

Social Work Education Consortium Workforce Retention Study

Section A We would like to ask you some questions about various characteristics of your job/organization.

Please indicate the extent to which you agree or disagree with the following statements about your job and the agency you work in by filling in the appropriate response. Please fill in only one circle.

Shade Circles Like This--> ● Not Like This--> ○ ✓	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. There are clear job expectations and performance standards for my work	○	○	○	○	○
2. There are clear measures of success and progress indicators for work with clients	○	○	○	○	○
3. My work uses client focused interventions	○	○	○	○	○
4. My work uses helping strategies that work	○	○	○	○	○
5. There is a "can do" attitude among co-workers	○	○	○	○	○
6. We have computer technologies that make the job easier and better	○	○	○	○	○
7. There are clear and effective incentives and rewards for a job well done	○	○	○	○	○
8. In my work, I have a feeling of success and accomplishment	○	○	○	○	○
9. I receive support and recognition from supervisor	○	○	○	○	○
10. I receive support and recognition from co-workers	○	○	○	○	○
11. I have a good relationship with my clients	○	○	○	○	○
12. Clients regularly succeed in reaching goals	○	○	○	○	○
13. I receive support and recognition from clients	○	○	○	○	○
14. The work I do is recognized by other professionals in the community	○	○	○	○	○



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Please fill in only one circle

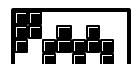
Shade Circles Like This--> ● Not Like This--> ⊗ ⊙	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
15. I have the support to make work-related decisions when appropriate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My professional opinions are respected in this agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. On the whole, I have sufficient emotional energy for the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. My work offers opportunities to make a difference	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. My work offers schedule flexibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. My work offers opportunities for improving knowledge and skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. Physical work space is satisfactory	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. My work offers opportunities to ensure the safety and well-being of clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My agency is committed to my personal safety in the office	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. My agency is committed to my personal safety in the field	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
25. There is a good fit between my family life and work life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
26. There is a good fit between my personal life and work life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
27. I receive support and recognition from my family members	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
28. There is a good fit between my job and my personal health	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
29. The initial orientation to my job was adequate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
30. I am prepared for my job because of my prior training and education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Training provided by the agency is helpful to my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Please fill in only one circle

Shade Circles Like This--> ● Not Like This--> ⊗ ⊙	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
32. Training provided by the state is helpful to my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. There is a good fit between training and the demands of my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. The work has the right level of challenge	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
35. On the whole, I am able to do my job and not burnout	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. This job enables me to continue living where I live now	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. This job fits with my career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. The pay is sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. The benefits are sufficient	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. On-call demands are reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. There is a lack of availability of other jobs in this area	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
42. Interviewers for the agency give prospective workers an accurate picture of the work and the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. In my agency, there is more emphasis on the quality of the services than on the number of clients served	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
44. The support staff in the agency is adequate	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. The agency provides the resources I need to help families and children	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. The amount of paperwork is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. The computer systems used to track families are user friendly	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. The computer systems make my work easier	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
49. Uniform Case Records are helpful in day to day casework	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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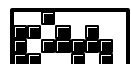
Please fill in only one circle

Shade Circles Like This--> ● Not Like This--> ⊗ ⊙	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
50. Uniform Case Records are helpful in my work with clients	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
51. I have adequate legal support at my disposal	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
52. I am able to distinguish between local rules and state regulations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
53. The workload is reasonable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
54. Cases are assigned in a fair manner	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
55. In the agency, work processes are efficient and streamlined	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
56. The agency's purpose is clear to me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
57. The work reflects the agency's purpose	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
58. The agency helps me to implement best practices	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
59. The agency is respected in the community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
60. When my co-workers are successful, I feel successful	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
61. When outsiders attack my agency, I feel they are attacking me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
62. I would recommend my agency to others seeking employment in child welfare	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
63. All in all, I feel good about what my agency does for children and families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
64. All in all, I am satisfied with my job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

Additional Comments:



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Section B Next, we want to ask you about your future plans.

