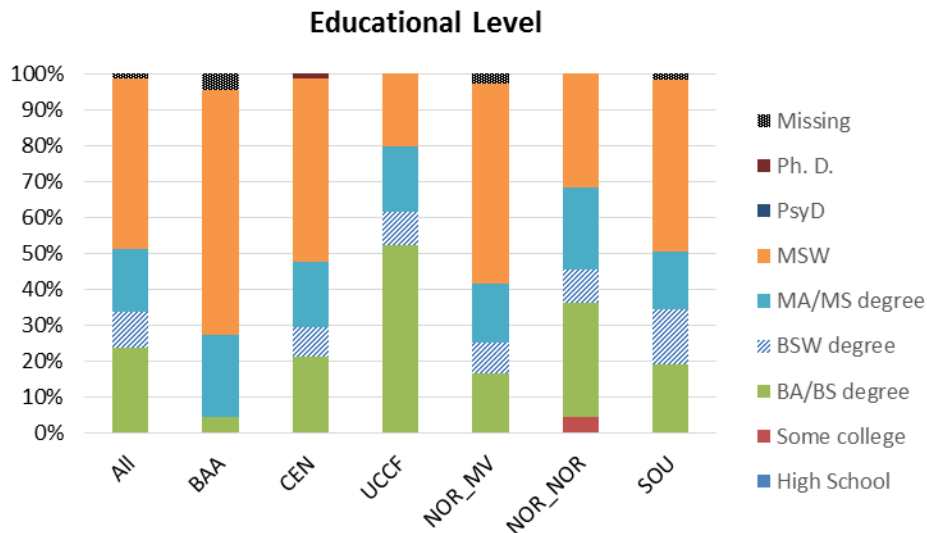




## Statewide and Regional Report: Demographic Profiles for January through June 2013 *Semi-Annual Report, November 2013*

The following tables show statewide and regional demographic characteristics for participants who completed survey forms as part of the evaluation of the California Common Core Curricula, and who indicated that they were county child welfare workers<sup>1</sup>. Profiles are based on 312 forms received for classes held between December 6, 2012<sup>2</sup> and June 26, 2013. Data were received from all five Academies: 24 from the Bay Area Academy, 67 from the Central Academy, 46 from University Consortium for Children (UCCF, formerly IUC), 36 from Northern Academy's Mountain Valley region, 23 from Northern Academy's Northern region (and 9 unclassified, Northern Academy), and 107 from the Southern Academy.

### 1. What is the highest level of your formal education?



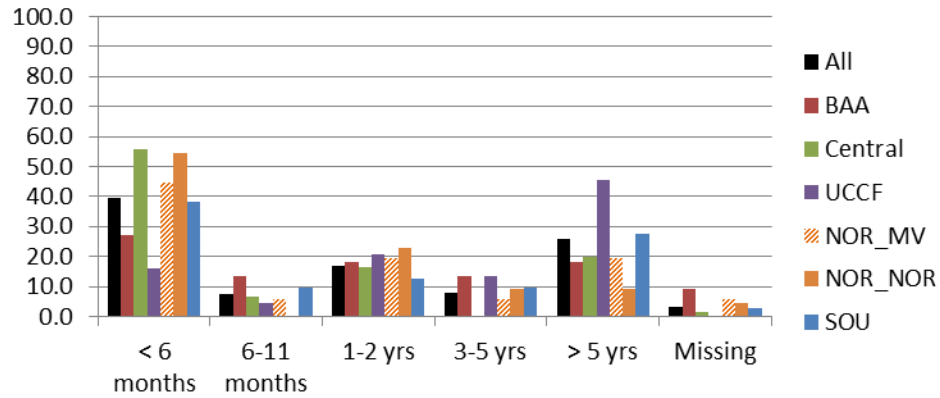
One trainee reported having a Ph.D. which was in a field that was not related to child welfare.

<sup>1</sup> Details regarding attendees who were not county child welfare workers are presented in tables 18a and 18b.

<sup>2</sup> The time frame is intended to be 6 months. However, for this analysis only, it was extended slightly to accommodate forms received for analysis from a class on December 6, 2012 from the Bay Area Academy and four additional forms; three from the Bay Area Academy dated October 3, 2012 and November 7, 2012 and one from the Central Academy dated July 16, 2012.

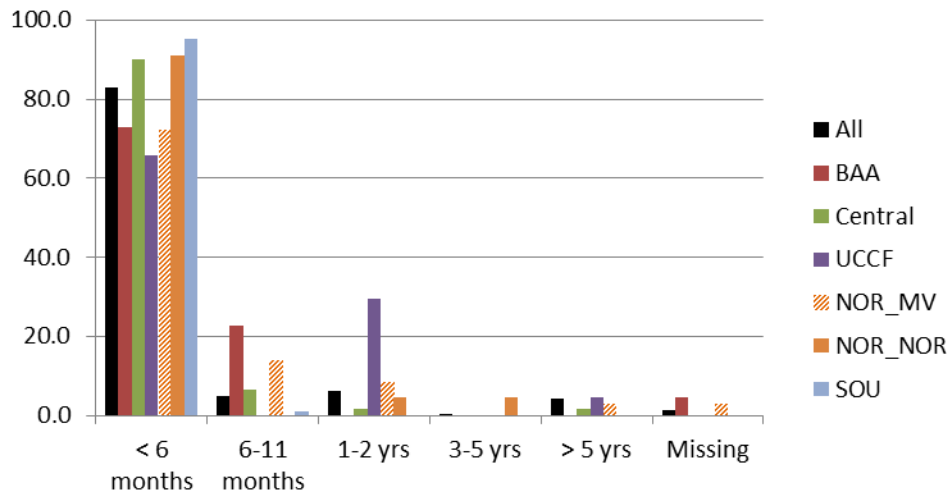
**2. How long did you work in the field of child welfare prior to your current position?<sup>3</sup>**

