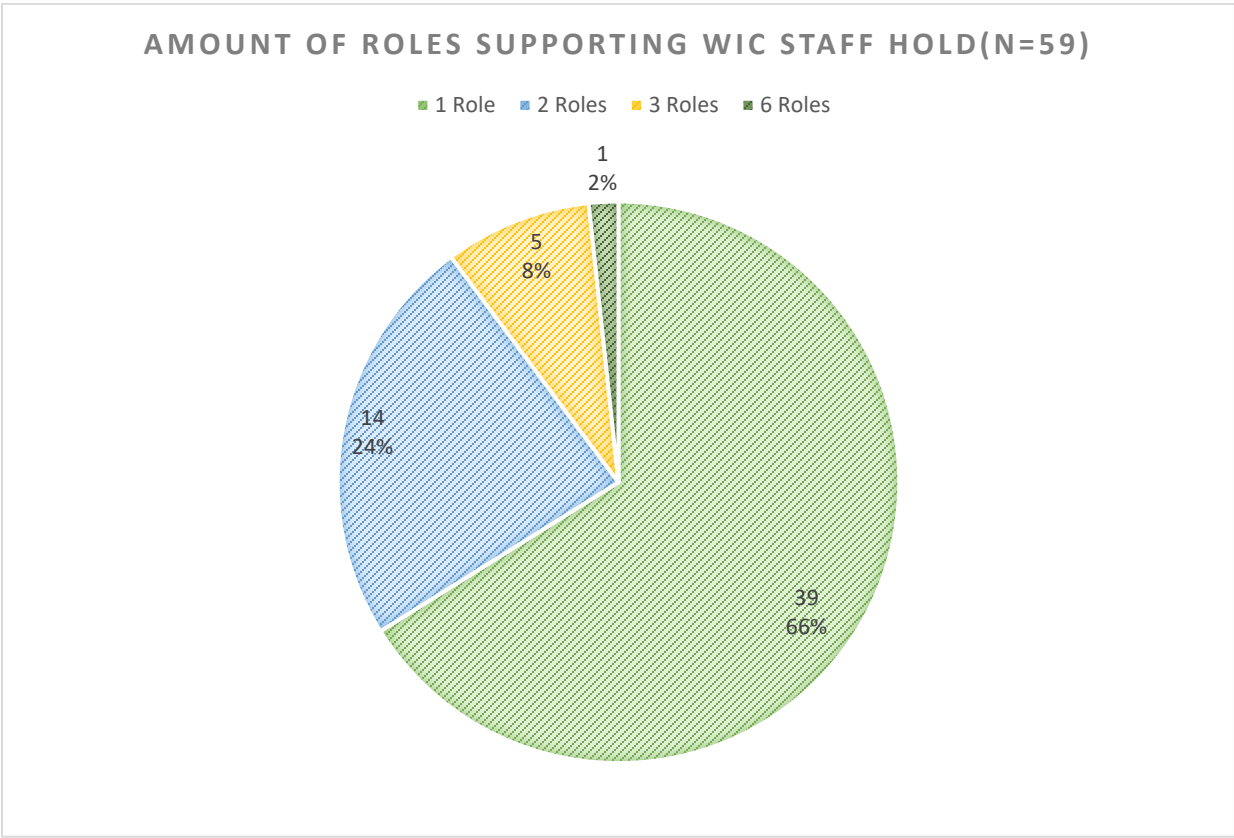
Of the 59 staff potentially interested in supporting a staff to partake in a DI program, nearly three-quarter of staff held RD credentials at the time of survey completion. Sixteen, or a little more than one-quarter of the staff, did not.

Supporting Staff Roles by Role Title



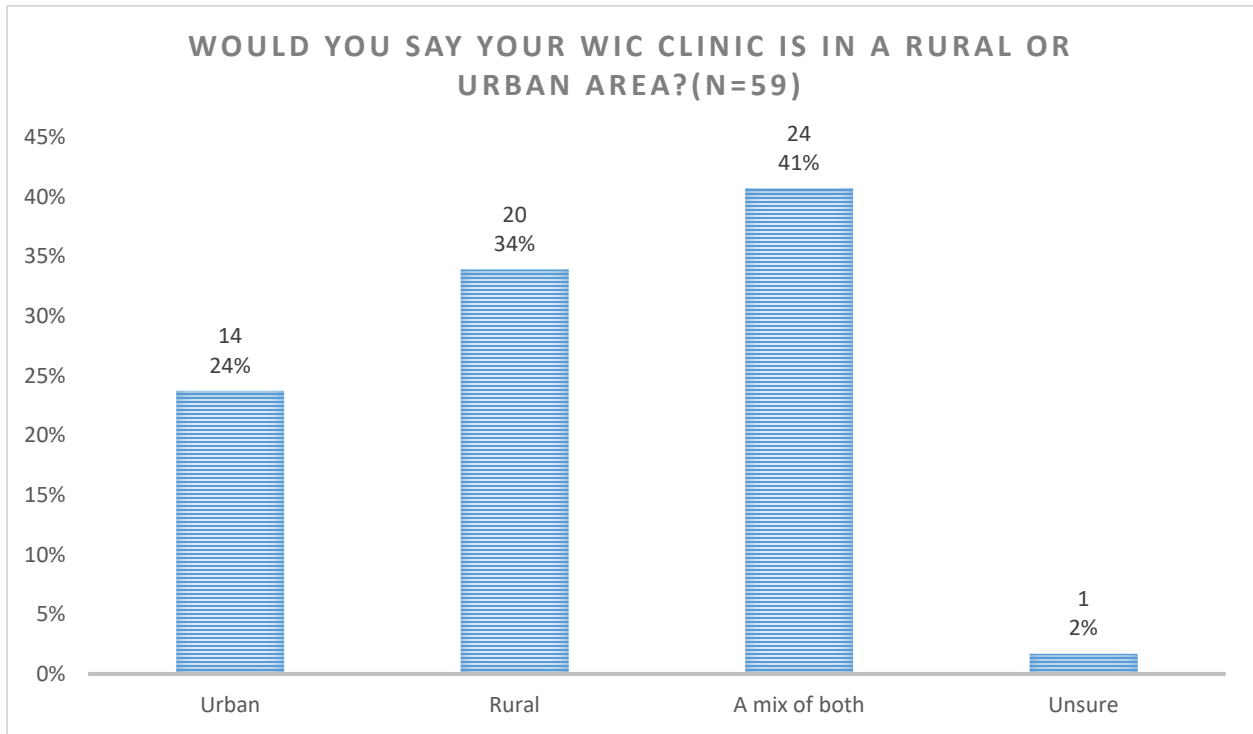
Of the 59 staff potentially interested in supporting a staff to partake in a DI program, almost six out of ten staff selecting one of their current roles to be Nutritionist. About a third of respondents selected Coordinator as one of their roles, while one in six respondents selected Certifier to be one of their roles in WIC. Seven respondents selected Breastfeeding Coordinator, five respondents selected Clerk, and two selected Breastfeeding Peer Counselor, respectively. One in six respondents chose “Other” as one of their roles. Other roles included Scheduler, WIC Supervisor, Manager, IBCLC, Director, Program Manager, and Executive Director, respectively.

