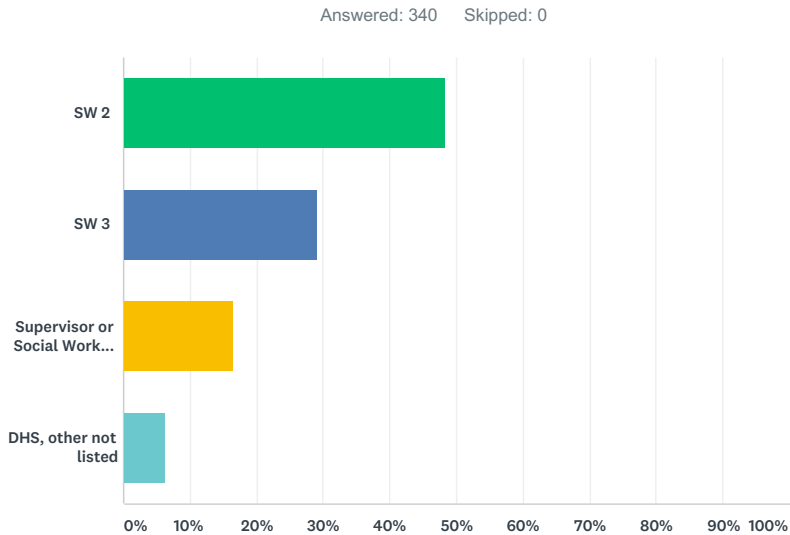


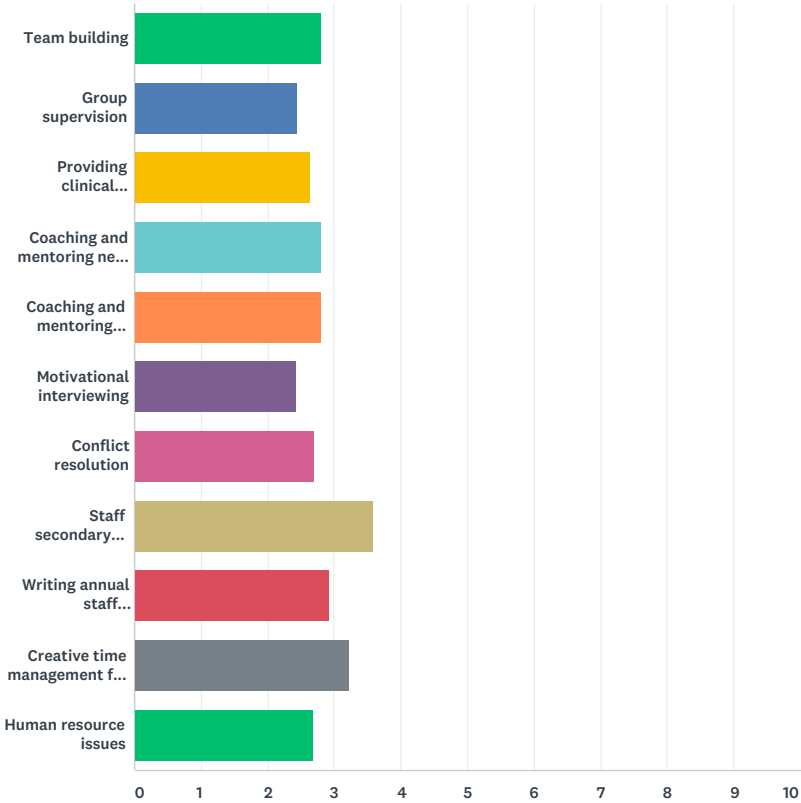
Q1 Please indicate your current position. This information allows us to analyze needs for each position.



ANSWER CHOICES	RESPONSES	
SW 2	48.24%	164
SW 3	29.12%	99
Supervisor or Social Work Administrator	16.47%	56
DHS, other not listed	6.18%	21
TOTAL		340