**Time Worked in Child Welfare Prior to Current Position**



**3. How long have you been in your current position?<sup>4</sup>**

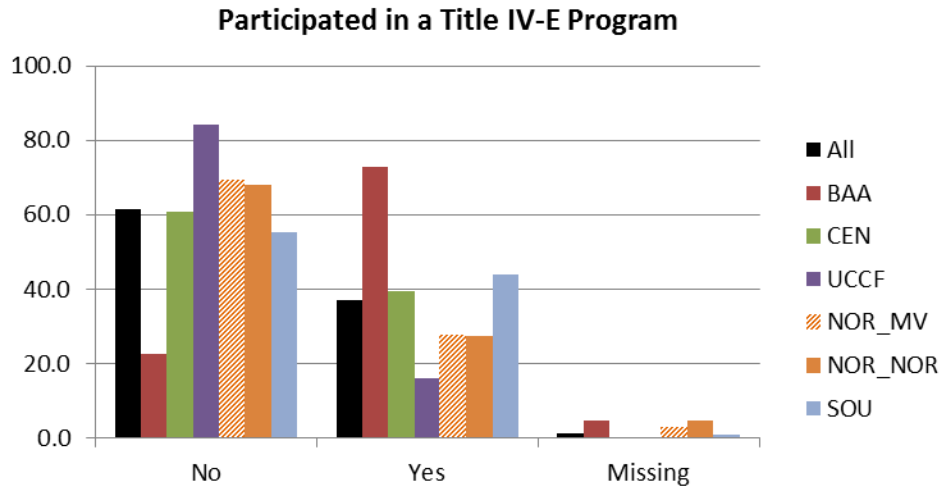
**Time in Current Position**



<sup>3</sup> Beginning with versions 1.4 and 1.4.5, experience in Child Welfare prior to the current position and experience in the current position were changed from categorical variables to continuous variables. At the request of the Macro Evaluation Team, the continuous data have been grouped into the same categories as those used in previous versions of the demographic report.

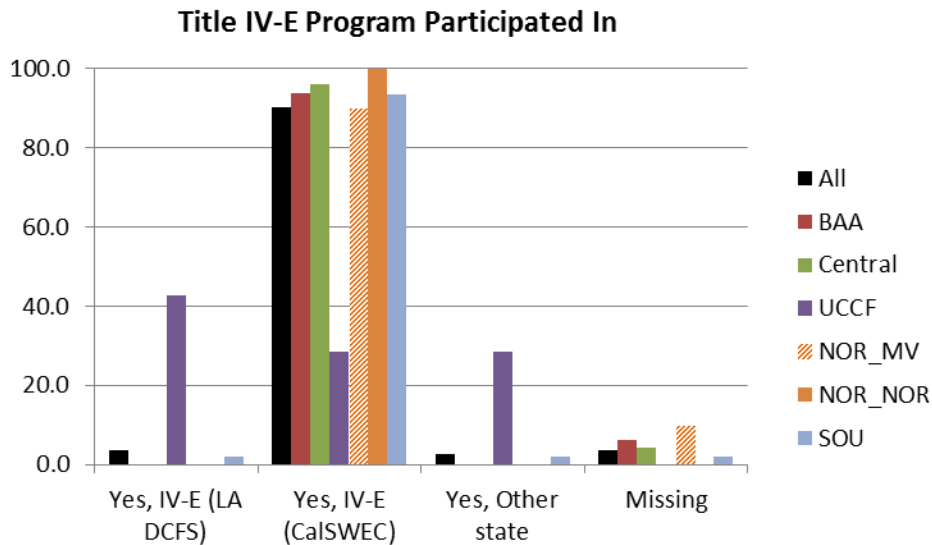
<sup>4</sup> During this time period IUC had a select group of trainees attend Core training who had originally attended a modified Core in 2011. This resulted in a larger than normal percentage of UCCF trainees in the 1-2 year range for experience in their current position.

**4. Did you participate in the Title IV-E program or in a state or county stipend program?**



One hundred eleven people statewide indicated that they had participated in a Title IV-E program: 16 from the Bay Area Academy, 24 from the Central Academy, 7 from the University Consortium for Children & Families, 10 from the Northern Mtn. Valley region, 6 from the Northern Academy (Northern region), 2 CDSS Adoptions people who attended training in the Northern region, and 46 from the Southern Academy. Percentages participating in each program from each region are shown below. Please note that in some cases percentages are based on very small numbers (e.g. the 28.6% who answered “Yes, Other state” for UCCF represents only 2 people).

**4a. In which program did you participate?**



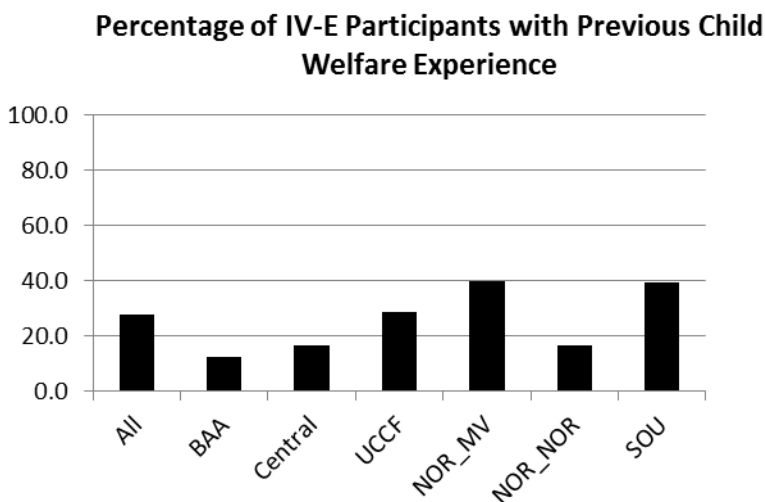
**4b. From which school did you receive your most recent degree?**

IV-E graduates reported receiving their most recent degree from 19 different schools. The most frequently identified schools were CSU San Bernardino, CSU Long Beach, CSU Fresno and Loma Linda University. Of the 111 respondents who self-identified as IV-E participants, 18.9% (n=21) were from CSU San Bernardino, 9.0% (n=10) were from CSU Long Beach, 7.2% (n=8) were from CSU Fresno, and 7.2% (n=8) were from

Loma Linda University. Eighteen IV-E graduates (16.2%) did not answer this question. The remaining 15 schools were identified by anywhere from one to five respondents.

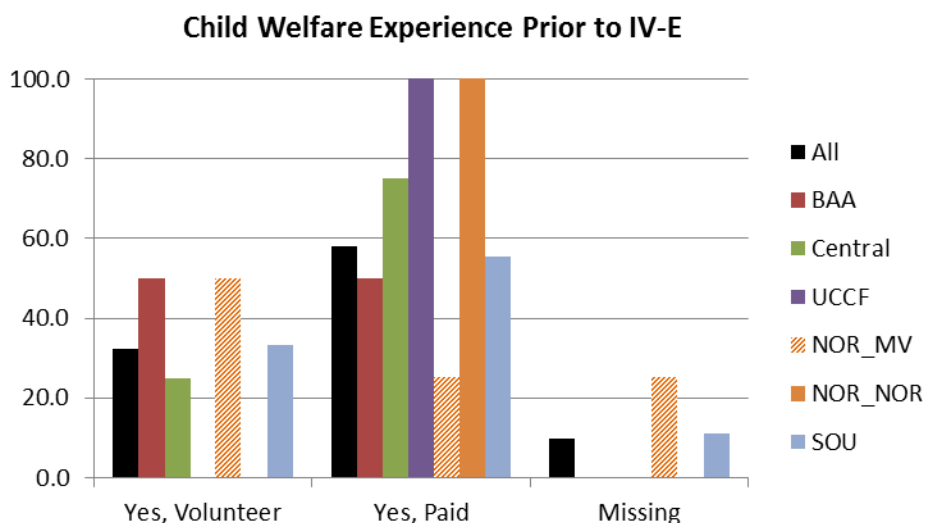
**4c. Were you in the child welfare field prior to your Title IV-E participation?**

Of the 111 people who had participated in a Title IV-E program statewide, 31 had had some type of prior experience in child welfare. Percentages of Title IV-E program participants who had prior experience in child welfare are shown below statewide and by region.



**4d. What kind of child welfare position did you have prior to your Title IV-E participation?**

Percentages by type of prior work experience statewide and from each region are shown below.



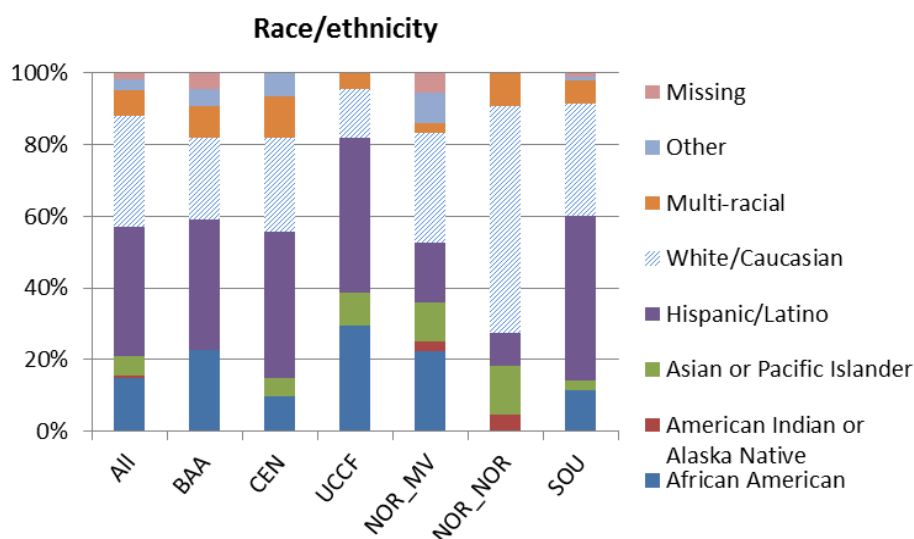
**5. Do you hold a current license as a mental health practitioner?**

This question was phased out of the line worker survey beginning with version 1.5. Of the 34 people who completed version 1.4 of the survey during this time period, the vast majority (82.4%) did not hold licenses. Statewide, only 6 people reported holding some type of license: 3 from the Northern Academy (Northern region) and 3 CDSS Adoptions staff who attended training through the Northern Academy.

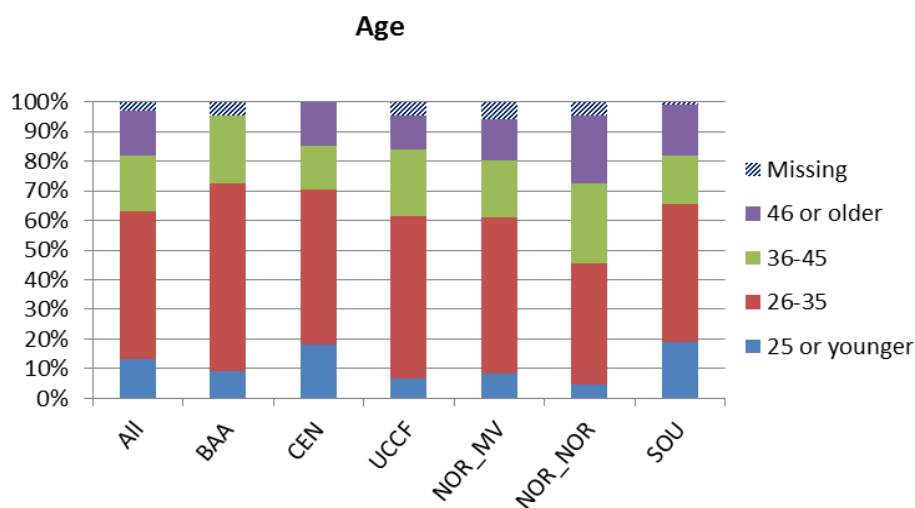
**5a. If yes, which one? (This question was also phased out in version 1.5)**

Of the six people who reported holding licenses, three (50%) reported having LCSWs and 3 (50%) indicated "other" (2 ASWs and 1 licensed MFT Intern). Those reporting having LCSWs were CDSS Adoptions staff.

**6. How do you identify yourself in terms of ethnicity/race?**

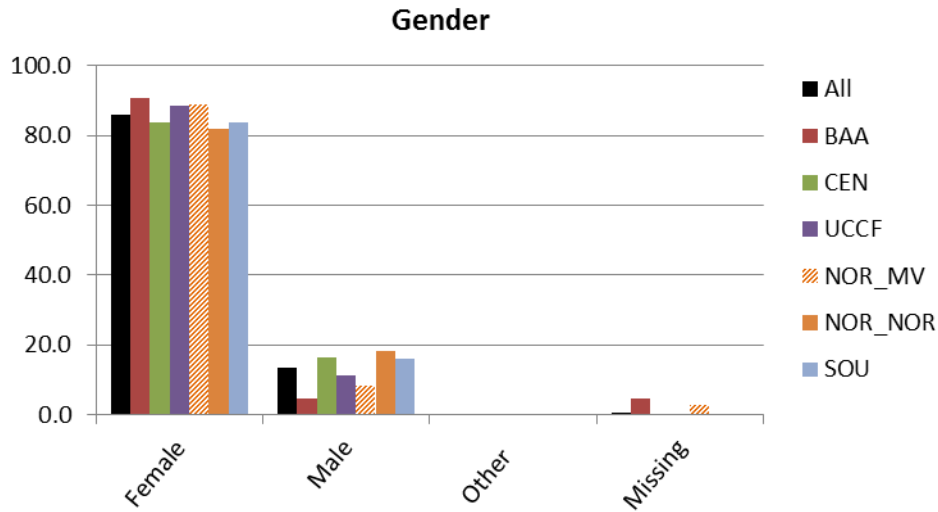


**7. What is your age?<sup>5</sup>**

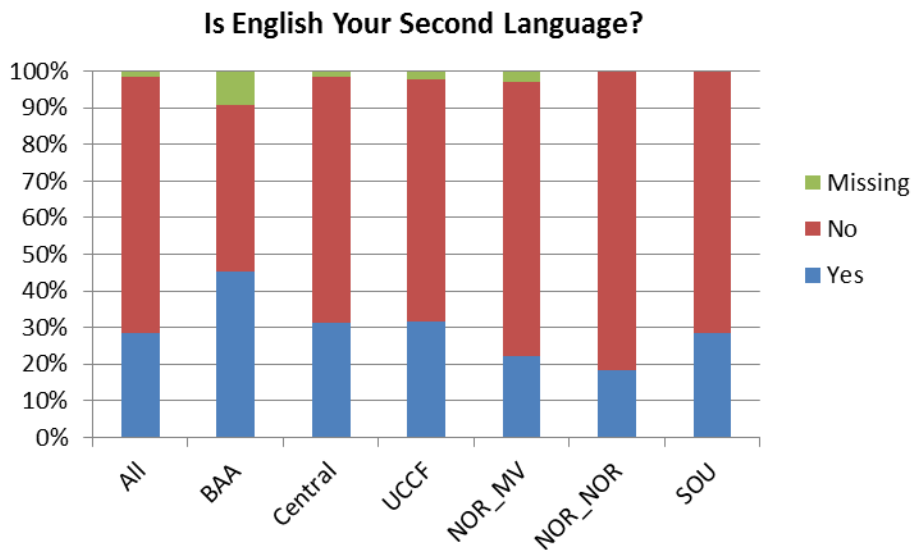


<sup>5</sup> Like the experience variables, age also changed from a categorical variable to a continuous variable beginning with versions 1.4 and 1.4.5. At the request of the Macro Evaluation Team, these data are shown in graphical format in the original categories.

**8. What is your gender?**



**9. Is English your second language?<sup>6</sup>**

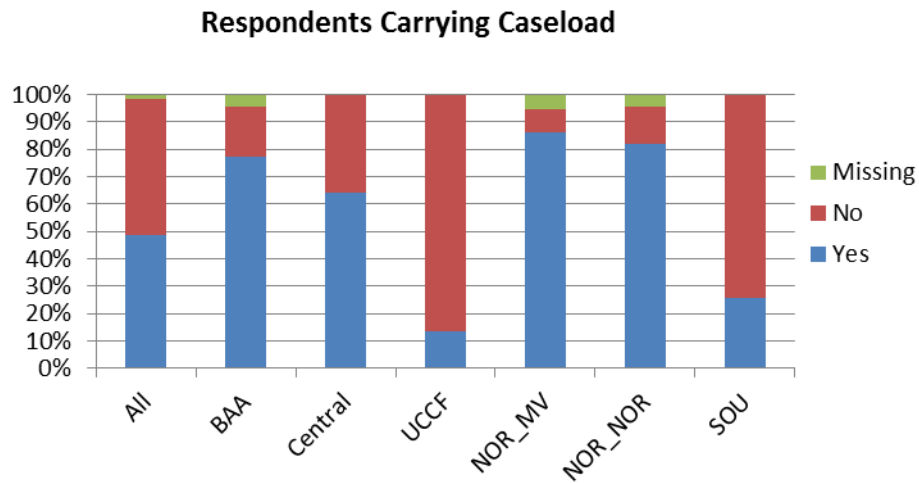


**9a. If yes, what is your first language?**

Eighty five people identified English as a second language. Thirteen different languages were identified statewide; most were spoken by only one or two respondents each. Spanish was the language most frequently identified (62.4%), followed by Hmong (9.5%), Cantonese (2.4%), Farsi (2.4%) and Tagalog (2.4%). The remaining languages were each identified by a single individual (Amharic, Assyrian, Bulgarian, French, Igbo, Korean, Somali/Ethiopian and Portuguese). 16.5% percent did not identify a first language.

<sup>6</sup> This question is geared towards ESL learners, and does not include trainees who learn English as a first language yet are fluent in two (or more) languages, nor does this account for trainees who learned English and another language simultaneously.

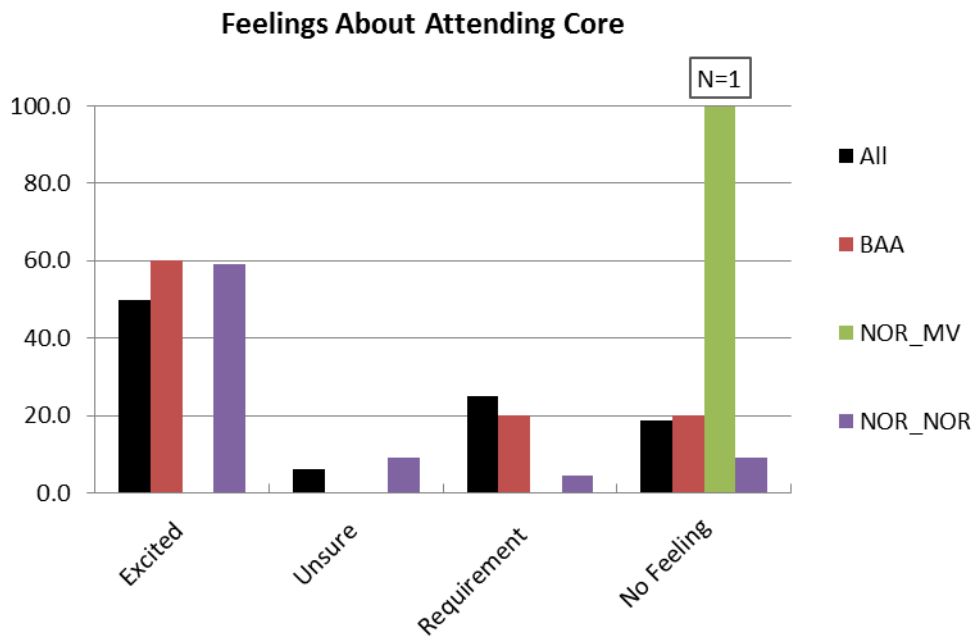
**10. Do you currently carry a caseload?**



**11. If yes, approximately how many children are on your caseload?**

Those trainees who indicated carrying a caseload were asked to respond to a follow-up question that asked them to write in the number of children on their caseload. For this time period, numbers ranged from 1 to 160<sup>7</sup>, with a mean of 16.2 and a standard deviation of 17.1.

**12. Which of the following statements best describes your feelings about attending Core?<sup>8</sup>**



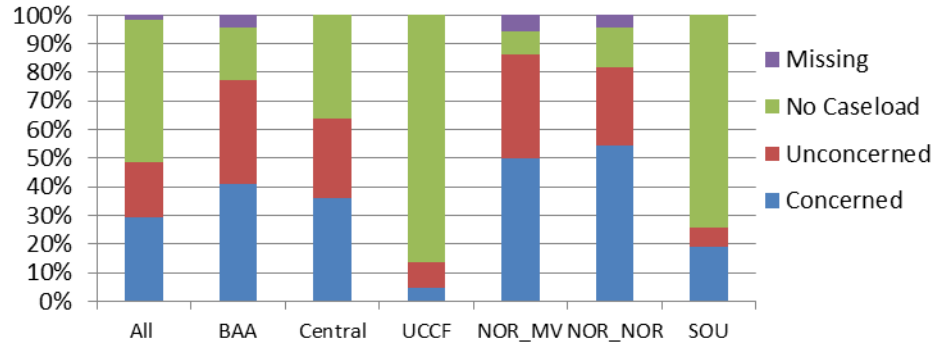
<sup>7</sup> Outliers that could be verified as bad data were removed from the analysis.

<sup>8</sup> This question is not included on version 1.45 of the demographic survey and has been phased out in version 1.5. Thus the graph is based on answers from v1.4 of the survey (n=34) and regional percentages are based on very small numbers. Data are not shown for the Central or Southern Academies or the IUC since they did not administer version 1.4 of the survey.

**13. I am concerned about the amount of time this class will require me to be away from my cases.**

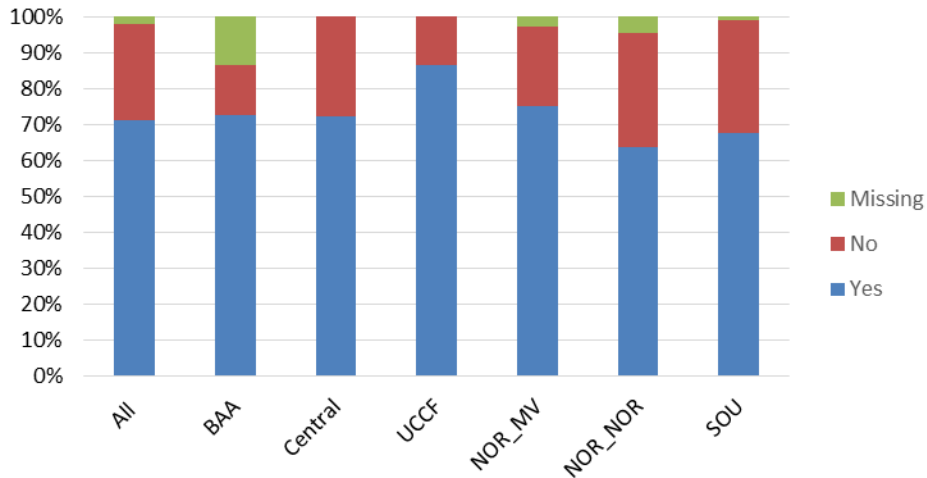
Since many new caseworkers do not carry a caseload at the time they participate in Core, the following table depicts concern about time away according to whether or not participants were carrying a caseload at the time they were in training.

**Concern About Time Away from Cases by Having a Caseload or Not**



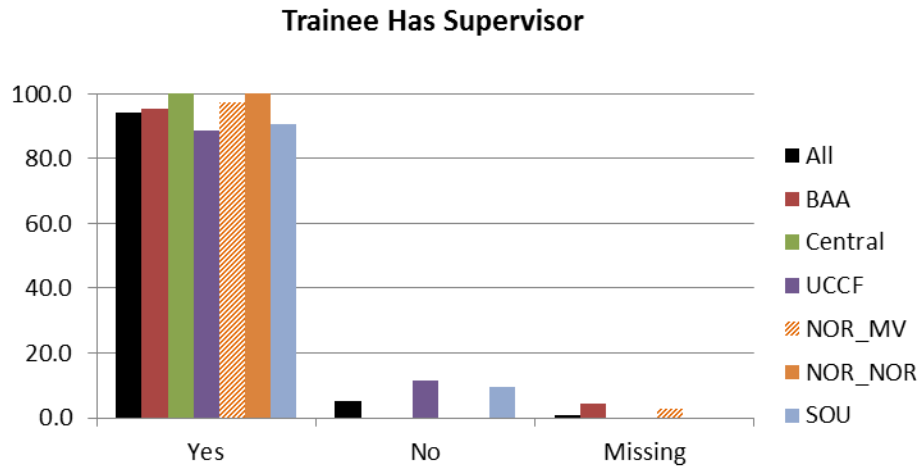
**14. Prior to attending Core, I heard this training was valuable/ worthwhile.**

