

CPWI Workforce Survey

This anonymous survey was designed by the CPWI Advisory Committee's Workforce Subcommittee. It is intended to collect information about the prevention workforce across Washington State, and is specifically focused on understanding the roles of the "Coalition Coordinator" and "Student Assistance Professional" who are involved in the Community Prevention and Wellness Initiative (CPWI).

The Workforce Subcommittee is collecting data about compensation, duties and retention factors, as well as strengths and challenges related to each position.

After analyzing the data, the subcommittee plans to:

- 1. Identify factors that increase job satisfaction and equity, as well as job specific challenges.**
- 2. Publicly disseminate our findings while preserving participant's anonymity.**
- 3. Present recommendations to the Washington State Health Care Authority and other organizations, including fiscal agents.**

This survey has 38 questions for Coalition Coordinators, 36 questions for Student Assistance Professionals, and will take about 10 minutes to complete. You will only be shown questions for your role.

* 1. Please select your role. (Your title may be different.)

- Student Assistance Professional (SAP)
- Coalition Coordinator
- Something else fits better.

CPWI Workforce Survey

Student Assistance Professional (SAP)

These survey questions are designed for Student Assistance Professionals.

* 2. How is your position funded?

- Through the Community Prevention and Wellness Initiative (CPWI)
- Through another funding source

CPWI Workforce Survey

Student Assistance Professional (SAP)

These survey questions are designed for Student Assistance Professionals.

The following questions ask about you.

* 3. What is your gender?

* 4. What is your race? (Select all that apply)

- American Indian/Alaskan Native
- Asian
- Black
- Native Hawaiian/Other Pacific Islander
- White
- Two or more races
- Something else fits better
- I prefer not to answer

* 5. What is your ethnicity?

* 6. Which language(s) do you use most often? (Select all that apply)

- English
- Spanish
- Chinese
- Vietnamese
- Tagalog
- Russian
- Korean
- Amharic or Somali
- Hindi
- Arabic
- Marshallese
- A different language than these
- I prefer not to answer

* 7. What is your highest level of education?

* 8. What type of community do you work in?

* 9. Work setting...

Number of buildings served?

Grade-level served?

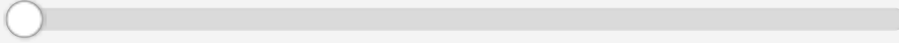
Where does your work happen?

* 10. Time at your current Site School...

	Years	Months
How many years and months have you been the SAP for your CPWI Site School?	<input type="text"/>	<input type="text"/>

* 11. Were you a member of your coalition before becoming the SAP?

* 12. How confident are you in your ability to do your job?

0 - Not at all confident	Average	100 - Exceptionally confident	<input type="checkbox"/>
			

* 13. Please explain why you selected the answer you did in the previous question.

* 14. Including yourself, how many people have held the role of Student Assistance Professional for your coalition over the past five years?

* 15. Have you ever had a prevention certification, such as the Certified Prevention Professional (CPP) or Associate Prevention Professional (APP) credential?

- Yes, currently
- Yes, but it expired
- No, but I'm working toward one
- No
- Other (please specify)

CPWI Workforce Survey

The following questions are about your work schedule and compensation.

* 16. Tell us about your typical work schedule.

	Hours per Day	Hours per Week	Months per Year
In a typical year, I work...	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

* 17. What is your hourly wage?

* 18. What is your yearly wage?

* 19. In addition to your wage, do you receive benefits?

CPWI Workforce Survey

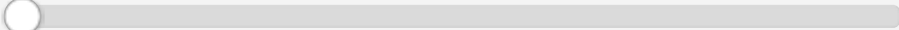
* 20. What benefits do you receive? (Check all that apply)

- Sick Leave
- FMLA or Military Leave
- Bereavement leave
- Vacation Time (paid time off)
- 7 or fewer paid holidays per year
- 8 or more paid holidays per year
- Remote Work
- Flexible Scheduling
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Employee Assistance or Wellness Program
- Retirement benefits
- Other (please specify)

The following questions ask you to assess the core competencies of the SAP program being implemented in your school(s).

