

Long Term Graduate_2026

Start of Block: Intro Questions

Q1 The following survey asks questions pertaining to your experience in Pennsylvania's CWEB or CWEL programs. Please note that because of the logic of the survey, question numbers may not be displayed sequentially as you move through the survey.

Q2 Are you currently employed?

☐ Yes (1)

☐ No (2)

Q3 Which program did you graduate from most recently?

☐ CWEB (1)

☐ CWEL (2)

End of Block: Intro Questions

Start of Block: Grit

Q60 Here are a number of statements that may or may not apply to you. When responding, think of how you compare to most people -- not just the people you know well, but most people in the world. There are no right or wrong answers, so just answer honestly!

	Very much like me (1)	Mostly like me (2)	Somewhat like me (3)	Not much like me (4)	Not like me at all (5)
I have overcome setbacks to conquer an important challenge. (1)	☐	☐	☐	☐	☐
New ideas and projects sometimes distract me from previous ones. (2)	☐	☐	☐	☐	☐
My interests change from year to year. (3)	☐	☐	☐	☐	☐
Setbacks don't discourage me. (4)	☐	☐	☐	☐	☐
I have been obsessed with a certain idea or project for a short time but later lost interest. (5)	☐	☐	☐	☐	☐
I am a hard worker. (6)	☐	☐	☐	☐	☐
I often set a goal but later choose to pursue a different one. (7)	☐	☐	☐	☐	☐
I have difficulty maintaining	☐	☐	☐	☐	☐

my focus on projects that take more than a few months to complete. (8)

I finish whatever I begin. (9)

I have achieved a goal that took years of work. (10)

I become interested in new pursuits every few months. (11)

I am diligent. (12)

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

End of Block: Grit

Start of Block: Background questions

Q8 Are you currently employed at a county children and youth agency?

☐ Yes (1)

☐ No (2)

Skip To: End of Block If Q8 = Yes

Q9 Please note new place of employment

Q10 Do you work at an agency that provides services to child welfare involved families as its primary role? For example, foster care or on-going child and family services related to maltreatment.

☐ Yes (1)

☐ No (2)

End of Block: Background questions

Start of Block: Stress/Making a Difference

Q61 Please answer the following questions regarding your work with children and families in the child welfare system:

	Never (1)	Seldom (2)	Sometimes (3)	Usually (4)	Always (5)
How often do you feel you are successful in helping families make positive changes in their lives? (1)	☐	☐	☐	☐	☐
How often do you feel you are successful in helping children and families achieve permanency? (2)	☐	☐	☐	☐	☐
How often do you feel you are successful in helping children and families remain safe? (3)	☐	☐	☐	☐	☐
How often do you feel your efforts have contributed to the physical, mental, and educational well-being of children and families? (4)	☐	☐	☐	☐	☐
How often do you receive thanks or expressions	☐	☐	☐	☐	☐

of gratitude
from children
and families
you have
worked with?
(5)

Q64 Please answer the following questions concerning possible stressors of child welfare work.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
I am under too many pressures to do my job effectively. (1)	☐	☐	☐	☐	☐
Staff members often show signs of stress and strain. (2)	☐	☐	☐	☐	☐
The heavy workload here reduces program effectiveness. (3)	☐	☐	☐	☐	☐
Staff frustrations are common here. (4)	☐	☐	☐	☐	☐

Q65 The following is a list of statements made by persons who have been impacted by their work with traumatized clients. Read each statement, then indicate how frequently the statement was true for you in the **past seven days**.

	Never (1)	Rarely (2)	Occasionally (3)	Often (4)	Very Often (5)
I felt emotionally numb. (1)	☐	☐	☐	☐	☐
My heart started pounding when I thought about my work with clients. (2)	☐	☐	☐	☐	☐
It seemed as if I was reliving the trauma(s) experienced by my client(s). (3)	☐	☐	☐	☐	☐
I had trouble sleeping. (4)	☐	☐	☐	☐	☐
I felt discouraged about the future. (5)	☐	☐	☐	☐	☐
Reminders of my work with clients upset me. (6)	☐	☐	☐	☐	☐
I had little interest in being around others. (7)	☐	☐	☐	☐	☐
I felt jumpy. (8)	☐	☐	☐	☐	☐
I was less active than usual. (9)	☐	☐	☐	☐	☐

I thought about my work with clients when I didn't intend to. (10)	☐	☐	☐	☐	☐
I had trouble concentrating. (11)	☐	☐	☐	☐	☐
I avoided people, places, or things that reminded me of my work with clients. (12)	☐	☐	☐	☐	☐
I had disturbing dreams about my work with clients. (13)	☐	☐	☐	☐	☐
I wanted to avoid working with some clients. (14)	☐	☐	☐	☐	☐
I was easily annoyed. (15)	☐	☐	☐	☐	☐
I expected something bad to happen. (16)	☐	☐	☐	☐	☐
I noticed gaps in my memory about client sessions. (17)	☐	☐	☐	☐	☐

End of Block: Stress/Making a Difference

Start of Block: Current Information

Q11 What is your current job title?