**Heard Core Was Valuable**

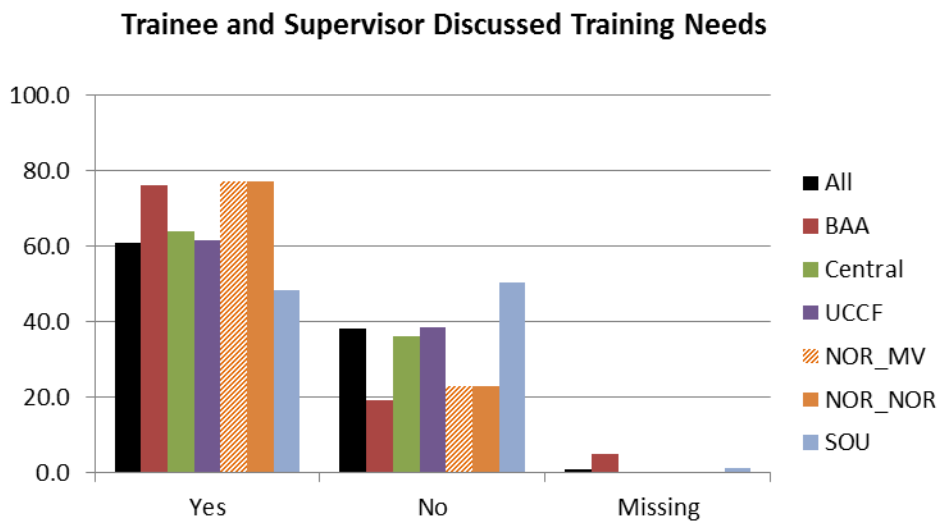




**15. Do you currently have a supervisor or mentor?<sup>9</sup>**

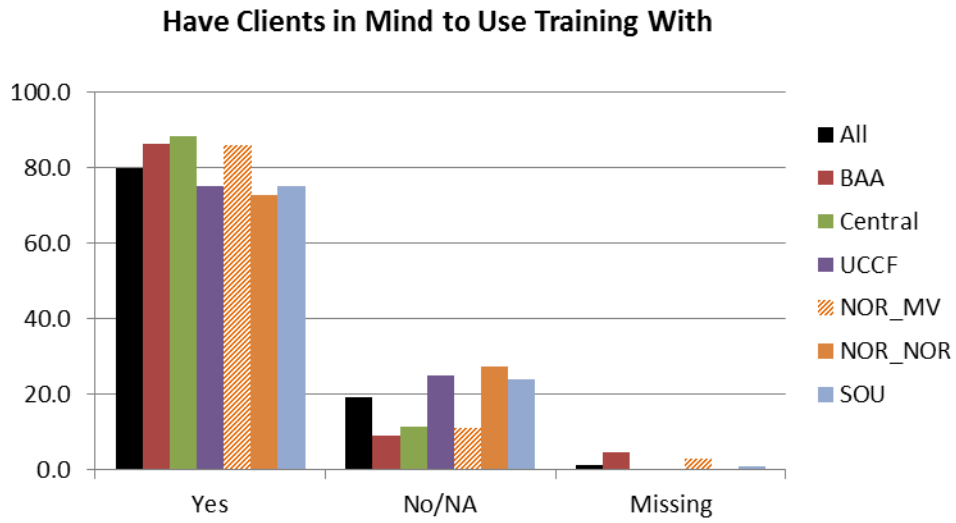


**16. My supervisor (or mentor) and I have discussed my training needs.<sup>10</sup>**

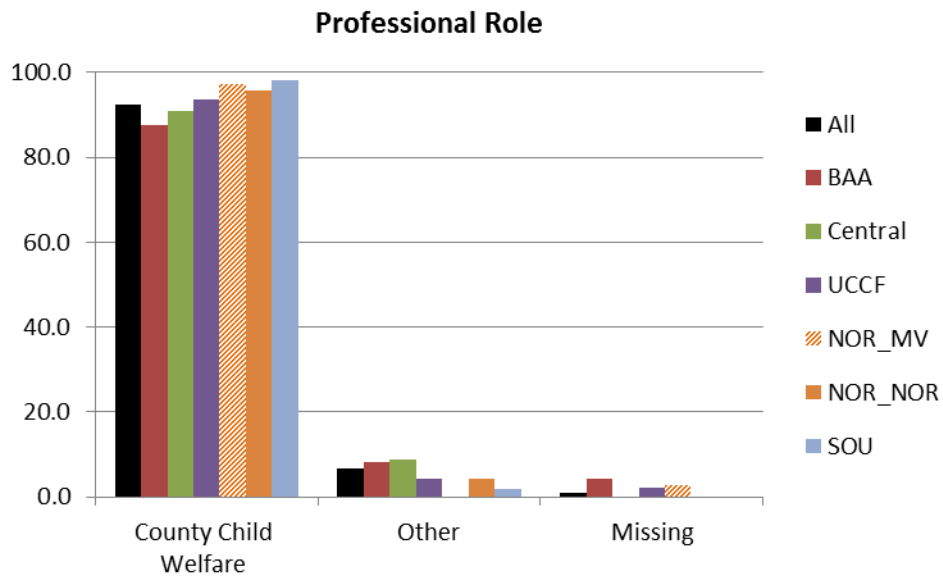


<sup>9</sup> This question was added in 2006 to clarify question 16 regarding discussing training needs with a supervisor or mentor.  
<sup>10</sup> Percentages are based on 282 respondents who answered “yes” to item 15.