Supporting Staff Roles by Amount of Roles Held per Staff



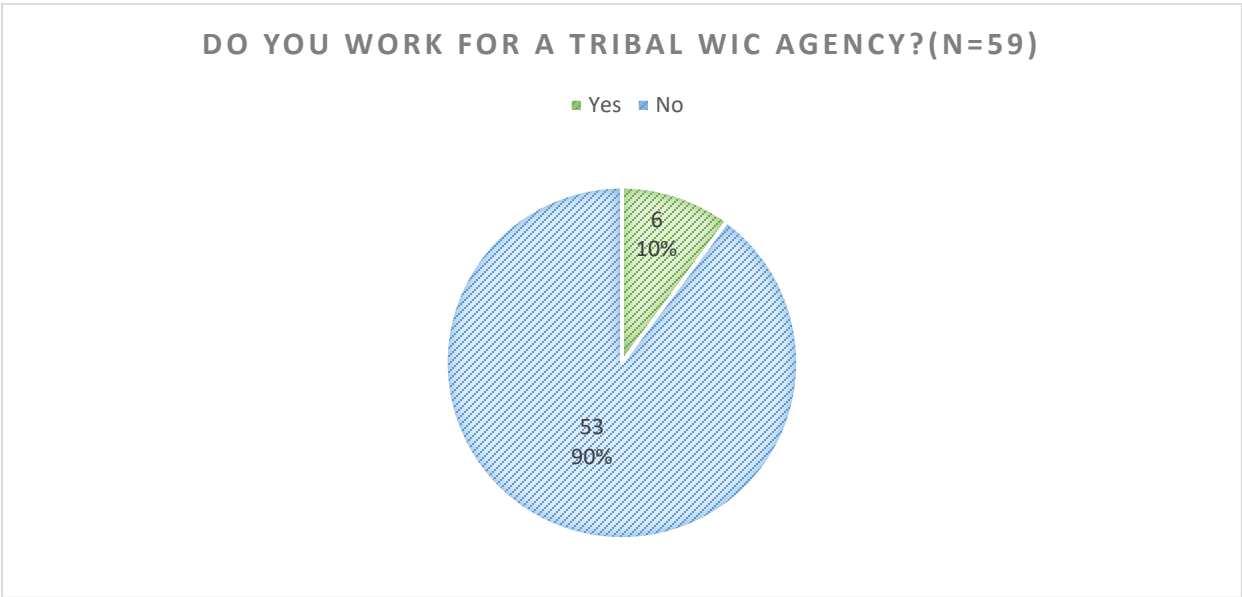
Of the 59 potentially supporting staff, two thirds hold one role, about a quarter hold two roles, while five staff hold three roles, and one staff holds six roles, respectively. No potentially supporting staff who completed the survey selected four or five roles.

Supporting Staff from Rural or Urban WIC Clinic Areas



Of the 59 respondents, about a quarter of respondents indicated that their WIC clinic or clinics are in urban areas. About a third of respondents indicated that their clinic or clinics are in rural areas. The remaining 40% of respondents, except one respondent, indicated that their clinics were in both urban and rural areas. One respondent answered “unsure” for their WIC clinic area setting.

Supporting Staff from Tribal WIC Agencies



Of the 59 respondents, six staff, or one in ten respondents, work for a tribal agency.

WIC Clinic Locations of Supporting Staff by County and Region

What counties do you provide WIC services in? (choose all counties that apply)	N
King	10
Spokane	7
Pierce	6
Snohomish	5
Stevens	4
Yakima	4
Chelan	3
Clark	3
Ferry	3
Grant	3
Kitsap	3

The six counties selected the most often as the location for providing WIC services by supporting staff were King County, followed by Spokane County, Pierce County, Snohomish County, Stevens County and Yakima County. Chelan County, Clark County, Ferry County, Grant County, and Kitsap County were selected by three survey responders each, respectively, less times than the top six counties and more times than the remaining 18 counties selected by staff as their WIC clinic location. Find the full list in the appendix.

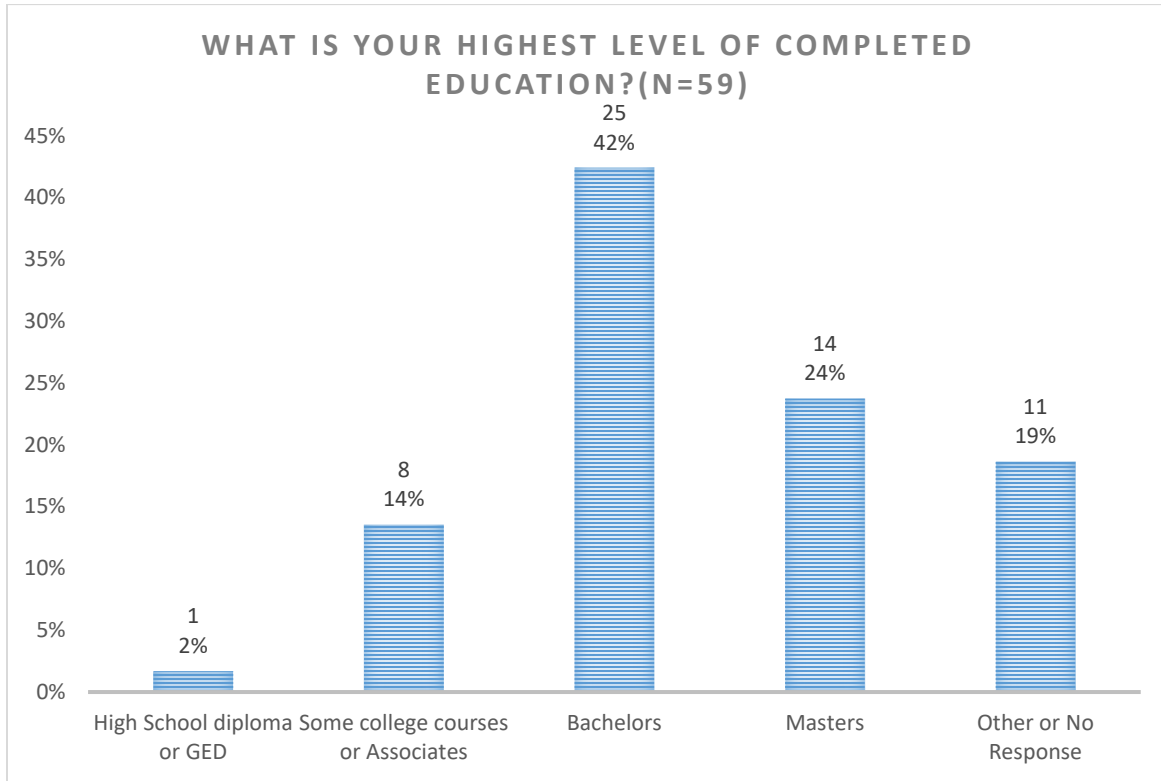
It may be useful to congregate counties into regions. We used a [regional map](#) that segments counties into the following regions: Northwest, North Central, Northeast, North Puget Sound, South Puget Sound, Peninsula/Coastal, Southwest, South Central, Southeast.

What counties do you provide WIC services in? Responses sorted by region	N
Northeast	17
North Puget Sound	16
North Central	10
South Puget Sound	10
South Central	8
Peninsula and Coastal	6
Northwest	3
Southwest	3
Southeast	3



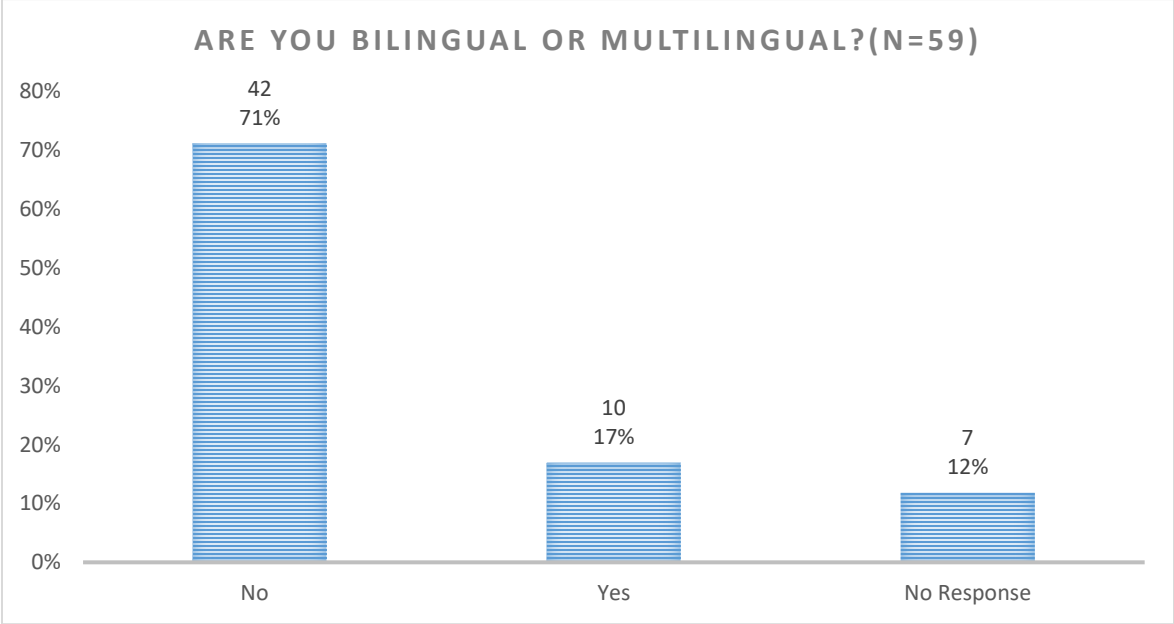
When congregating counties by regions, the Northeast region shows the highest amount of clinic locations of staff who are potentially interested in supporting staff participating in a DI program. This region is followed by the North Puget Sound, North Central, and South Puget Sound regions. South Central and Peninsula/Coastal regions fall into the middle, with clinic locations from the Northwest, Southwest, and Southeast regions selected least often in the survey.

