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INFORMATION COLLECTION ACTIVITY #3

INSTRUMENT #3

CHILD SUPPORT NONCUSTODIAL PARENT EMPLOYMENT

DEMONSTRATION (CSPED)

Program Staff Survey

March 28, 2013

National Child Support Noncustodial Parent Employment Demonstration (CSPED)

Public Burden Statement: An agency may not conduct or sponsor, and a person is not required to respond to, a collection of information unless it displays a currently valid OMB control number. The OMB control number for this project is [FILL NUMBER]. Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to: ACF Reports Clearance Officer [FILL ADDRESS].

The Child Support Noncustodial Parent Employment Demonstration (CSPED) evaluation is funded by the United States Department of Health and Human Services, Administration for Children and Families (ACF), Office of Child Support Enforcement (OCSE). The evaluation is documenting and evaluating the effectiveness of approaches taken by eight CSPED grantees to provide case management, employment, parenting, and child support services to noncustodial parents who are having difficulty meeting their child support obligation. Mathematica Policy Research and the University of Wisconsin-Madison are conducting this research on behalf of OCSE.

You are being asked to complete this survey because you were identified as a staff member who works directly with CSPED demonstration participants, at either a sponsoring agency or partner agency affiliated with the CSPED in one of the grantee sites. Your participation in this survey is important and will help us understand more about the staff that work in CSPED grantee and partner agencies. The length of this survey is different for different people, but on average it should take no more than 30 minutes.

Participation in the survey is completely voluntary and you may choose to skip any question. Your responses will be kept private and used only for research purposes. They will be combined with the responses of other staff and no individual names will be reported. While there are no direct benefits to participants, your participation will help the U.S. Department of Health and Human Services learn how to better provide services to noncustodial parents who are having difficulty meeting their child support obligations. There is minimal risk related to taking part in this study. In the unlikely event of a data breach, your participation in the demonstration could become known.

If you have any questions about the web survey, or if you prefer to complete the questionnaire by mail or telephone, please do not hesitate to contact Lisa Klein at Mathematica. You can reach Lisa by calling 1-202-250-3545 or emailing lklein@mathematica-mpr.com. If you have questions about the research, contact Jennifer Noyes at the University of Wisconsin-Madison. You can reach Jennifer by calling 1-608-262-7990 or emailing jnoyes@ssc.wisc.edu. If you have questions about your rights as a research participant, you should contact the University of Wisconsin-Madison Education Research and Social & Behavioral Science IRB Office by calling 1-608-263-2320.

Thank you for participating in this survey. By completing the survey and submitting your responses, you are confirming that you understand the information you provide will be kept private, used only for research purposes, and that your answers will be combined with the responses of other staff so that no individuals are identified.

i. SCREENER

i. Do you currently work on the [CSPED DEMONSTRATION]?

SELECT ONE ONLY

- Yes, I currently work on the [CSPED DEMONSTRATION] at a sponsoring agency or partner agency affiliated with [CSPED DEMONSTRATION]
- No → **E**
- Don't know → **E**

A1. What is your current job title at [ORGANIZATION NAME]?

PACT

A2. How long have you been employed at [ORGANIZATION NAME]?

PACT

 (0-120)

Please select one button below to indicate whether you are reporting in months or years.

SELECT ONE ONLY

- Months 1
- Years 0
- Don't know d

A3. The next questions are about your work activities at [ORGANIZATION NAME]. During a typical work week, which of the following activities do you take part in on this job?

2010 NSCG tailored for CSPED

SELECT ONE PER ROW

	YES	NO	DON'T KNOW
a. Conducting outreach to recruit potential program participants.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
b. Screening potential participants for program eligibility.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
c. Enrolling potential participants or informing them of their program status after random assignment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
d. Providing case management services, including initial needs assessment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
e. Providing enhanced child support services, such as conducting expedited reviews and initiating order modification, compromising state-owed arrears, reinstating drivers' licenses, or suspending other enforcement tools.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
f. Providing parenting education and/or fatherhood services with peer support.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
g. Helping participants prepare for employment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
h. Help participants find employment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
i. Recruiting employers to hire participants.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
j. Placing participants into jobs.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
k. Following up with employers and participants after job placement.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
l. Conducting job readiness assessments.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
m. Dealing with domestic violence issues.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
n. Coordinating services for participants with other partner agencies.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
o. Helping connect participants with needed support services or resources.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
p. Managing or supervising other individuals at your organization.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
q. Training other staff at your organization.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
r. Other services (<i>Specify</i>).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>

A4. Before coming to work for [ORGANIZATION NAME], did you ever have any of the following experiences?