**17. I can think of specific cases/clients with whom I can use this training.**

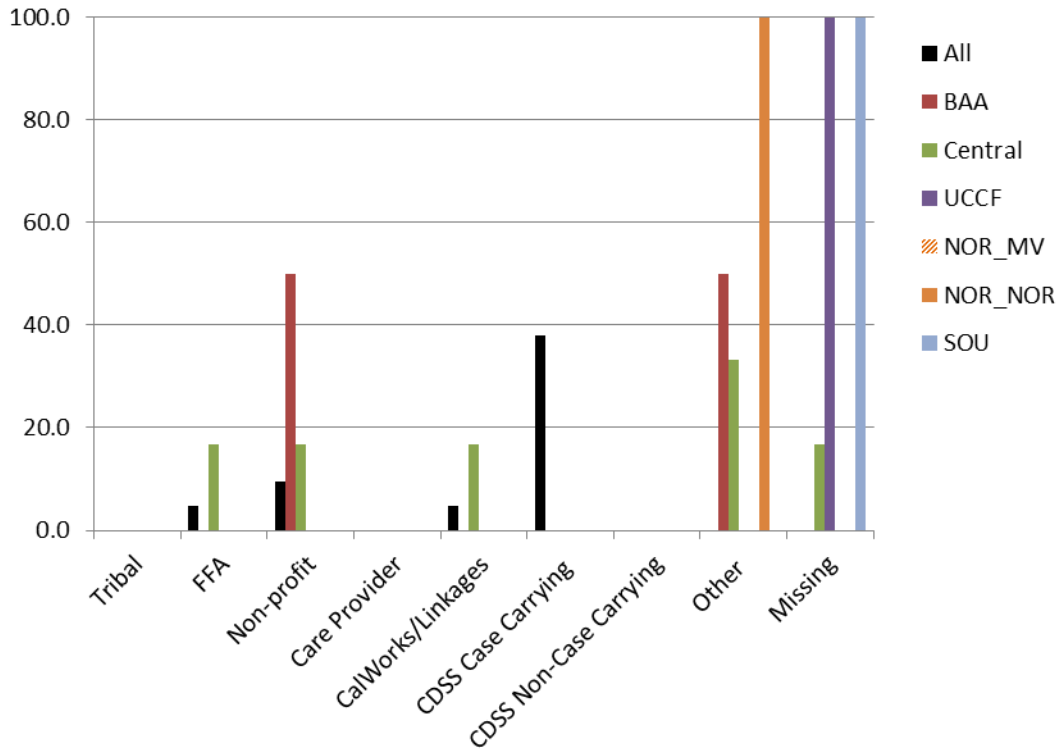


**18a. Are you a county Child Welfare Worker?**



**18b. If you are not a county Child Welfare Worker, what organization do you serve?**

**Non-County Worker Organizations**

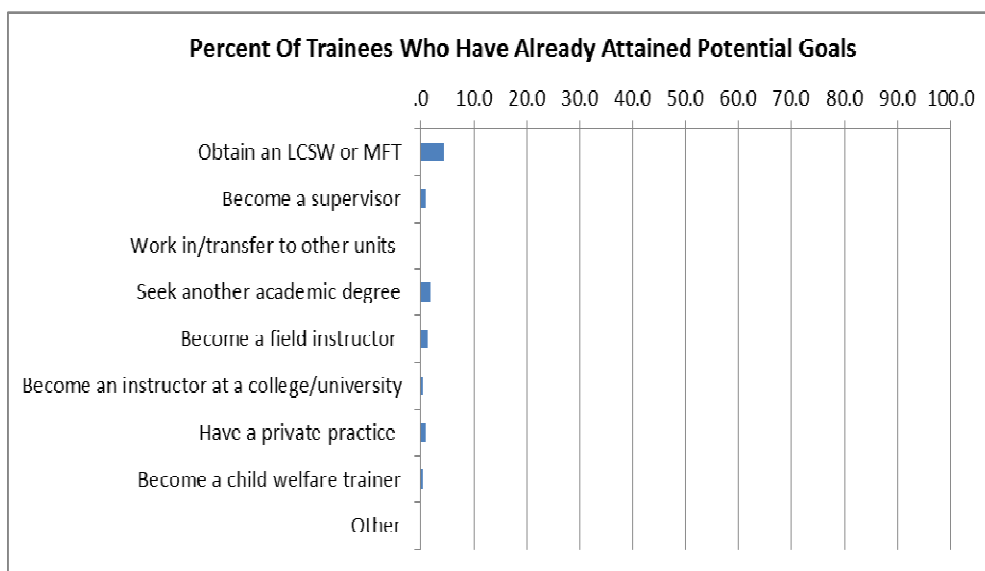


Twenty-one trainees indicated that they were not employed in public child welfare agencies. Of these trainees, 1 indicated working for an FFA, 2 indicated working for a nonprofit, 1 indicated working for CalWorks/Linkages, and 12 indicated “other”. None indicated working for a tribal organization or as a care provider. Five did not indicate an organization. The most frequent of the 12 “other” responses was “CDSS”. All CDSS staff attended training provided by the Northern Academy but could not be assigned to either the Mountain Valley or Northern regions as assignment is based on county of employment.

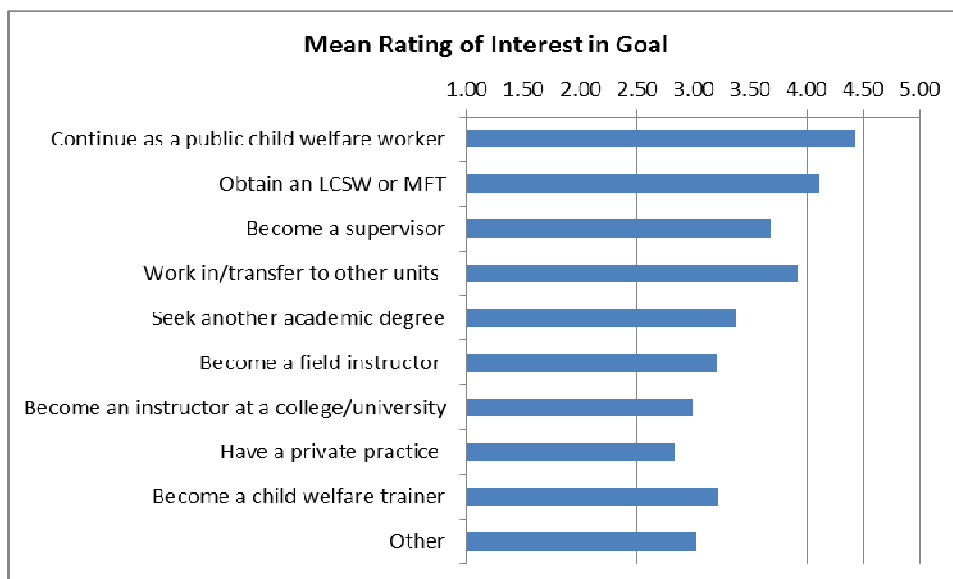
## - CAREER GOALS AND JOB SATISFACTION -

Several questions were added to the demographics form beginning with version 1.4, regarding career goals, job expectations, and factors important to job satisfaction and worker retention. Responses to these questions are shown below. Tables are based on responses from 244<sup>11</sup> public child welfare employees from the four regions that administered version 1.4 or 1.5 during the time period covered by this report.