Educational Status of Supporting Staff



Of the 59 staff potentially interested in supporting a staff to participate in a DI program, about two in five staff hold a bachelor’s degree. About a quarter of respondents completed a master’s degree. One respondent earned a High School diploma or GED, while about eight respondents hold some college credits or an associates degree. Lastly, of the eleven respondents who selected “Other” or “No Response,” those who selected “Other” included certifications in wellness, a doctorate, and DPD certification. Find the full results in the appendix.

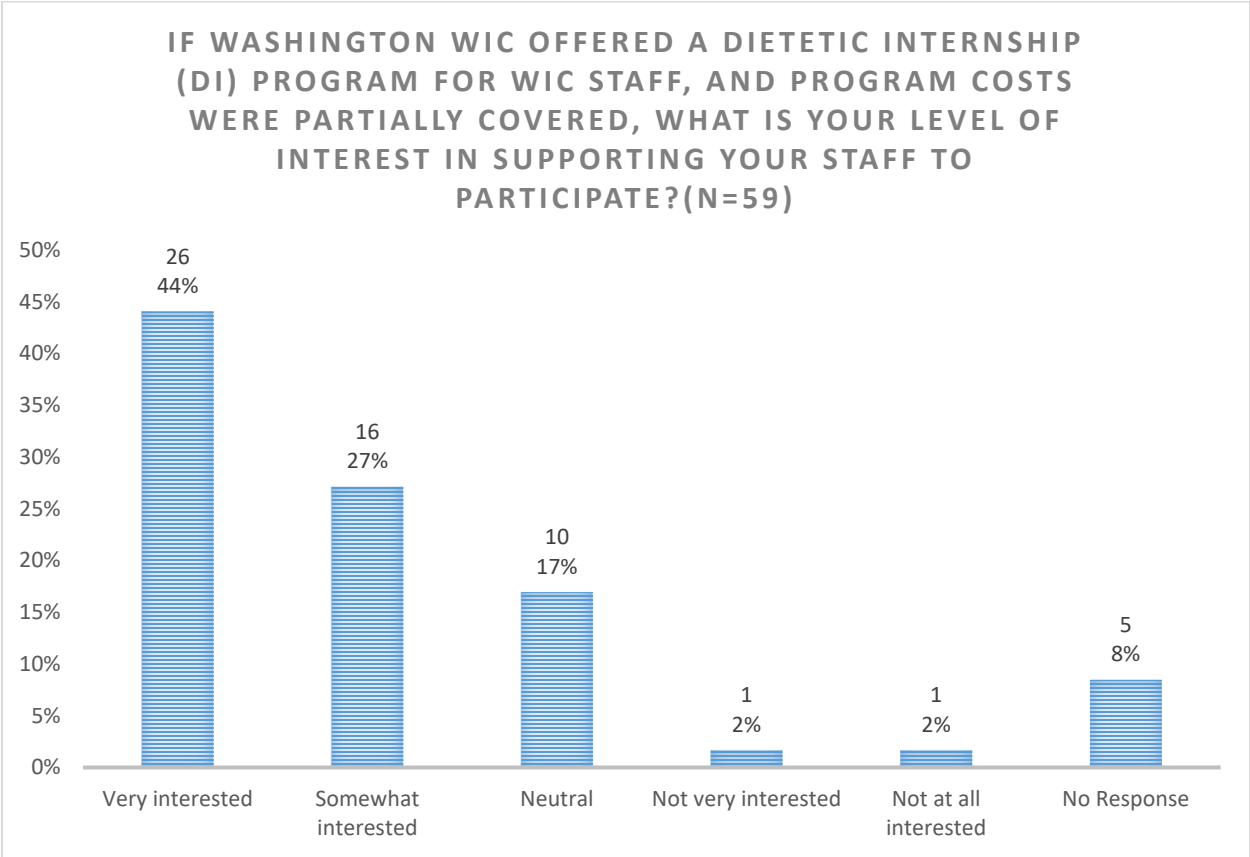
Languages Spoken by Supporting Staff



Of the 59 staff who completed this survey, seven of ten responded that they speak one language. A sixth of the respondents responded that they speak one or more languages. Of these, all specified one of their spoken languages to be Spanish—three of which noting basic level Spanish language skills. Other languages specified by this group included Chinese. Seven respondents abstained from answering.

