

Recent Grad_2026

Start of Block: Program Type

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 Which program did you graduate from?

☐ CWEB (1)

☐ CWEL (2)

End of Block: Program Type

Start of Block: CWEL

Q3 Have you taken the LSW/LCSW examination?

☐ Yes (1)

☐ No (2)

Display this question:

If Q3 = Yes

Q4 Did you pass the LSW/LCSW examination?

☐ Yes (1)

☐ No (2)

Q5 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 Q5 = Yes

Q6 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)

☐☐☐☐☐

Q45 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)

Q7 Did you complete the CWEB program?

☐ Yes (1)

☐ No (2)

Skip To: End of Block If Q7 = No

Q8 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)

Q9 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)
-

Q10 Are you still at the agency where you served your CWEB commitment?

- ☐ Yes (1)
- ☐ No (2)

End of Block: CWEL

Start of Block: Graduate

Q47 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)

☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐☐

Q17 Who is your current employer?

- ☐ 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)
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- ☐ 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)
 - ☐ Unemployed (68)
 - ☐ Other (69)
-

Display this question:

If Q17 = Other

Q18 If other employer, please specify.

Q19 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) _____

Q20 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)



Q21 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) _____

Q49 My long term career plan is to work with children and families.

- ☐ Strongly Disagree (1)
 - ☐ Somewhat Disagree (2)
 - ☐ Neither agree or Disagree (3)
 - ☐ Somewhat agree (4)
 - ☐ Strongly Agree (5)
 - ☐ N/A (6)
-

Q48 In this next set of questions we would like you to consider your relationship with your current supervisor. If you are entering or returning to your child welfare agency, please consider the supervisor with whom you have had the most experience.

	Strongly Disagree (1)	Disagree (2)	Neutral (3)	Agree (4)	Strongly Agree (5)
My supervisor genuinely cares about me. (1)	☐	☐	☐	☐	☐
My supervisor gives me help when I need it. (2)	☐	☐	☐	☐	☐
My supervisor supports me in difficult case situations. (3)	☐	☐	☐	☐	☐
My supervisor helps me learn and improve. (4)	☐	☐	☐	☐	☐
My supervisor values and seriously considers my opinions in case decision making. (5)	☐	☐	☐	☐	☐
My supervisor helps me prevent and address burnout. (6)	☐	☐	☐	☐	☐

End of Block: Graduate

Start of Block: Open Ended

Q27 Please describe the aspects of the CWEL program that are particularly positive.

Display this question:

If Program = CWEL

Q44 Please describe any aspects of the CWEL program that you would like to change.
Excluding areas the CWEL program has no control over such as: the county decision regarding full or part-time; the ability to obtain additional certificates; calculation of commitment time; study abroad opportunities.

Q29 What child welfare related courses had the most positive impact in your practice with children and families?

Q30 What other courses would have been helpful to you, but were not offered or available?

Q31 What aspects of the practicum or internship placement contributed the most to your professional development as a child welfare professional?

Q32 If you have had to contact CWEL since graduation, how would you describe the experience?

Q33 What advice would you give a CWEL student who is beginning their program?

Q34 Occasionally our graduates receive awards (i.e., caseworker of the month, children's crusader award, community service award, 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 or achievements during this year?

☐ Yes (1)

☐ No (2)

Display this question:

If Q34 = Yes

Q35 Can you describe the award, achievement, and/or accomplishment?

Q36 Using a scale from 1-10 with 1 having the least value and 10 as the most value, what is the value of the CWEL program to the public child welfare system.

- ☐ 1 (1)
- ☐ 2 (2)
- ☐ 3 (3)
- ☐ 4 (4)
- ☐ 5 (5)
- ☐ 6 (6)
- ☐ 7 (7)
- ☐ 8 (8)
- ☐ 9 (9)
- ☐ 10 (10)

End of Block: Open Ended

Start of Block: Demographics

Q37 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)



Q38 Date of Birth (MM/DD/YYYY)

Q39 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)

Q40 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)