☐ Acting Director (1)

☐ Administrator/Director (2)

☐ Caseworker I (3)

☐ Caseworker II (4)

☐ Caseworker III (5)

☐ Fiscal Officer (6)

☐ Program Analyst (7)

☐ Regional Program Staff (8)

☐ Supervisor (9)

☐ Other (10) _____

Q12 What is your primary work unit (if you work in more than one, please choose the one that you spend the majority of your time working in):

- ☐ Intake (Screening, Intake Assessment) (1)
- ☐ Ongoing (In-home, CPS, GPS, Family Preservation) (2)
- ☐ Substitute Care (Out of home placement, e.g., foster care) (3)
- ☐ Adoption (4)
- ☐ Independent Living (5)
- ☐ School (6)
- ☐ Administrative (Manager, Director/Assistant, Administrator/Assistant, Program Specialist, Contract Monitor) (7)
- ☐ Non-direct service (Clerical, Fiscal, Business) (8)
- ☐ Other direct service (Homemaker, Case aid, Family Group Coordinator/Facilitator) (9)



Q13 In a typical month, how many families and children are you responsible for managing?
Please enter a 0 for both if you have no caseload.

- ☐ Number of Families (1) _____
- ☐ Number of Children (2) _____



Q16 How many years of full-time experience, including your present job if applicable, have you had in child welfare?



Q17 How many years have you worked in your present agency?

Q18 Thinking about your current responsibilities at your child welfare agency, have you had the opportunity to supervise and/or mentor current CWEB students?

☐ Yes (1)

☐ No (0)

Display this question:

If Q18 = Yes

Q19 Thinking about caseworkers currently in your agency with similar education and experience, please rate the CWEB students you supervise/mentor on the following traits:

	Poor (1)	Fair (2)	Good (3)	Very Good (4)	Superior (5)
Interpersonal Relations (e.g., shows respect and tolerance for people, relates well to others, demonstrates empathy) (1)	☐	☐	☐	☐	☐
Adaptability (e.g., able to adapt to new situations with ease, open to incorporating new methods into work) (2)	☐	☐	☐	☐	☐
Communication Skills (e.g., able to effectively express self and pertinent information in written and oral communication, listens attentively) (3)	☐	☐	☐	☐	☐
Observation Skills (e.g., able to observe and identify important information, can accurately describe observations) (4)	☐	☐	☐	☐	☐
Planning and Organizing Work (e.g., able to arrange daily activities in a logical and efficient manner, can reprioritize when necessary) (5)	☐	☐	☐	☐	☐
Analytic Thinking (e.g., uses a range of information sources to form hypotheses and make sound decisions) (6)	☐	☐	☐	☐	☐
Motivation (e.g., persistently displays a high level of effort and	☐	☐	☐	☐	☐

commitment to
performing job duties)
(7)

**Self-
Awareness/Confidence**

(e.g., recognizes own
strengths, limitations,
and emotional reactions
and how they impact
his/her work, has a
strong sense of
capabilities (8)

☐☐☐☐☐

Sense of Mission (e.g.,
shows passion and
dedication toward
working with children
and families) (9)

☐☐☐☐☐

Teamwork (e.g.,
contributes to
organizational goals,
easily collaborates with
other internal and
external staff) (10)

☐☐☐☐☐

End of Block: Current Information

Start of Block: CWEB

Q20 Which school did you attend for your undergraduate degree?