School Collaboration

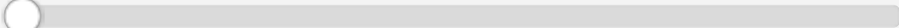
* 21. How would you describe your contact with school partners, such as school staff, school counselors, and administrators?

0 - Poor	It's enough to get the job done	100 - Excellent	<input type="checkbox"/>
			

* 22. I provide consultation to school staff about program services and the referral process.

Other (please specify)

23. How would you describe the amount of training you provide to school staff about substance use prevention, intervention and referral strategies?

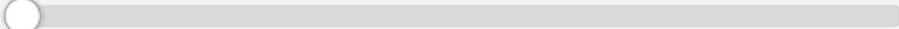
0 - None	Some	100 - A lot	<input type="checkbox"/>
			

* 24. I work with community agencies to advocate for services, and increase access to services, for my students.

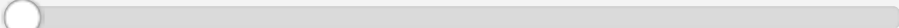
Other (please specify)

Supervision and Administrative Tasks

* 25. How would you describe your contact with your ESD Supervisor/Manager?

0 - Not enough	It's perfect	100 - Too much	<input type="checkbox"/>
			

* 26. How would you describe your contact with your onsite school administrator/evaluator.

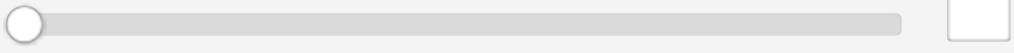
0 - Not enough	It's perfect	100 - Too much	<input type="checkbox"/>
			



You're almost done! The following questions ask about your job satisfaction.

* 27. How satisfied are you in your role as a Student Assistance Professional?

0 - Completely Unsatisfied Neither Satisfied Nor Unsatisfied 100 - Completely Satisfied



* 28. What contributes to current **satisfaction** with your job? (Choose all that apply)

- Autonomy, freedom or working independently
- Variety
- Professional development opportunities
- Learning about prevention science
- Good wages
- Good benefits
- Working with youth
- Utilizing my degree or educational background
- I love my job
- Serving my community
- Community outreach or engagement
- Contributing to the prevention of future behavioral health disorders
- Building relationships
- Mentally stimulating work
- Camaraderie within my school or community
- My Coalition's mission
- Feeling like the work I do is important

Other (please specify)

* 29. What contributes to current **dissatisfaction** with your job? (Choose all that apply)

- Funding restrictions
- Lack of funding/Budget stress
- Work scheduling restrictions
- Poor onboarding or job orientation
- Lack of prevention knowledge or training
- Lack of community support or interest
- Lack of local data/suppressed data
- Lack of clarity in my job duties/ confusion about my role
- Jumping through too many hoops
- Working in isolation
- Reporting requirements
- Low wages
- Inadequate benefits
- Overwhelm
- Burnout
- Poor management or supervision styles
- Lack of support from school building administrators
- Lack of support from teachers or counselors
- Lack of support from my ESD
- No opportunity for advancement
- Working with the public
- Working with youth
- Coalition conflict
- Community conflict

Other (please specify)

* 30. Do you plan to stay in your current role for at least the next year?

* 31. Please explain why you selected the answer you did in the previous question.

These final questions ask about your experience working with your collaborative partners.

* 32. Thinking about your collaborative partners...

	School Building Staff	School or District Administrators	The Community Coalition
How satisfied are you working with...	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

* 33. Have vacancies in the Coalition Coordinator position been a challenge for your community?

0 - Not at all 100 - A big problem

34. What do you like best about working with your Community Coalition and community partners?

* 35. What barriers (if any) are most challenging when collaborating with your Community Coalition and community partners?

CPWI Workforce Survey

Coalition Coordinator

These survey questions are designed for Coalition Coordinators.

These first questions ask about your employer, school district and familiarity with the CPWI contract.