### 1. Current Goal Attainment



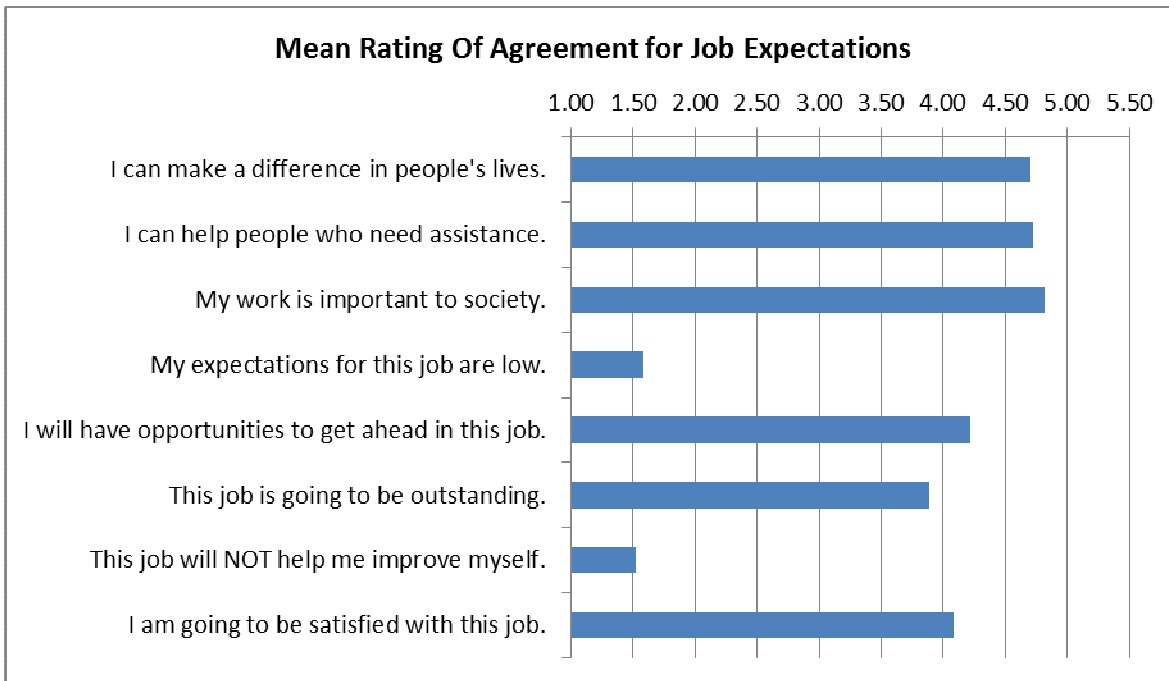
### 2. Future Career Goals<sup>12</sup>



<sup>11</sup> The Northern Academy regions do not complete this section of the demographic forms; thus this number is somewhat smaller than the total number of public child welfare and case carrying CDSS workers.

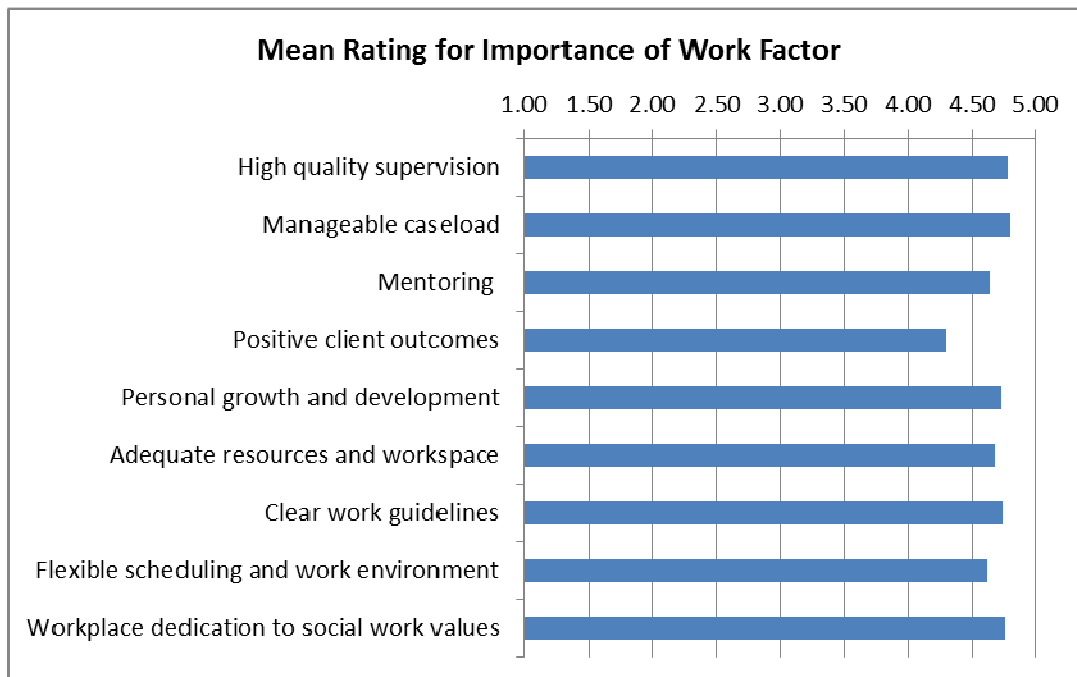
<sup>12</sup> The ratings for this question were coded as follows: 1=Not Interested, 2=A Little Interested, 3=Neutral, 4=Somewhat Interested, and 5=Very Interested. "Other" responses varied. Those who responded mentioned policy development, mentoring, pursuing a doctorate, child welfare administration, becoming a lawyer, becoming an OCD therapist, work in MARCO practice, work in a specialized unit, and running a nonprofit agency.

### 3. Job Expectations



The ratings for this question were as follows: 1=Strongly Disagree, 2=Somewhat Disagree, 3=Neutral, 4=Somewhat Agree, 5=Strongly Agree.

### 4. Importance of Workplace Characteristics



The ratings for this question were as follows: 1=Not Important, 2=A Little Important, 3=Neutral, 4=Somewhat Important, 5=Very Important.

**5. Current Working Conditions**

