

# Long Term Graduate\_2022

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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.

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Q2 Are you currently employed?

Yes (1)

No (2)

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Q3 Which program did you graduate from most recently?

CWEB (1)

CWEL (2)

**If Q2= Yes**

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**Start of Block: OCS**

Q4 This set of questions is about your work environment. Please answer them thinking about your position at your agency. There are no right or wrong answers. If you are unsure of your response check not applicable.

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Q5 The following questions are about your experiences in public child welfare

	To a very little extent (1)	To a little extent (2)	To some extent (3)	To a great extent (4)	To a very great extent (5)	N/A (6)
People I work with are direct and honest with each other. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with accept criticism without becoming defensive. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with function as a team. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with constructively confront problems. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People I work with are good listeners. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Labor and management have a productive working relationship. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organization motivates me to put out my best efforts. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This organization respects its workers. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This organization treats people in a consistent and fair manner. (9)

There is an atmosphere of trust in this organization. (10)



Q6 The following questions are about your experiences in public child welfare.

	To a very little extent (1)	To a little extent (2)	To some extent (3)	To a great extent (4)	To a very great extent (5)	N/A (6)
This organization motivates people to be efficient and productive. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get enough information to understand the big picture here. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When changes are made, the reasons why are made clear. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I know what's happening in work sections outside my own. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I get the information I need to do my job well. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a say in decisions that affect my work. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am asked to make suggestions about how to do my job better. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

This organization values the ideas of workers at every level.  
(8)

My opinions count in this organization.  
(9)

Job requirements are made clear by my supervisor.  
(10)



Q7 The following questions are about your experiences in public child welfare.

	To a very little extent (1)	To a little extent (2)	To some extent (3)	To a great extent (4)	To a very great extent (5)	N/A (6)
When I do a good job, my supervisor tells me. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor takes criticism well. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor delegates responsibility. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor gives me criticism in a positive way. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is a good listener. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor tells me how I'm doing. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Decisions made at meetings get put into action. (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Everyone takes part in discussions at meetings. (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Our discussions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

in meetings  
stay on track.  
(9)

Time in  
meetings is  
well spent.  
(10)

Meetings tap  
the creative  
potential of  
the people  
present. (11)

<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

End of Block: OCS

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

- Yes (1)
- No (2)
- Not Applicable (3)

*Skip To: End of Block If Q8 = Yes*

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Q9 Please note new place of employment

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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)
- Not applicable (3)

If Q8=Yes

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**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) \_\_\_\_\_
- 

Q14 What is the geographic descriptor of your county child welfare agency?

- Rural (1)
  - Suburban (2)
  - Urban (3)
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Q15 Within what OCYF region is your county child welfare agency based?

- Central (1)
- Northeastern (2)
- Southeastern (3)
- Western (4)



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

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

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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)

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

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)

Q20 Which school did you attend for your undergraduate degree?

- Bloomsburg University (1)
- PennWest: California University of Pennsylvania (2)
- East Stroudsburg University (15)
- PennWest: Edinboro University (3)
- Kutztown University (4)
- Lock Haven University (5)
- Mansfield University (6)
- Marywood University (7)
- Millersville University (8)
- 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) \_\_\_\_\_
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Q22 Have you taken the BSW licensure examination?

Yes (1)

No (2)

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*Display This Question:*

*If Q22 = Yes*

Q23 Did you pass the BSW licensure examination?

Yes (1)

No (2)

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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)

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

Yes (1)

No (2)

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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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My undergraduate degree program prepared me for graduate school (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Through the CWEB and CWEL programs, I will be able to make an important contribution to individuals and society (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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. For each statement, please indicate if you strongly disagree (SD); disagree (D); agree (A); strongly agree (SA)

	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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People feel that child welfare work is important. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People make me feel proud about the work I do. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People just don't understand what you have to go through to work in child welfare. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
When people find out I am a child welfare worker, they seem to look down on me. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The government should take more responsibility for improving child welfare services. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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)

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Q37 With the type of situations child welfare caseworkers face on a daily basis, we are interested in ascertaining the degree to which you are prepared to take on your new roles within a child welfare agency. 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 my exposure to the effects of trauma in the workplace. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have a clear self-care plan. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My supervisor is aware of my self-care plan. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I think that it is important when working on a project to seek out people who have differing opinions. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am able to really listen to someone's story and truly "walk a mile in their shoes." (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I need to finish a project before I can start another activity. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am always searching for new and more efficient ways to complete tasks. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I become flustered when confronted with changes to my everyday routine. (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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)

Q39 Have you been promoted since completing the program?

Yes (1)

No (2)

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*Display This Question:*

*If Q39 = Yes*

Q40 Please list both former and current positions:

Former: (1) \_\_\_\_\_

Current: (2) \_\_\_\_\_

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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)

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*Display This Question:*

*If Q41 = Yes*

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

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

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

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

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

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

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Q48 Gender

- Male/Man (1)
- Female/Woman (2)
- Agender (3)
- Decline 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)

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Q49 Age

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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)

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Q51 Are you of Hispanic, Latino/a/x, or Spanish origin?

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)

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