Q2 Supervisory Skills

Answered: 53 Skipped: 287

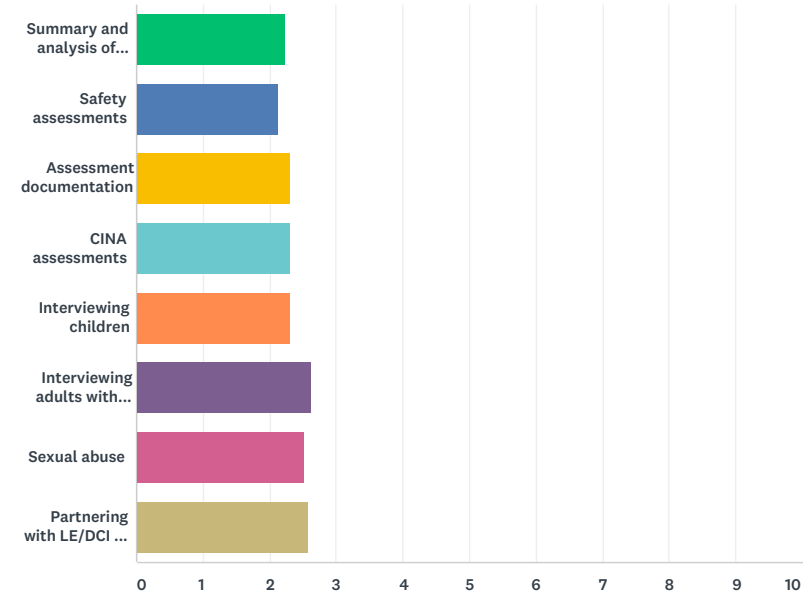


	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Team building	13.21% 7	24.53% 13	35.85% 19	20.75% 11	5.66% 3	53	2.81
Group supervision	13.21% 7	43.40% 23	28.30% 15	15.09% 8	0.00% 0	53	2.45
Providing clinical supervision	7.55% 4	35.85% 19	41.51% 22	15.09% 8	0.00% 0	53	2.64
Coaching and mentoring new workers	7.55% 4	32.08% 17	33.96% 18	24.53% 13	1.89% 1	53	2.81
Coaching and mentoring ongoing staff	5.66% 3	28.30% 15	45.28% 24	20.75% 11	0.00% 0	53	2.81
Motivational interviewing	13.21% 7	45.28% 24	26.42% 14	15.09% 8	0.00% 0	53	2.43

Conflict resolution	11.32% 6	33.96% 18	33.96% 18	15.09% 8	5.66% 3	53	2.70
Staff secondary trauma/burnout	5.66% 3	11.32% 6	24.53% 13	37.74% 20	20.75% 11	53	3.57
Writing annual staff evaluations	9.43% 5	22.64% 12	41.51% 22	18.87% 10	7.55% 4	53	2.92
Creative time management for staff	7.55% 4	16.98% 9	30.19% 16	35.85% 19	9.43% 5	53	3.23
Human resource issues	11.32% 6	33.96% 18	32.08% 17	20.75% 11	1.89% 1	53	2.68

Q3 Child Protective Services

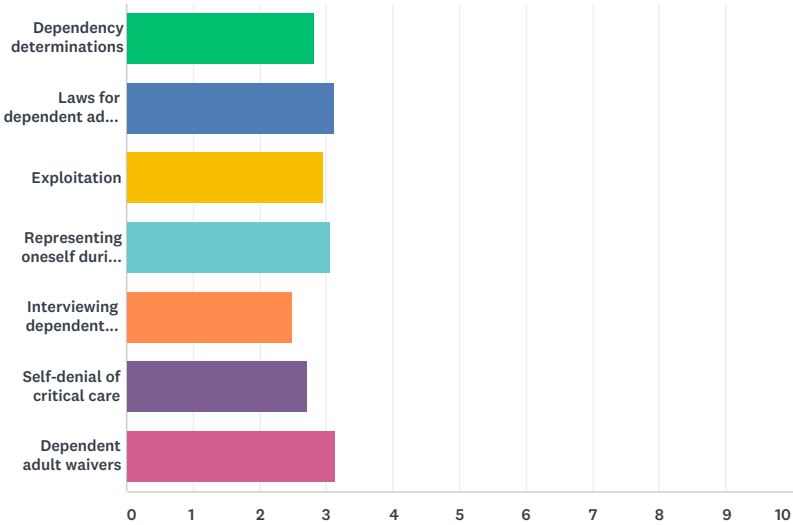
Answered: 162 Skipped: 178



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Summary and analysis of safety versus risk	20.37% 33	50.00% 81	18.52% 30	8.02% 13	3.09% 5	162	2.23
Safety assessments	24.07% 39	50.00% 81	17.28% 28	5.56% 9	3.09% 5	162	2.14
Assessment documentation	20.99% 34	43.83% 71	23.46% 38	6.79% 11	4.94% 8	162	2.31
CINA assessments	17.28% 28	47.53% 77	24.69% 40	8.02% 13	2.47% 4	162	2.31
Interviewing children	20.37% 33	45.68% 74	22.22% 36	6.79% 11	4.94% 8	162	2.30
Interviewing adults with special needs	12.35% 20	33.33% 54	39.51% 64	10.49% 17	4.32% 7	162	2.61
Sexual abuse	12.35% 20	42.59% 69	29.63% 48	11.73% 19	3.70% 6	162	2.52
Partnering with LE/DCI and medical examiners	15.43% 25	37.65% 61	25.93% 42	16.67% 27	4.32% 7	162	2.57