- ☐ Alvernia University (16)
- ☐ Commonwealth University: Bloomsburg (1)
- ☐ PennWest: California University of Pennsylvania (2)
- ☐ Cedar Crest College (17)
- ☐ East Stroudsburg University (15)
- ☐ PennWest: Edinboro University (3)
- ☐ Elizabethtown College (18)
- ☐ Juniata College (19)
- ☐ Kutztown University (4)
- ☐ Lancaster Bible College (20)
- ☐ Commonwealth University: Lock Haven (5)
- ☐ Commonwealth University: Mansfield (6)
- ☐ Marywood University (7)
- ☐ Messiah University (21)
- ☐ Millersville University (8)
- ☐ Misericordia University (22)
- ☐ University of Pittsburgh (9)
- ☐ Shippensburg University (10)
- ☐ Slippery Rock University (11)
- ☐ Temple University (12)
- ☐ West Chester University (13)

☐ Widener University (14)



Q21 What month and year did you graduate from school?

☐ Month (MM) (1) _____

☐ Year (YYYY) (2) _____

Q22 Have you taken the BSW licensure examination?

☐ Yes (1)

☐ No (2)

Display this question:

If Q22 = Yes

Q23 Did you pass the BSW licensure examination?

☐ Yes (1)

☐ No (2)

Q24 At what agency did you do your CWEB commitment?

- ☐ Adams County (1)
- ☐ Allegheny County (2)
- ☐ Armstrong County (3)
- ☐ Beaver County (4)
- ☐ Bedford County (5)
- ☐ Berks County (6)
- ☐ Blair County (7)
- ☐ Bradford County (8)
- ☐ Bucks County (9)
- ☐ Butler County (10)
- ☐ Cambria County (11)
- ☐ Cameron County (12)
- ☐ Carbon County (13)
- ☐ Centre County (14)
- ☐ Chester County (15)
- ☐ Clarion County (16)
- ☐ Clearfield County (17)
- ☐ Clinton County (18)
- ☐ Columbia County (19)
- ☐ Crawford County (20)
- ☐ Cumberland County (21)

- ☐ Dauphin County (22)
- ☐ Delaware County (23)
- ☐ Elk County (24)
- ☐ Erie County (25)
- ☐ Fayette County (26)
- ☐ Forest County (27)
- ☐ Franklin County (28)
- ☐ Fulton County (29)
- ☐ Greene County (30)
- ☐ Huntingdon County (31)
- ☐ Indiana County (32)
- ☐ Jefferson County (33)
- ☐ Juniata County (34)
- ☐ Lackawanna County (35)
- ☐ Lancaster County (36)
- ☐ Lawrence County (37)
- ☐ Lebanon County (38)
- ☐ Lehigh County (39)
- ☐ Luzerne County (40)
- ☐ Lycoming County (41)
- ☐ McKean County (42)

- ☐ Mercer County (43)
- ☐ Mifflin County (44)
- ☐ Monroe County (45)
- ☐ Montgomery County (46)
- ☐ Montour County (47)
- ☐ Northampton County (48)
- ☐ Northumberland County (49)
- ☐ Perry County (50)
- ☐ Philadelphia County (51)
- ☐ Pike County (52)
- ☐ Potter County (53)
- ☐ Schuylkill County (54)
- ☐ Snyder County (55)
- ☐ Somerset County (56)
- ☐ Sullivan County (57)
- ☐ Susquehanna County (58)
- ☐ Tioga County (59)
- ☐ Union County (60)
- ☐ Venango County (61)
- ☐ Warren County (62)
- ☐ Washington County (63)

- ☐ Wayne County (64)
 - ☐ Westmoreland County (65)
 - ☐ Wyoming County (66)
 - ☐ York County (67)
-

Q25 Are you still at the agency where you served your CWEB commitment?

- ☐ Yes (1)
 - ☐ No (2)
-

Q26 Please indicate how much you agree with these statements about your CWEB program:

	Strongly Disagree (1)	Disagree (2)	Somewhat Disagree (3)	Neither Agree nor Disagree (4)	Somewhat Agree (5)	Agree (6)	Strongly Agree (7)
My undergraduate degree program prepared me for working in child welfare (1)	☐	☐	☐	☐	☐	☐	☐
My undergraduate degree program prepared me for graduate school (2)	☐	☐	☐	☐	☐	☐	☐
Through the CWEB program, I will be able to make an important contribution to individuals and society (3)	☐	☐	☐	☐	☐	☐	☐

Display this question:

If Interview = Yes

Q58 You participated in an interview with our consultant, Betzi White on [\\${e://Field/InterviewDate}](#). How useful did you find the additional level of support provided through the interview?

- ☐ Not at all useful (1)
- ☐ Slightly useful (2)
- ☐ Moderately useful (3)
- ☐ Very useful (4)
- ☐ Extremely useful (5)

Display this question:

If Interview = Yes

Q59 How much did this interview process impact your intent to stay in public child welfare after your commitment year?