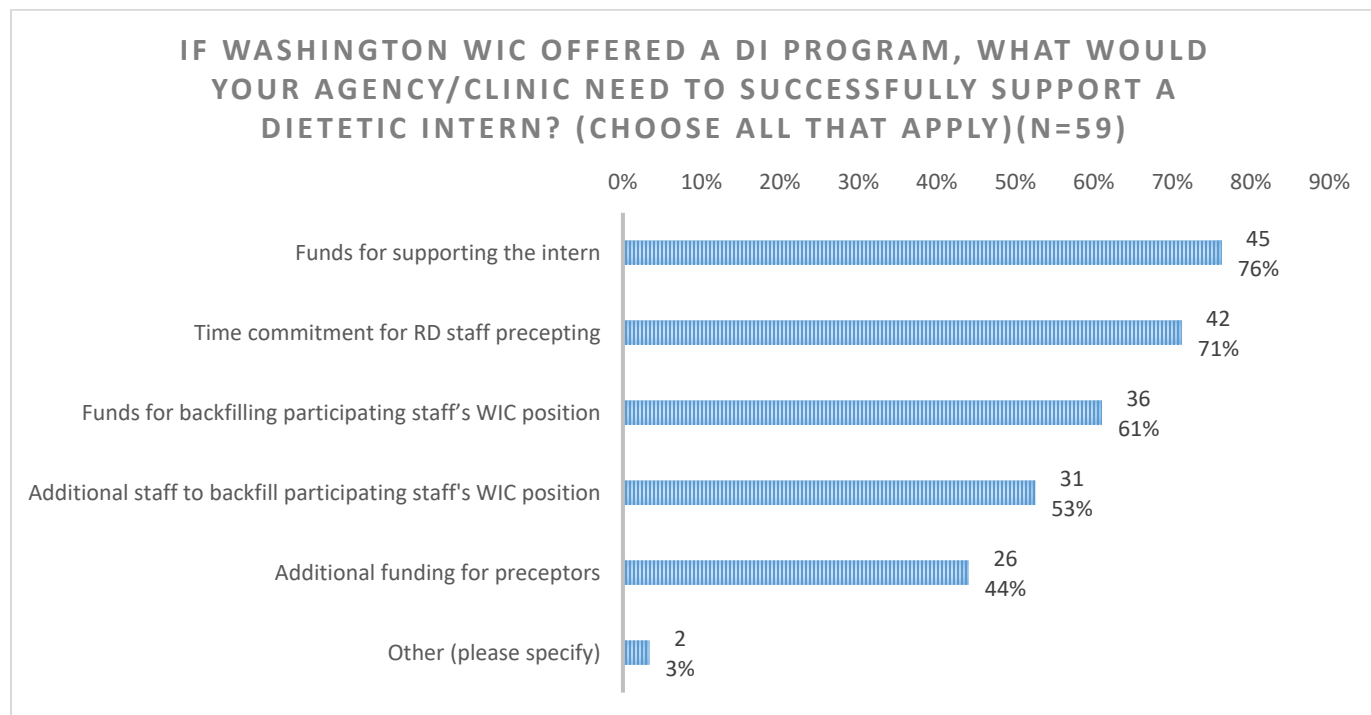
Supporting Staff Responses

Interest Level of Supporting Staff



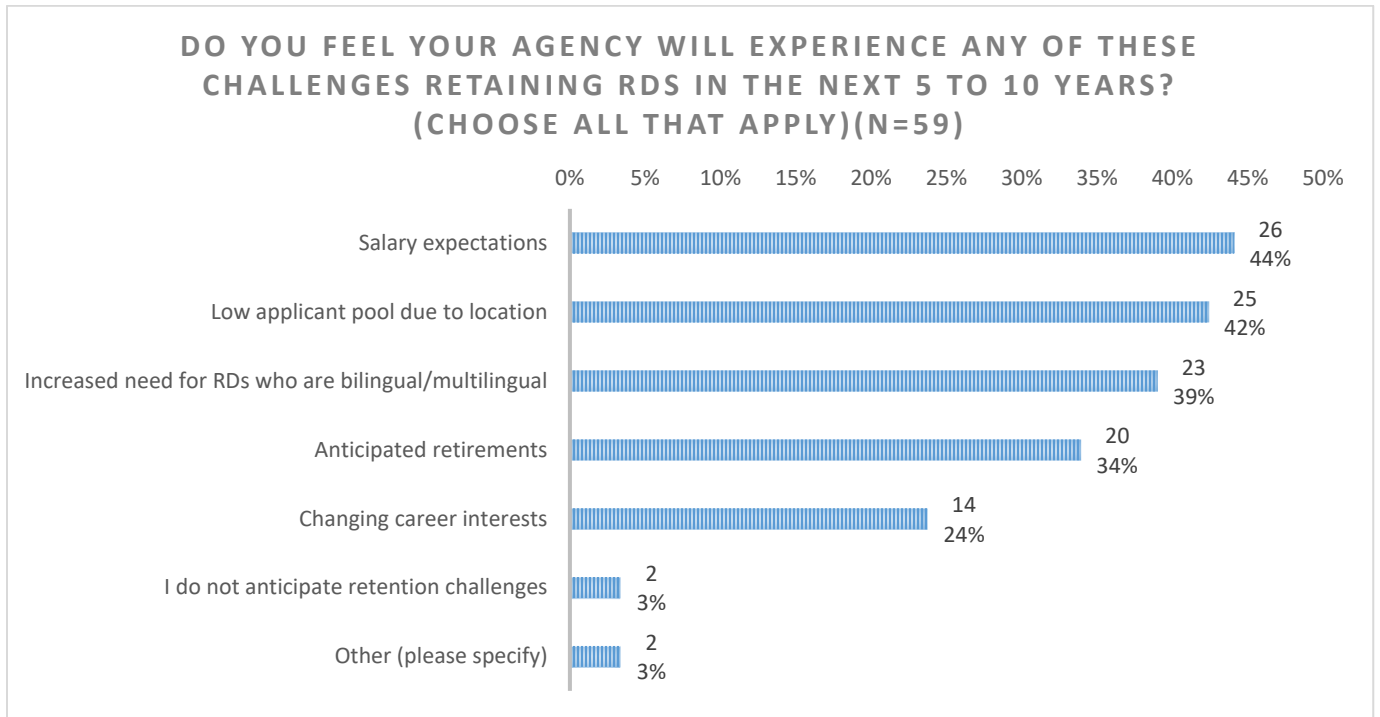
Of the 59 staff potentially interested in supporting participating staff, 44% of respondents, roughly two out of five respondents were very interested in supporting staff participating in a DI program. A little more than a quarter of respondents were somewhat interested, one in six respondents selected a neutral level of interest, and one each chose “Not very interested”, and “Not at all interested” as their response, respectively. Five respondents declined to answer this question.

Requirements by Staff's WIC Agency or Clinic to Support a Participating Staff



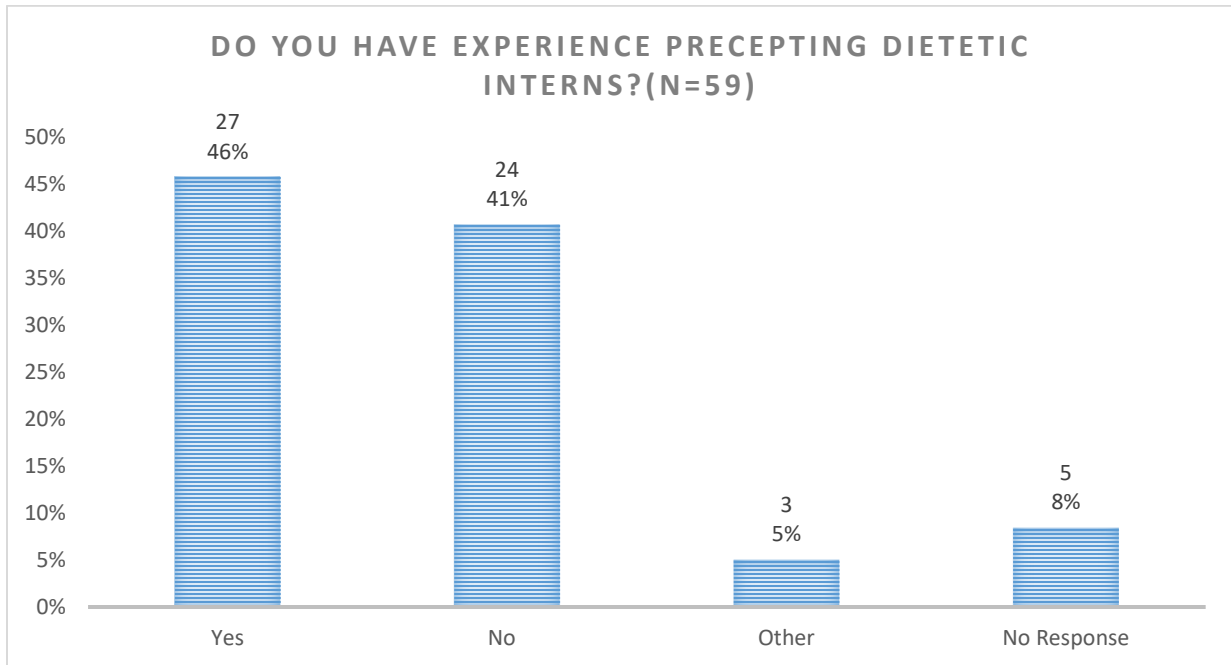
To the question of what WIC agencies and clinics anticipate they would need to successfully support a staff participating in a DI program, three out of four respondents ranked dedicated funding as one of the requirements for them. The second most common response, selected by seven of ten respondents, was securing a time commitment for RDs who would function as preceptors. In third overall rank, about six of ten respondents selected additional funding to backfill a participating's staff WIC position as a requirement. About half of respondents selected requiring additional staff to backfill for the participating staff, and two out of five respondents selected requiring additional funding for preceptors. Lastly, one respondent specified procedural support and another potential support if already hosting dietetic interns for other, existing DI programs.

Anticipated Retention Challenges for Supporting Staff



The survey asked about anticipated retention challenges over the next five to ten years. Of the 59 respondents, salary expectations was selected the most often, by 26 of respondents. Closely following in count, respondents anticipated challenges in the form of low applicant pools due to location and an increased need for bilingual or multilingual RDs as challenges to retaining RDs. 34 percent of respondents anticipated retirements being a challenge in the next five to ten years, while about a quarter of respondents selected changing career interests. Two respondents offered other challenges, including program changes and increase of housing cost, respectively.

Status of Precepting Experience Amongst Supporting Staff



Of the 59 respondents, a little less than half have experience precepting dietetic interns. 41% of respondents answered “no”, two respondents specified experience conducting activities related to precepting, and one specified the higher education institutions the interns came from. Five respondents abstained from selecting an answer.

Suggested Support Washington WIC Could Offer to Make Precepting a Successful Experience for Supporting Staff

Respondents were asked to offer an answer to the question, “Whether you have had precepting experience or not, what types of support can Washington WIC offer to make precepting a successful experience for you?” Forty-two (71%) of 59 respondents offered input to this survey question. Seventeen respondents declined to answer. Of the 42 written responses, five new support themes emerged, three support requests were reiterated from a previous survey questions, and one theme overlapped with existing vision goals for this program. The last theme confirms a need for increased education about the dietetic internship program to local agency staff to reduce misunderstandings about the program vision.

Whether you have had precepting experience or not, what types of support can Washington WIC offer to make precepting a successful experience for you? (N=42) Responses sorted by themes	Number of mentions	Type of theme
A handbook or clear guidelines for preceptors and interns	20	New
Tools and trainings for preceptors	17	New
Funding to support staffing needs	9	Existing
Support with staffing to allow for precepting and back-filling for participating interns	8	Existing
Time for precepting	7	Existing
State-level coordination and mentorship to preceptors and interns	5	New
System for interns from other programs/schools to work for WIC for a period of time in exchange for internship	1	New
Online classes for participating staff	1	New
Cohesive intern program support, e.g., official Washington WIC intern program, opportunities for interns to intern at other clinics	1	Program vision

Please note, qualitative responses were categorized by major themes. Unrelated responses were omitted.