Baby FACES tailored for CSPED

SELECT ONE PER ROW

	YES	NO	DON'T KNOW
a. Working with noncustodial parents.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
b. Providing case management services.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
c. Enforcing child support orders.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
d. Providing enhanced child support services, such as conducting expedited reviews and initiating order modification, compromising state-owed arrears, reinstating drivers' licenses, or suspending other enforcement tools.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
e. Providing parenting education and/or fatherhood services with peer support.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
f. Helping individuals prepare for employment.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
g. Helping individuals obtain employment or placing them in jobs.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
h. Recruiting employers to hire participants.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
i. Placing participants into jobs.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
j. Following up with employers and participants after job placement.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
k. Conducting job readiness assessments.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
l. Dealing with domestic violence issues.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
m. Recruiting or enrolling participants into a voluntary program.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
n. Coordinating services with staff in partner agencies.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
o. Managing or supervising staff.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
p. Any other relevant experience (<i>Specify</i>).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>

PROGRAMMER: ASK QUESTION A5 ONLY IF THE RESPONDENT ANSWERED "YES" TO QUESTION A3.d

A5. Considering all work you have done for current and past organizations, how long have you been providing case management services?

PACT

Please enter how long have you been providing case management services in either months or years.

(0-120)

Please select one button below to indicate whether you are reporting in months or years.

SELECT ONE ONLY

- Months 1
- Years 0
- Don't know d

PROGRAMMER: ASK QUESTION A6 ONLY IF THE RESPONDENT ANSWERED "YES" TO QUESTION A3.e

A6. Considering all work you have done for current and past organizations, how long have you been doing child support case management, such as reviewing and modifying child support orders, modifying arrears collection, or suspending other enforcement tools?

PACT

Please enter how long have you been doing child support case management in either months or years.

SELECT ONE ONLY

- Months 1
- Years 0
- Don't know d

PROGRAMMER: ASK QUESTION A7 ONLY IF THE RESPONDENT ANSWERED "YES" TO QUESTION A3.f

A7. Considering all work you have done for current and past organizations, how long have you been providing parenting education and/or fatherhood services with peer support?

PACT

Please enter how long have you been providing parenting and/or fatherhood education in either months or years.

(0-120)

Please select one button below to indicate whether you are reporting in months or years.

SELECT ONE ONLY

- Months 1
- Years 0
- Don't know d

PROGRAMMER: ASK QUESTION A8 ONLY IF THE RESPONDENT ANSWERED “YES” TO QUESTION A3.g

A8. Considering all work you have done for current and past organizations, how long have you been helping individuals prepare for employment?

PACT

Please enter how long have you been helping individuals prepare for employment in either months or years.

(0-120)

Please select one button below to indicate whether you are reporting in months or years.

SELECT ONE ONLY

- Months 1
- Years 0
- Don't know d

PROGRAMMER: ASK QUESTION A9 ONLY IF THE RESPONDENT ANSWERED “YES” TO QUESTION A3.h

A9. Considering all work you have done for current and past organizations, how long have you been helping individuals find employment?

PACT

Please enter how long have you been helping individuals find employment in either months or years.

(0-120)

Please select one button below to indicate whether you are reporting in months or years.

SELECT ONE ONLY

- Months 1
- Years 0
- Don't know d

The next questions ask about your caseload. Please answer thinking about your own caseload, not the caseload of [ORGANIZATION NAME] as a whole.

A10. Currently, about how many clients are in your caseload?

CSPED developed

(0-500)

- Don't know d

A11. How often are you aware when an individual in your caseload is participating in the [CSPED DEMONSTRATION] program?