Q4 Dependent Adult

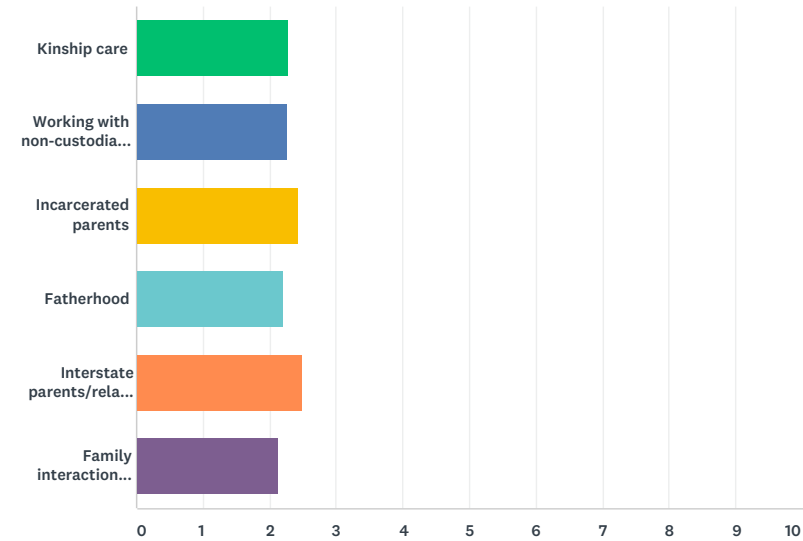
Answered: 162 Skipped: 178



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Dependency determinations	9.26% 15	30.25% 49	38.27% 62	13.58% 22	8.64% 14	162	2.82
Laws for dependent adult workers	4.94% 8	15.43% 25	48.77% 79	24.07% 39	6.79% 11	162	3.12
Exploitation	4.94% 8	27.78% 45	41.36% 67	17.90% 29	8.02% 13	162	2.96
Representing oneself during an appeal	10.49% 17	19.14% 31	37.04% 60	21.60% 35	11.73% 19	162	3.05
Interviewing dependent adults	15.43% 25	41.36% 67	29.01% 47	7.41% 12	6.79% 11	162	2.49
Self-denial of critical care	8.02% 13	41.36% 67	30.25% 49	11.11% 18	9.26% 15	162	2.72
Dependent adult waivers	5.56% 9	22.84% 37	36.42% 59	23.46% 38	11.73% 19	162	3.13

Q5 Relationships

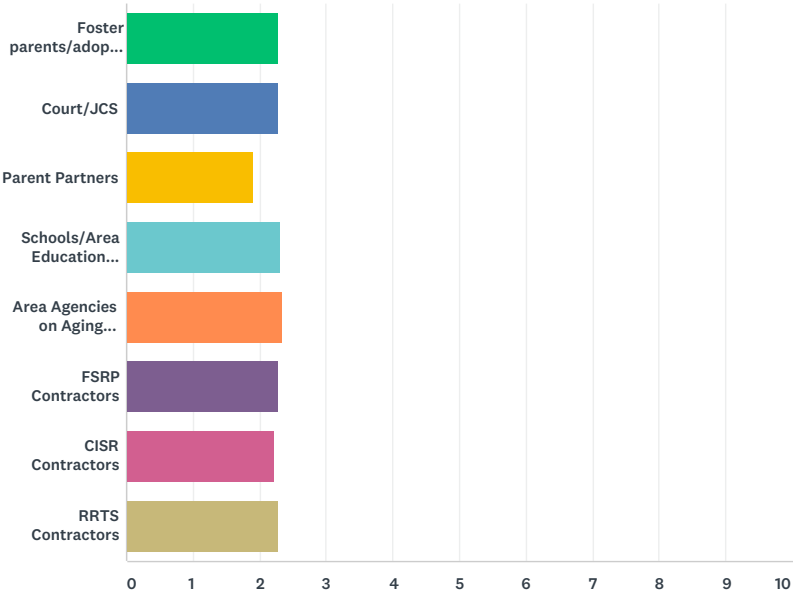
Answered: 315 Skipped: 25



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Kinship care	19.37% 61	47.62% 150	22.54% 71	7.62% 24	2.86% 9	315	2.27
Working with non-custodial parents	19.68% 62	46.03% 145	24.13% 76	8.57% 27	1.59% 5	315	2.26
Incarcerated parents	18.10% 57	38.41% 121	27.94% 88	13.02% 41	2.54% 8	315	2.43
Fatherhood	21.27% 67	46.03% 145	25.08% 79	6.35% 20	1.27% 4	315	2.20
Interstate parents/relatives	14.92% 47	38.73% 122	31.75% 100	11.43% 36	3.17% 10	315	2.49
Family interaction planning	24.13% 76	46.98% 148	21.59% 68	6.03% 19	1.27% 4	315	2.13