Strengths of Washington WIC to contribute to a successful dietetic internship experience, identified by supporting staff

Respondents were asked about their thoughts on, “Please describe any current overall strengths of Washington WIC that would contribute to a successful dietetic internship experience.” We received responses from 40 (68%) out of 59 respondents. Nineteen respondents left their answer line blank. Of the received responses, the following themes crystallized for perceived strengths that Washington WIC already contributes to a successful dietetic internship experience:

Please describe any current overall strengths of Washington WIC that would contribute to a successful dietetic internship experience. (N=40) Responses sorted by themes	Number of mentions
State staff support and established, extensive training	11
Local agency support and experienced local agency staff, including RDs and Certifiers	7
WIC being an established program within the fields of Community Health and Maternal Child Health	7
Diversity of participant demographic	6
Specific skill learning, including participant-centered counseling, managerial and administrative skills, etc.	6
Supportive work environment	5
Steady caseload	4

Please note, qualitative responses were categorized by major themes. Unrelated responses were omitted.

Areas of improvement for Washington WIC to contribute to a successful dietetic internship experience, identified by supporting staff

The question “Please describe any areas of improvement that Washington WIC might consider to contribute to a successful dietetic internship experience.” was answered by 36 (61%) of 59 respondents. Twenty-three respondents abstained. Many of the answers confirmed five of the themes from other questions in this survey, and two new themes emerged.

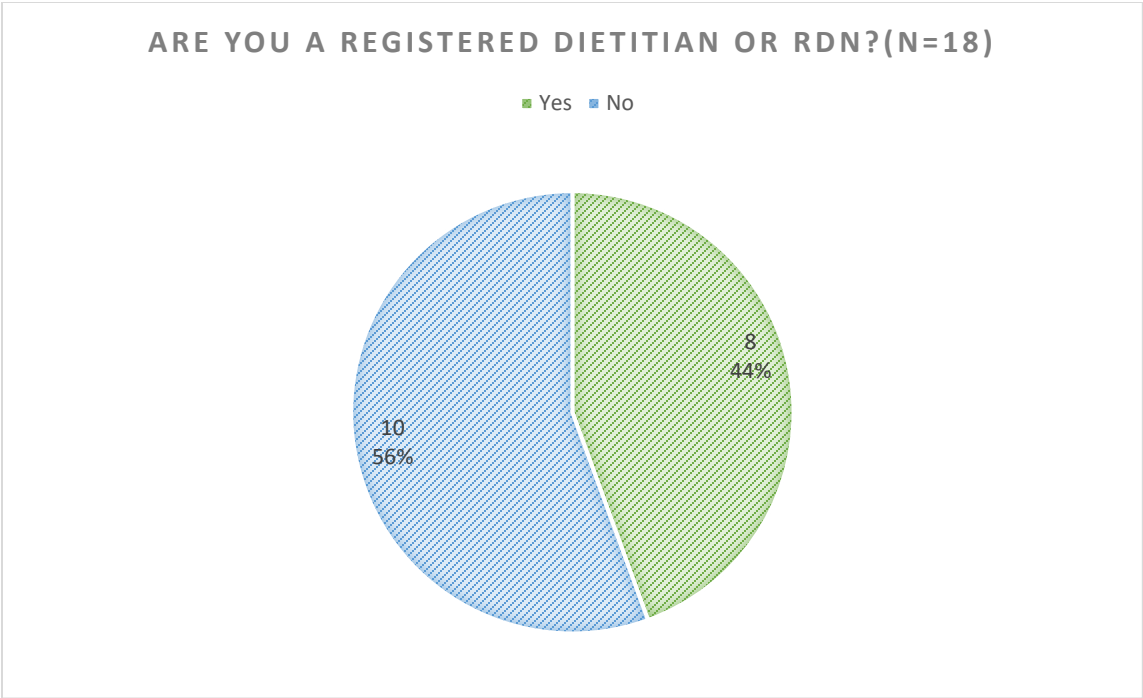
Please describe any areas of improvement that Washington WIC might consider to contribute to a successful dietetic internship experience. (N=36) Responses sorted by themes	Number of mentions	Type of theme
Staff-based coordination and support	8	Existing
Financial support	7	Existing
Formal training components for the intern	6	Existing
Improved workload and staffing for local agencies	5	Existing
Preceptor training and support	5	Existing
User manual and other learning resources for dietetic interns and preceptors	5	New
Policy changes, e.g., increased access and sharing of medical charts between healthcare partners, transition back to more in-person services	4	New

Please note, qualitative responses were categorized by major themes. Unrelated responses were omitted.