* 36. What type of organization is your fiscal agent/employer?

* 37. How familiar are you with your Coalition's CPWI contract (also known as Task Order 01)?

Other (please specify)

The Community Prevention and Wellness Initiative does not require coalitions to have a Memorandum of Understanding (MOU) in place with your fiscal agent or school district. The next two questions are related to any voluntary MOUs that may be in place.

* 38. Does your coalition have an Memorandum of Understanding (MOU) or Memorandum of Agreement (MOA) in place with your **fiscal agent**?

* 39. Does your coalition have an MOU or MOA in place with your **school district**?

CPWI Workforce Survey

The following questions ask about you.

* 40. What is your gender?

* 41. What is your race? (Select all that apply)

- American Indian/Alaskan Native
- Asian
- Black
- Native Hawaiian/Other Pacific Islander
- White
- Two or more races
- Something else fits better
- I prefer not to answer

* 42. What is your ethnicity?

* 43. Which language(s) do you use most often? (Select all that apply)

- English
- Spanish
- Chinese
- Vietnamese
- Tagalog
- Russian
- Korean
- Amharic or Somali
- Hindi
- Arabic
- Marshallese
- A different language than these
- I prefer not to answer

* 44. What is your highest level of education?

* 45. What type of community do you work in?

* 46. Not counting your time working in substance abuse TREATMENT or other related fields:

	Years	Months
How many years and months have you worked in substance abuse PREVENTION?	<input type="text"/>	<input type="text"/>
How many years and months have you been the Coordinator of your CPWI Coalition?	<input type="text"/>	<input type="text"/>

* 47. How confident are you in your ability to do your job?

0 - Not at all confident Average 100 - Exceptionally confident

* 48. Please explain why you selected the answer you did in the previous question.

* 49. Were you a member of your coalition before becoming the Coalition Coordinator?

- Yes
- No
- Other (please specify)

* 50. Including yourself, how many people have held the role of Coalition Coordinator for your coalition over the past five years?

* 51. Have you ever had a prevention certification, such as the Certified Prevention Professional (CPP) or Associate Prevention Professional (APP) credential?

* 52. Are you anyone's direct supervisor or manager?

CPWI Workforce Survey

The following questions are about your work schedule and compensation.

* 53. Tell us about your typical work schedule.

	Hours per Day	Hours per Week	Months per Year
In a typical year, I work...	<input type="text"/>	<input type="text"/>	<input type="text"/>

* 54. What is your hourly wage?

* 55. What is your yearly wage?

* 56. In addition to your wage, do you receive benefits?

CPWI Workforce Survey

* 57. What benefits do you receive? (Check all that apply)

- Sick Leave
- FMLA or Military Leave
- Bereavement leave
- Vacation Time (paid time off)
- 7 or fewer paid holidays per year
- 8 or more paid holidays per year
- Remote Work
- Flexible Scheduling
- Medical Insurance
- Dental Insurance
- Vision Insurance
- Life Insurance
- Employee Assistance or Wellness Program
- Retirement benefits
- Other (please specify)

CPWI Workforce Survey

The following questions ask about your regular duties and responsibilities.

* 58. **Billing: A-19s** (Choose the most accurate statement)

* 59. **Coalition Budget: Tracking** (Choose the most accurate statement)

* 60. **Coalition Budget: Decision Making** (Choose the most accurate statement)

* 61. **Coalition Budget: Fiscal Agent** (Choose all that apply)

- My fiscal agent does not influence the coalition's budget, other than salary and benefits.
- My fiscal agent assigns charges outside of the "Admin" line item that are not related to my action plan (blanket charges).
- My fiscal agent makes it difficult to spend-down my budget on needed supplies, program materials, and other expenses approved in the coalition budget.
- My fiscal agent is a great partner.

