

CPWI WORKFORCE SURVEY

INTRODUCTION

In an effort to collect information about the prevention workforce across Washington State, the Community Prevention and Wellness Initiative (CPWI) Advisory Community Workforce Subcommittee designed a survey to better understand the roles and responsibilities of CPWI coordinators. The survey was administered in a statewide CPWI learning community meeting on February 26, 2025, and remained open for 30 days.

Respondents were asked about factors contributing to their job satisfaction or dissatisfaction, work schedules, wages, benefits, the length of time of their role, their level of confidence, their job duties, including supervisory roles, budgeting, programmatic and administrative responsibilities, and other factors related to their job duties and satisfaction. To view the full questionnaire, please refer to Appendix A.

Survey goals:

1. Identify factors that increase job satisfaction and equity, as well as identifying job-specific challenges.
2. Publicly disseminate our aggregate findings while preserving individual participant anonymity.
3. Present findings and recommendations to the WA State Health Care Authority, Educational Service Districts, and other organizations affiliated with the CPWI, including fiscal agents.

WHO TOOK THE SURVEY?

Of approximately 100 CPWI Coalition Coordinators in Washington, 59 completed the survey. Data from this survey may not be generalizable to all Coalition Coordinators across the state, but they do represent those that completed the survey. Among respondents, 85% identified as white, 8% identified as American Indian/Alaskan Native, Asian, multiracial or some other race, and 15% identified as Hispanic, Latino(a), Spanish origin, Mexican, Mexican American, or Chicano. Most respondents identified as female (78%), held a bachelor's degree or higher (73%), and worked in a rural community (73%). When asked which languages they use most often, 98% of respondents reported speaking English and 8% reported speaking Spanish. To see a full breakdown of respondent demographics, please refer to Appendix B.

WHAT WERE THE RESULTS?

On a scale from 0 to 100, Coalition Coordinators rated their job satisfaction anywhere from 4 to 100 with an average rating of 68.8. Some of the top sources of job satisfaction among Coalition Coordinators were serving their community, building relationships, professional development opportunities, working with youth, and having flexibility in their work schedule. Some of the top sources of job dissatisfaction were funding restrictions, jumping through too many hoops, lack of community support, overwhelm, and poor onboarding or job orientation.

Coalition Coordinators reported being responsible for an average of 18.4 programmatic, operational and administrative tasks as a part of their roles. There was no significant correlation between the amount of responsibility and wages. Coalition Coordinators with more responsibility reported an average yearly wage of \$70,667 and those with less responsibility reported an average yearly wage of \$68,148.

Responses were not the same between Coalition Coordinators with different fiscal agents. Those whose fiscal agent was a non-profit tended to report more fiscal agent conflict and lack of fiscal agent support as sources of job dissatisfaction. Those whose fiscal agent was a local government tended to report lower confidence in their roles, and a higher percentage reported poor onboarding as a source of job dissatisfaction. Those whose fiscal agent was a school district tended to report lower wages and higher overwhelm and burnout.

CPWI WORKFORCE SURVEY RESULTS

This report summarizes data and findings from an anonymous survey designed by the Community Prevention and Wellness Initiative (CPWI) Advisory Committee's Workforce Subcommittee to collect information about the prevention workforce across Washington State. While the survey collected information from both "Coalition Coordinators" and "Student Assistance Professionals," this report only includes data from the Coalition Coordinators. Overall, there were a total of 59 completed surveys from Coalition Coordinators. Data are organized into sections by topic areas: wages, responsibility, factors for job satisfaction, factors for job dissatisfaction, fiscal agent, and length of time in their role.

SUMMARY OF FINDINGS

CPWI Coalition Coordinators love learning and are always learning. There is a general belief among this group that there is always room for growth. However, many feel they have to "learn as they go" and believe there is inadequate onboarding and insufficient job training for their roles as Coalition Coordinators. This seemed to be especially true for those whose fiscal agent was a local government or a non-profit organization. Overall, among Coalition Coordinators poor onboarding and lack clarity in their role were among the top sources of job dissatisfaction. Many reported a "huge learning curve" when it comes to being a CPWI coordinator. Newer hires, even those who have been in their roles up to three or four years, could use more time and support for learning and training.

Many also reported feeling overwhelmed and burnt out and some also reported feeling unsupported by supervisors and/or fiscal agents. Among Coalition Coordinators, 54% cited "having to jump through too many hoops" and 42% cited "overwhelm" as sources of job dissatisfaction. In addition, Coalition Coordinators reported being responsible for an average of 18 tasks, which is likely not all encompassing as it only includes tasks that were listed in this survey. Despite this, Coalition Coordinators are a confident bunch who believe in their ability to tackle challenges, but they more support for their fiscal agents and supervisors and would benefit from more streamlined processes.

Many feel wages for a Coalition Coordinator are pretty good, but some are worried about possible budget cuts, stagnant funding, and cost of living increases that may impact their ability to stay in their jobs. Some thought there was wage inequity among CPWI coordinators, commenting that they felt some of their peers were responsible for more, but paid less. The average yearly wage for a Coalition Coordinator was just under \$70,000, but this ranged from \$35,000 to \$90,000. Those whose fiscal agent was a school district tended to have a lower yearly and hourly wage compared to other fiscal agents.

Overall, this is a group that likes to see things through. They do not like leaving projects half done. They love their communities and are committed to helping youth. Serving their community, building relationships, and working with youth were cited as sources of job satisfaction among the majority of Coalitions Coordinators (90%, 83% and 78%, respectively). They understand prevention science and want to contribute to the health of their community, especially youth. Once they feel confident in their roles, they are in it for the long haul, but they need more robust onboarding and training and more support from fiscal agents to get there.

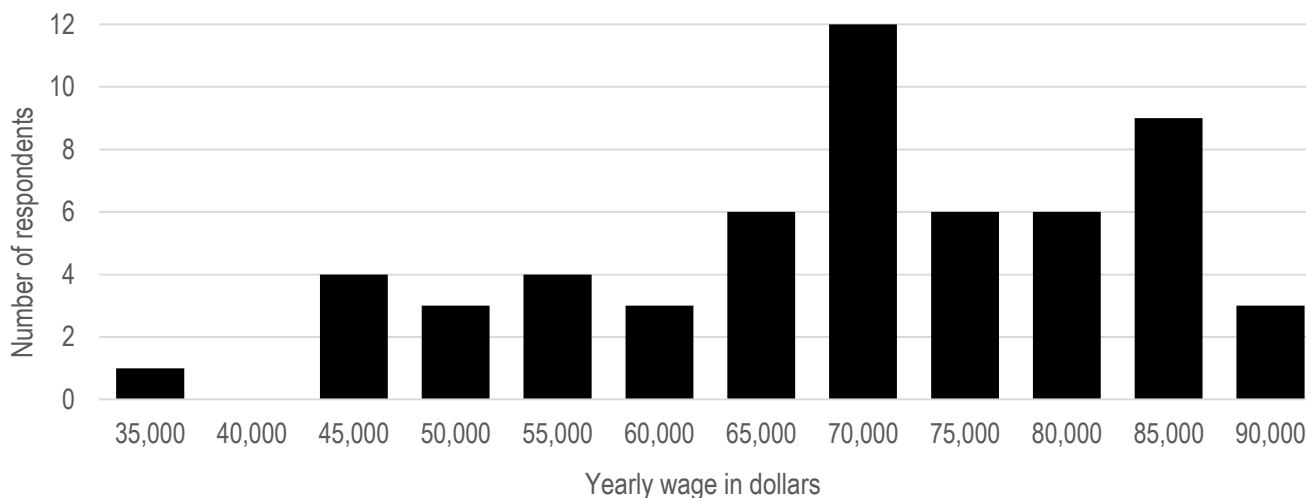


WAGES

In the open ended sections of this survey, many Coalition Coordinators commented that they feel their wages are pretty good, but some are worried about possible budget cuts, stagnant funding, and cost of living increases that may impact their ability to stay in their jobs. One person did comment that they were unsure if their wage matched the work that they do. Some also thought there was some wage inequity among CPWI coordinators, commenting that they felt some of their peers were responsible for more, but paid less. The average yearly wage for a Coalition Coordinator was just under \$70,000, but this ranged from \$35,000 to \$90,000. The average hourly wage was \$36 per hour but ranged from \$23 to \$44 per hour.

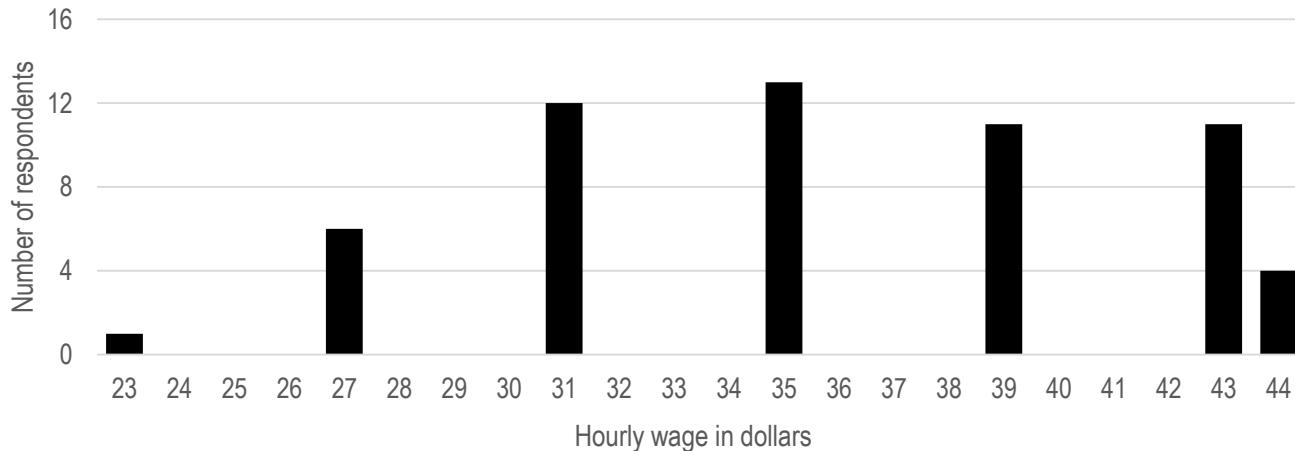
The most common yearly wage for Coalition Coordinators was \$70,000.

Salaries ranged from \$35,000 to \$90,000 per year with an average of \$69,473.



The most common hourly wage for Coalitions Coordinators was \$35.

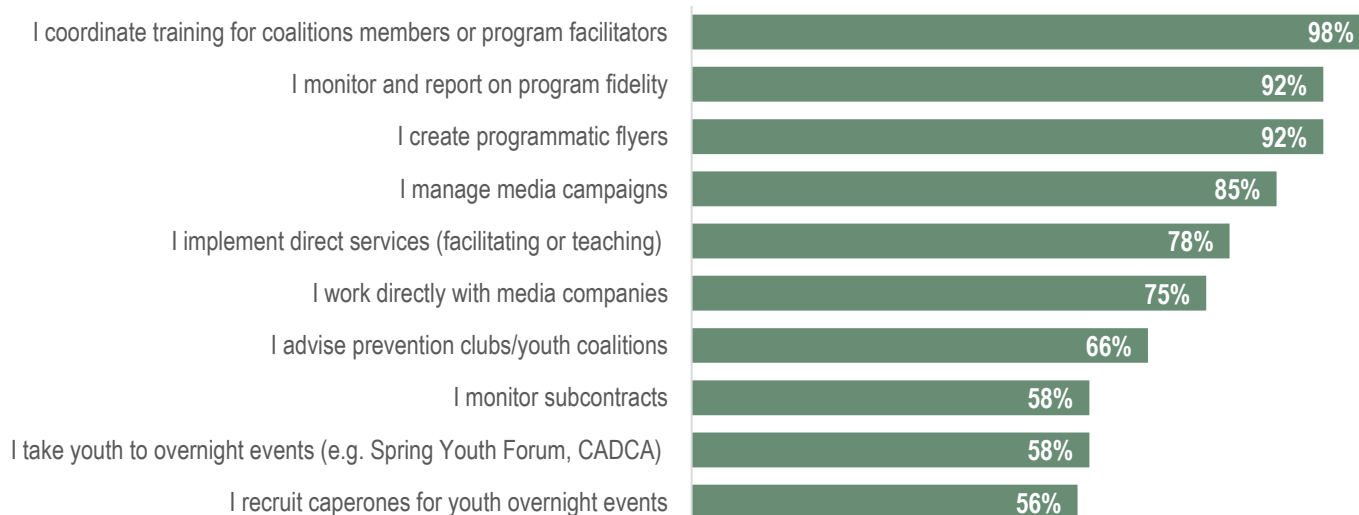
Wages ranged from \$23 to \$44 per hour with an average of \$36 per hour.



RESPONSIBILITY

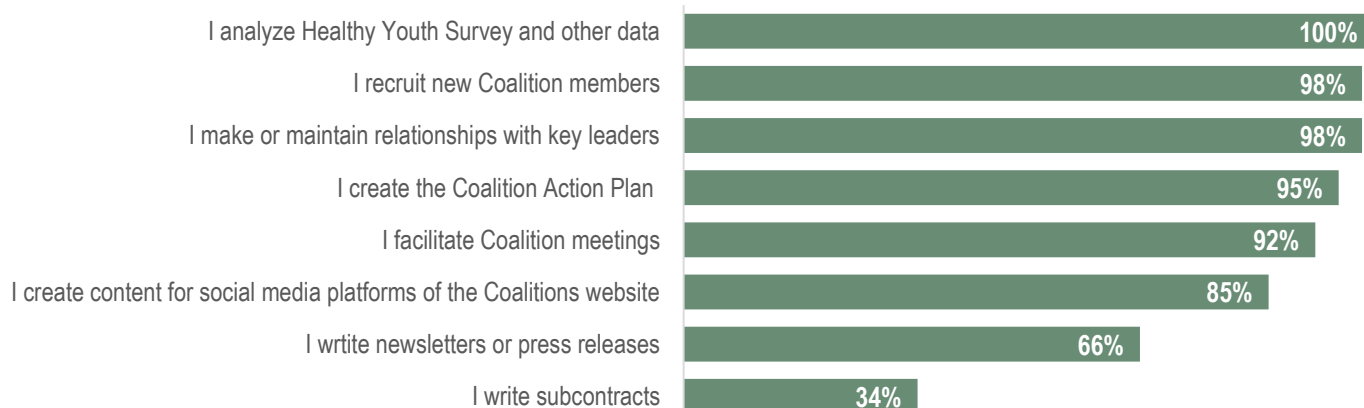
Program and Strategy Implementation Tasks

The majority of Coalition Coordinators are responsible for coordinating training for coalition members or program facilitators, monitoring and reporting on program fidelity, and creating programmatic flyers.



Coalition Operations Tasks

Almost all Coalition Coordinators are responsible for analyzing HYS and other data, recruiting new coalition members, forming relationships with key leaders, and creating a Coalition Action Plan.



Supervision and Administrative Tasks

Most if not all Coalition Coordinators are attending required HCA meetings, meeting with DBHR Prevention System Managers, and participating in other support or check-in meetings.

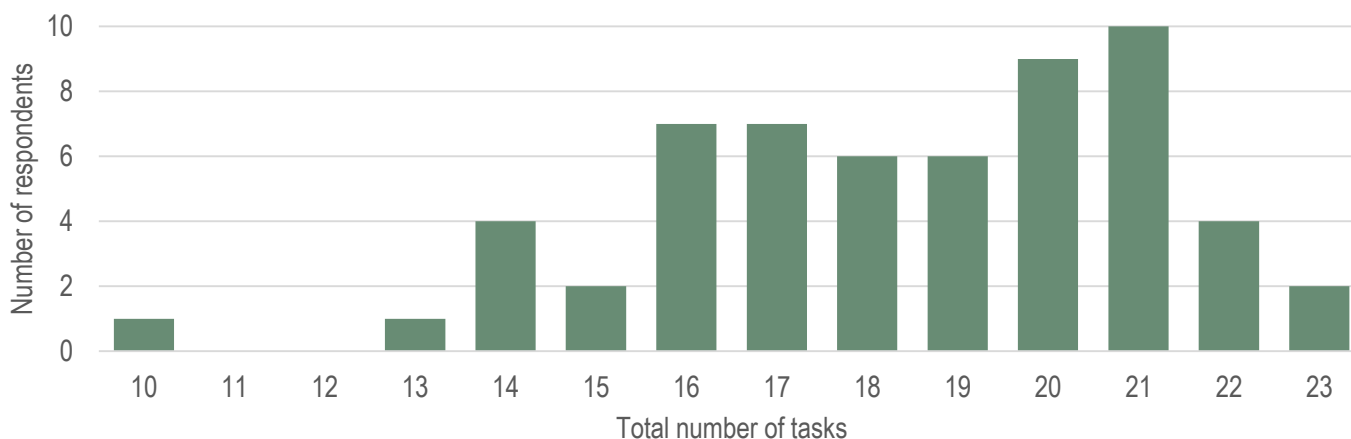


RESPONSIBILITY

“Coordinators are required to do so many different things (programming, marketing, reporting, organizing, trainings, etc.) that sometimes I feel like I don’t have enough time for everything.”

Coalition Coordinators reported being responsible for an average of 18.4 tasks.

When combining the number of Program and Strategy Implementation, Coalition Operations, and Supervision and Administrative tasks, Coalition Coordinators reported being responsible for an average of 18.4 tasks. The graph below shows that total number of tasks Coalition Coordinators reported being responsible for by respondent.



RESPONSIBILITY AND WAGES

Coalition Coordinators were grouped in two categories, more responsibility and less responsibility. Coordinators in the “more responsibility” group reported being responsible for more than the average amount of tasks (19 or more tasks). Coordinators in the “less responsibility” group reported being responsible for less than the average amount of tasks (18 or fewer tasks).

There was no correlation between the amount of responsibility (tasks) a Coalition Coordinator reported and their wages.

Coalition Coordinators with more responsibility reported an average hourly wage of \$35.70 and average yearly wage of \$70,667 and Coalition Coordinators with less responsibility reported an average hourly wage of \$36.40 and average yearly wage of \$68,148.

However, Coalition Coordinators in supervisory roles did report higher wages than those who were not in supervisory roles.

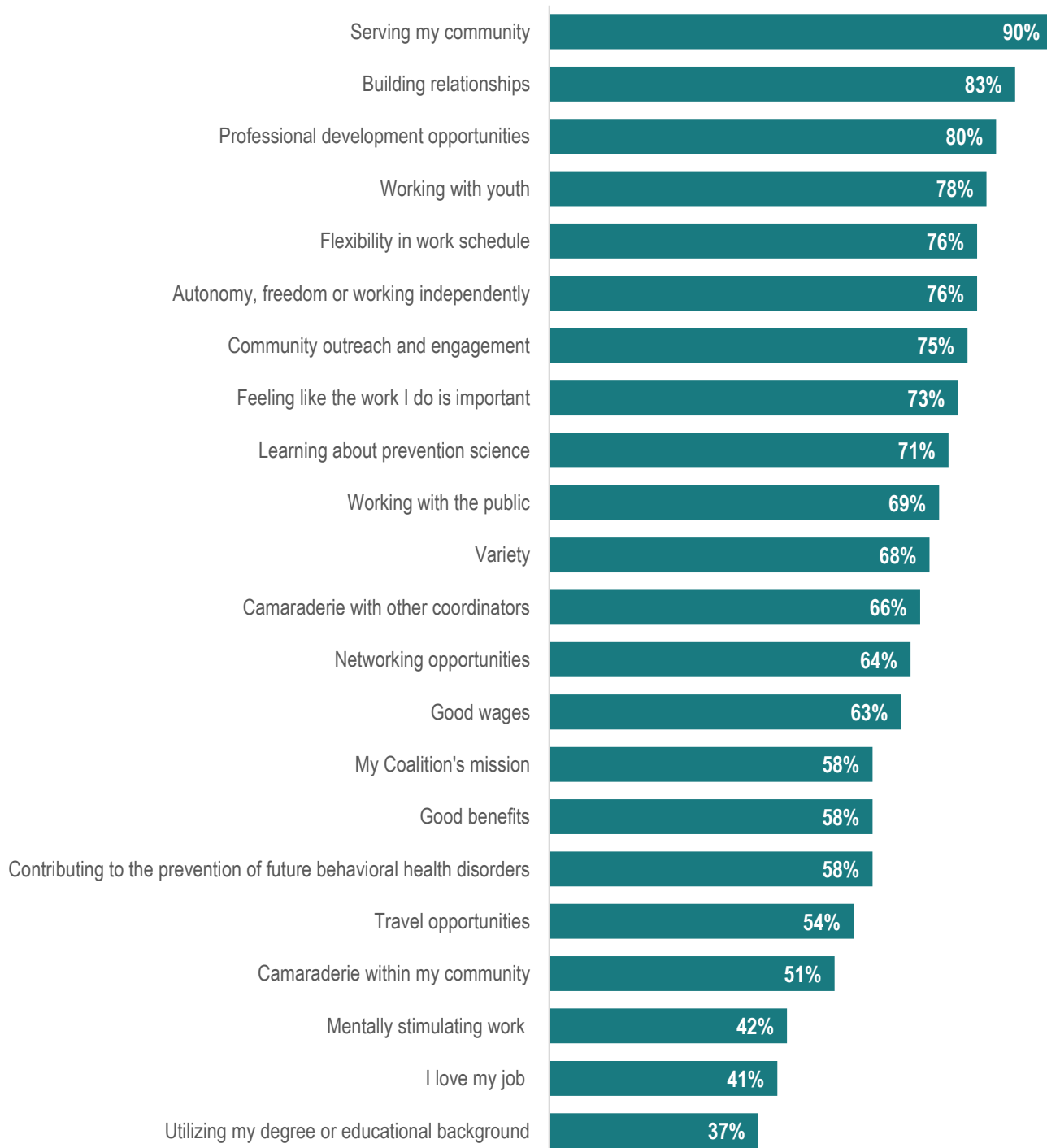
Among Coalition Coordinators in supervisory roles, the average yearly wage was \$79,444 and the average hourly wage was \$37.50, compared to an average \$67,604 yearly wage and \$35.70 hourly wage for those not in supervisory roles.



JOB SATISFACTION

Coalition Coordinators value serving community and youth.

When asked what contributes to current satisfaction with their job, most Coalition Coordinators reported serving their community, building relationships, and working with youth. However, they also appreciate having opportunities for professional development, a flexible work schedule, and autonomy in their roles.



JOB SATISFACTION

On a scale from 0 to 100, Coalition Coordinators rated their satisfaction in their current role anywhere from 4 to 100 with an average rating of 68.8.

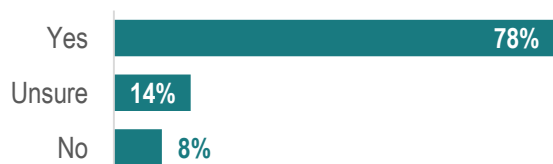
The most common rating (6 respondents) was 80.



JOB SATISFACTION AND WAGES

Pearson's correlation tests were performed to assess the correlation between job satisfaction and wages. There was a small positive correlation between job satisfaction and hourly wage where those with a higher job satisfaction rating tended to have a higher hourly wage. However, this was not statistically significant. There was a moderate and significant positive correlation between job satisfaction and yearly wage, where those with a higher job satisfaction rating tended to have a higher yearly wage. However, this could be confounded by the length of time a Coalition Coordinator has been in their role. Those who had been Coalition Coordinators for a longer time also tended to have a higher job satisfaction rating, which could explain the tendency for those who have a higher job satisfaction rating to have a higher yearly wage, since Coalition Coordinators who had been in their roles for longer also tended to have a higher yearly wage.

When asked if they plan to stay in their current role for at least the next year, most Coalition Coordinators responded "Yes".



Unsurprisingly, Coalition Coordinators who planned to stay in their current role for at least the next year tended to report higher job satisfaction.

The average role satisfaction rating of Coalition Coordinators who plan stay in their current role for a least the next year was 74.4, and the average role satisfaction rating of Coalition Coordinators are unsure or do not plan to stay in their current role for at least the next year was 49.2.

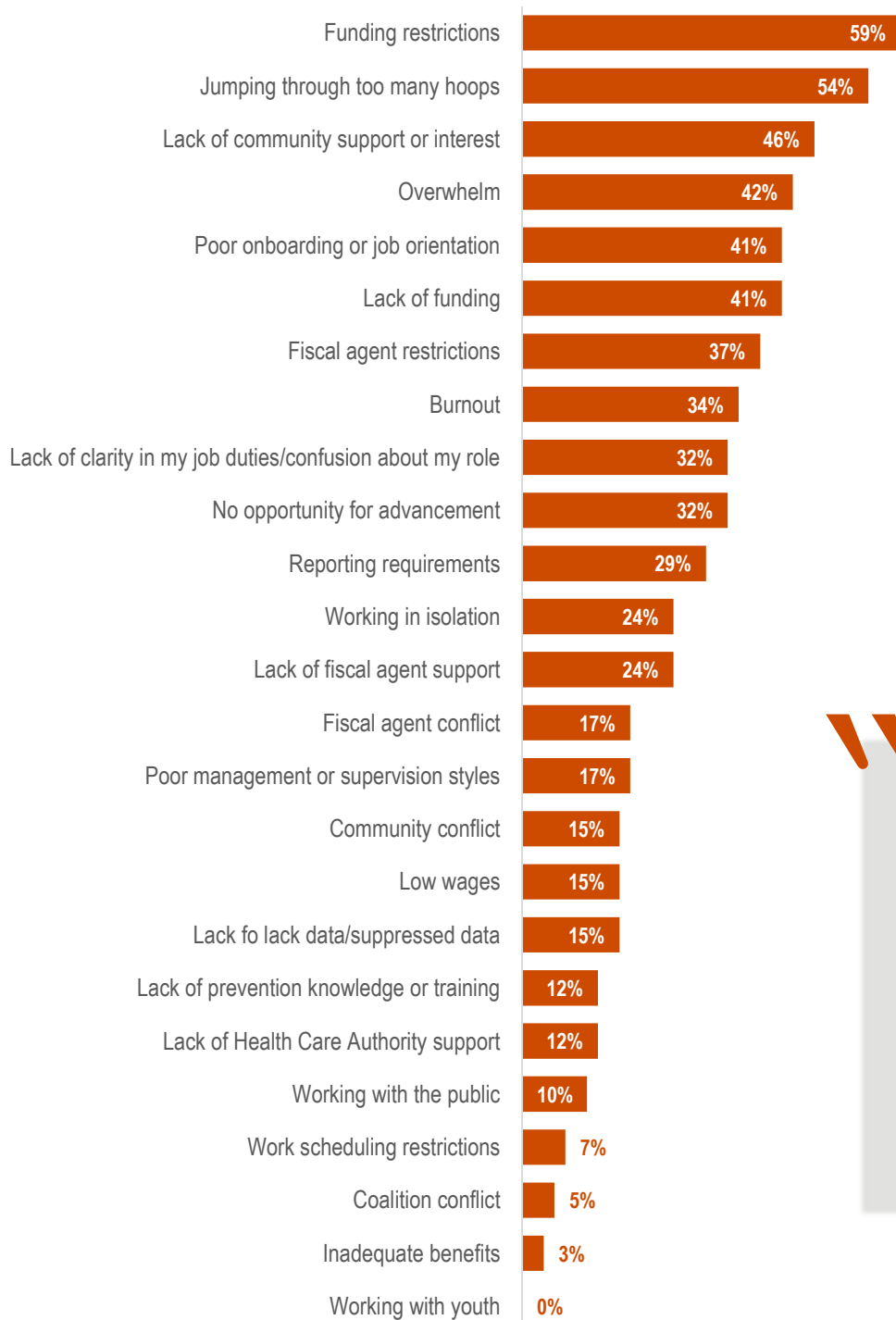
"I like my job. It's fulfilling and I feel that it is an important job. I am thankful for having a job that is not only rewarding but also supports myself and my family comfortably with good wages, benefits and flexibility. I want our community to be healthy for our youth and am happy to have the opportunity to have a career that allows me to help with this."



JOB DISSATISFACTION

Coalition Coordinators are frustrated by funding restrictions and having to jump through too many hoops.

When asked what contributes to current dissatisfaction with their job, Coalition Coordinators reported funding restrictions, having to jump through too many hoops, and lack of community support or interest. Poor onboarding, overwhelm and burnout were also listed as significant sources of dissatisfaction.

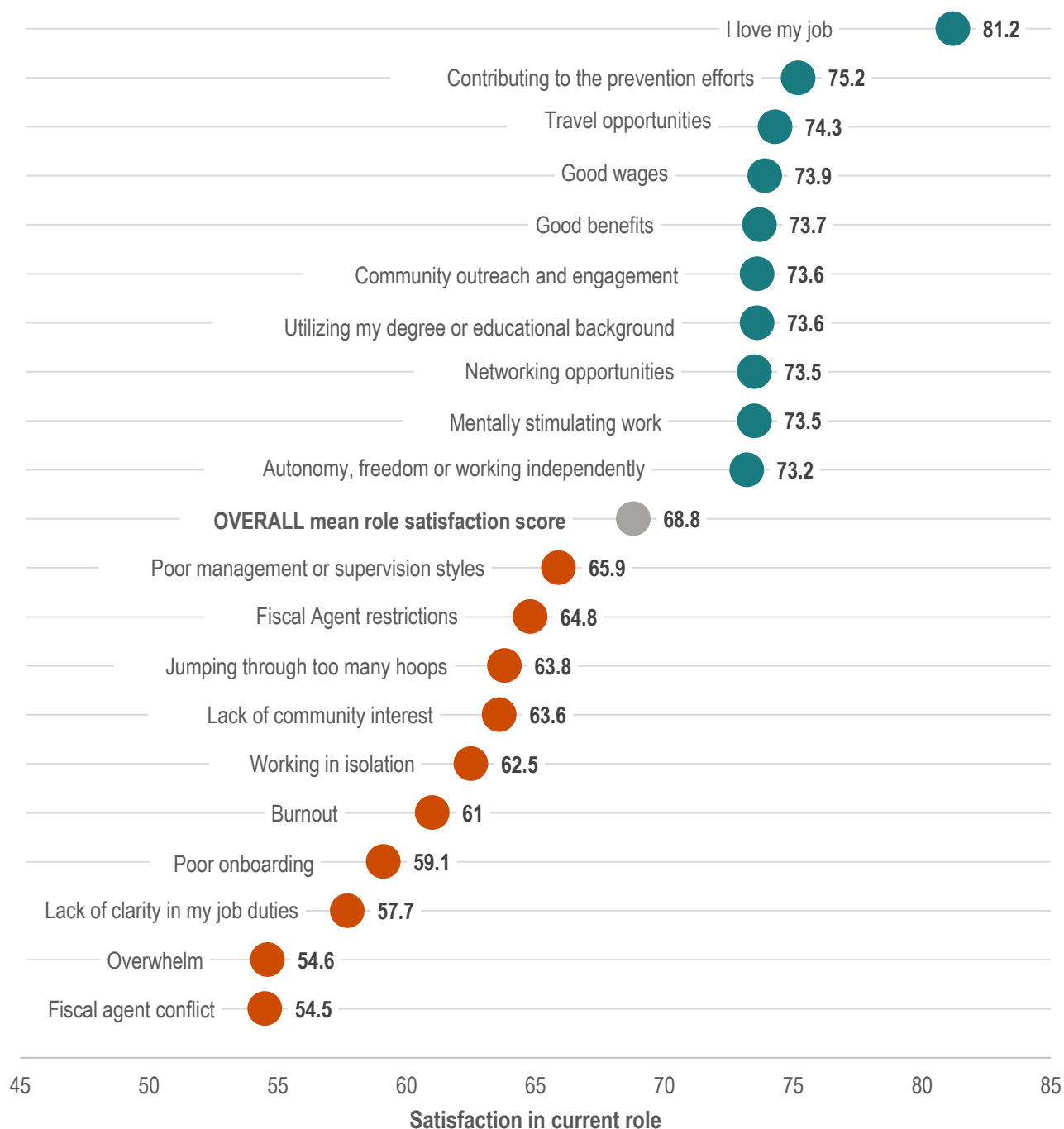


"I've been feeling quite overwhelmed and uncertain about continuing in my current role. I'm really passionate about the work we're doing, but I'm also feeling a lot of burnout."



AVERAGE JOB SATISFACTION RATING BY AREAS OF **JOB SATISFACTION** AND **AREAS OF JOB DISSATISFACTION**.

Coalition Coordinators who selected “overwhelm” and “fiscal agent conflict” as sources of job dissatisfaction tended to have the lowest levels of overall satisfaction in their current roles. Those who selected “lack of clarity in job duties” and “poor onboarding” also tended to have some of the lowest average job satisfaction ratings.



“Even though I am overwhelmed at this time, I think the coalition has made a difference in our community and the students and youth in the community depend on the events and resources we supply.”



FISCAL AGENT

The table below shows data for several job satisfaction/dissatisfaction outcomes by fiscal agent. The boxes shaded darker represent the less desirable outcome (e.g., lower wages, less flexibility, responsible for more tasks, etc.). Coalition Coordinators whose fiscal agent was a community non-profit organization tended to report less desirable outcomes compared to the other fiscal agents across many different areas, including fiscal agent conflict and lack of fiscal agent support. Coalition Coordinators whose fiscal agent was a local government tended to report lower confidence in their roles and a higher percentage that reported poor onboarding as a source of job dissatisfaction. Coalition Coordinators who fiscal agent was a school district tended to report lower wages and higher overwhelm and burnout.

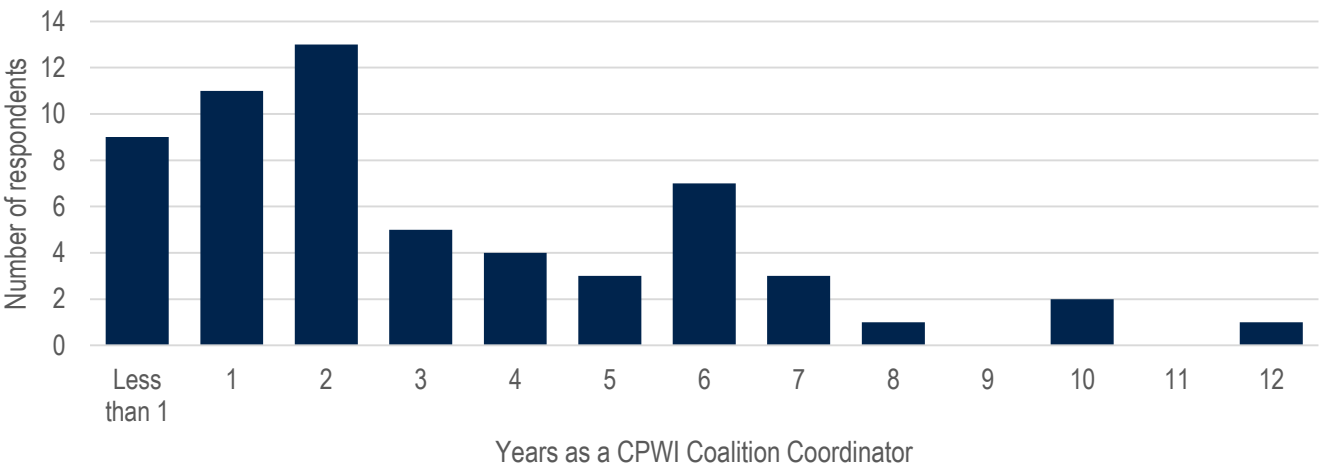
	Education Service District (ESD)	County, City or other Local Govt.	Community Non-Profit Org.	School District	Community Mental Health*	Health District/ Public Health Entity*
Average hourly wage	\$37.9	\$36.2	\$34.7	\$35.8	\$32.0	\$36.3
Average yearly wage	\$70,222	\$69,583	\$70,556	\$65,500	\$67,500	\$71,667
Average job satisfaction score	75.6	62.5	64.4	67.1	78.8	77.7
Receive benefits	89%	62%	80%	100%	100%	100%
Plan to stay in role for next year	94%	69%	60%	80%	50%	100%
Average # tasks responsible for	18.9	17.2	19.2	17.5	21.0	17.3
Average years as CPWI Coord.	3.5	2.1	2.9	3.6	5.3	4.7
Average confidence score	71.7	65.7	66.0	74.2	86.3	81.7
Remote work	50%	23%	60%	30%	25%	67%
Flexible Scheduling	61%	54%	50%	70%	50%	67%
Fiscal agent conflict	11%	8%	50%	10%	0%	33%
Fiscal agent restrictions	56%	15%	50%	10%	50%	67%
Lack of fiscal agent support	33%	15%	40%	10%	0%	33%
Overwhelm	39%	46%	40%	60%	25%	0%
Burnout	22%	31%	50%	50%	25%	30%
Lack of clarity in job duties	22%	46%	40%	30%	25%	0%
Poor onboarding	28%	69%	40%	40%	0%	33%
Working in isolation	11%	31%	10%	50%	50%	0%
Budgeting: My fiscal agent is a great partner	50%	69%	30%	60%	50%	33%
Budgeting: My fiscal agent makes it difficult to spend-down	28%	0%	30%	10%	0%	0%

*The data for the "Community Mental Health" and "Health District/Public Health Entity" groups are based on numbers too small to be able to make accurate comparisons to the other groups. Use caution when comparing these data to the other fiscal agents.



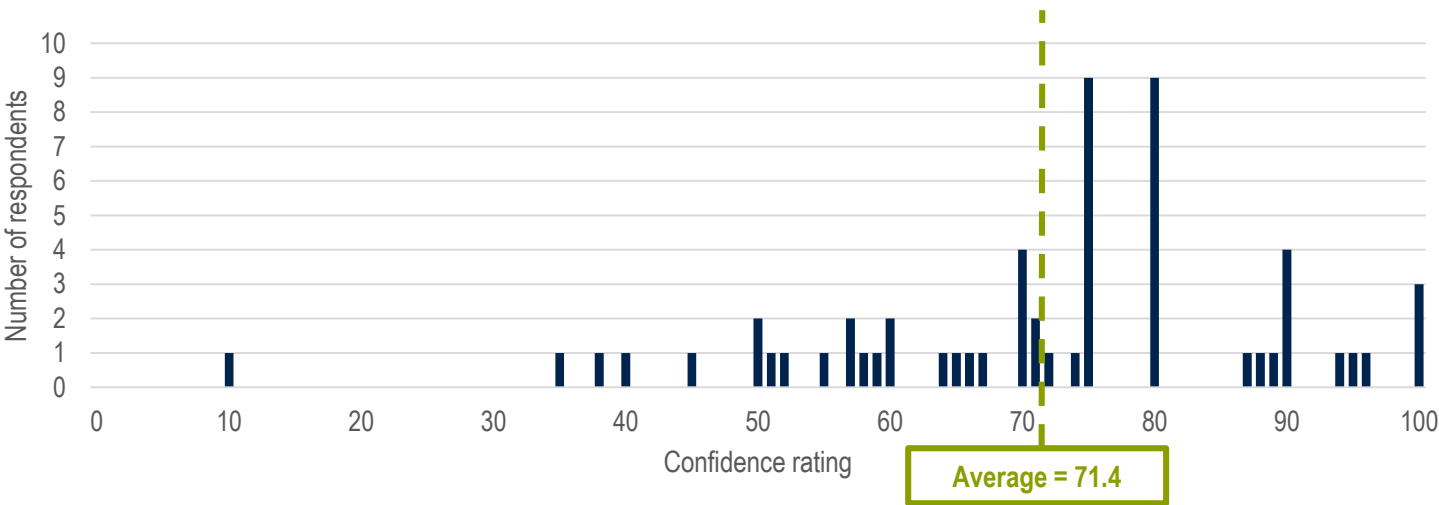
LENGTH OF TIME IN CURRENT ROLE

Coalition Coordinators reported being in their current roles for anywhere between three months to 12 years (average 3.3 years).



Confidence varies between Coalition Coordinators.

On a scale from 0 to 100, Coalition Coordinators rated their confidence in their ability to do their job anywhere between 10 and 100 with an average of 71.4. The most common responses were 75 and 80.



“There is so much to learn and we are responsible for so very many things, that it is hard to feel like very confident in much of it.”



LENGTH OF TIME IN CURRENT ROLE

	1 year or less	2-3 years	4-6 years	7+ years
Average number of tasks responsible for	17.8	17.4	19.5	20.6
Overwhelm	50%	44%	43%	14%
Burnout	40%	28%	43%	14%
Fiscal agent conflict	30%	11%	14%	0%
Lack clarity in job duties	50%	50%	0%	0%
Isolation	25%	33%	21%	0%
Average hourly wage	\$35.05	\$36.47	\$35.07	\$39.71
Average yearly wage	\$64,211	\$70,882	\$69,286	80,714
Average hours worked per week	38.4	39.1	40.3	39.3
Average months worked per year	11.2	11.8	11.8	11.4
Average job satisfaction score	56.8	71.4	75.6	83.3
Average confidence score	61.6	68.2	81.8	86.7

Unsurprisingly, Coalition Coordinators who have been in their current roles for more years tend to be responsible for more tasks. Despite this, Coalition Coordinators who are newer to their roles tend to feel more overwhelmed and burnt out. In fact, Coalition Coordinators do not really seem feel less overwhelm, burnout or isolation until they have been in their role for seven or more years.

Job satisfaction and confidence in their ability to do their job tends to increase the longer a Coalition Coordinator is in their role. However, clarity in their job duties does not really seem to increase until they have been in their roles for four or more years. Among Coalition Coordinators who were in their current roles for three years or less, 50% reported a lack of clarity in their job duties as a reason for dissatisfaction compared to 0% in coordinators in their role for four or more years.

The average hourly and yearly wage of a Coalition Coordinator does not seem to increase very much or at all until they have been in their role for seven or more years. There did not seem to be any significant difference in the number of hours worked per week or months worked per year by the length of time a Coalition Coordinators was in their current role.

"I am learning a lot as I go and am starting to feel more confident. I thought about moving on at the beginning because I didn't really know what I was supposed to be doing. Felt like I was thrown into the position and told to dive in and go forward. Now that I have put in the time and am starting to build relationships and implement programs, I'm enjoying it much more!"



APPENDIX A – Survey Questionnaire

2025 CPWI Workforce Survey

1. Please select your role (note - your title may be different, but we are seeking whether you fulfill that role or function)

[Student Assistance Professional (SAP) or Prevention/ Intervention Specialist? (PI):

Funneled to SAP questions: Are you funded through CPWI?: If no or not sure -> survey ends]

[CPWI Coalition Coordinator (.5 FTE or greater per coalition served-> Funneled to Coalition Coordinator questions]

[Something Else -> Funneled to End of Survey Thank You page]

Coalition Coordinator Questions

2. Who is your fiscal agent, or, in other words, who is your employer?

[School District; Community Mental Health; Medical/ Healthcare Center; ESD; Direct Contract with HCA; County city, or local government agency; Health District or Public Health Entity; Independent Contractor; Other Community Nonprofit Organization; I don't know; Other (please explain)]

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

[I've never read the contract, I've only seen the Awards & Revenue Statement, I've skimmed through the contract and know the gist of it, I've read the contract and know enough to keep my coalition in compliance with it, other (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.

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

[No – we have not looked into this; No - but we need one; Yes – but we do not refer to it often; Yes – and we refer to it often; Unsure if one is in place.]

5. Does your coalition have an MOU or MOA with your **school district**?

[No – we have not looked into this; No - but we need one; Yes – but we do not refer to it often; Yes – and we refer to it often; Unsure if one is in place]

6. What is your gender?

[Female; male; genderfluid; non-binary; gender neutral; two-spirit or Indigiqueer; questioning/ not sure about my gender; something else fits better; prefer not to answer]

7. What is your race? (select all that apply):

[American Indian/ Alaska Native; Asian; Black; Native Hawaiian/ other Pacific islander; white; two or more races; something else fits better; I prefer not to answer.]

8. What is your ethnicity?:

[Hispanic Latino(a), or Spanish Origin; Not Hispanic, Latino(a) or Spanish Origin; Mexican, Mexican American, or Chicano; Puerto Rican; Cuban; Other Hispanic, Latino(a) or Spanish Origin, Something else fits better, Ethnicity unknown, I prefer not to answer]

9. 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]

10. What is your highest level of education?

[High school diploma or GED, some college, AA Degree, Bachelor's Degree, Master's Degree, Doctoral Degree, None of the above, I prefer not to answer]

11. What kind of community do you work in?

[Frontier- my community is a very small town or sparsely populated area that is isolated from other population centers and services. Rural - My community is small, may be near a large town or city, but is far away from a metro area. Large town or City - my community is a large town or city, and is a population hub for surrounding rural communities. Suburban - my community is in the suburbs. Urban - I work within a metro area.]

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

- a. How many years and months have you worked in substance abuse PREVENTION? [Years (select a number), Months (select a number)]
- b. How many years and months have you been the Coordinator of your CPWI coalition? [Years (select a number) Months (select a number)]

13. How confident are you in your ability to do your job? (participants select an exact number between 0 and 100 with a slider)

[0 - not at all confident, (center) average, 100 - exceptionally confident.]

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

[text box]

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

[Yes, No]

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

[1, 2, 3, 4, 5 or more, I don't know]

17. 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)]

18. Are you anyone's direct supervisor or manager?

[Yes, I supervise another coordinator; Yes, I supervise someone but they are not a coordinator; No, I do not supervise]

19. Tell us about your typical work schedule. In a typical year, I work...

[hours per day: select 1-10, Hours per week: 20 hours or less; 21-25 hours; 26-30 hours; 31-35 hours; 36-40 hours; 41+ hours; months per year: select 1-12]

20. What is your hourly wage?

[Less than \$20 per hour; \$20-\$23 per hour; \$24-\$27 per hour; \$28-\$31 per hour; \$32-\$35 per hour; \$36-\$39 per hour; \$40-\$43 per hour; \$44 per hour or more; I prefer not to say]

21. What is your yearly wage?

[Less than \$35,000; \$35,001-\$40,000; \$40,001-\$45,000; \$45,001-\$50,000; \$50,001-\$55,000; \$55,001-\$60,000; \$60,001-\$65,000; \$65,001-\$70,000; \$70,001-\$75,000; \$75,001-\$80,000; \$80,001-\$85,000; \$85,001-\$90,000; \$90,001 or more]

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

[Yes, No]

23. 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 about your regular duties and responsibilities.

24. **Billing: A-19s** (choose the most accurate statement):

[I am not familiar with the A-19 for; I am familiar with the A-19 form, but do not regularly prepare invoices; My fiscal agent/fiscal staff takes care of invoicing HCA/ DBHR; I create a different type of invoice or expenditure report that is submitted to our fiscal agent; I work on A-19s, or review them for accuracy, but share the responsibility with another department invoicing & invoice revisions.; I am solely responsible for preparing and submitting A-19s as well as any needed revisions]

25. **Coalition Budget: tracking** (choose the most accurate statement):

[I track the coalition's budget; Another department keeps track of the budget for me; I work with another department at my agency to track the budget and compare notes]

26. **Coalition budget: decision making** (choose the most accurate statement):

[I am solely responsible for creating, modifying, and revising the Coalition budget.; I collaborate with my coalition to create, modify and revise the budget; my fiscal agent, or another person, creates the budget with my support, Other (please specify)]

27. **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]

28. Data Entry (choose the most accurate statement):

[I am responsible for entering all Minerva data; I am responsible for some Minerva data, and another person or program subcontractor is too; I am not responsible for any Minerva data entry]

29. 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 subcontractors; I monitor and report program fidelity; I coordinate and arrange training for coalition members or program facilitators; other (please specify)]

30. Coalition Operations (chosed 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's action plan; I analyze Healthy Youth Survey and other data; I write subcontracts; Other (please specify)]

31. Supervision/Administrative (choose all that apply)

[I meet with DBHR Prevention System Managers; I meet with ESD managers; I participate in organizational support or check-in meeting; I meet with my supervisor at my fiscal agent (if different from above); I attend required HCA meetings (such as All-provider meetings, coalition leadership institute, and learning community meetings)]

32. How satisfied are you in your role as a coalition coordinator?

[0, completely unsatisfied; neither satisfied nor unsatisfied, 100- complete satisfied]

33. 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)]

34. 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; 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 (specify)]

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

[Yes, unsure, no, I plan to retire]

36. Please explain why you selected the answer you did in the previous question:

[text box]

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

37. Thinking about your collaborative partners...

How satisfied are you working with... school building staff? School or district administrators? The student assistance professional?

[Very Satisfied; Somewhat satisfied; Neither satisfied or dissatisfied; somewhat dissatisfied; very dissatisfied; other (please specify)]

38. Have vacancies in the Student Assistance Professional position been a challenge for your community? (slider scale, choose exact number between 0 and 100)

[0 - not at all to 100 - a big problem)

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

[open text box]

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

[open text box]

41. 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!

[Open text box]

APPENDIX B – Demographics

The following demographic breakdowns are among survey respondents who indicated they were in a CPWI Coalition Coordinator role.

What is your race? (Select all that apply)	
White	85%
American Indian/Alaskan Native, Asian, Multiracial, or something else fits better	8%
Prefer not to answer	8%
Black	0%
Native Hawaiian/Other Pacific Islander	0%
<i>(Some response options were combined to protect respondent anonymity)</i>	

What is your ethnicity?	
Not Hispanic, Latino(a) or Spanish origin	75%
Hispanic, Latino(a), Spanish origin, Mexican, Mexican American, or Chicano	15%
Prefer not to answer, something else fits better, or unknown ethnicity	10%
<i>(Some response options were combined to protect respondent anonymity)</i>	

What is your gender?	
Female	78%
Male	14%
Genderfluid, non-binary or prefer not to answer	8%
<i>(Some response options were combined to protect respondent anonymity)</i>	

What is your highest level of education?	
High school diploma or GED	7%
Some college	15%
AA degree	3%
Bachelor's degree	53%
Master's degree	20%
Prefer not to answer	2%

What type of community do you work in?	
Frontier	10%
Large town or city	10%
Rural	73%
Suburban	2%
Urban	5%

Which language(s) do you use most often? (Select all that apply)	
English	98%
Spanish	8%
Another language	2%
Prefer not to answer	2%