Not Interested Staff

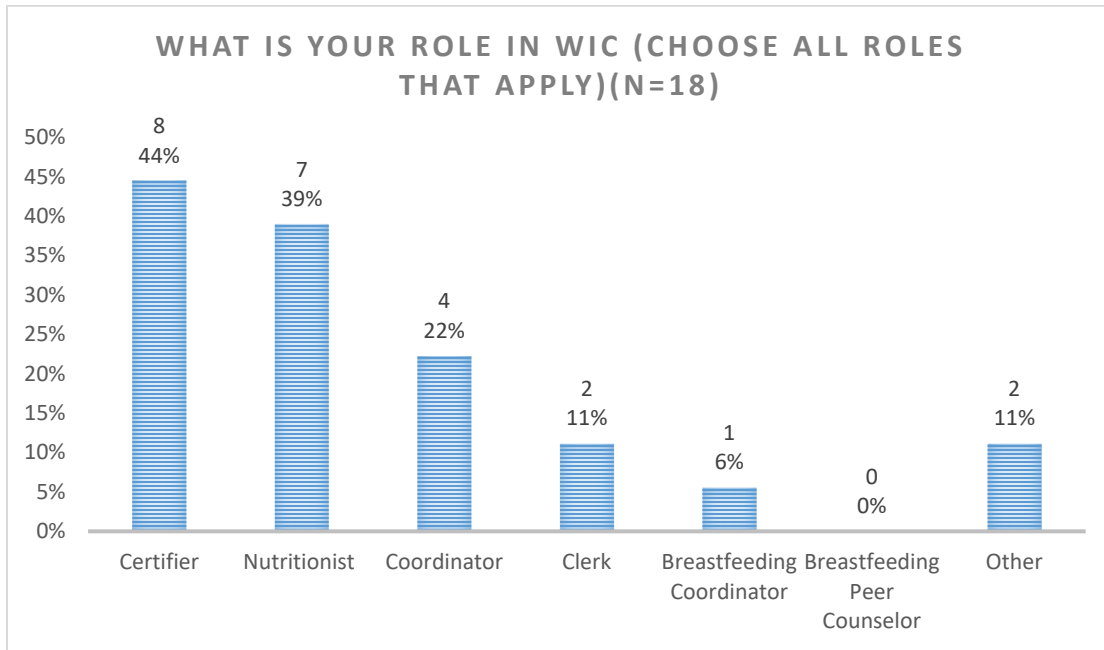
Not Interested Staff Characteristics

RD Status of Not Interested Staff



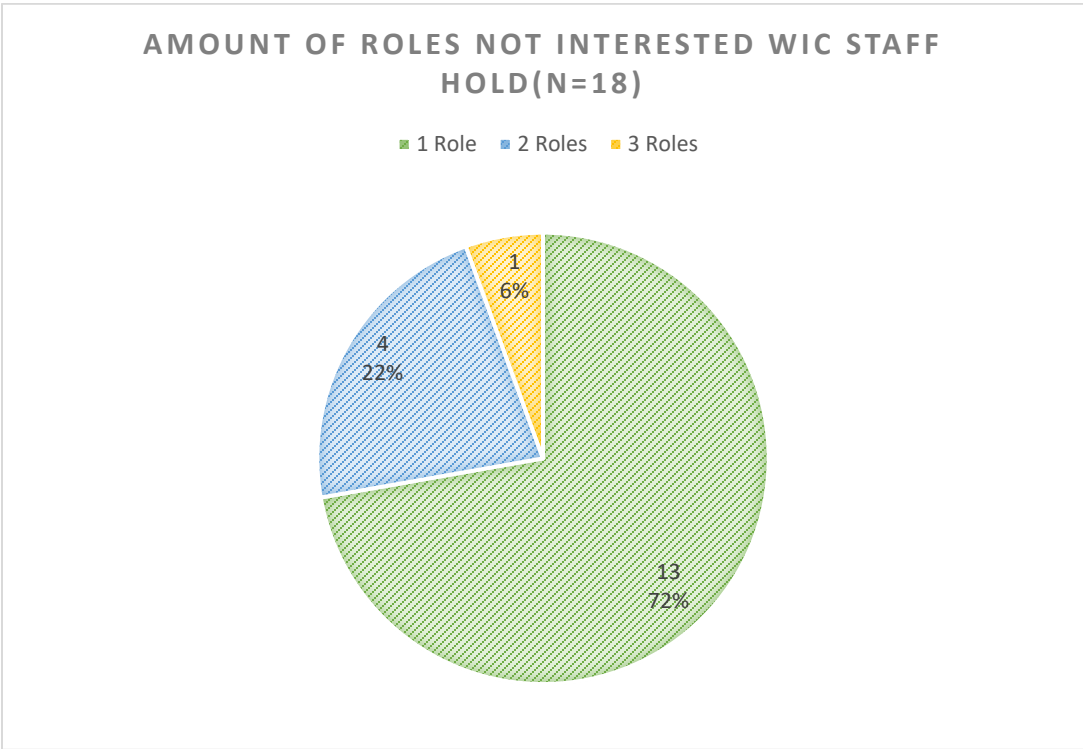
Of the 18 respondents who are not interested in partaking in or supporting a Dietetic Internship program and completed the survey, eight, or a little less than half staff held RD credentials at the time of survey completion. Ten, or a little more than half of the staff, did not.

Not Interested Staff Roles by Role Title



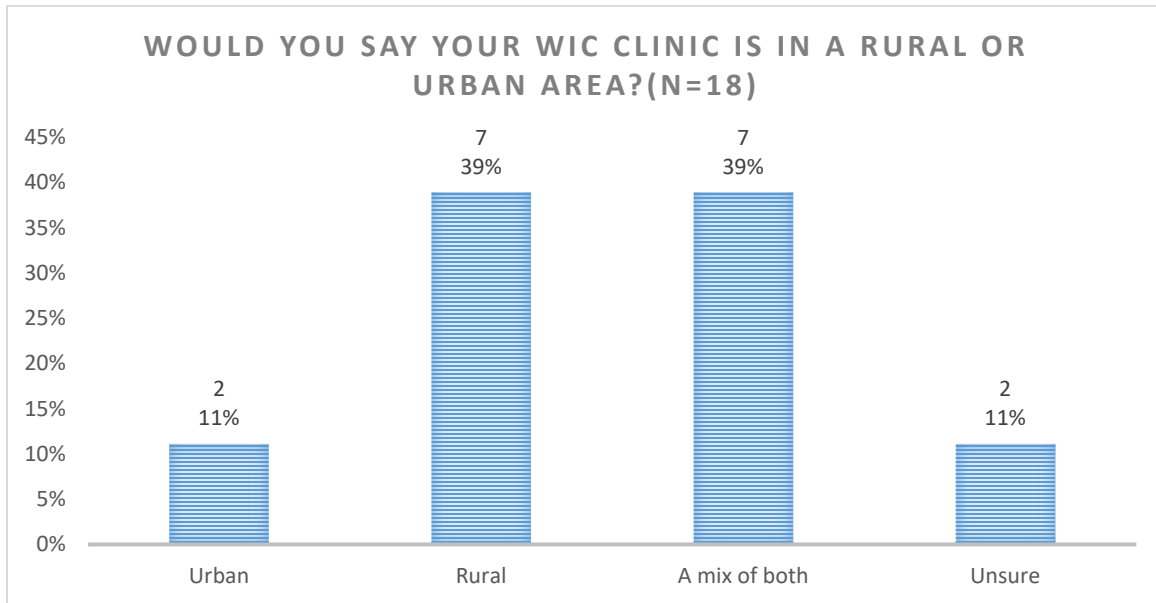
Of the 18 staff who are not interested in partaking or supporting a staff to partake in a DI program, almost a little less than half selected one of their roles to be Certifier. About two out of five respondents selected one of their roles to be Nutritionist, and two staff selected one of their roles to be Clerk. One respondent selected Breastfeeding Coordinator. Two staff selected “Other,” including IBCLC and Registered Dietitian, respectively. Please note that Registered Dietitian credentials could also be categorized under the “Nutritionist” category.

Supporting Staff Roles by Amount of Roles Held per Staff



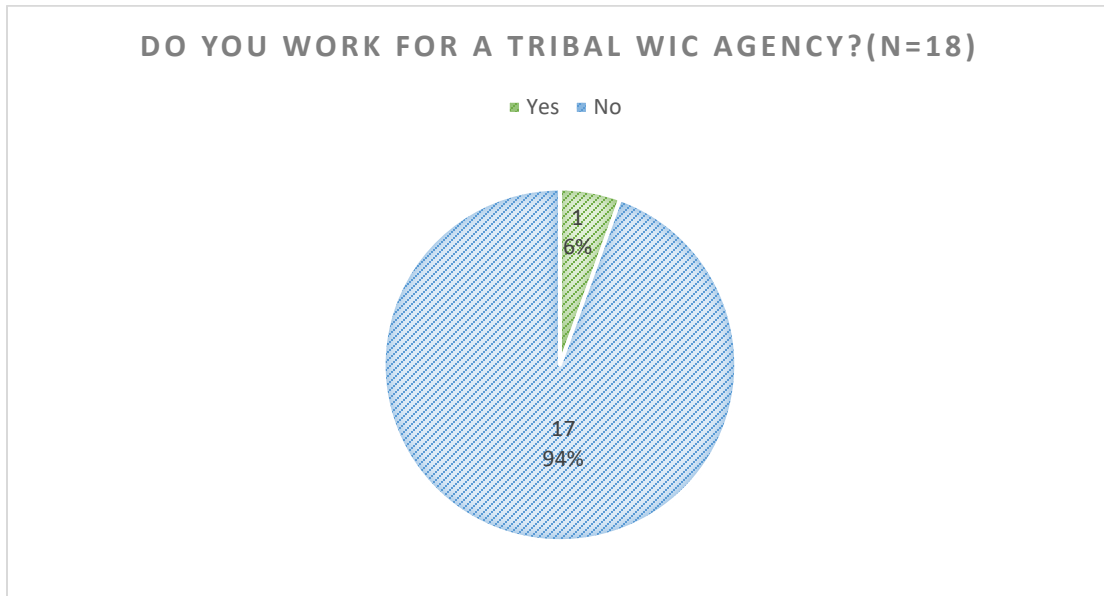
Of the 18 not interested staff, nearly three-quarters hold one role, a little less than a quarter hold two roles, and one respondent holds three roles.

Not Interested Staff from Rural or Urban WIC Clinic Areas



Of the 18 respondents, two respondents indicated their WIC clinic or clinics were in urban areas, while seven each (about 40% each of total respondents) indicated that their clinic or clinics were in rural areas or a mix of urban and rural areas, respectively. Two respondents selected “unsure” as to their WIC clinic setting.

Not Interested Staff from Tribal WIC Agencies



Of the 18 responses, one respondent worked for a tribal WIC agency at the time of the survey. Seventeen respondents did not work for a tribal WIC agency.