* 62. **Data Entry** (Choose the most accurate statement)

Other (please specify)

* 63. **Program and Strategy Implementation** (Choose all that apply to your typical duties)

- I implement direct services (facilitating or teaching programs and curriculum)
- I create programmatic flyers
- I manage media campaigns
- I work directly with media companies
- I advise prevention clubs/youth coalitions
- I take youth to overnight events (such as the Spring Youth Forum, CADCA, etc.)
- I recruit chaperones for youth overnight events
- I monitor subcontracts
- I monitor and report on program fidelity
- I coordinate and arrange training for coalition members or program facilitators.

Other (please specify)

* 64. **Coalition Operations** (Choose all that apply)

- I facilitate Coalition meetings
- I make or maintain relationships with key leaders and community partners
- I recruit new Coalition members
- I write newsletters or press releases
- I create content for social media platforms or the Coalition website
- I create the Coalition Action Plan
- I analyze Healthy Youth Survey and other data
- I write subcontracts

Other (please specify)

*** 65. Supervision and Administrative Tasks** (Choose all that apply)

- I meet with DBHR Prevention System Managers
- I meet with ESD managers
- I participate in organizational support or check-in meetings
- I meet with my supervisor (if different from above)
- I attend required HCA meetings (such as the All-Provider meetings, Coalition Leadership Institute and Learning Community Meetings)

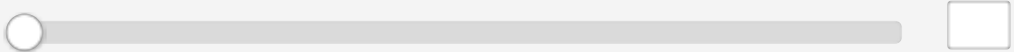
Other (please specify)

CPWI Workforce Survey

You're almost done! The following questions ask about your job satisfaction.

*** 66. How satisfied are you in your role as Coalition Coordinator?**

0 - Completely Unsatisfied Neither Satisfied Nor Unsatisfied 100 - Completely Satisfied



* 67. What contributes to current **satisfaction** with your job? (Choose all that apply)

- Autonomy, freedom or working independently
- Variety
- Professional development opportunities
- Learning about prevention science
- Good wages
- Good benefits
- Working with the public
- Working with youth
- Utilizing my degree or educational background
- I love my job
- Travel opportunities
- Networking opportunities
- Flexibility in work schedule
- Serving my community
- Community outreach and engagement
- Contributing to the prevention of future behavioral health disorders
- Building relationships
- Mentally stimulating work
- Camaraderie within my community
- Camaraderie with other coordinators
- My Coalition's mission
- Feeling like the work I do is important

Other (please specify)

* 68. What contributes to current **dissatisfaction** with your job? (Choose all that apply)

- Funding restrictions
- Lack of funding
- Fiscal agent restrictions
- Lack of fiscal agent support
- Lack of clarity in my job duties/ confusion about my role
- Lack of Healthcare Authority Support
- Work scheduling restrictions
- Poor onboarding or job orientation
- Lack of prevention knowledge or training
- Lack of community support or interest
- Lack of local data/suppressed data
- Jumping through too many hoops
- Working in isolation
- Reporting requirements
- Low wages
- Inadequate benefits
- Overwhelm
- Burnout
- Poor management or supervision styles
- No opportunity for advancement
- Working with the public
- Working with youth
- Coalition conflict
- Community conflict
- Fiscal agent conflict

Other (please specify)

* 69. Do you plan to stay in your current role for at least the next year?

* 70. Please explain why you selected the answer you did in the previous question.

These final questions ask about your experience working with your collaborative partners.

* 71. Thinking about your collaborative partners...

	School Building Staff	School or District Administrators	The Student Assistance Professional
How satisfied are you working with...	<input type="text"/>	<input type="text"/>	<input type="text"/>

Other (please specify)

* 72. Have vacancies in the Student Assistance Professional position been a challenge for your community?

0 - Not at all 100 - A big problem

* 73. What do you like best about working with your SAP and school partners?

* 74. What barriers (if any) are most challenging when collaborating with your SAP and school partners?

CPWI Workforce Survey

The Last Question!

75. Is there anything you'd like to share or comment about that we didn't ask in this survey, or do you have feedback for improving future iterations of this survey? Please let us know!