Q6 Partnerships

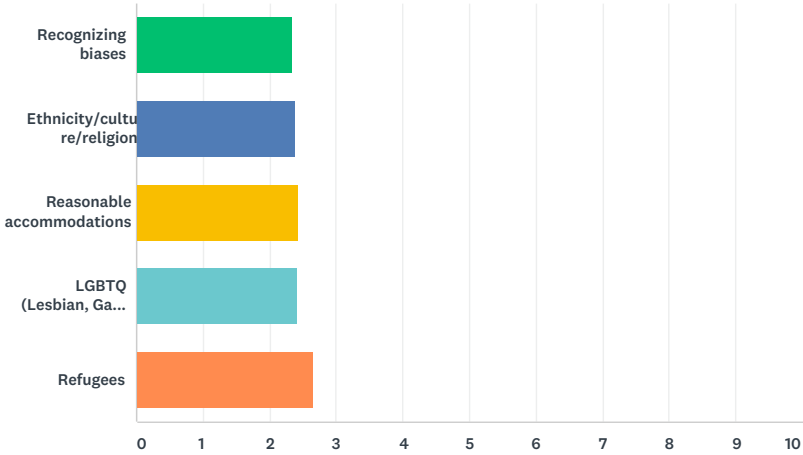
Answered: 315 Skipped: 25



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Foster parents/adoptive parents	20.32% 64	44.44% 140	25.08% 79	7.62% 24	2.54% 8	315	2.28
Court/JCS	22.54% 71	42.86% 135	21.90% 69	8.57% 27	4.13% 13	315	2.29
Parent Partners	33.02% 104	46.35% 146	17.46% 55	2.86% 9	0.32% 1	315	1.91
Schools/Area Education Agency (AEA)	19.37% 61	40.63% 128	31.11% 98	6.98% 22	1.90% 6	315	2.31
Area Agencies on Aging (AAA)/Aging and Disability Resource Center (ADRC)	26.67% 84	29.21% 92	30.16% 95	10.48% 33	3.49% 11	315	2.35
FSRP Contractors	23.81% 75	42.22% 133	19.68% 62	9.84% 31	4.44% 14	315	2.29
CISR Contractors	23.49% 74	40.63% 128	27.62% 87	6.98% 22	1.27% 4	315	2.22
RRTS Contractors	22.22% 70	39.68% 125	27.62% 87	7.94% 25	2.54% 8	315	2.29

Q7 Respecting Differences

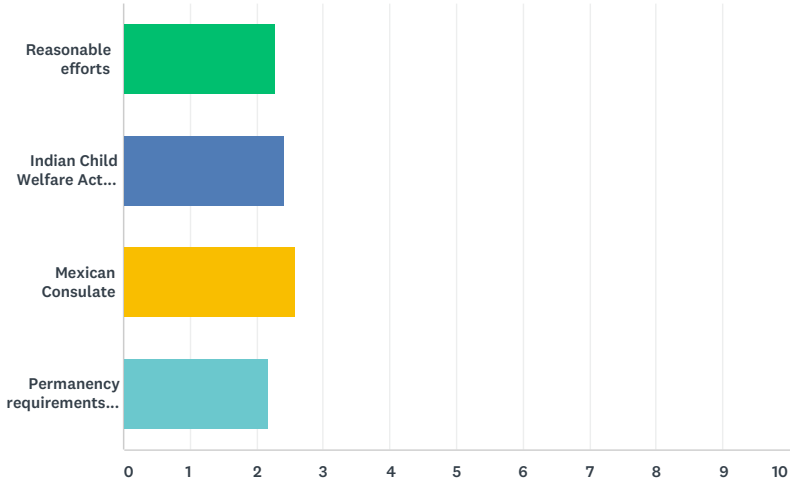
Answered: 312 Skipped: 28



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Recognizing biases	16.99% 53	44.55% 139	28.53% 89	7.69% 24	2.24% 7	312	2.34
Ethnicity/culture/religion	16.35% 51	40.38% 126	33.65% 105	7.37% 23	2.24% 7	312	2.39
Reasonable accommodations	15.38% 48	42.31% 132	30.77% 96	8.33% 26	3.21% 10	312	2.42
LGBTQ (Lesbian, Gay, Bisexual, Transgender, Questioning)	17.95% 56	39.10% 122	30.77% 96	8.97% 28	3.21% 10	312	2.40
Refugees	12.18% 38	32.69% 102	37.18% 116	13.46% 42	4.49% 14	312	2.65