WIC Clinic Locations of Not Interested Staff by County and Region

What counties do you provide WIC services in? (choose all counties that apply)	N
Benton	3
Chelan	3
Franklin	3
Jefferson	2
Pierce	2
Yakima	2

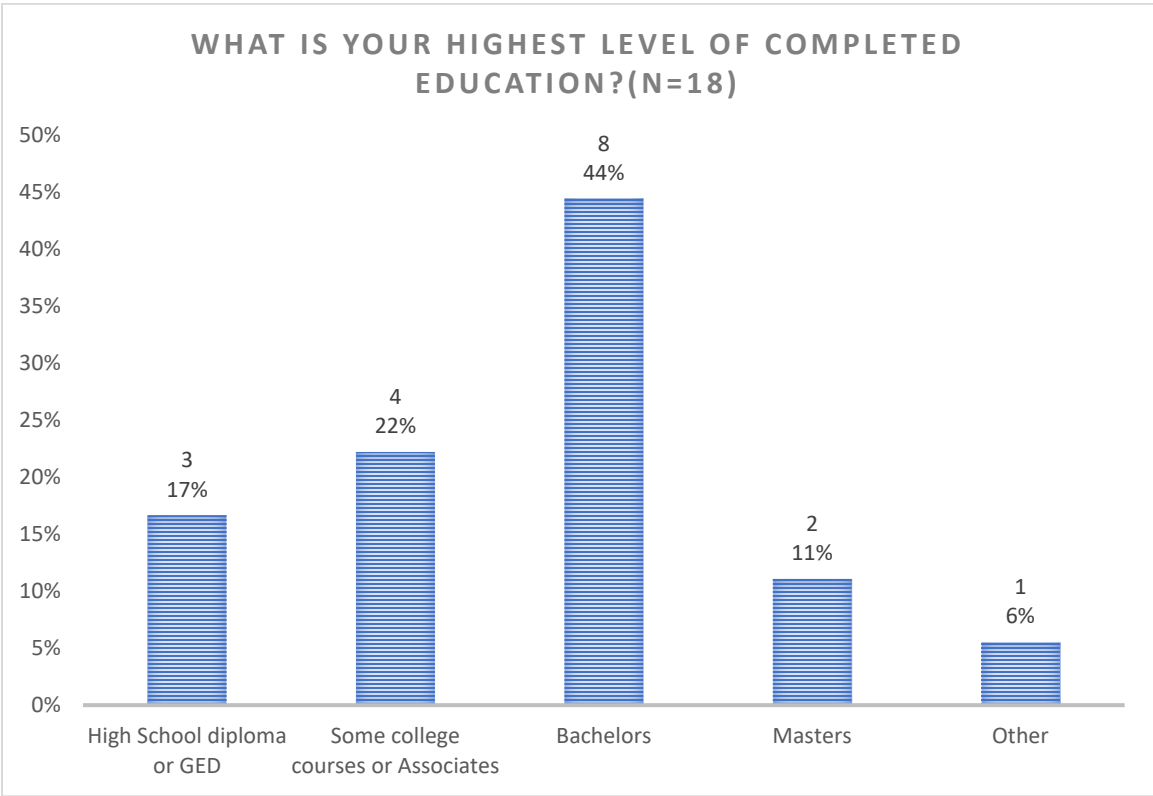
The six counties selected the most often as the location for providing WIC services by not interested staff were Benton County, Chelan County, and Franklin County, with three respondents each selecting these counties. Jefferson County, Pierce County, and Yakima County were selected by two respondents each, more time than the remaining ten counties selected by not interested staff as their WIC clinic location. Find the full list in the appendix.

It may be useful to congregate counties into regions. We used a [regional map](#) that segments counties into the following regions: Northwest, North Central, Northeast, North Puget Sound, South Puget Sound, Peninsula/Coastal, Southwest, South Central, Southeast.

What counties do you provide WIC services in? Responses sorted by region	N
South Central	8
South Puget Sound	5
North Central	4
Peninsula and Coastal	4
North Puget Sound	1
Northeast	1
Northwest	1
Southwest	1
Southeast	1

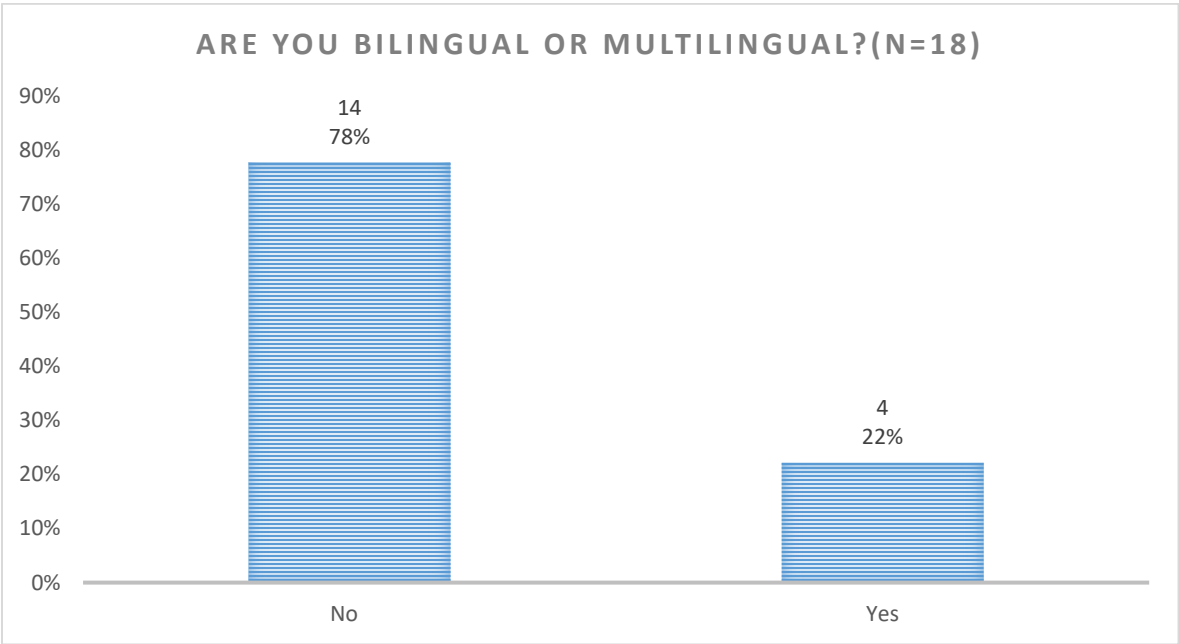
When congregating counties by regions, the South Central region shows the highest amount of clinic locations of staff who are not interested in participating in or supporting staff in a DI program, and who have completed the survey. This region is followed by the South Puget Sound, and again followed by North Central and the Peninsula/Coastal region with four clinic locations each. Clinic locations from the Northeast, Northwest, Southwest, and Southeast regions selected least often in the survey by respondents who are not interested.

Educational Status of Not Interested Staff



Of the 18 responses a little less than half hold a bachelor’s degree. Less than a quarter each selected “Some college courses or Associates” or “High School diploma or GED,” respectively. Two respondents hold a master’s degree and one selected “Other,” specifying vocational certificates related to maternal child healthcare. Find the full results in the appendix.

Languages Spoken by Not Interested Staff



Of the 18 responses about three-quarters of respondents speak one language, and about one quarter speak more than one language. Spanish was specified by all four respondents who speak more than one language, with one respondent in addition clarifying being proficient in ASL.

Not Interested Staff Responses

Reasons for not being interested in pursuing or supporting a possible dietetic internship program

The question, “Please share why you are currently not interested in pursuing or supporting a possible dietetic internship program.” required an answer by respondents and therefore received responses from all eighteen respondents. Themes that emerged were sorted into agency or clinic-level and individual-level themes.

Please share why you are currently not interested in pursuing or supporting a possible dietetic internship program. (N=18) Responses sorted by themes	Number of mentions	Type of theme
Preference for other career paths	5	Individual level
Concerns around ability to support a dietetic intern based on small agency size, staffing, caseload, and/or time	4	Agency level
Existing precepting commitments	2	Agency level
RD credentials already earned	2	Individual level
Nearing retirement	1	Individual level
Higher education requirement barrier	1	Individual level
Would support DI program participant from a non-RD support level	1	Individual level
Misunderstanding of scope of WIC dietetic internship program, e.g., all internship rotations taking place at WIC clinic	1	Agency level
Preference for other investment in clinics and staff	1	Agency level

