

## Career Path 2011 Interview Protocol for the 5-Year Study

### 1. Consent to Participate in Research

Hello,  
My name is \_\_\_\_\_. I am a [graduate /doctoral student] at the University of California, Berkeley working with Dr. Sherrill Clark and Dr. Susan Jacquet, research specialists at CalSWEC. As you know, we (CalSWEC) are conducting a retrospective study of California title IV-E social workers' professional career paths and career influences associated with social work education.

I am calling now because you indicated on your survey form that you wanted to have a telephone interview about your career experiences.

Your participation in this part of the study, the telephone interview, is strictly voluntary. Although you will not directly benefit from this study, you may benefit if research findings lead to strengthening pre-service and in-service curricula and organizational improvements in order to provide the best services to families who use the child welfare system in California. This research presents minimal risk to you.

Since participation in research may involve a loss of privacy, your data will be handled as confidentially as possible. The only risk could happen if, for example, you relate negative information about an employer and the employer accesses your responses.

To guard against this remote possibility and to protect your privacy, no one except the CalSWEC researchers will be able to identify your responses. Although we had to identify you to contact you for this interview, we will delete your name and a code number will be assigned to the transcript of this interview.

Only aggregate data will be presented in any dissemination of findings, unless you give us permission to quote you anonymously. Your answers will be handled confidentially according to the rules established by the Office for the Protection of Human Subjects (OPHS) at UC Berkeley. If you have any questions about these rules or about the process of protecting human subjects in this study, please contact Office for the Protection of Human Subjects at [ophs@berkeley.edu](mailto:ophs@berkeley.edu) or (510) 642- 7461.

You may refuse to any question or you may discontinue at any time without negative consequences to you. The interview may take up to 45 minutes to complete. Do you still consent to having a telephone interview?

#### 1. INTERVIEWEE'S UNIQUE CODE

#### 2. DATE OF INTERVIEW

#### 3. INTERVIEWER'S INITIALS

#### 4. Are you currently working in a public child welfare agency?

☐ Yes

☐ No

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### 2. Not working in public child welfare

**5. If not, where are you working? [Interviewer: Please get the name of the specific agency at which the interviewee is working and whether this is a public agency or a community-based agency.]**

**6. [If respondent is not working in child welfare now] What influenced your decision to discontinue your career in public child welfare?**

**PROBE: What could your agency have done to keep you?**

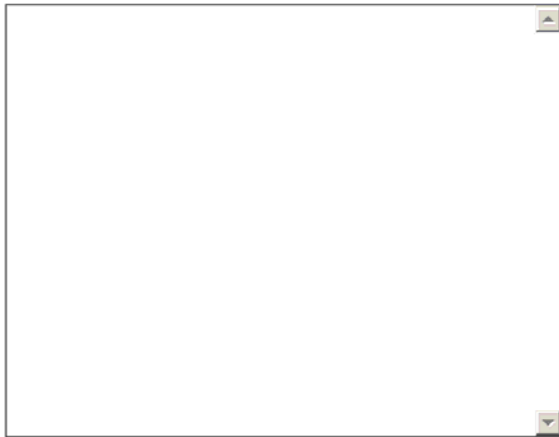


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### 3. continuation of page 1

**7. What is your current position? [Interviewer: Please get the specifics of the job position--ie case-carrying social worker, direct services social worker, supervisor of social workers, manager, administrator, etc.]**

**8. [If respondent is still working in child welfare] What influenced your decision to stay in public child welfare?**



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### 4. Career GOALS

**9. You probably haven't thought about this in a while, but I'd like to have you think back in time to when you graduated from your MSW program.**

**[Previously: What were your career goals when you finished your MSW program? Have these goals changed? Prompts: Did you intend to leave the agency? Intent to leave the profession? Calling/social commitment External social work job opportunities]**

**What were your career goals then?**



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**10. Which of these goals have you achieved?**

**PROBES:** What support have you received or did you receive from your public child welfare agency to achieve those goals?

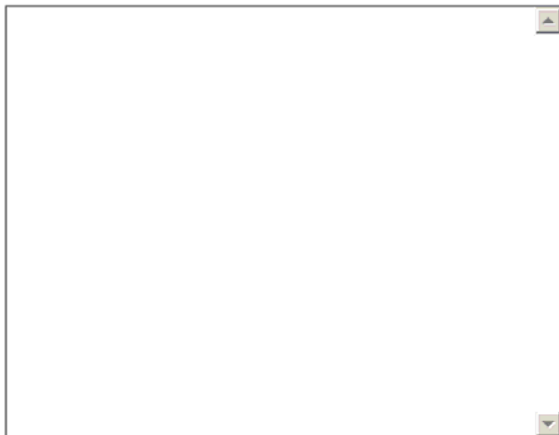
Upon what personal resources have you drawn/did you draw to advance your career goals?

Are there other goals that you didn't achieve?

If so, which ones?



**11. What are your current career goals?**



## Career Path 2011 Interview Protocol for the 5-Year Study

### 5. The Influence of Title IV-E EDUCATION on Career Paths

To the Interviewer: This next part is about the extent to which Title IV-E educated workers practice what they learned in their Title IV-E educational experience.

**12. Think back to your MSW program again: What skills did your education give you that you used right away on the job?**

**[Previously: Can you give an example of how title IV-E education has influenced your career?]**



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13. I'd like to ask you now about your opportunities for professional development on the job.

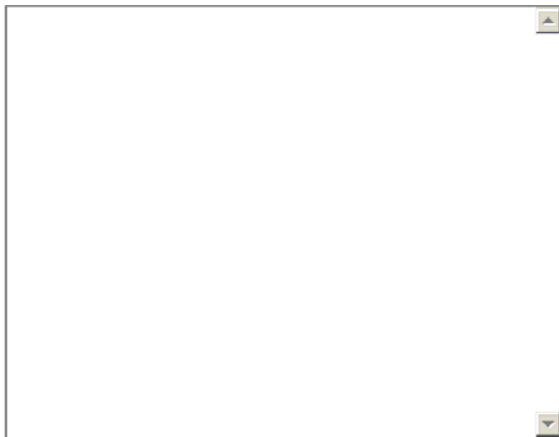
[Previously: Can you give an example of a success you have had in your career?]

What role has ON THE JOB TRAINING played in your skill development?

What role has SUPERVISION played in your skill development?

What about MENTORING or another opportunity such as having responsibility for a special project?

[Interviewer: Can the interviewee relate these opportunities to Title IV-E in any way? For example, "my supervisor had been a IV-E student."]



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### 6. Influencing AGENCY POLICY

To the Interviewer: For those who have left their agencies, how did they influence agency policy?

**14. In your agency, how do public child welfare workers influence agency policy?**

**PROBE:** How does your agency take public child welfare workers' feedback into account about agency policy?

**[Previously: Do you feel that in your position by using your professional skills you could influence/change agency policy?]**



**15. If you could change one thing about your agency what would that be? Why?**





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**16. What else you would like to add about your social work career?**

**To the interviewer: We want to hear about the interviewee's whole career since graduation, not just the time spent in title IV-E.**

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**17. What else would you like to add about the IV-E program?**

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**18. What else would you like to add about participating in this interview?**

A rectangular text input box with a small upward arrow icon in the top right corner and a small downward arrow icon in the bottom right corner.

**19. If we would like to follow up what we discussed today, would it be okay to contact you again?**

- ☐ Yes  
☐ No

**20. Do we have your permission to quote you anonymously in a presentation of the results of this study (for example, in a report to the CalSWEC board or in a published article)?**

- ☐ Yes  
☐ No

**21. Do you have any questions for me?**

A rectangular text input box with a small upward arrow icon in the top right corner and a small downward arrow icon in the bottom right corner.

## Career Path 2011 Interview Protocol for the 5-Year Study

Thank you.

**22. Interviewer:** This is a comment box for you to give your impressions of the interview (e.g., the person seemed very eager to talk; there was a crying baby in the background and the interviewee seem distracted, etc.)

## Career Path 5-Year Survey 2011 New

### 2. Unique Code

To set up YOUR UNIQUE CODE, please fill out the following four fields.

A. What are the first three letters of your mother's maiden name? (example: If her name is/was Joan Smith, the letters are SMI).

B. What are the first three letters of your mother's first name?(example: If her name is/was Joan Smith, the letters are JOA). Note: If the name has fewer than three letters, fill in the letters from the left and add 0 (zero) in the remaining space (s) on the right. For example, if her name is/was Lu Ve, the codes would be LU0 and WE0.