1. Have you considered looking for a new job within the past year? Yes No

If NO, please skip to question #5 on the next page

2. If Yes, please mark which steps you have

Steps Taken	
I have thought about leaving	<input type="checkbox"/>
I have spoken with a friend/spouse about leaving	<input type="checkbox"/>
I have looked in paper for new job 1-3 times	<input type="checkbox"/>
I look in the paper for a new job weekly.	<input type="checkbox"/>
I have made a phone inquiry about another job	<input type="checkbox"/>
I have gone on an interview for another job	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>

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3. If YES, list the THREE most important reasons why you have considered looking elsewhere.

- 1.
- 2.
- 3.

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4. List THREE changes that would make it possible for you to continue in this work.

- 1.
- 2.
- 3.



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5. If you have **NOT** considered looking for a new job in the past year, list the **THREE** most important reasons why you plan to stay.

- 1.
- 2.
- 3.

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Additional Comments:

Section C Next, we would like to know about your work experience.

1. In about what month and year did you start working with this child welfare agency?

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Month

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Year

2. In about what month and year did you start in your current position with this agency?

--	--

Month

--	--	--	--

Year

3. In about what month and year did you start your first child welfare job?

--	--

Month

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Year



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5. a. Please identify the child welfare unit/units that you currently work in by marking the appropriate boxes.

Child Welfare Unit	
Child Protective Services (CPS)	<input type="checkbox"/>
Foster Care	<input type="checkbox"/>
Prevention	<input type="checkbox"/>
Adoptions/ Permanency Planning	<input type="checkbox"/>
Family Preservation	<input type="checkbox"/>
Court Unit	<input type="checkbox"/>
Other (please specify)	<input type="checkbox"/>

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b. Please identify the time period in which you've worked in each unit/department.

Child Welfare Unit	FROM		TO	
	Month	Year	Month	Year
Child Protective Services (CPS)	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Court Unit	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Adoptions/ Permanency Planning	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Prevention	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Foster Care	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Family Preservation	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Other (please specify)	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/>	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>



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6. Please indicate the percentage of time that you devote to the following (the total should equal 100%)

<input type="text"/> <input type="text"/> <input type="text"/>	% Direct services for/with clients
<input type="text"/> <input type="text"/> <input type="text"/>	% Supervision/Consultation/Training
<input type="text"/> <input type="text"/> <input type="text"/>	% Paperwork/Computer Work
<input type="text"/> <input type="text"/> <input type="text"/>	% Time in Court
<input type="text"/> <input type="text"/> <input type="text"/>	% Management/Planning/Evaluation/Research
<input type="text"/> <input type="text"/> <input type="text"/>	% Community Organization/Advocacy/Education
<input type="text"/> <input type="text"/> <input type="text"/>	% Other (Please Specify) _____

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7. On average, how many hours per week do you work in your county child welfare job?

8. Please indicate the average number of hours per month you spend on-call

9a. Are you a supervisor? Yes No **if no, please skip to question 10**

9b. **Supervisors**, how many caseworkers do you supervise?

9c. **Supervisors**, Are you carrying a caseload? Yes No

9d. **Supervisors**, Please indicate the number of cases in your caseload, on average, in a one-month period. **Then continue onto question number 11, please.**

Caseload by	# of cases
Investigations per month	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Children	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Families	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Adoptive parents	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Foster Parents	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Biological Parents	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>
Other (Please explain:)	<input type="text"/> <input type="text"/> <input type="text"/> <input type="text"/>

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10. **Workers**, please indicate the number of cases in your caseload, on average, in a one-month period. (Supervisors please skip to question 11)

Caseload by	# of cases
Investigations per month	<input type="text"/> <input type="text"/> <input type="text"/>
Children	<input type="text"/> <input type="text"/> <input type="text"/>
Families	<input type="text"/> <input type="text"/> <input type="text"/>
Adoptive parents	<input type="text"/> <input type="text"/> <input type="text"/>
Foster Parents	<input type="text"/> <input type="text"/> <input type="text"/>
Biological Parents	<input type="text"/> <input type="text"/> <input type="text"/>
Other (Please explain:)	<input type="text"/> <input type="text"/> <input type="text"/>

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11. When you began planning your career, was casework your first choice? Yes No
12. Is this your first full-time job? Yes No
13. Is this job a "step up" from your last job? Yes No
14. If you turn back the clock and revisit your decision to take this job in this agency, would you make the same decision? Yes No

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<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

Why or why not?

Section D Next, we want to ask you some questions about your current immediate supervisor and your relations with this person

- a. How long have you been supervised by your current immediate supervisor?
- 1 Month or less 1-6 Months More than 6 Months



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Please indicate the extent to which you agree or disagree with the following statements about your immediate supervisor by circling the appropriate number. Please fill in only **one** circle.

Shade Circles Like This--> ● Not Like This--> ⊗ ⊙	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
1. My supervisor genuinely cares about me	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. My supervisor gives me help when I need it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. My supervisor shows approval when I succeed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. My supervisor provides the help I need to complete required tasks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. My supervisor provides the help I need to complete required paperwork	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. My supervisor supports me in balancing the demands of my job with my personal life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
7. My supervisor supports me in difficult case situations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. My supervisor helps me learn and improve	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. My supervisor demonstrates consistency in decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. My supervisor values and seriously considers my opinions in case decision making	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. My supervisor assists me in setting and assessing long-term case goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. My supervisor encourages creative solutions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
13. My supervisor explains those decisions that I do not agree with	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Please fill in only one circle

Shade Circles Like This--> ● Not Like This--> ⊗ ⊙	Strongly Disagree	Disagree	Neutral	Agree	Strongly Agree
14. My supervisor can accept an alternative perspective	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
15. My supervisor is appropriately flexible when it comes to applying rules	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
16. My supervisor is knowledgeable about effective ways to work with children and families	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
17. My supervisor reinforces the core training curriculum	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
18. My supervisor is supportive of any on-the-job-training I attend	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
19. My supervisor is available to me when I ask for help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
20. My supervisor regularly evaluates my performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
21. My supervisor helped me learn the ropes of the agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. My supervisor helps me prevent and address burn-out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. My supervisor demonstrates leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
24. My supervisor is competent in doing his/her job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. If possible, please identify the academic degree(s) obtained by your immediate supervisor

Bachelor's Degree Major _____

Master's Degree? Yes No Major _____

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26. Is your supervisor a male or female? Female Male



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Additional Comments:

SECTION E Next we would like to ask you a few questions about salary. Please circle the appropriate response.

1. What is your annual salary in your current job at this agency?

- \$25,000 or less
- \$25,001-\$30,000
- \$30,001-\$35,000
- \$35,001-\$40,000
- \$40,001-\$45,000
- \$45,001-\$50,000
- More than \$50,000

Please rate the level of satisfaction you have with each item by circling the appropriate number. Please circle only one number.

Shade Circles Like This--> ● Not Like This--> ⊗ ⊕	Very Dissatisfied	Somewhat Dissatisfied	Neither Satisfied nor Dissatisfied	Somewhat Satisfied	Very Satisfied
2. My salary at this agency	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. The non-salary benefits I receive	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. Opportunities for promotion	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



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Section F Next, we would like some personal information. Please print or mark the appropriate responses.

1. Age 2. Gender Female Male

3. What is your race/ethnicity? (Please mark only one circle)

- Black or African American Two or more races Caucasian/White
 Hispanic/Latino Pacific Islander Other (Specify)
 American Indian Asian _____

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4. Do you work more than one job? Yes No

5. What is your annual **household** income?

- \$25,000 or less \$55,001-\$70,000 \$40,001-\$55,000
 \$25,001-\$40,000 More than \$70,000

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6. What county do you work in? _____

7. What is your highest level of education? (Please mark only one circle)

- Bachelor's Degree Doctoral Degree
 Some graduate work (no graduate degree)
 Graduate Degree Other (Specify) _____

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8. What was your undergraduate major? (Please mark as many circles as needed)

- Social Work Criminal Justice Other Social Science Other (Specify)
 Education Counseling A Natural Science _____
 Sociology Business Nursing
 Psychology Public Administration Computer Science

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9. What was your graduate major? (Please mark as many circles as needed)

- Social Work Criminal Justice Other Social Science Other (Specify)
 Education Counseling A Natural Science _____
 Sociology Business Nursing
 Psychology Public Administration Computer Science

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