

Recent Grad_2023

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)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adaptability (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"/>
Communication Skills (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"/>
Observation Skills (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"/>
Planning and Organizing Work (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"/>
Analytic Thinking (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"/>
Motivation (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)

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?

- Bloomsburg University (1)
 - California University of Pennsylvania (2)
 - 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)
 - East Stroudsburg University (15)
-

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)

Q11 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"/>

Q14 Please answer the following questions for the Child Welfare Education program you just graduated from.

Q15 What school did you graduate from? If you attended more than one campus, pick the one where you spent the most time.

- Bloomsburg University (1)
- Bryn Mawr College (2)
- PennWest: California University of Pennsylvania (3)
- PennWest: California University of Pennsylvania, Southpointe Campus (4)
- PennWest: Edinboro University (5)
- Kutztown University (6)
- Lock Haven University (7)
- Mansfield University (8)
- Marywood University, Scranton Campus (9)
- Marywood University, Center Valley Campus (10)
- Millersville University (13)
- University of Pennsylvania (14)
- University of Pittsburgh, Main Campus (15)
- University of Pittsburgh, Bradford Campus (16)
- Shippensburg University (17)
- Slippery Rock University (18)
- Temple University, Main Campus (19)
- Temple University, Ambler Campus (20)
- Temple University, Harrisburg Campus (21)
- West Chester University (29)

- Widener University, Chester Campus (30)
 - Widener University, Harrisburg Campus (31)
 - East Stroudsburg University (37)
-



Q16 What month and year did you graduate?

- Month (mm) (1) _____
 - Year (yyyy) (2) _____
-

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)
- 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)
- 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) _____

Q22 This set of questions is about your skills and your practice experiences as a social worker in a child welfare agency. Answer these questions about the CWEL program.

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither Agree or Disagree (3)	Somewhat Agree (4)	Strongly Agree (5)	N/A (6)
My CWEL program prepare me for working in a child welfare agency. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My skills were equal to or better than other caseworkers who had not completed the CWEL program. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I had a better understanding of complex problems that are typical of our families. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My education had helped me find new solutions to the problems of our families. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to practice the new skills in my position. (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am encouraged to share my knowledge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

with other
workers. (6)

I am given the
opportunity
and the
authority to
make
professional
decisions. (7)



Q23 This set of questions is about your future plans as a social worker and a recent graduate of the CWEL program:

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither Agree or Disagree (3)	Somewhat Agree (4)	Strongly Agree (5)	N/A (6)
There is current opportunity for promotion in my agency. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can see future opportunities for advancing in my agency. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I plan to remain at my agency after my commitment period is over. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My long term career plan is to work with children and families. (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q24 This set of questions is about your agency.

	Strongly Disagree (1)	Somewhat Disagree (2)	Neither Agree or Disagree (3)	Somewhat Agree (4)	Strongly Agree (5)	N/A (6)
I would recommend my agency to others looking for employment in social work. (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I would recommend public child welfare services to others looking for employment in social work. (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have seriously considered leaving public child welfare. (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q25 If I were not contractually obligated to remain in public child welfare for my commitment, I would leave.

- Strongly Disagree (1)
- Somewhat Disagree (2)
- Neither Agree nor Disagree (3)
- Somewhat Agree (4)
- Strongly Agree (5)

Display This Question:
If Q25 = Somewhat Agree
Or Q25 = Strongly Agree

Q26 What would convince you to stay?

Q27 Please describe the aspects of the [CWEL](#) program that are particularly positive.

Q28 Please describe any aspects of the [CWEL](#) program that you would like to change.

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 field 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)

Q37 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)



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?

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)