Q8 Court and Legal Issues

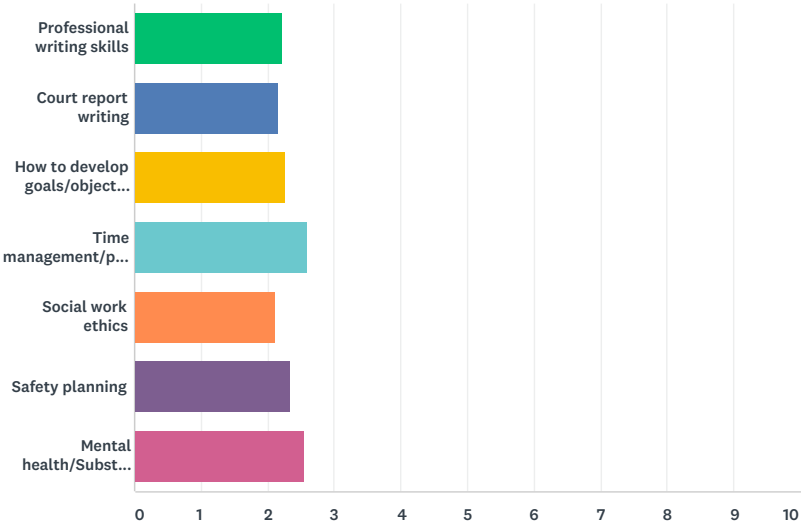
Answered: 312 Skipped: 28



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Reasonable efforts	22.44% 70	41.67% 130	24.68% 77	8.01% 25	3.21% 10	312	2.28
Indian Child Welfare Act (ICWA)	15.06% 47	42.95% 134	29.81% 93	10.90% 34	1.28% 4	312	2.40
Mexican Consulate	12.50% 39	34.62% 108	38.78% 121	10.90% 34	3.21% 10	312	2.58
Permanency requirements and timeframes	25.32% 79	44.55% 139	18.91% 59	8.97% 28	2.24% 7	312	2.18

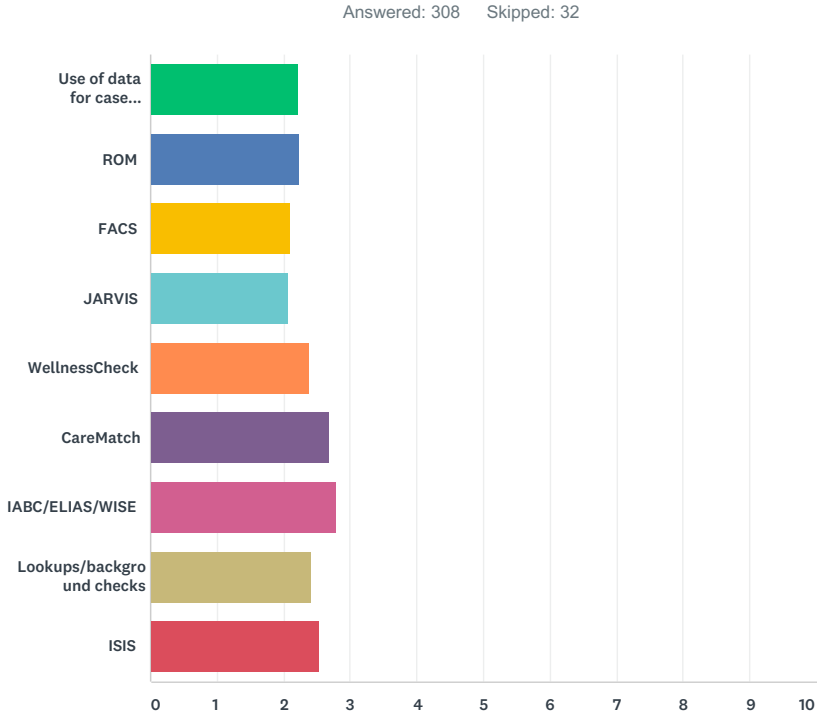
Q9 Social Work Practice

Answered: 308 Skipped: 32



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Professional writing skills	23.70% 73	44.16% 136	22.73% 70	6.17% 19	3.25% 10	308	2.21
Court report writing	27.27% 84	43.18% 133	19.81% 61	6.49% 20	3.25% 10	308	2.15
How to develop goals/objectives/benchmarks	23.70% 73	41.23% 127	23.70% 73	7.79% 24	3.57% 11	308	2.26
Time management/prioritization	19.81% 61	31.17% 96	26.30% 81	14.94% 46	7.79% 24	308	2.60
Social work ethics	26.95% 83	47.40% 146	15.91% 49	7.47% 23	2.27% 7	308	2.11
Safety planning	21.75% 67	40.58% 125	23.05% 71	11.04% 34	3.57% 11	308	2.34
Mental health/Substance abuse/Domestic violence intersection	15.91% 49	35.06% 108	30.52% 94	13.64% 42	4.87% 15	308	2.56