- ☐ None at all (1)
- ☐ A little (2)
- ☐ A moderate amount (3)
- ☐ A lot (4)
- ☐ A great deal (5)

End of Block: CWEB

Start of Block: CWEB-Year Post

Q36 The purpose of this portion of the survey is to gain your perception of the general public's view of child welfare workers. Below is a list of statements about how various individuals and groups perceive child welfare. Please rate your level of agreement with each statement.

	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)
Most people respect you for your choice to work in child welfare. (1)	☐	☐	☐	☐	☐
People feel that child welfare work is important. (2)	☐	☐	☐	☐	☐
People make me feel proud about the work I do. (3)	☐	☐	☐	☐	☐
People just don't understand what you have to go through to work in child welfare. (4)	☐	☐	☐	☐	☐
When people find out I am a child welfare worker, they seem to look down on me. (5)	☐	☐	☐	☐	☐
The government should take more responsibility for improving child welfare services. (6)	☐	☐	☐	☐	☐

The work I do is valued by others. (7)

☐☐☐☐☐

Government officials only pay attention to our work when there is a serious incident (8)

☐☐☐☐☐

Most people blame the child welfare worker when something goes wrong with a case (9)

☐☐☐☐☐

Most people think that child welfare workers do too little to help the children and the families who are their clients. (10)

☐☐☐☐☐

Most people wonder how I can do this kind of work. (11)

☐☐☐☐☐

I feel uncomfortable admitting to others that I am a child welfare worker. (12)

☐☐☐☐☐

People look down on my work because of the types of clients I serve and the needs

☐☐☐☐☐

they have.
(13)

Most of my
friends and
family act like
they don't
want to know
anything
about my
work. (14)

☐☐☐☐☐

Q37 We know that child welfare workers are exposed to traumatic situations. Please indicate your level of agreement with the following statements.

	Strongly Disagree (1)	Disagree (2)	Neither Agree nor Disagree (3)	Agree (4)	Strongly Agree (5)
I understand how vicarious trauma impacts me. (1)	☐	☐	☐	☐	☐
I have a clear self-care plan. (2)	☐	☐	☐	☐	☐
My supervisor is aware of my self-care plan. (3)	☐	☐	☐	☐	☐

Q38 Please rate how well you feel that the following items describe you right now. All of your answers are confidential.

	Not at all like me (1)	Not much like me (2)	Somewhat like me (3)	Quite a lot like me (4)	Just like me (5)
When interacting with others, I am able to listen to their opinion with an open mind. (1)	☐	☐	☐	☐	☐
I think that it is important when working on a project to seek out people who have differing opinions. (2)	☐	☐	☐	☐	☐
I am able to really listen to someone's story and truly "walk a mile in their shoes." (3)	☐	☐	☐	☐	☐
I need to finish a project before I can start another activity. (4)	☐	☐	☐	☐	☐
I am always searching for new and more efficient ways to complete tasks. (5)	☐	☐	☐	☐	☐
I become flustered when confronted with changes to my everyday routine. (6)	☐	☐	☐	☐	☐

I am able to give clear and concise directions when teaching someone a new task. (7)

☐☐☐☐☐

When communicating via e-mail, I provide enough detail to thoroughly explain my intent. (8)

☐☐☐☐☐

I can identify the most important details in a person's story. (9)

☐☐☐☐☐

When listening to multiple version of someone's life story, I find it difficult to keep track of differing details. (10)

☐☐☐☐☐

I am able to objectively retell a story someone told me. (11)

☐☐☐☐☐

When facing deadlines, I usually wait until the last minute to finish a project. (12)

☐☐☐☐☐

I am able to arrange my work so that everything is complete in a

☐☐☐☐☐

timely manner.
(13)

I uses lists,
calendars, and
other tools to
help me stay
on task. (14)

I try to
organize my
work tasks so
that I can be
efficient. (15)

When making
a large
purchase, I like
to gather as
much
information as
possible on the
products
available such
as reading
user reviews,
looking at
ratings of
value and
reliability, and
comparing
ratings from
consumer
reports. (16)

If I have
information
from multiple
sources, I am
able to
synthesize that
information to
make an
informed
decision. (17)

When working
with families, I
try to think of
"IF-THEN"
scenarios or
possibilities.

☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐
☐	☐	☐	☐	☐

(18)					
When working with families I try to get information from multiple sources. (19)	☐	☐	☐	☐	☐
I do not give up easily when I have my mind set on accomplishing something. (20)	☐	☐	☐	☐	☐
I like to do the minimum amount of work necessary to get by. (21)	☐	☐	☐	☐	☐
I keep on trying to complete a task that is difficult for me. (22)	☐	☐	☐	☐	☐
I can identify things I am good at. (23)	☐	☐	☐	☐	☐
I can identify things that are challenging for me. (24)	☐	☐	☐	☐	☐
I take pride in my work. (25)	☐	☐	☐	☐	☐
I am able to recognize my emotions and how they affect my life. (26)	☐	☐	☐	☐	☐
I believe that strong, healthy families promote	☐	☐	☐	☐	☐

healthy
development
in children.
(27)

I think the
concepts of
safety,
permanency,
and well-being
are paramount
to child
welfare. (28)

My goal is to
make my
community a
better place.
(29)

When working
on a team, I
ensure that
every team
member's
opinion is
heard by the
group. (30)

I think it is
important for
organizations
to work
together to
reach common
goals. (31)

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

End of Block: CWEB-Year Post

Start of Block: Open-ended

Q39 Have you been promoted since completing CWEB?

☐ Yes (1)

☐ No (2)

Display this question:

If Q39 = Yes

Q40 Please list both former and current positions:

☐ Former: (1) _____

☐ Current: (2) _____

Q41 Occasionally our graduates receive awards (i.e., caseworker of the month, children's crusader award, community service award, praise from agencies or consumers (DHS newsletter, letter of recognition from the county, commended on casework practice) or have outstanding achievements either academically (i.e., honor society inductions, dean's list, scholarships) or in the work force (i.e., starting new programs or initiatives within your agency, promotions, positive feedback from your families). Have you had any such awards, praise, or achievements since completing your last survey?

☐ Yes (1)

☐ No (2)

Display this question:

If Q41 = Yes

Q42 Please describe your award, achievement, and/or accomplishment.

Q43 Tell us about other activities you have participated in that have contributed to child welfare.

Q44 What professional development opportunities have you participated in since completing the program?

Q45 How have you mentored colleagues or disseminated your enhanced skills to others in your agency?

Q46 Leadership comes in all forms. How have you led others or championed initiatives within your agency?

Q47 Please share with us any additional comments you have about the CWEB and CWEL programs.

End of Block: Open-ended

Start of Block: Demographics

Q48 Gender

- ☐ Male/Man (1)
- ☐ Female/Woman (2)
- ☐ Agender (3)
- ☐ Prefer not to answer (4)
- ☐ Gender fluid (5)
- ☐ Gender non-conforming (6)
- ☐ Genderqueer (7)
- ☐ Intergender (8)
- ☐ Intersex (9)
- ☐ Nonbinary (10)
- ☐ Other (11) _____
- ☐ Trans Man/Male (12)
- ☐ Trans Woman/Female (13)
- ☐ Transgender (14)
- ☐ None of these fully describe me right now (15)

Q49 Age

Q50 Race (select all that apply)

☐ Black or African (e.g., African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali) (1)

☐ White/Caucasian (e.g., German, Irish, English, Italian) (2)

☐ American Indian/Alaska Native/Native Hawaiian (e.g., Navajo Nation, Blackfeet tribe, Mayan, Aztec) (3)

☐ Middle East / North Africa (MENA) region (e.g., Lebanese, Egyptian, Syrian, Moroccan) (10)

☐ Asian/Pacific Islander (e.g., Asian American, Chinese, Filipino, Asian Indian, Vietnamese, Korean, Japanese, Pakistani, Cambodian, Hmong, Samoan, Chamorro, Tongan, Fijian, Marshallese, Palauan, Tahitian, Chuukese) (4)

☐ Some other race (5)

☐ ☒ Prefer not to answer (9)

Q51 Are you of Hispanic, Latino/a/x, or Spanish origin? (select all that apply)

☐ ☒ No, not of Hispanic, Latino/a/x, or Spanish Origin (1)

☐ Yes, Mexican, Mexican American, or Chicano (2)

☐ Yes, Puerto Rican (3)

☐ Yes, Cuban (4)

☐ Yes, another Hispanic, Latino or Spanish origin (e.g., Salvadoran, Dominican, Colombian, Guatemalan, Spaniard, Ecuadorian) (5)

☐ Prefer not to answer (8)