

## Social Work Employer Survey

A core mission of schools of social work is the preparation of social work practitioners. These professionals provide a range of services from assessment and therapeutic interventions, case management, program development, advocacy, and the promulgation of social policies at the individual, family, group, community and organization levels across a variety of social problem areas. The land grant nature of our university means that a particular aspect of our mission is to prepare practitioners who can meet the social and human service needs of the people of Wisconsin. But, it is also true that since our students come into our programs from throughout the country and the world we not only prepare students for work locally but globally and our students take jobs from throughout the world as well. Our preparation for practice mission encompasses two UW-Madison School of Social Work program objectives, i.e., preparing M.S.W. students for advanced practice and B.S.W. students for entry-level practice. These objectives are achieved through the delivery of the social work curricula at the baccalaureate and masters levels. Curriculum objectives provide the context within which courses are developed and delivered at each program level.

From a program assessment perspective the question then becomes, are we producing advanced and beginning level professionals who are well prepared for practice? Is our curriculum providing our graduates with the knowledge, skills and values necessary for effective social work practice in contemporary social and human service arenas? One method for understanding the answer to this question is to ask employers their assessment of these questions at hire. The purpose of our Employer Survey effort is to learn whether employers find our recent graduates to be the “product” we claim we produce. That is, do employers find that our graduates are capable of assuming entry and advanced level practice roles in their organizations? Do employers find that our curriculum objectives translate to contemporary social work practice realities?

In addition, because faculty of our school developed a unique approach to practice, we would also set out to learn whether employers find our graduates to be distinctive from graduates of other social work programs.

With funding from the Assessment Council, the development of the Employer Survey design and methodology for its implementation were developed and tested in the 2007-08 academic year. Two instruments (one for employers of B.S.W. grads and one for employers of M.S.W. grads were developed for on-line use utilizing WebSurvey@UW. A copy of the M.S.W. Survey is attached. Data analysis and lessons learned from this first effort nearing completion.

The School has a structured “feedback loop” in place for all of its assessment activities. Outcome data including Employer Survey data are reported annually at faculty meetings. Faculty may promulgate program changes or new program policies based on assessment data. Data that may be related to “process” issues within the School often become the agenda of the School’s administrative team for action. Curriculum related data are forwarded to the curriculum committee. These data can trigger improvement efforts in redesign of existing curriculum or the development of new courses or new course sequences. Relevant portions of outcome data are presented to representatives of our program’s constituents; our students, our short-term staff, and our School’s community advisory committee (largely comprised of employers).

Employer Survey  
MSSW

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Madison School of Social Work has developed a multi-faceted Outcome Study designed to provide feedback on how well meeting our program objectives and fulfilling our educational mission to prepare social work practitioners for the profession of work. Feedback from employers who have hired graduates of our BSW and MSW programs is a very important component of our program. You have been identified as the employer/supervisor of a recent graduate of the UW-Madison School of Social Work who we would like to contact you. We would very much appreciate your response to this brief survey. Survey results will be used to help us identify ways in which we can better prepare social workers. **Your responses to this survey will be combined with responses of other employers from similar types of agencies. Your name, the name of your organization, and the name of the employee will not be identifiable in any way.** If you would like a brief summary of the results of this survey, please indicate your interest at the end of the survey.

Information on Individual Completing the Survey

**Degrees Earned (check as many as apply)**

Professional Bachelor's Social Work Degree

BA/BS in Social Welfare

Non-social work/social welfare Bachelor's Degree

Master's Degree in Social Work

Other MA/MS

PhD

DSW

Other, please specify

**Name of Employing Organization**

**Title**

**Role of position (check as many as apply)**

Administration/Management

Clinical/Direct Practice

Community Org/Advocacy

Research/Policy Development

Supervision

Teaching

Other, please specify

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**Primary Practice Area of Employing Organization (check as many as apply)**

Addictions

Aging

Child/Adolescents/Family

Child Welfare

Community Development

Developmental/other disabilities

Displaced persons/homeless

Health

Juvenile/Criminal justice

Mental health

Occupational social work/EAP

Public Policy

School social work

Other, please specify

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The following questions are designed to measure how well we are meeting the School's program objectives. In thinking about this graduate when initially hired, please rate how well we prepared this graduate in the following aspects of social work practice. Note that the response categories range from "Not Prepared" to "Well Prepared."

Graduate's knowledge of human behavior relevant to his/her practice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Question one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Graduate's knowledge of social problems relevant to his/her practice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

lect one

plies practice knowledge relevant to the populations and/or problems addressed in his/her practice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

plies knowledge of social services, policies, and programs relevant to his/her practice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

esses client needs and resources and chooses the appropriate interventions in helping clients meet needs.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

ervenes in complex direct practice situations involving individuals, families, and groups (e.g. as a case manager, counselor, advocate, etc.).

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

ervenes in complex direct practice situations involving organizations and communities (e.g. as a case manager, resource developer, advocate, etc.).

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

monstrates the ability to conduct organizational assessment and analysis in order to modify policy and programs and improve service delivery.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

plies and promotes social work values.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
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lect one

mulates and applies intervention strategies that address the cultural and special needs of diverse social work clientele at individual, family, and group levels.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

mulates and applies intervention strategies that address the cultural and special needs of diverse social work clientele at community and organizational levels.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

signs and implements strategies to combat discrimination, oppression, and economic deprivation.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

signs and implements strategies to promote social and economic justice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

aluates and utilizes theoretical and empirical research relevant to the problems and/or populations addressed in his/her ctice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

aluates his/her practice utilizing research methods.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

aluates his/her practice utilizing feedback from supervisors and colleagues.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

erall, how well has the social work program at the UW-Madison prepared this employee for a career in social work practice?