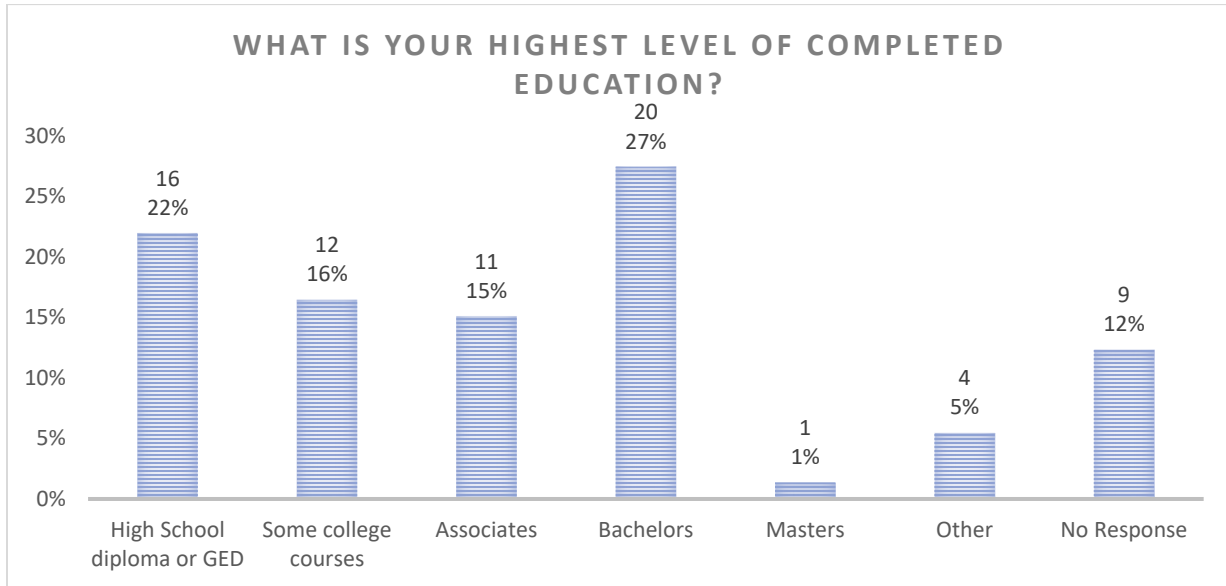
Please note, qualitative responses were categorized by major themes. Unrelated responses were omitted.

Appendix

Interested Staff – Full list of Counties staff provide WIC services in

What counties do you provide WIC services in? (choose all counties that apply)	N	%
King	24	16%
Pierce	17	11%
Franklin	12	8%
Benton	11	7%
Spokane	11	7%
Yakima	10	7%
Chelan	9	6%
Snohomish	9	6%
Clark	8	5%
Stevens	7	5%
Grant	6	4%
Kitsap	6	4%
Douglas	4	3%
Ferry	5	3%
Grays Harbor	5	3%
Mason	5	3%
Okanogan	5	3%
Pend Oreille	4	3%
Skagit	4	3%
Adams	3	2%
Lewis	3	2%
San Juan	2	1%
Skamania	3	2%
Thurston	3	2%
Clallam	2	1%
Island	2	1%
Jefferson	2	1%
Klickitat	2	1%
Lincoln	2	1%
Pacific	2	1%
Walla Walla	2	1%
Whatcom	2	1%
Whitman	1	1%

Interested Staff – Full analysis results for educational status



Interested Staff – Full analysis results for educational status by geographic region

What is your highest level of completed education?	Education status per multiple regions serviced counted once	Education status per multiple regions served counted separately
High School diploma or GED	16	18
Some college courses or Associates	23	27
Bachelors	20	26
Total	59	71

Educational Status and Geographic Region N = 71	High School Diploma or GED	Some college courses or Associates	Bachelors
North Central	2	4	3
North Puget Sound	4	2	10
Northeast	0	3	2
Northwest	1	2	2
Peninsula and Coastal	0	3	2
South Central	5	7	0
South Puget Sound	5	2	6
Southeast	0	1	0
Southwest	1	3	1
Total	18	27	26

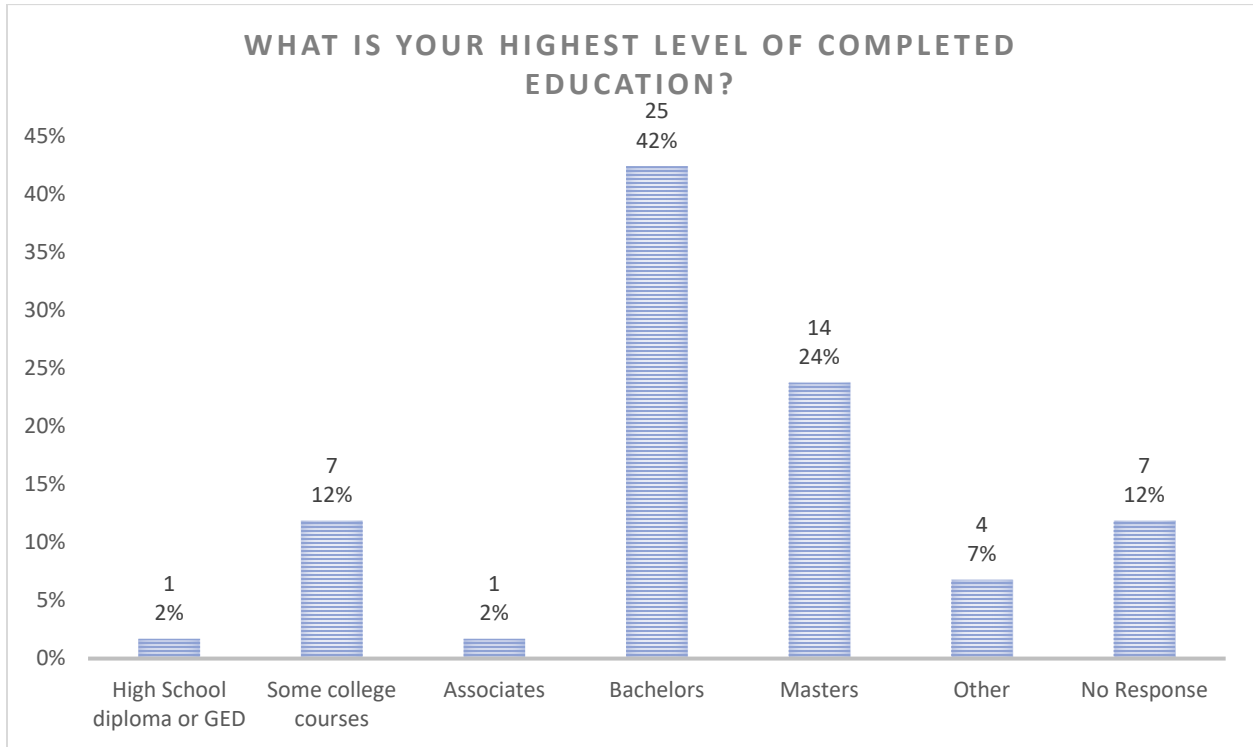
Interested Staff – Full list of requirements to complete a MS/DI program

If you were able to take part in a Washington WIC DI program alongside a master’s degree, what are the top three things that you would need to complete the program?	N	%
Financial support toward master's degree and DI program expenses	60	82%
Time to divide across all personal and professional responsibilities	54	74%
Access to educational supplies, such as a personal computer and school books	35	48%
Ability to travel to in-person rotation sites by personal vehicle or other modes of transportation	13	18%
Other (please specify)	4	5%
Access to reliable internet	2	3%

Supporting Staff – Full list of Counties staff provide WIC services in

What counties do you provide WIC services in? (choose all counties that apply)	N	%
King	10	17%
Spokane	7	12%
Pierce	6	10%
Snohomish	5	8%
Stevens	4	7%
Yakima	4	7%
Chelan	3	5%
Clark	3	5%
Ferry	3	5%
Grant	3	5%
Kitsap	3	5%
Adams	2	3%
Benton	2	3%
Douglas	2	3%
Grays Harbor	2	3%
Mason	2	3%
Okanogan	2	3%
Pend Oreille	2	3%
Clallam	1	2%
Franklin	1	2%
Island	1	2%
Klickitat	1	2%
Lewis	1	2%
Lincoln	1	2%
San Juan	1	2%
Skagit	1	2%
Thurston	1	2%
Whatcom	1	2%
Whitman	1	2%

Supporting Staff – Full analysis results for educational status



Not Interested Staff – Full list of Counties staff provide WIC services in

What counties do you provide WIC services in? (choose all counties that apply)	N	%
Benton	3	17%
Chelan	3	17%
Franklin	3	17%
Jefferson	2	11%
Pierce	2	11%
Yakima	2	11%
Douglas	1	6%
Grays Harbor	1	6%
Lewis	1	6%
Lincoln	1	6%
Mason	1	6%
Pacific	1	6%
Skagit	1	6%
Skamania	1	6%
Snohomish	1	6%
Thurston	1	6%

Not Interested Staff – Full analysis results for educational status