CSPED developed

SELECT ONE ONLY

- 1 Never
- 2 Rarely
- 3 Sometimes
- 4 Very often
- 5 Always

A12. Approximately what percentage of your caseload is participating in the [CSPED DEMONSTRATION] program?

CSPED developed

Please enter a number rounded up to the nearest percentage point.

(0-100) PERCENT

Don't know d

A13. In a typical week, approximately what percentage of your work hours do you spend on activities related to the [CSPED DEMONSTRATION] program?

CSPED developed

Please enter a number rounded up to the nearest percentage point.

(0-100) PERCENT

Don't know d

B1. Organizations decide to participate in the [CSPED DEMONSTRATION] for many different reasons. How important were each of the following reasons in your organization's decision to participate in the [CSPED DEMONSTRATION]?

Early Head Start Fatherhood Demonstration

SELECT ONE PER ROW

	NOT AT ALL IMPORTANT	A LITTLE IMPORTANT	SOME WHAT IMPORTANT	VERY IMPORTANT	EXTREMELY IMPORTANT	DON'T KNOW
a. Increasing child support payments from noncustodial parents.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
b. Helping noncustodial parents with parenting skills.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
c. Helping noncustodial parents get or maintain stable employment.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
d. Helping noncustodial parents stay in contact with their children.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
e. Being recognized in the community as a good resource for noncustodial parents.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
f. Involving noncustodial parents in other available services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
g. Preventing domestic violence in child support cases	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>

B2. In your opinion, which types of agencies should take the lead in establishing employment programs for unemployed noncustodial parents?

SELECT ALL THAT APPLY

- 1 Child support agencies
- 2 Employment agencies
- 3 Fatherhood programs
- 4 Other, specify _____
- d Don't Know

B3. In your opinion, which of the following should be included as core services provided by employment programs for unemployed noncustodial parents?

SELECT ALL THAT APPLY

- 1 Child support services
- 2 Employment services
- 3 Fatherhood services
- 4 Other, specify _____
- d Don't Know

B4. The next questions ask you about the [CSPED DEMONSTRATION] program's purpose and goals.

CSPED developed

SELECT ONE PER ROW

	NOT AT ALL	A LITTLE	SOME WHAT	VERY	EXTREMELY	DON'T KNOW
a. How clear is the purpose of the [CSPED DEMONSTRATION] program to you?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
b. How familiar are you with the other organizations providing services to program participants through the [CSPED DEMONSTRATION]?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
c. How well do you understand your organization's role in the program?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
d. How well do you understand the role of other organizations in the program?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
e. How important do you think the services provided by other organizations in this program are to serving participants?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
f. How well do you know the criteria by which the program's success will be judged?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
g. How often do you receive feedback about how well your organization is meeting program expectations?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>
h. How often do you receive information about whether or not other partner organizations are meeting program expectations?	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	d <input type="checkbox"/>

B5. How successfully do you think the [CSPED DEMONSTRATION] program provides each of the following services?

Head Start Family and Child Experiences Survey tailored for CSPED

SELECT ONE PER ROW

	DOES NOT PROVIDE THIS SERVICE	NOT AT ALL	A LITTLE	SOMEWHAT	VERY	EXTREMELY
a. Case management.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
b. Enhanced child support services, including expedited review and initiating order modifications, compromising state-owed arrears, reinstating licenses, and suspending other enforcement tools	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
c. Parenting education and/or fatherhood services with peer support.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
d. Job readiness training.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
e. Job search assistance.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
f. Job placement services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
g. Job retention services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
h. Referrals to community organizations.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
i. Domestic violence prevention or treatment services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
j. Other services (<i>Specify</i>).....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

B6. For noncustodial parents who do not participate in the [CSPED DEMONSTRATION] program, how easy is it to access the following types of services in the community?

CSPED developed

SELECT ONE PER ROW

	DOES NOT PROVIDE THIS SERVICE	NOT AT ALL	A LITTLE	SOMEWHAT	VERY	EXTREMELY
a. Case management.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
b. Enhanced child support procedures, including reviewing and modifying child support orders, modifying arrears collection, and suspending other enforcement tools.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
c. Parenting education and/or fatherhood services with peer support.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
d. Job readiness training.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
e. Job search assistance.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
f. Job placement services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
g. Job retention services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
h. Referrals to community organizations.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
i. Domestic violence prevention or treatment services.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>
j. Other services (<i>Specify</i>).....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>

B7. The next questions ask about your agency's collaboration with other partner agencies in the [CSPED DEMONSTRATION] program.

CSPED developed

SELECT ONE PER ROW

	NOT AT ALL	A LITTLE	SOMEWHAT	VERY	EXTREMELY
a. Overall, how strong is your agency's partnership with the other agencies involved in this program?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b. How helpful is working collaboratively with other agencies for doing your job?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c. How strong is your agency's partnership with domestic violence programs?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

B8. In the past 12 months, how often did you call or meet with another case manager to coordinate services or activities, either for individual participants or for groups of participants?

CSPED developed

SELECT ONE ONLY

- Never..... 1
- Daily..... 2
- Weekly..... 3
- Bi-Weekly..... 4
- Monthly..... 5
- Once every few months..... 6
- Yearly..... 7
- Don't know..... d

B9. Are any of the services you provide co-located with other partner agencies in the [CSPED DEMONSTRATION]?

CSPED developed

- Yes..... 1 GO TO B11
- No..... 0
- Don't know..... d

ASK IF B9=NO, DON'T KNOW

B10. In your opinion, how much would co-location with other partner agencies help you to provide services for the [CSPED DEMONSTRATION]?

CSPED developed

SELECT ONE ONLY

- Not at all..... 1
- A little..... 2
- Somewhat..... 3
- Quite a bit..... 4
- A very great deal..... 5
- Don't know..... d

ASK IF B10=YES OR B10=ANSWERED

B11. In your opinion, how much does co-location with other partner agencies help you to provide services for the [CSPED DEMONSTRATION]?

CSPED developed

SELECT ONE ONLY

- Not at all..... 1
- A little..... 2
- Somewhat..... 3
- Quite a bit..... 4
- A very great deal..... 5
- Don't know..... d

B12. The next questions ask about the challenges programs may face in providing services. Do any of the following challenges exist for [CSPED DEMONSTRATION]?

Head Start Family and Child Experiences Survey tailored for CSPED

SELECT ONE PER ROW

	YES	NO	DON'T KNOW
a. Our program does not have enough money for needed program activities.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
b. Our program does not have adequate space for program activities.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
c. Our program does not have adequate equipment and supplies for needed program activities.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
d. Our program does not have enough of the right staff to deliver services.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
e. There is a lack of administrative or support staff.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
f. Our program has experienced considerable staff turnover.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
g. Our program has lacked good leadership.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
h. There is a lack of agreement among staff on participants' needs and interests.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
i. Our program needs more interpreters or bilingual staff.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
j. Our program has difficulty notifying participants of upcoming activities.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
k. Our program has little ability to offer activities at times convenient for participants.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
l. Our program has difficulty getting participants engaged in services.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>
m. Our program lacks experience working with noncustodial parents with multiple barriers to paying child support.	1 <input type="checkbox"/>	0 <input type="checkbox"/>	d <input type="checkbox"/>

n. Our program has difficulty meeting participant's needs due to inflexible child support policies.

YES

NO

DON'T
KNOW

1

0

d

o. Other
(specify) _____

1

0

d

The next questions ask about training activities you have participated in as a staff member at [ORGANIZATION].

C1. During the past 12 months, have you participated in any training activities related to your work, either at your workplace or somewhere else?

EHS R&P tailored for PACT and CSPED

1 Yes

0 No →

C2. Why did you participate in these training activities?

EHS R&P tailored for PACT and CSPED

SELECT ONE PER ROW

	YES	NO
a. Required by your employer, specifically because of the [CSPED Program]	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Required by your employer, not specifically because of the [CSPED Program]	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Interest in topics.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. To work towards additional credentials, certificates, or degrees.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. To update your skills.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
f. Other (<i>Specify</i>).....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

C3. Thinking about the content of the training activities you have participated in during the past 12 months, how helpful was this training in guiding how you do your work?

EHS R&P tailored for PACT and CSPED

SELECT ONE ONLY

1 Not at all helpful

2 A little helpful

3 Somewhat helpful

4 Very helpful

5 Extremely helpful

C4. During the past 12 months, did you participate in training activities about the following topics?

CSPED-developed

SELECT ONE PER ROW

	YES	NO
a. Domestic violence	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. Policy and procedures for [CSPED DEMONSTRATION]	1 <input type="checkbox"/>	0 <input type="checkbox"/>
c. Fatherhood curriculum.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
d. Workforce development.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>
e. Child support.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

YES

NO

C5. Overall, based on all of the training you have received at [ORGANIZATION NAME] during the past 12 months, how prepared do you feel for your staff role?

PACT

SELECT ONE ONLY

- 1 Not at all prepared
- 2 A little prepared
- 3 Somewhat prepared
- 4 Very prepared
- 5 Extremely prepared

The next question asks about additional training that you think you need to be successful as a staff member on the [CSPED DEMONSTRATION] program.

CSPED

C.6 How much additional training do you think you need on:

SELECT ONE PER ROW

	NONE	A LITTLE	SOME	QUITE A BIT	A VERY GREAT DEAL
a. recruiting participants?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b. motivating participants to participate in program activities?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c. facilitating group sessions?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
d. providing case management?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
e. helping participants with multiple barriers to employment find work?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
f. implementing enhanced child support services and suspending enforcement actions?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
g. coordinating with partner agencies?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
h. implementing a fatherhood or parenting curriculum?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
i. dealing with situations of possible domestic violence?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
j. referring participants to other organizations for substance abuse, mental health, or other services?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
k. recruiting employers to hire participants who have multiple barriers to work?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
l. helping participants find jobs that provide a living wage?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

SELECT ONE PER ROW

	NONE	A LITTLE	SOME	QUITE A BIT	A VERY GREAT DEAL
m. helping participants learn to keep a job?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
n. helping participants with criminal records find jobs?.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

The next questions ask about your supervision as a staff member of [ORGANIZATION NAME]. If you have more than one supervisor, please answer these questions about the supervisor you work with the most in [ORGANIZATION NAME].

D1. Is there at least one person at [ORGANIZATION NAME] whom you regard as your supervisor?

PACT

- 1 Yes
- 0 No → **G**

D2. In the past 12 months, how often did you have formal, one-on-one supervision meetings?

PACT

SELECT ONE ONLY

- Never..... 1
- Daily..... 2
- Weekly..... 3
- Bi-Weekly..... 4
- Monthly..... 5
- Once every few months..... 6
- Yearly..... 7
- Don't know..... d

D3. In the past 12 months, how often did you participate in group meetings with other staff members?

PACT

SELECT ONE ONLY

- Never..... 1
- Daily..... 2
- Weekly..... 3
- Bi-Weekly..... 4
- Monthly..... 5
- Once every few months..... 6

- Yearly.....7
- Don't know.....d

D4. Please indicate if you strongly disagree, disagree, somewhat disagree, somewhat agree, agree, or strongly agree with each statement. My supervisor:

Dickinson and Painter tailored for PACT and CSPED

SELECT ONE PER ROW

	STRONGLY DISAGREE	DISAGREE	SOMEWHAT DISAGREE	SOMEWHAT AGREE	AGREE	STRONGLY AGREE	DON'T KNOW
a. provides the expert help I need to do my job.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
b. knows effective ways to work with noncustodial parents.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
c. is willing to help me complete difficult tasks.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
d. encourages creative solutions.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
e. reinforces the training I receive.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
f. helps me learn and improve.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
g. is available to me when I ask for help.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
h. has expectations for my work that are challenging but reasonable.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
i. gives me clear feedback on my job performance.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>
j. has helped staff develop into an effective team.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>	6 <input type="checkbox"/>	d <input type="checkbox"/>

D5. If you have questions about the [CSPED DEMONSTRATION] program, do you know who to ask?

CSPED developed

SELECT ONE ONLY

1 Yes

0 No

The next questions are about your opinions on jobs and services for noncustodial parents.

E1. In your opinion, is it generally better to encourage noncustodial parents to:

CSPED developed

SELECT ONE PER ROW

	YES	NO
a. take any available job they can find rather than help them build basic job skills first?	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. take a low-skill, low-paying job, rather than wait for a better opportunity?	1 <input type="checkbox"/>	0 <input type="checkbox"/>

E2. In your opinion, is it appropriate for child support agencies to help noncustodial parents by providing access to:

CSPED developed

SELECT ONE PER ROW

	YES	NO
a. employment services?	1 <input type="checkbox"/>	0 <input type="checkbox"/>
b. fatherhood or parenting services?		
c. child support enhanced services, such as expedited order modification and suspension of administrative enforcement remedies.....	1 <input type="checkbox"/>	0 <input type="checkbox"/>

The following questions ask about your views on fatherhood.

E3. Fathers do many things for their children. How important is it for fathers to do each of the following?

SELECT ONE PER ROW

Fragile Families and Child Well-being

	NOT AT ALL	A LITTLE	SOMEWHAT	VERY	EXTREMELY
a. Provide regular financial support	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b. Teach children about life	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c. Provide direct care, such as feeding, dressing, and child care	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
d. Show love and affection to the child	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
e. Provide protection for the child	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
f. Serve as an authority figure and discipline the child	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

E4. How much do you agree with the following statements about the rights and obligations of fathers who live apart from their children?

SELECT ONE PER ROW

PACT

	NOT AT ALL	A LITTLE	SOMEWHAT	QUITE A BIT	A GREAT DEAL
a. A father should be able to see his child only if he provides regular financial support.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b. Regardless of child support or formal custody arrangements, a father should be allowed to help make decisions about his child.	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

E5. Below is a list of things that can make it hard for people to find or keep a job. How often do you hear from noncustodial parents that each of the following makes it hard to find or keep a job?

CSPED developed, adapted from participant baseline survey

SELECT ONE PER ROW

	NEVER	RARELY	SOMETIMES	VERY OFTEN	EXTREMELY OFTEN
a. Problems getting to work, such as not having a car or access to public transportation	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
b. Not having the kinds of skills employers are looking for.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
c. Having to take care of a family member..... this made finding and keeping a job extremely hard, very hard, somewhat hard, a little bit hard, or not hard at all? (Has this made finding and keeping a job extremely hard, very hard, somewhat hard, a little bit hard, or not hard at all?)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
d. Not having a steady place to live.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
e. Problems with alcohol or other drugs.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
f. Trouble getting along with other people or controlling your anger..... and keeping a job extremely hard, very hard, somewhat hard, a little bit hard, or has this not made it hard at all? (Has this made finding and keeping a job extremely hard, very hard, somewhat hard, a little bit hard, or has this not made it hard at all?)	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
g. Physical or mental health issues.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>
h. Having a criminal record.....	1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input type="checkbox"/>	5 <input type="checkbox"/>

The next questions ask about your background.

F1. Are you Hispanic, Latino, or of Spanish origin?

PACT

SELECT ONE ONLY

- 1 No, not of Hispanic, Latino or Spanish origin
- 2 Yes, Mexican, Mexican American, Chicano
- 3 Yes, Puerto Rican
- 4 Yes, another Hispanic, Latino or Spanish origin

F2. What is your race?

PACT

SELECT ALL THAT APPLY

- 1 American Indian or Alaska Native
- 2 Asian
- 3 Black or African American
- 4 Native Hawaiian or other Pacific Islander
- 5 White

F3. What is the highest level of education you have completed?

PACT

SELECT ONE ONLY

- 0 Did not complete high school or GED
- 1 High School: Diploma
- 2 High School: General Education Development or GED
- 3 Some college/some postsecondary vocational courses
- 4 2-year or 3-year college degree (Associate's degree)
- 5 Vocational school diploma
- 6 4-year college degree (Bachelor's degree)
- 7 Some graduate work/no graduate degree
- 8 Graduate or professional degree (e.g., MA, MBA, PH.D., JD, MD)

F4. Are you male or female?

PACT

SELECT ONE ONLY

Male

Female

THANK YOU FOR TAKING PART IN THIS IMPORTANT SURVEY!