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

mpared to graduates from other Social Work programs, how well prepared do you find this UW-Madison Social Work duate?

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
lect one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

ase comment on area(s) in which you think UW-Madison School of Social Work graduates are generally outstanding.

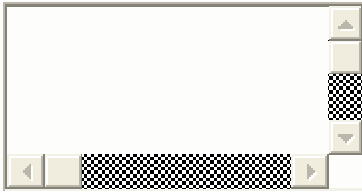
at particular strengths do UW-Madison School of Social Work graduates bring to your agency?

ase comment on areas in which you think the UW-Madison School of Social Work should strengthen its curriculum.

o next time you have an opening in your agency/organization, would you consider a graduate of our School of Social Work as rong potential candidate for that opening? Why or why not?

ier comments regarding our preparation of graduates?

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29. Comments about the survey?



Thank you for your participation in this survey

30. If you would like a brief summary of the results, please provide us with your name and address.

Name:

Street Address:

City:

State:

Zip:



Employer Survey  
BSW

## Introduction

The UW-Madison School of Social Work has developed a multi-faceted Outcome Study designed to provide feedback on how well we are meeting our program objectives and fulfilling our educational mission to prepare social work practitioners for the profession of social work. Feedback from employers who have hired graduates of our BSW and MSW programs is a very important component of our study. You have been identified as the employer/supervisor of a recent graduate of the UW-Madison School of Social Work who has given us permission to contact you. We would very much appreciate your response to this brief survey. Survey results will be used to help us identify ways in which we can better prepare social workers. **Your responses to this survey will be combined with the responses of other employers from similar types of agencies. Your name, the name of your organization, and the name of your employee will not be identifiable in any way.** If you would like a brief summary of the results of this survey, please indicate your interest at the end of the survey.

## Information on Individual Completing the Survey

### 1. Name of Employing Organization

### 2. Degrees Earned (check as many as apply)

- Professional Bachelor's Social Work Degree
- BA/BS in Social Welfare
- Non-social work/social welfare Bachelor's Degree
- Master's Degree in Social Work
- Other MA/MS
- PhD
- DSW
- Other, please specify

### 3. Job Title

### 4. Type of position (check as many as apply)

- Administration/Management
- Clinical/Direct Practice
- Community Org/Advocacy
- Research/Policy Development
- Supervision

Teaching

Other, please specify

5. **Primary Practice Area of Employing Organization (check as many as apply)**

Addictions

Aging

Child/Adolescents/Family

Child Welfare

Community Development

Developmental/other disabilities

Displaced persons/homeless

Health

Juvenile/Criminal justice

Mental health

Occupational social work/EAP

Public Policy

School social work

Other, please specify

The following questions are designed to measure how well we are meeting the School's program objectives. In thinking about this graduate when initially hired, please rate how well we prepared this graduate in the following aspects of social work practice. Note the response categories range from "Not Prepared" to "Well Prepared."

6. Applies critical thinking skills within social work practice contexts.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

7. Applies and promotes social work values

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

8. Develops constructive professional relationships with clients, service personnel and target systems

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

9. Demonstrates the skills of generalist social work practice with and on behalf of individuals, families, and groups.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

10. Demonstrates the skills of generalist social work practice with and on behalf of organizations and communities.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

11. Understands theoretical frameworks on the interactions among and between individuals, families, groups, organizations, and communities.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

12. Uses knowledge of normal human behavior and development in the assessment of client functioning.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

13. Applies knowledge of social problems and issues to immediate entry level practice situations.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

14. Assesses the impact of social policies on individuals, families, groups, organizations, and communities.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

15. Assesses client needs and resources and choose the appropriate interventions in helping clients meet needs.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Select one

16. Uses community resources for the benefit of clients and their communities.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

17. Communicates across client populations, colleagues, and communities.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

18. Formulates and applies intervention strategies that address the cultural and special needs of diverse social work clientele at individual, family, and group levels.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

19. Formulates and applies intervention strategies that address the cultural and special needs of diverse social work clientele at community and organizational levels.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

20. Designs and implements strategies to combat discrimination, oppression, and economic deprivation.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

21. Designs and implements strategies to promote social and economic justice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

22. Uses the expertise of supervisors and other colleagues for ideas, feedback, and support.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

23. Works within an organization.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

24. Facilitates organizational changes.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

25. Understands research methods in order to be a critical consumer of research.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

26. Understands research methods in order to evaluate their own practice.

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

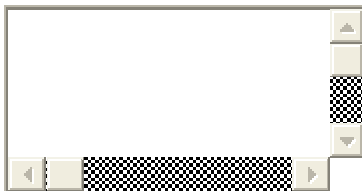
27. Overall, how well has the social work program at the UW-Madison prepared this employee for a career in social work practice?

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

28. Compared to graduates from other Social Work programs, how well prepared do you find this UW-Madison Social Work graduate?

	Not Prepared	Somewhat Prepared	Prepared	Well Prepared	Unable to Rate
Select one	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Please comment on area(s) in which you think UW-Madison School of Social Work graduates are generally outstanding.



30. What particular strengths do UW-Madison School of Social Work graduates bring to your agency?

31. Please comment on areas in which you think the UW-Madison School of Social Work should strengthen its curriculum.

32. The next time you have an opening in your agency/organization, would you consider a graduate of our School of Social Work as a strong potential candidate for that opening? Why or why not?

33. Other comments regarding our preparation of graduates?

34. Comments about the survey?

Thank you for your participation in this survey

35. If you would like a brief summary of the results, please provide us with your name and address.

Name:

Street Address:

City:

State:

Zip: