

15 - Staff Survey for Sites Testing Employment Intervention

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SECTION i. INTRODUCTION

As you know, your organization is part of a large study called Building Bridges and Bonds. Thank you for your support thus far! Today we are asking for your support by completing the B3 staff survey.

The survey should take you less than 40 minutes to complete. We want to ensure the voices of all staff working with any B3 study members are heard. Your responses will be kept private to the extent permitted by law and used only for research purposes. They will be combined with the responses of other staff and no individual names will be reported.

Participation in the survey is completely voluntary. There are no known risks of participating in this survey, except that you may feel uncomfortable answering some questions in the survey. You can refuse to answer those questions if you wish.

If you have any questions about the survey, please do not hesitate to contact MDRC. You can reach MDRC by calling 1-855-907-6703 or emailing b3mdrc.org.

Thank you for completing this survey.

Before starting the survey, please read and answer the statement below.

THE PAPERWORK REDUCTION ACT OF 1995

This collection of information is voluntary and will be used to learn about the effects of parenting and employment services for fathers. Public reporting burden for this collection of information is estimated to average 40 minutes per response, including the time for reviewing instructions, gathering and maintaining the data needed, and reviewing the collection of information. 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 number for this information collection is 0970-0XXX and the expiration date is XX/XX/XXXX. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden to Erika Lundquist; 16 E 34th St, MDRC, 19th Floor, New York, NY 10016; Attn: OMB-PRA (xxxx-xxxx).

- i1. I have read the introduction and understand that the information I provide will be kept private to the extent permitted by law and used only for research purposes. My responses will be combined with the responses of other staff and no individual names will be reported.
- I agree with the above statement and will complete the survey.....1
 - I do not agree with the above statement and will not complete the survey.....0 END SURVEY

[PROGRAMMING NOTE: i1 is mandatory. If i1=0, the next screen should say "Thank you for your answer. We understand and thank you for your time." and end the survey]

Module A: Staff Roles and Responsibilities

Thanks for starting the survey! We know staff play an important role in the success of the B3 study. The first set of questions asks about your role within [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

A1. What is your job title at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]? [Programming note: Limit characters to 50]

_____ (fill in)

Don't know

Decline to answer

A2. When did you start working at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]?

___ ___ month ___ ___ ___ year [programming note: Drop down menu for month and year.

Month options: the digits 1 - 12, don't know, refuse; year options: "1950 - 2017"]]

Don't Know

Decline to answer

There is no A3 question

A4a. What types of fathers do you currently work with?

Mostly B3 study CBI-Emp fathers

Mostly B3 study "no CBI-Emp" fathers

Mostly fathers not eligible for the B3 study

I do not work with fathers [END SURVEY]

Don't know

A4b. Do you facilitate any CBI-Emp workshops or sessions?

Yes

No

Don't Know

Decline to answer

A5. How many hours do you work at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] in a typical week? Please report actual, not scheduled, hours. Round to the nearest whole hour.

[programming note: set maximum number of hours to 99]

___ ___ [programming note: 2 digits maximum]

Number of Hours

Don't Know

Decline to answer

A6. Do you focus on the following areas in your work with fathers at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]?

	Yes, I focus on this area	No, I do not focus on this area	Don't know	Decline to answer
Healthy marriage and relationships	1	0		
Parenting	1	0		
Job Development	1	0		
In program case management	1	0		
Post program case management/support	1	0		
Social Services / Emergency Needs	1	0		

Other [Programming note: allow fill in; limit to 100 characters] _____

Don't know

Decline to answer

We are now going to ask you some questions about how long you spend doing various tasks related to your role at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

A7. What activities are you involved in at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]?

[programming note: check all that apply]

- Outreach to recruit potential participants
- Eligibility screening and intake
- Working with clients individually
- Planning and facilitating workshops with clients
- Administrative work (i.e. paperwork, data entry, staff meetings training)
- Other, _____ (allow fill in for other response)

A8. We would like to ask you more specifically about how you spend your time at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]. If you did not spend time on an activity then mark it as zero (0).

[Programming note: allow 2 digit response maximum. Please add a rolling sum of hours to questions in A8. After answering all of A8 - add a reminder message that states "In an earlier question you stated you worked [INSERT FILL IN RESPONSE FROM A5] hours in a typical week. You have accounted for [INSERT ROLLING SUM FOR A8]. Please take a moment to check over your answers]

			Hours in a typical week		
a.	<i>ONLY if select 'Outreach to recruit potential program participants' in A7</i>	Conduct outreach to recruit potential program participants		Don't know	Decline to answer
b.	<i>ONLY if select 'eligibility screening and intake' in A7</i>	Eligibility, screening and intake of potential participants		Don't know	Decline to answer
c.	<i>ONLY if select 'Working with client individually in person' in A7</i>	Helping individual fathers address barriers and life challenges		Don't know	Decline to answer
d.	<i>ONLY if select 'Working with client individually' in A7</i>	Help participants prepare for or obtain employment in a one-on-one setting. Do not include group work.		Don't know	Decline to answer
e.	<i>ONLY if select 'Working with client individually' in A7</i>	Working with employers on behalf of participants		Don't know	Decline to answer
f.	<i>ONLY if select 'Planning and facilitating workshops with clients' in A7</i>	Planning CBI-Emp workshops		Don't know	Decline to answer
g.	<i>ONLY if select 'Planning and facilitating workshops with clients' in A7</i>	Facilitating CBI-emp workshops		Don't know	Decline to answer
h.	<i>ONLY if select 'Planning and facilitating workshops with clients' in A7</i>	Planning for other employment readiness workshops? This could include job search, financial literacy, resume development, or other readiness topics.		Don't know	Decline to answer
i.	<i>ONLY if select 'Planning and facilitating workshops with clients' in A7</i>	Facilitating other employment readiness workshops		Don't know	Decline to answer
j.	<i>ONLY if select</i>	Planning for parenting,		Don't know	Decline to

	<i>'Planning and facilitating workshops with clients' in A7</i>	fatherhood, or healthy relationship workshops			answer
k.	<i>ONLY if select 'Planning and facilitating workshops with clients' in A7</i>	Facilitating parenting, fatherhood, or healthy relationship workshops		Don't know	Decline to answer
l.	<i>ONLY if select 'Administrative/office work' in A7</i>	Managing or supervising other individuals at your organization		Don't know	Decline to answer
m.	<i>ONLY if select 'Administrative/office work' in A7</i>	Data entry (nFORM or other)		Don't know	Decline to answer
n.	<i>ONLY if select 'Administrative/office work' in A6</i>	Staff meetings, supervision or participating in peer to peer support		Don't know	Decline to answer
o.	<i>ONLY if select 'Other' in A7</i>	<i>Pre-fill written response from 'other' category in A7</i>		Don't know	Decline to answer

A8p. How many hours in a typical week do you spend on other activities that were not listed?

_____ hours in a typical work week.

Don't know

Decline to answer

The next set of questions will ask you about your training and the caseload you carry.

A9. Have you received any formal training in the past year related to the work you are doing with fathers?

Yes

No

Don't Know

Decline to answer

A10. Do you carry a caseload of a specific group of fathers with whom you are responsible for staying in contact? [programming note: mandatory question]

Yes

No → SKIP to A12
 Don't Know → SKIP to A12
 Decline to answer → SKIP to A12

A10a. In the past month, how many fathers were on your caseload?

_____ (fill in number) [programming note: require at least 1 digit; maximum 3 digits]
 Don't Know
 Decline to answer

A10b. In the past month ,how many fathers on your caseload do you consider active, meaning you have regular contact with them?

_____fathers(fill in)
 Don't know
 Decline to answer

A11. How many fathers do you have contact with in a typical week? This could be in person, over the phone, by email or text.

_____ fathers per week (fill in number) [programming note: fill in #, require at least 1 digit, maximum 3 digits]
 Don't know
 Decline to answer

A12. Do you remind fathers of upcoming meetings or workshops?

Yes
 No [SKIP TO B1]
 Don't know [SKIP TO B1]
 Decline to answer [SKIP to B1]

A13. How often do you use these methods to give reminders? Check one (box) per line.
 [Programming note: want respondent to check one option per line]

	Never	Rarely	Sometimes	Often	Decline to Answer
Emails					
Text Messages					
Phone Calls					
In Person					
Other					

<i>(Programming note: Fill in response)</i>					
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Module B: Organizational Structure

One module complete! The characteristics and structure of the organization you work for also plays an integral part of the B3 study. The next module asks what you think about how well your organization supports your work.

Please read the following statements and indicate the degree to which you disagree or agree with them.

B1. These questions relate to your experience working at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

[programming note: randomize order of items]

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Decline to answer
a	My job role is clearly defined.	1	2	3	4	5	9
B	Keeping fathers engaged in program services is a challenge for the [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]	1	2	3	4	5	9
C	Facilities here are well suited for programmatic activities.	1	2	3	4	5	9
D	The [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] operates with clear goals and objectives	1	2	3	4	5	9
E	[PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] is an effective program.	1	2	3	4	5	9

B2. These questions relate to staffing at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

		Strongly	Disagree	Uncertain	Agree	Strongly	Decline
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		disagree		n		agree	to answer
A	Staff have all necessary resources to support fathers' needs	1	2	3	4	5	9
B	[PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] has the right set of staff working with fathers.	1	2	3	4	5	9
C	Program staff are overburdened	1	2	3	4	5	9
D	There are enough staff here to meet the current client needs.	1	2	3	4	5	9
E	Mutual trust and cooperation among staff in this program are strong.	1	2	3	4	5	9
F	Staff here are given a lot of freedom in working with clients.	1	2	3	4	5	9
G	It is important that staff in our program share some common characteristics or life experiences with the fathers we work with.	1	2	3	4	5	9

B3. These questions relate to management at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

		Strongly disagree	Disagree	Uncertain	Agree	Strongly agree	Decline to answer
A	I have a good relationship with [PREFILL NAME OF B3 ORGANIZATION FROM	1	2	3	4	5	9

	DATABASE]management						
B	Management at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] fully trust my professional opinion	1	2	3	4	5	9
C	The organization's leadership is committed to the success of [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]	1	2	3	4	5	9
D	Within [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] it is clear who I report to.	1	2	3	4	5	9
E	Ideas and suggestions from staff get fair consideration by [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]management	1	2	3	4	5	9
F	Staff initiative is discouraged by program management	1	2	3	4	5	9
g	The communication between program leadership and staff involved in [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] implementation is effective	1	2	3	4	5	9

Module C: Reflection on Staff Role

[Programming note: for direct staff only; will be indicated in the Prefill file.]

Two modules complete! Thanks for answering our questions! This module of questions ask for you to reflect on what you think about your job and working with fathers at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

C1. Please read the following statements and indicate the degree to which you disagree or agree with them. When answering, please think about your work with fathers at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE].

[programming note: randomize order of items]

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Decline to Answer
a.	I am motivated to apply skills from training to my work.	1	2	3	4	5	8
b.	I consistently plan ahead and carry out my plans	1	2	3	4	5	8
c.	I am satisfied at my job.	1	2	3	4	5	8
d.	I have the ongoing support I need to do my job well.	1	2	3	4	5	8
e.	I usually accomplish whatever I set my mind on.	1	2	3	4	5	8
f.	I am under too many work-related pressures to do my job effectively.	1	2	3	4	5	8
g.	Learning and using new procedures is easy for me.	1	2	3	4	5	8
h.	I consider the work I do to be important.	1	2	3	4	5	8
i.	I am confident in my ability to successfully do my job.	1	2	3	4	5	8
j.	I receive the necessary training to do my job effectively.	1	2	3	4	5	8
k.	I have the skills needed to conduct effective group workshops.	1	2	3	4	5	8

C2a. Think about a father you have worked with or spoken with most recently at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]. How much do you disagree or agree with the following statements about working with this father?

[Programming note: ONLY if answer to A4a is “Mostly B3 study CBI-Emp fathers” OR “Mostly B3 study “no CBI-Emp” fathers “; randomize order of items]

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Don't know	Decline to answer
A	I am confident in my ability to help this father	1	2	3	4	5	8	9
B	I check in at least weekly with this father	1	2	3	4	5	8	9
C	The father and I have formed a mutual trust.	1	2	3	4	5	8	9
D	My educational background or professional training has helped me work effectively with this father.	1	2	3	4	5	8	9
E	It is a priority to make sure this father knows that I am personally committed to his success.	1	2	3	4	5	8	9
f	The father and I have a lot of shared life experiences.	1	2	3	4	5	8	9
G	My work or life experience has helped me work effectively with this father.	1	2	3	4	5	8	9
H	My mastery of program materials impacts a father's outcome in the	1	2	3	4	5	8	9

program							
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C2b. Still thinking about that same father you have worked with or spoken with most recently at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE], how much do you disagree or agree with the following statements about working with this father?

[Programming note: ONLY if answer to A4a is “Mostly B3 study CBI-Emp fathers” OR “Mostly B3 study “no CBI-Emp” fathers “; randomize order of items]

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly agree		Decline to Answer
a	This father and I agree about the steps to be taken to improve his situation.	1	2	3	4	5		9
b	My relationship with this father is an essential component of his program services.	1	2	3	4	5		9
C	Creating a sense of community for this father is an important element of keeping him engaged.	1	2	3	4	5		9
D	The content of [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] is relevant for this father.	1	2	3	4	5		9
e	Participating in the [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] is helping my client become a better father.	1	2	3	4	5		9
F	A father's commitment to the program is more important than my mastery of program	1	2	3	4	5		9

	content.							
G	A father's success in the program is his responsibility.	1	2	3	4	5		9

MODULE D: FOR FACILITATORS WORKING WITH PROGRAM GROUP IN EMPLOYMENT SITES

[Programming note: ONLY staff who answered 'Yes' to A3b are eligible for this module]

Only 2 more modules to go! This module of questions asks specifically about Cognitive Behavioral Intervention - Employment (CBI-Emp).

D1. How long does a CBI-Emp session normally take?

____ [programming note, allow 3 digit response]

- Don't Know
- Decline to answer

D2. How long does it usually take you to prepare for a CBI-Emp session?

- Less than 1 hour
- Between 1 and 2 hours
- Between 2 and 3 hours
- More than 3 hours
- Don't Know
- Decline to answer

D2a. Has the amount you need to prepare for a CBI-Emp session changed since the start of the study?

- I spend less time preparing
- I spend more time preparing
- I spend the same amount of time preparing
- Don't Know
- Decline to Answer

D3. Some program staff get professional advice/technical assistance/coaching directly from UCCI staff, while others get support from the research team or from an on-site supervisor or coach. For each of the statements below, indicate how much you disagree or agree regarding any professional advice you have sought out or received about implementing CBI-Emp.

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Decline to answer
A	If I need professional advice about CBI-Emp I know who to ask.	1	2	3	4	5	8
B	I am comfortable seeking professional advice about implementing -CBI-Emp.	1	2	3	4	5	8
C	In general, my	1	2	3	4	5	8

	questions about CBI-Emp are prompt.						
D	Responses to my questions about CBI-emp are helpful.	1	2	3	4	5	8

Please read the following statements about implementing CBI-Emp and indicate the degree to which you disagree or agree with them.

[programming note: randomize order of items within each set of D4a, D4b and D4c]

D4a. These questions relate to your thoughts about CBI-Emp and providing employment services.

[Programming note: randomize order]

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Decline to Answer
A	CBI-Emp operates with clear goals and objectives.	1	2	3	4	5	9
B	The cognitive techniques taught in CBI-Emp will help fathers to be better employees.	1	2	3	4	5	9
C	A father's success in CBI-Emp is mainly his responsibility.	1	2	3	4	5	9
D	I feel confident in my ability to help fathers become more employable	1	2	3	4	5	9
E	I am capable of teaching fathers employability skills.	1	2	3	4	5	9
F	I am able to make each father a stronger employee.	1	2	3	4	5	9
g	I feel able to guide fathers through employment	1	2	3	4	5	9

	challenges.						
H	A father's commitment to CBI-Emp is more important than my master of the program curriculum.	1	2	3	4	5	9
I	I think CBI-emp will make a difference for the dads I work with	1	2	3	4	5	9
J	I have seen CBI-Emp make a difference for the dads I work with	1	2	3	4	5	9
K	CBI-Emp is helpful to me in my work with fathers	1	2	3	4	5	9
L	The CBI-Emp training helped me better support my clients' needs.	1	2	3	4	5	9
M	Using nFORM has been a challenge for me	1	2	3	4	5	9

D4b. The next set of questions is about your implementation of CBI-Emp. *[Programming note: randomize order]*

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree	Decline to Answer
A	Keeping fathers engaged in CBI-Emp is easier than in other program services.	1	2	3	4	5	9
B	My mastery of CBI-Emp curriculum impacts a father's outcome in the program.	1	2	3	4	5	9
C	I am motivated to utilize CBI-Emp	1	2	3	4	5	9

	skills (such as the behavior chain) in my work						
D	Learning the CBI-Emp curriculum was easy for me.	1	2	3	4	5	9
E	Implementing CBI-Emp makes my other tasks harder.	1	2	3	4	5	9
F	Using new CBI-Emp procedures is easy for me.	1	2	3	4	5	9
G	Implementing CBI-Emp takes too much time away from my other responsibilities.	1	2	3	4	5	9
H	Delivering CBI-emp is my main responsibility	1	2	3	4	5	9
I	I am confident in my ability to successfully implement CBI-Emp.	1	2	3	4	5	9

D4c. The next set of questions is about [PREFILL B3 ORGANIZATION]'s implementation of CBI-Emp.

		Strongly Disagree	Disagree	Uncertain	Agree	Strongly Agree		Decline to answer
A	[Prefill B3 org name] has the right set of people implementing CBI-Emp.	1	2	3	4	5		8
B	Program staff is overburdened because of CBI-Emp implementation.	1	2	3	4	5		8
C	Facilities at [Prefill B3 org name] are well suited for CBI-Emp activities.	1	2	3	4	5		8
D	My duties with CBI-Emp are clearly	1	2	3	4	5		8

	related to the goals of [Prefill B3 Org name].							
E	Program leadership is committed to the success of CBI-Emp.	1	2	3	4	5		8
F	I have the ongoing support I need to do my job well	1	2	3	4	5		8

Module E: Staff Background

Thanks for your responses so far. This is the last set of questions for you! We would like to know more about your previous work and life experiences before your current position at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]. As a reminder, this information will not be shared with anyone outside of the B3 study team. It will not be used in any way that could identify you in discussions with your organization’s managers or in a report.

E1. What population do you have prior experience working with before your current position?

[Programming note: can check multiple]

- Custodial parents
- Non-custodial parents
- Children
- Justice-involved individuals (paroles, former prisoners, probationers)
- Other _____ [programming note: allow fill in]
- None of the above
- Don’t know
- Decline to answer

E2. Please mark ‘yes’ for each activity you have prior experience in before working at your current position.

[programming note: randomize order]

		Yes, I have prior experience	No, I do not have prior experience	Decline to answer
a.	Providing parenting and/or fatherhood education?			Decline to Answer
b.	Providing healthy relationship education?			Decline to answer
c.	Helping clients prepare for or obtain employment?			Decline to answer
d.	Providing referrals for clients to other services?			Decline to answer
e.	Helping individuals apply for benefits or to participate in services?			Decline to answer
f.	Working with other social service organizations on behalf of a client?			Decline to answer
g.	Work with employers on behalf of a client?			Decline to answer

h.	Providing services that use cognitive behavioral techniques?			Decline to answer
i.	Providing mental or behavioral health services?			Decline to answer
j.	Using motivational interviewing?			Decline to answer
k.	Working in ministry, as a pastor or other clergy			Decline to answer
l.	Recruiting or enrolling participants into a voluntary program?			Decline to answer
m.	Managing or supervising staff?			Decline to answer
n.	Providing financial education?			Decline to answer
o.	Working in pre-release programs?			Decline to answer
p.	Working in the child welfare system?			Decline to answer
q.	Working in the child support system?			Decline to answer
r.	Working as a classroom teacher			Decline to answer
s.	Received services from [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE] before my current job.			Decline to answer

Other: _____ (fill in) [programming note: all fill in responses]

E3. Have you ever been arrested or incarcerated?

- Yes
- No
- Don't know
- Decline to answer

E4. Have you ever received public assistance such as TANF/welfare, food stamps, SSI, or such?¹

- Yes
- No
- Don't know
- Decline to answer

E5. Are you ...

Male

¹ ETJD/STED staff survey

Female
Other (specify) _____
Decline to answer

E6. How old are you (in years)?

_____years old(programming note: 2 digit entry)
Don't know
Decline to answer

E7. Are you a parent?

Yes
No [SKIP to E9]
Don't know
Decline to answer

E8. Have you had experience as a non-custodial parent, a single parent, or living apart from your child?

Yes
No
Don't know
Decline to answer

E9. Are you Hispanic, Latino, or of Spanish origin? (Select one or more)

No, not of Hispanic, Latino or Spanish origin
Yes, Mexican, Mexican American, Chicano/a
Yes, Puerto Rican
Yes, another Hispanic, Latino, or Spanish origin
Don't Know
Decline to answer

E10. What is your race? (Select one or more)

White
Black or African American
American Indian or Alaska Native
Asian
Native Hawaiian or other Pacific Islander
Other (specify) _____
Don't Know
Decline to answer

E11. What is the highest level of education you have completed?²

- High School: General Education Development or GED [Go to E12]
- High School: Diploma [Go to E12]
- Some college/some postsecondary vocational courses
- 2-year or 3-year college degree (Associates degree)
- Vocational school diploma
- 4-year college degree (Bachelor's degree)
- Some graduate work/no graduate degree
- Graduate or professional degree (e.g. MA, MBA, PH.D, JD, MD, MSW)
- Don't Know
- Decline to answer

E11b. What was your program of study after graduating high school?

- Addictions counseling
- Other counseling
- Education
- Vocational Rehabilitation
- Criminal Justice
- Psychology
- Social Work/Human Services
- Administration
- Ministry
- Military
- Law Enforcement
- Health/Medicine
- Other (Specify _____)
- Don't Know
- Decline to answer

E14. Is English your primary language?

- Yes [End Survey]
- No
- Don't know [End Survey]
- Decline to answer [End Survey]

E15. What is your primary language?

- Spanish

² COBRA tailored for PACT

Other, _____(specify)

Don't know

Decline to answer

E16. Do you use this language with the fathers you work with?

Yes

No

Don't know

Decline to answer

END SURVEY MESSAGE:

You have now completed the B3 survey!

Thank you for taking the time out of your busy day to help us learn more about you and your experiences at [PREFILL NAME OF B3 ORGANIZATION FROM DATABASE]. This information is an essential piece to understanding B3 and your fatherhood programming. We greatly appreciate your time!