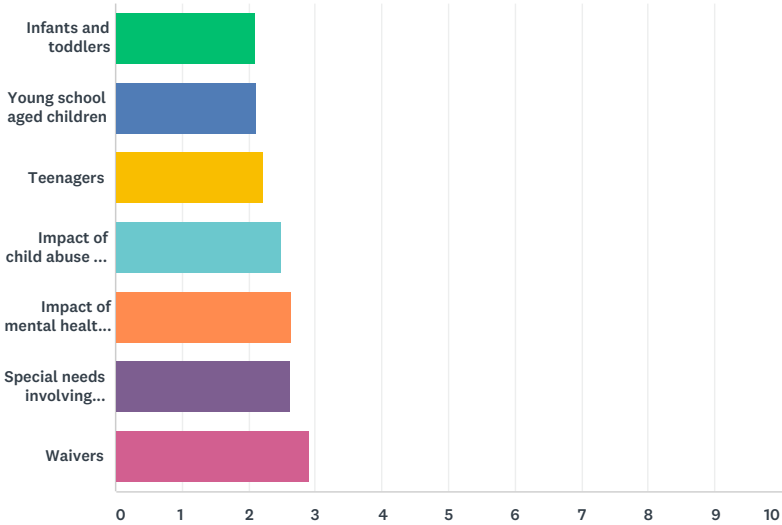
Q10 Use of Technology and Data



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Use of data for case management	24.03% 74	43.83% 135	21.75% 67	6.82% 21	3.57% 11	308	2.22
ROM	25.65% 79	40.91% 126	21.10% 65	8.77% 27	3.57% 11	308	2.24
FACS	28.25% 87	46.10% 142	15.58% 48	7.14% 22	2.92% 9	308	2.10
JARVIS	29.87% 92	44.16% 136	17.53% 54	6.17% 19	2.27% 7	308	2.07
WellnessCheck	21.75% 67	35.71% 110	28.25% 87	10.06% 31	4.22% 13	308	2.39
CareMatch	13.64% 42	30.19% 93	37.01% 114	12.99% 40	6.17% 19	308	2.68
IABC/ELIAS/WISE	15.58% 48	25.97% 80	32.14% 99	17.21% 53	9.09% 28	308	2.78
Lookups/background checks	23.38% 72	34.09% 105	27.60% 85	9.09% 28	5.84% 18	308	2.40
ISIS	21.43% 66	31.17% 96	28.25% 87	10.39% 32	8.77% 27	308	2.54

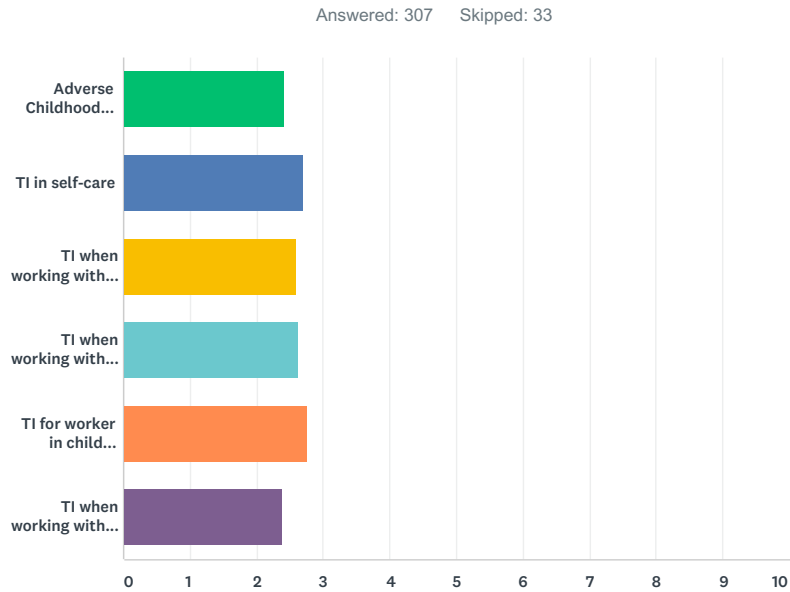
Q11 Child Development

Answered: 307 Skipped: 33



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Infants and toddlers	26.38% 81	44.95% 138	22.15% 68	4.89% 15	1.63% 5	307	2.10
Young school aged children	25.73% 79	45.93% 141	21.17% 65	5.54% 17	1.63% 5	307	2.11
Teenagers	23.45% 72	42.02% 129	24.76% 76	8.14% 25	1.63% 5	307	2.22
Impact of child abuse on development	15.64% 48	35.18% 108	35.18% 108	11.07% 34	2.93% 9	307	2.50
Impact of mental health diagnoses on child development	14.98% 46	28.66% 88	36.16% 111	17.26% 53	2.93% 9	307	2.64
Special needs involving children or parent	16.29% 50	26.71% 82	41.37% 127	11.40% 35	4.23% 13	307	2.61
Waivers	10.10% 31	24.76% 76	39.09% 120	16.29% 50	9.77% 30	307	2.91

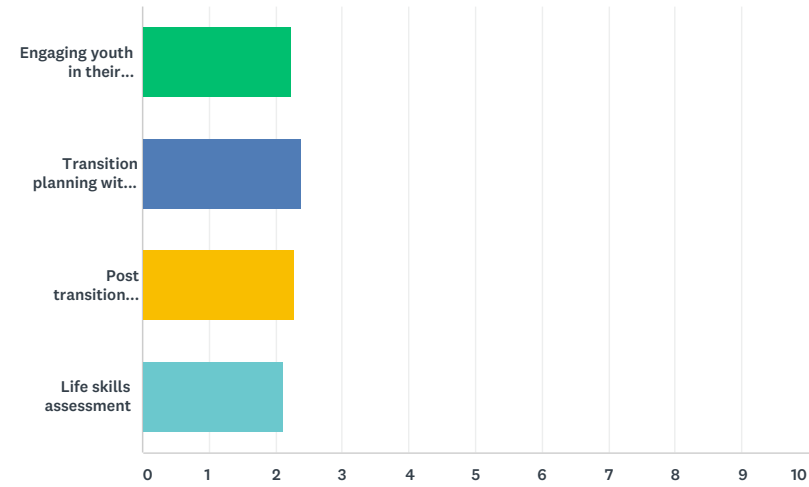
Q12 Trauma Informed (TI) : Utilizing a Trauma Informed Lens



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Adverse Childhood Experiences Survey (ACES)	16.29% 50	40.39% 124	32.90% 101	7.17% 22	3.26% 10	307	2.41
TI in self-care	13.68% 42	33.22% 102	31.60% 97	13.36% 41	8.14% 25	307	2.69
TI when working with children	13.36% 41	34.85% 107	34.53% 106	12.70% 39	4.56% 14	307	2.60
TI when working with parents	14.01% 43	32.90% 101	35.50% 109	12.38% 38	5.21% 16	307	2.62
TI for worker in child death/severe cases	12.38% 38	30.94% 95	34.20% 105	13.68% 42	8.79% 27	307	2.76
TI when working with dependent adults	24.10% 74	31.60% 97	30.94% 95	8.79% 27	4.56% 14	307	2.38

Q13 Transitioning into Adulthood

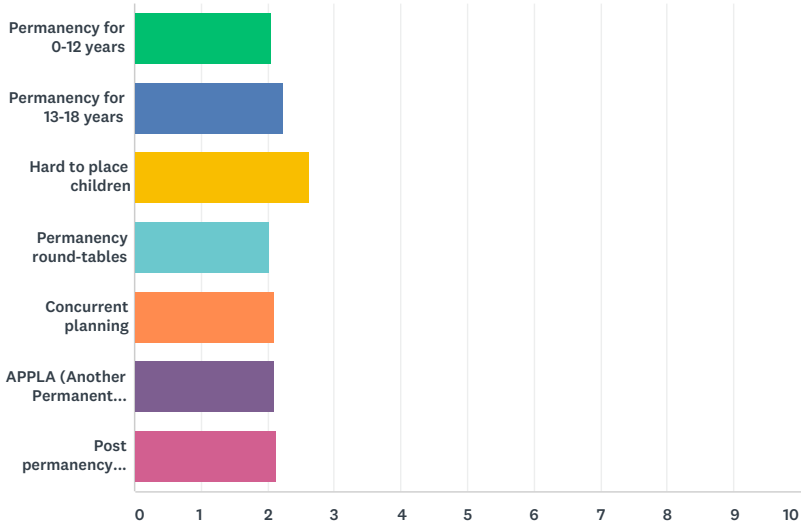
Answered: 304 Skipped: 36



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Engaging youth in their transition planning	22.70% 69	42.11% 128	25.66% 78	7.24% 22	2.30% 7	304	2.24
Transition planning with high risk youth	19.74% 60	38.16% 116	28.29% 86	10.53% 32	3.29% 10	304	2.39
Post transition relationships with parents	23.03% 70	39.47% 120	27.96% 85	6.91% 21	2.63% 8	304	2.27
Life skills assessment	27.63% 84	42.11% 128	23.03% 70	5.59% 17	1.64% 5	304	2.12

Q14 Permanency

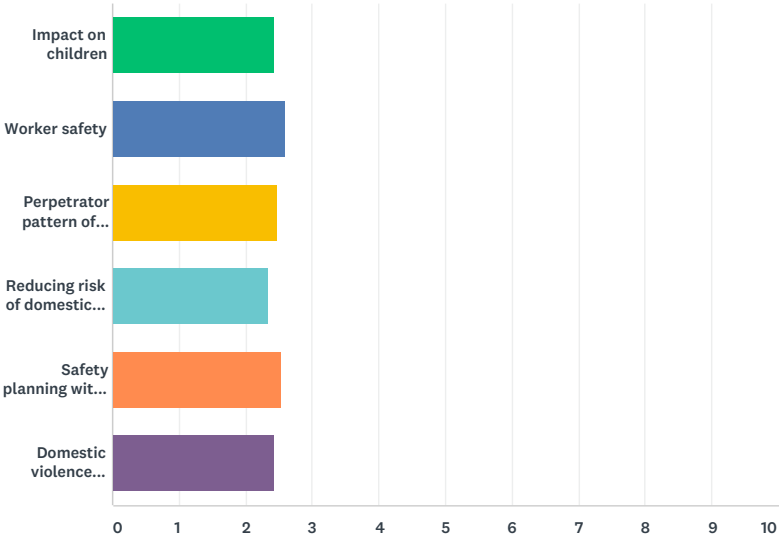
Answered: 304 Skipped: 36



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Permanency for 0-12 years	28.29% 86	42.76% 130	24.01% 73	4.28% 13	0.66% 2	304	2.06
Permanency for 13-18 years	25.33% 77	37.50% 114	26.97% 82	8.22% 25	1.97% 6	304	2.24
Hard to place children	16.45% 50	29.93% 91	33.55% 102	16.12% 49	3.95% 12	304	2.61
Permanency round-tables	30.92% 94	42.76% 130	19.74% 60	5.26% 16	1.32% 4	304	2.03
Concurrent planning	29.61% 90	40.79% 124	21.38% 65	6.58% 20	1.64% 5	304	2.10
APPLA (Another Permanent Planned Living Arrangement)	28.62% 87	43.09% 131	21.38% 65	4.28% 13	2.63% 8	304	2.09
Post permanency relationship with family	26.64% 81	42.76% 130	23.03% 70	5.92% 18	1.64% 5	304	2.13