C. What are the numerals for the day you were born? Please use "0" before the number for numbers less than 10. D. What is the two-digit code for your school name? Please use the following codes: Bakersfield = BA; UC Berkeley = BE; Chico State = CH; Dominguez Hills = DH; CSU East Bay = EB; Fresno State = FR; CSU Fullerton = FL; Humboldt State = HB; Loma Linda = LL; Long Beach = LB; CSU, Los Angeles = CL; Northridge = NR; Sacramento = SA; San Bernardino State = SB; San Diego State = SD; San Francisco State = SF; San Jose State = SJ; Stanislaus = ST; UCLA = LA; Univ of Southern Cal = SC

Please provide the unique code below that will link your responses to this survey with responses made to other CalSWEC surveys (e.g. the new Graduate Survey) you may have completed following your graduate studies. By doing so, you will be giving CalSWEC consent to link your responses on those surveys. However, as with this survey, your responses are confidential and your identity protected. Your name will not be placed on any of the surveys. Only aggregate data will be presented in any dissemination of findings. No participants or their personal information will be identified in any reports. Thank you.

**1. In the space below, enter your unique code.**

## Career Path 5-Year Survey 2011 New

### 3. SECTION 1---ABOUT YOUR CAREER SO FAR

Please list the PAID job positions you have held since finishing your MSW in order from the first job that fulfilled your work obligation after graduation.

- JOB TITLE
- LENGTH OF TIME YOU HELD THIS JOB (USING START AND STOP DATES)
- REGULAR NUMBER OF HOURS WORKED
- JOB LOCATION Please list the social work AND the non-social work jobs.

The following definitions will help you address the questions on the following pages of the survey.

#### DEFINITIONS:

- A JOB Every time your employer or JOB TITLE changes, you have a new job. So you need to complete a separate column on the form for each new job. For example, if you move from AA County to BB County, then you have taken a new job. Similarly, if you stay at the same county but your title changes from Child Welfare Worker II to Child Welfare Worker III, then you have a new job that should be listed separately.
- REGULAR HOURS Full time is 40 hours per week. Part time is less than 40 hours per week.
- JOB LOCATION If you worked in California, please type in the county name. List the county in which your work occurred regardless of whether or not you work(ed) FOR the County. If you worked out of state, please tell us what city and state.

#### **2. Starting with the FIRST job that fulfilled your work obligation AFTER YOUR MSW GRADUATION, list your job title here.**

1st job	<input type="text"/>
2nd job	<input type="text"/>
3rd job	<input type="text"/>
4th job	<input type="text"/>
5th job	<input type="text"/>

#### **3. Starting with the FIRST job that fulfilled your work obligation AFTER YOUR MSW GRADUATION, list when you started and left each job. Fill in the month and the year. Example: first job: 03/1988 to 05/1998.**

1st job	<input type="text"/>
2nd job	<input type="text"/>
3rd job	<input type="text"/>
4th job	<input type="text"/>
5th job	<input type="text"/>

## Career Path 5-Year Survey 2011 New

**4. Starting with the FIRST job that fulfilled your work obligation AFTER MSW GRADUATION, list the AVERAGE NUMBER OF HOURS YOU WORKED PER WEEK.**

**Round up to the nearest round number. Example, 37.5 Hours = 38 Hours.**

1st job	<input type="text"/>
2nd job	<input type="text"/>
3rd job	<input type="text"/>
4th job	<input type="text"/>
5th job	<input type="text"/>

**5. LOCATION Where did this work occur? Please list the COUNTY if you worked in California, regardless of whether you worked for the county agency. If you worked out of state, please list the CITY and STATE.**

1st job	<input type="text"/>
2nd job	<input type="text"/>
3rd job	<input type="text"/>
4th job	<input type="text"/>
5th job	<input type="text"/>

## Career Path 5-Year Survey 2011 New

6. What type of setting did you work in? For each job check only the PRIMARY setting.

### DEFINITION

• **JOB SETTING** Each agency exists within a certain context or environment to serve primarily one or two specific populations or groups of clients or to deliver a certain type of service.

For example, a Ryan White Health Center can be listed as a medical setting serving children, adolescents and their families. Another example might be an employee assistance program in a large corporation that can be listed in the "OTHER" box as an occupational/industrial setting serving employees.

	1st job	2nd job	3rd job	4th job	5th job
Aging/Adult Services	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Welfare (Public)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Child Welfare (Private/Non-profit)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Mental Health (Outpatient or Inpatient)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Medical/Health/Developmental Disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Private Practice	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Schools (K - 12)	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Social Work Education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tribal Agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please specify "Other" setting

## Career Path 5-Year Survey 2011 New

**7. What were your direct service job responsibilities? Check ALL that apply for each job. Documentation is implicitly included in all of these job responsibilities.**

### DEFINITION

• **JOB RESPONSIBILITY** Each job carries with it several areas of responsibility. They may be professional, administrative, or supervisory; they may be complex, involving the completion of many specific tasks, or relatively simple. All responsibilities should be noted, whether or not they are directly related to social work. The responsibilities are categorized by whether they are direct client/family services or indirect supportive services. Leave the row blank if you never perform(ed) these responsibilities.

	1st job	2nd job	3rd job	4th job	5th job
I provided no direct services to the agency's clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I provided case management for ongoing clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I conducted safety, risk and/or family assessments	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I provided traditional and/or brief counseling	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I obtained agency or community resources for the agency's clients	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I conducted group work with clients, including families	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please specify "Other"

## Career Path 5-Year Survey 2011 New

### 8. What were your indirect service job responsibilities?

Check ALL that apply for each job/position.

	1st job	2nd job	3rd job	4th job	5th job
I had no indirect service job responsibilities on this job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I evaluated programs or training, conducted research and/or evaluation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I provided social work student field instruction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I provided classroom training or education	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I mentored new social worker(s) on the job	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I supervised unit/agency social workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I was a community liaison/organizer or developed community resources for the agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I administered or managed an agency or program(s) within an agency	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Other	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please specify "Other"



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### 4. ABOUT YOUR CAREER SO FAR (continued)

**9. If you are not practicing any kind of social work now, why not? Check any that apply to your situation.**

- ☐ I am taking a break from social work to care for a child
- ☐ I am taking a break from social work to care for a dependent adult
- ☐ I plan to return to social work at some time in the future.
- ☐ I am retired.
- ☐ I am unemployed, but looking for a social work job.
- ☐ I have a NON social work job.
- ☐ I am looking for a NON social work job.

**10. Please rate your agreement with the following statements about your CURRENT job.**

	1 Strongly disagree	2 Somewhat disagree	3 Neutral	4 Somewhat agree	5 Strongly agree
My expectations for this job were met.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have NOT been satisfied with this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had opportunities to get ahead in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This job has been outstanding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This job has NOT helped me improve myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### 11. Please rate your level of agreement about jobs in general, not just your job in child welfare. Copyright Paul E. Spector, All rights reserved, 1988

	1 Disagree very much	2 Disagree moderately	3 Disagree slightly	4 Agree slightly	5 Agree moderately	6 Agree very much
When it comes to landing a really good job, who you know is more important than what you know.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most people are capable of doing their jobs well if they make the effort.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People who perform their jobs well generally get rewarded.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
In order to get a really good job, you need to have family members or friends in high places.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It takes a lot of luck to be an outstanding employee on most jobs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If you know what you want out of a job, you can find a job that gives it to you.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Getting the job you want is mostly a matter of luck.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The main difference between people who make a lot of money and people who make a little money is luck.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Making money is primarily a matter of good fortune.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A job is what you make of it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
To make a lot of money you have to know the right people.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
On most jobs, people can pretty much accomplish whatever they set out to accomplish.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions are usually a matter of good fortune.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Promotions are given to employees who perform well on the job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Most employees have more influence on their supervisors than they think they do.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
If employees are unhappy with a decision made by their boss, they should do something about it.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### 5. About Your Career So Far

**12. Please rate your level of satisfaction with the following statements about your CURRENT job using the scale 1 = Very Dissatisfied to 5 = Very Satisfied.**

	1 Very Dissatisfied	2	3	4	5 Very Satisfied
Support and recognition from my supervisor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The level of gratitude expressed by clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for personal growth and development.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and recognition from co-workers.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Satisfying relationships with clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for promotion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My clients' success in reaching goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunities for improving my knowledge and skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The physical surroundings of the agency.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Support and recognition from clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My personal feelings of accomplishment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recognition from other professionals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The authority to make professional decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear expectations from my supervisor(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Opportunity to make a difference in a client's life.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A flexible schedule.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The ability to work outside an office.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The opportunity to work intensively with clients.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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**13. Please indicate the column description which best represents the degree of stress each situation produces for you.**

	1 Very Stressful	2 Moderately stressful	3 A little stressful	4 Not at all Stressful	Not applicable
Providing backup for another worker.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Answering phone calls at night.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Handling crisis calls.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Needing to work overtime.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommending removal of child from the home.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appearing in court.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeing severely abused children.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Recommending termination of parental rights.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seeing clients' difficult living conditions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Death of a child (in your or another worker's caseload).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### 6. SECTION 2 YOUR CAREER PLANS

**14. Please rate your level of agreement with the following statements about your career with your agency.**

	Strongly Disagree	Disagree	Somewhat Disagree	Somewhat Agree	Agree	Strongly Agree
Given the state of the job market for social workers, finding a job outside of this agency would be very difficult for me.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are plenty of good social work positions outside this agency that I could have.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There is at least one good social work position outside of this agency that I could begin right away if I were to leave my employment here.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**15. How well do the following statements describe your feelings about YOUR PROFESSIONAL SOCIAL WORK CAREER AND JOB NOW?**

	Strongly Disagree	Somewhat Disagree	Neutral	Somewhat Agree	Strongly Agree
By continuing to serve as a child welfare social worker, I feel I can make a difference in people's lives.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This job has been outstanding.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My expectations for this job have been met.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I became a social worker because I knew it was meant to be.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Social work is my calling.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
As a child welfare social worker, I can provide help to people who need my assistance.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have had opportunities to get ahead in this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
This job has NOT helped me improve myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I believe that my work as a child welfare social worker is important to society.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am satisfied with this job.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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### 7. CAREER GOALS

**16. Please rate your interest in the following career options--**

**I want to:**

	Already have/am this	Not Interested	A Little Interested	Neutral	Somewhat Interested	Very Interested
Continue as a public child welfare worker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Obtain an LCSW or MFT	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Become a supervisor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Work in or transfer to other units	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Seek another academic degree	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Become a field instructor	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Become an instructor at a college or university	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Have a private practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Become a child welfare trainer.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

**17. How important are the following work factors for you to remain in the child welfare field?**

	Not Important	A Little Important	Neutral	Somewhat Important	Very Important
High quality supervision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Manageable caseload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Mentoring from an experienced worker	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Positive client outcomes	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Personal growth and development	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adequate resources and workspace	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Clear work guidelines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Flexible scheduling and work environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Workplace dedication to social work values	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Other (please specify)

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### 8. SECTION 3 LICENSURE

**18. Do you hold or are you in the process of obtaining a license(s) issued by the California Board of Behavioral Science Examiners (BBSE)?**

☐ Yes

☐ No

**19. If you answered "yes" to the previous question, which license do you have or are you in the process of obtaining?**

☐ LCSW

☐ ASW (LCSW Intern)

☐ MFT

☐ MFT Intern

☐ Licensed Psychologist

Other Behavioral Science License? (please specify)

**20. If your public child welfare agency helped you obtain a license, please describe how they helped.**

**21. If your public child welfare agency did NOT help you obtain a license, what reasons were given by the agency?**

**22. If you do not have a license, do you plan to obtain one in the next 5 years?**

☐ Yes

☐ No

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### 9. SECTION 4 CONTINUING EDUCATION

**23. In the past 2 years, how often have you obtained additional training or continuing education related to your social work career?**

- ☐ Not at all
- ☐ Once or twice
- ☐ Once or twice each year
- ☐ More than twice a year

What topics have you had training on?

**24. Continuing education for my job is.... (Check all that apply)**

- ☐ Required for the job.
- ☐ Offered, but I like to choose my own continuing education and pay for it myself.
- ☐ Offered, but I like to choose my own continuing education and the agency pays for it.
- ☐ Offered and I look for opportunities for continuing education in other places as well.
- ☐ Not offered, I have to look for my own continuing education.
- ☐ I do not feel I need additional training or education.

Other (please specify)

**25. My agency will.... (Check all that apply)**

- ☐ Pay for my time away from the job when I attend continuing education.
- ☐ Pay for registration fees for me to attend continuing education.
- ☐ Pay for travel and/or lodging costs.
- ☐ Pay for special supervision or mentoring on the job.
- ☐ Not pay for any continuing education expenses.
- ☐ Pay for LCSW/MFT supervision/hours.

Other (please specify)



**10. SECTION 5 FIELD INSTRUCTION**

**26. Have you ever been a field instructor for social work students?**

☐ Yes

☐ No

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11.

**27. If yes, were your students...**

- ☐ Undergraduates
- ☐ Graduate students
- ☐ I have been a field instructor for both graduate and undergraduate students

**28. What did you enjoy about being a field instructor?**

**29. What did you NOT enjoy about being a field instructor?**

**30. How did your agency support you as a field instructor?**

**31. Do you have any ideas the university and/or the agency could use for encouraging social workers to be field instructors?**

**32. Do you have any ideas the university and/or the agency could use for improving field instruction?**

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### 12. SECTION 6 UNIVERSITY AGENCY CONNECTIONS

This section contains questions about university-agency connections you may have in addition to or other than field instruction, such as any connections to the IV-E program.

**33. As a Title IV-E graduate, do you regularly or occasionally have a role with your university's IV-E program? (Check all that apply)**

- ☐ I have participated in the application screening process.
- ☐ I have been a member of a university curriculum or teaching staff committee.
- ☐ I have guest lectured at a IV-E seminar.
- ☐ I have participated in an evaluation of the Title IV-E program.

Do you have another role, not mentioned above?

**34. Since you have received your MSW, have you ever taught a university course...**

	Yes	No
At the undergraduate level?	<input type="radio"/>	<input type="radio"/>
At the graduate level?	<input type="radio"/>	<input type="radio"/>

**35. If yes, what was the title of that/those course(s)?**

**36. Since you graduated, how often have you delivered organized classroom education or on the job training to others? Do not include supervision of others here.**

- ☐ Not at all
- ☐ More than twice
- ☐ Once or twice
- ☐ On a regular basis

**37. Is there anything else you would like to tell us about your career?**

## Career Path 5-Year Survey 2011 New

### 13. SECTION 7 REQUEST FOR A TELEPHONE INTERVIEW

#### Consent to Participate in Research

Since survey checklists do not uncover the nuances and unique qualities of a person's career decisions over time, we are also conducting an in-depth study of career paths and professional responsibilities to better understand how professional social workers make decisions about their careers.

We would like to contact some of you to further explore the same issues detailed in this survey, however, in a more open ended fashion during a telephone interview.

Again, although we will know your name, your responses are totally confidential. Only aggregate data will be presented in any dissemination of findings. No participants will be identified in any reports. Although your identity will be known at the time of the phone interview, only your study number will appear on any notes taken by the researcher at the time of the phone interview. The interviewer will ask your permission to tape the interview when s/he calls you. You may refuse to be taped without any negative consequences to you.

When the interview is over, the interviewer will transcribe the interview. No one, apart from the researchers, will have access to these notes or to the transcription. Notes/tapes will be destroyed after they are transcribed without any identifying information.

Participation in this part of the study would require a telephone interview of no more than 45 minutes.

If you are willing to participate in a telephone interview with one of our researchers, please send us your contact information below and you may be contacted. Include your name, phone number and e-mail address, if available, and the best time to reach you to arrange a telephone interview.

Please note that depending on our needs for additional information, we may or may not call you for a telephone interview. We may also call you to clarify your answers to the survey.

\*\*\*\*\*

I agree to be interviewed by phone concerning my experiences, thoughts and feelings about my social work career. I understand that my comments may be used in written reports, but that I will not be identified. No identifying information will ever be presented in the dissemination of any findings related to the questionnaire in which I have just completed or to the telephone interview.

#### **38. Please tell us how to contact you for a telephone interview and what day(s) and time(s) are best.**

Name	<input type="text"/>
Telephone Number	<input type="text"/>
E-mail Address	<input type="text"/>
Best Day(s)	<input type="text"/>
Best Time(s)	<input type="text"/>

## Career Path 5-Year Survey 2011 New

### 14. THANK YOU

Thank you for participating in this research study. Should you have any questions about this survey or the study, please feel free to contact Sherrill Clark at (510) 642-4480 or Susan Jacquet at (510) 643-9846 or by e-mail at [sjclark@berkeley.edu](mailto:sjclark@berkeley.edu) or [sjacquet@berkeley.edu](mailto:sjacquet@berkeley.edu).