

Career Path 3-Year Survey 2011New

1. Welcome to the CalSWEC 3-Year Career Path Survey

Consent to Participate in Research

Congratulations CalSWEC graduate!

You have completed your employment payback for the IV-E stipends you received while pursuing your MSW degree. We at CalSWEC, specifically Dean Lorraine Midanik and Drs. Sherrill Clark, and Susan Jacquet at the School of Social Welfare at UC Berkeley, are interested in your experiences during your employment payback period, regardless of whether you are still employed in a public child welfare agency or somewhere else.

By completing this survey, you will help us learn whether the IV-E program has prepared students effectively for public child welfare work. We will be able to use this information to improve school curricula and field education for IV-E students. Public agencies may also use the information to improve working conditions in order to increase the retention rates of professional social workers employed there.

The survey will require approximately 20 to 30 minutes of your time to complete. In this survey we ask a number of questions related to your personal and professional experiences and your career path since graduating. We also ask a number of questions related to your work environment, (i.e., available supports, stresses encountered, and job satisfaction).

To protect your privacy, no one (supervisors, agency administrators etc.) will be informed of your responses. You will be asked to construct a unique code number at the beginning of the survey. Only those associated with the research will have access to the code.

This research presents minimal risk to you. Participation in research may involve a loss of privacy, but your data will be handled as confidentially as possible. For instance, should information that is not favorable come to the attention of your supervisor, such information might conceivably jeopardize your employment position. Again, no one will be informed of your responses. Your responses are totally confidential. Only aggregate data will be presented in any dissemination of findings. No participants will be identified in any reports and only research staff at CalSWEC will have access to the original questionnaires which are kept in a locked cabinet.

Your participation in this research is entirely voluntary. Whether or not you participate will in no way affect your job status.

We hope that you will complete the survey. Our results will be much stronger and our recommendations more reliable if most of the IV-E graduates respond. Your opinions are important and will help us understand public child welfare agencies and working conditions there.

If you have any questions about your rights or treatment as a participant in this research project, please contact the University of California at Berkeley's Committee for Protection of Human Subjects at (510) 642-7461, or e-mail: (subjects@berkeley.edu). If you have any questions about the survey or the study, please contact Sherrill Clark (sjclark@berkeley.edu), or Susan Jacquet (sjacquet@berkeley.edu) or either one of us at 510-642-9272. Your thoughts and opinions are important to us and we appreciate your help with this survey.

Sincerely,

Sherrill J. Clark, MSW, PhD
Susan E. Jacquet, PhD

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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 We, 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.

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3. Section I of III: About Your Career So Far

In this section we ask about your work experiences such as general information about your clients and caseload, the kind and level of supports you received, the work stresses you encountered and your thoughts about public child welfare.

2. Are you currently employed in the same agency where you worked when you completed your employment obligation?

☐ YES

☐ NO

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4. No Longer with the Same Agency?

3. Were you laid off from your job with the county?

☐ YES

☐ NO

Comment?

4. If you are no longer with the same agency where you worked when you completed your employment obligation...

When did you begin your new job?

MM DD YYYY

Please enter month and year if you do not know the day.

 / /

5. Please check ONE service area which BEST REPRESENTS the primary focus of your CURRENT new job.

☐ Aging/Adult Services

☐ Private Practice

☐ Child Welfare (Public)

☐ Schools (K - 12)

☐ Child Welfare (Non profit/Private)

☐ Social Work Education

☐ Mental Health (Outpatient or Inpatient)

☐ Tribal Agency

☐ Medical/Health/Developmental Disabilities

☐ Other. Please Specify.

6. Please rate your agreement with the following statements about your CURRENT new job using the scale from 1 = Strongly Disagree to 5 = Strongly Agree

	1 Strongly Disagree	2	3	4	5 Strongly Agree
This job has NOT helped me improve myself.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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"/>
This job has been outstanding.	<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"/>

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5. About Your Career So Far

NOTE: For those no longer employed in a public child welfare agency, please answer the remaining questions in this survey as they apply to your experiences in the public child welfare agency where you completed your employment obligation.

7. State your most recent public child welfare job:

☐ Child welfare social worker

☐ Child welfare supervisor

Other (please specify)

8. What are (were) your direct service job responsibilities? Check ALL that apply.

☐ I provided no direct services to the agency's clients.

☐ I provided traditional and/or brief counseling.

☐ I provided case management for ongoing clients.

☐ I obtained agency or community resources for the agency's clients.

☐ I conducted safety, risk, and/or family assessments.

☐ I conducted group work with clients and/or families.

Other (please specify)

9. What are (were) your indirect service job responsibilities? Check ALL that apply.

☐ I had no indirect service job responsibilities on this job.

☐ I mentored new worker(s) on the job.

☐ I evaluated programs or training or conducted research and/or evaluation.

☐ I supervised unit/agency social workers.

☐ I provided social work student field instruction.

☐ I was a community liaison/organizer or developed community resources for the agency.

☐ I provided classroom training or education.

☐ I administered or managed the agency or program(s) within the agency.

Other (please specify)

10. In your public child welfare job, on average, do/did you work:

☐ Full time?

☐ Part time?

If part time, how many hours per week?

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11. Do/did you think your caseload is/was:

- ☐ About right?
- ☐ Too small?
- ☐ Too large?
- ☐ I did/do not carry a caseload.

12. If you were not contractually obligated to remain in public child welfare for each year of IV-E funding received, would you have left or considered leaving public child welfare earlier?

- ☐ Yes
- ☐ No
- ☐ Unsure

13. Would you recommend your agency to others looking for employment in social work?

- ☐ Yes
- ☐ No
- ☐ Unsure

14. Would you recommend public child welfare services to others looking for employment in social work?

- ☐ Yes
- ☐ No
- ☐ Unsure

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6. About Your Career So Far

15. Taking everything into consideration, how likely is it that you will make a genuine effort to find a new job with another employer within the next year? Please check ONE

- ☐ NOT LIKELY: I plan to stay at this job for now.
- ☐ SOMEWHAT LIKELY: I am looking into other jobs.
- ☐ LIKELY: I am applying for other jobs.
- ☐ VERY LIKELY: I have accepted another job.
- ☐ I am retired or I will retire in the next 2 years.

16. If you are “somewhat” to “very likely” to seek alternative employment what is the likelihood that you will seek employment in another public child welfare agency?

- ☐ NOT LIKELY
- ☐ SOMEWHAT LIKELY
- ☐ LIKELY
- ☐ VERY LIKELY
- ☐ N/A

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17. What would or did motivate you to leave your public child welfare job? Please rate each choice according to how important this is or was in your decision to seek alternative employment:

	Very Unimportant	Unimportant	Neither	Important	Very Important
Changes in my family situation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
A relocation or transfer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The desire to further my education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The desire to live in a different location	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dissatisfaction with my current job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Dissatisfaction with the agency environment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The desire enter or prepare myself for private practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Changes in my career goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Feeling "burned out" or stressed out	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The availability of other jobs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The desire for greater pay and benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The desire to enter another profession	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Please rate your agreement with the following statements about your CURRENT child welfare job. (NOTE: IF YOU ARE NO LONGER IN CHILD WELFARE, PLEASE THINK OF YOUR LAST PUBLIC CHILD WELFARE JOB.)

	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"/>
I am 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"/>
My expectations for this job have been met.	<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"/>
This job has been outstanding.	<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"/>
This job has NOT helped me improve myself.	<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"/>

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7. Career Goals

The next set of questions asks about your future career goals.

19. Please rate your future interest in the following career goals:

	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 an 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/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)

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

	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 II of III: Work Conditions and Experiences

The following items concern your beliefs about WORK IN GENERAL. They do not refer only to your job in public child welfare. Copyright Paul E. Spector, All rights reserved, 1988

21. Please rate the level of agreement that you have with each item.

	Disagree very much	Disagree moderately	Disagree slightly	Agree slightly	Agree moderately	Agree very much
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>
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"/>

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9. Work Conditions and Experiences

The next series of questions in this section ask about the quality of your work experiences, your thoughts and feelings about job satisfaction and job stresses associated with your employment in public child welfare.

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

	Very stressful	Moderately stressful	A little stressful	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"/>

23. The next set of choices are about your VERY FIRST immediate supervisor you have/had when you were a child welfare social worker.

	Not at all	A little	Somewhat	Very much
How willing is/was your immediate supervisor to listen to your work-related problems?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How helpful is/was your immediate supervisor to you in getting your job done?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How much can you rely on your immediate supervisor to give you the necessary information to do your job?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How much can/did you rely on your immediate supervisor when the get/got tough?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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10. Work Conditions and Experiences

Use the scales provided to respond to each question. CHECK ONE answer to each question.

In your PUBLIC CHILD WELFARE JOB:

24. How much influence do you believe you personally have to positively affect the clients you serve?

- ☐ No influence
- ☐ A little influence
- ☐ Usually some influence
- ☐ Much influence

25. How would you rate your professional knowledge and skills you possess for the accomplishment of positive outcomes with the clients you serve?

- ☐ Very inadequate
- ☐ Inadequate
- ☐ Adequate
- ☐ Very adequate

26. How would you describe the success you have in accomplishing objectives and goals for the clients you serve?

- ☐ No success
- ☐ A little success
- ☐ Usually some success
- ☐ A high degree of success

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11. Work Conditions and Experiences

27. The following items may be characteristic of employment or practice experiences. Please rate the level of satisfaction you have with each item where:

	Very dissatisfied	Somewhat dissatisfied	Neither satisfied nor dissatisfied	Somewhat satisfied	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"/>

12. CONTINUING EDUCATION

28. Have you completed the Standardized Core training series?

☐ Yes

☐ No

Comment?

29. Since you graduated, how often have you obtained additional training or continuing education related to your social work career, NOT including the Standardized Core series?

☐ Not at all

☐ Once or twice

☐ Once or twice each year

☐ More than twice each year

What topics have you had training on?

30. 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)

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31. 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)

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13. Section III of III: Personal Information

This section asks for information about you. (For all the following items, please place the appropriate answer in the space provided to the right of each question.)

32. What is your gender?

☐

Female

☐

Male

33. Which of the following best describes your race/ethnicity? Please CHECK ALL that apply.

☐

African American/Black

☐

American Indian

☐

Asian American/Filipino/Korean or Pacific Islander

☐

Caucasian

☐

Hispanic/Latino

☐

Mixed or Other (please specify)

Career Path 3-Year Survey 2011New

14. THANK YOU

Thank you for participating in this research study. Should you have have 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 or sjacquet@berkeley.edu.