Q15 Domestic Violence

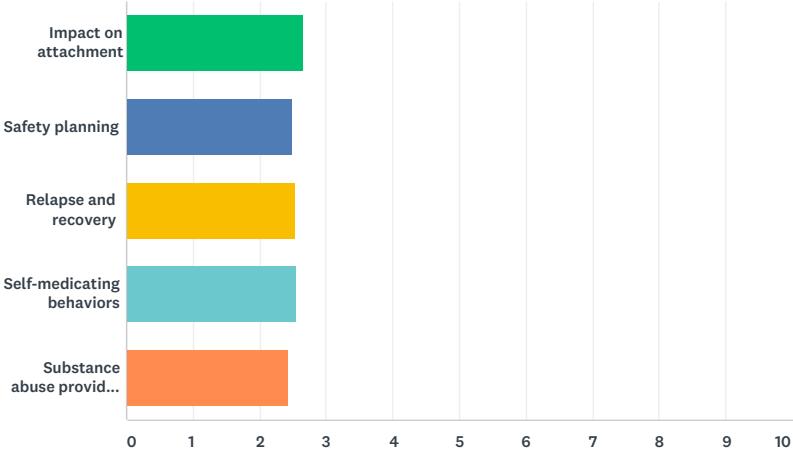
Answered: 299 Skipped: 41



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Impact on children	17.39% 52	37.79% 113	32.11% 96	10.37% 31	2.34% 7	299	2.42
Worker safety	15.72% 47	31.44% 94	34.78% 104	13.38% 40	4.68% 14	299	2.60
Perpetrator pattern of behavior	16.72% 50	36.45% 109	32.11% 96	12.71% 38	2.01% 6	299	2.47
Reducing risk of domestic violence for dependent adults	21.07% 63	38.13% 114	28.09% 84	9.70% 29	3.01% 9	299	2.35
Safety planning with domestic violence	16.05% 48	34.78% 104	31.10% 93	15.05% 45	3.01% 9	299	2.54
Domestic violence providers - partnership and referral	19.06% 57	35.79% 107	29.77% 89	13.38% 40	2.01% 6	299	2.43

Q16 Substance Abuse

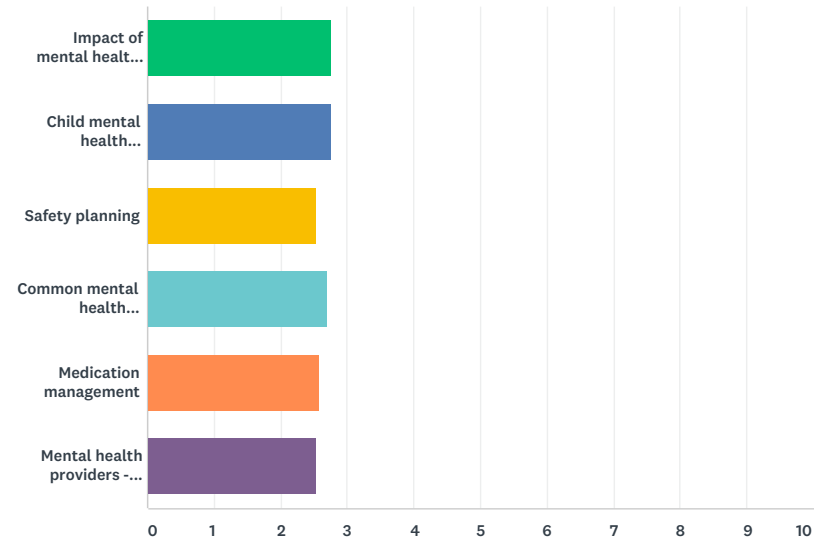
Answered: 299 Skipped: 41



	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Impact on attachment	13.38% 40	29.77% 89	40.13% 120	12.37% 37	4.35% 13	299	2.65
Safety planning	17.39% 52	34.11% 102	33.78% 101	11.04% 33	3.68% 11	299	2.49
Relapse and recovery	15.72% 47	34.11% 102	36.12% 108	9.70% 29	4.35% 13	299	2.53
Self-medicating behaviors	14.72% 44	33.44% 100	37.79% 113	10.70% 32	3.34% 10	299	2.55
Substance abuse providers - partnership and referral	16.39% 49	38.13% 114	33.78% 101	9.03% 27	2.68% 8	299	2.43

Q17 Mental/Behavioral Health

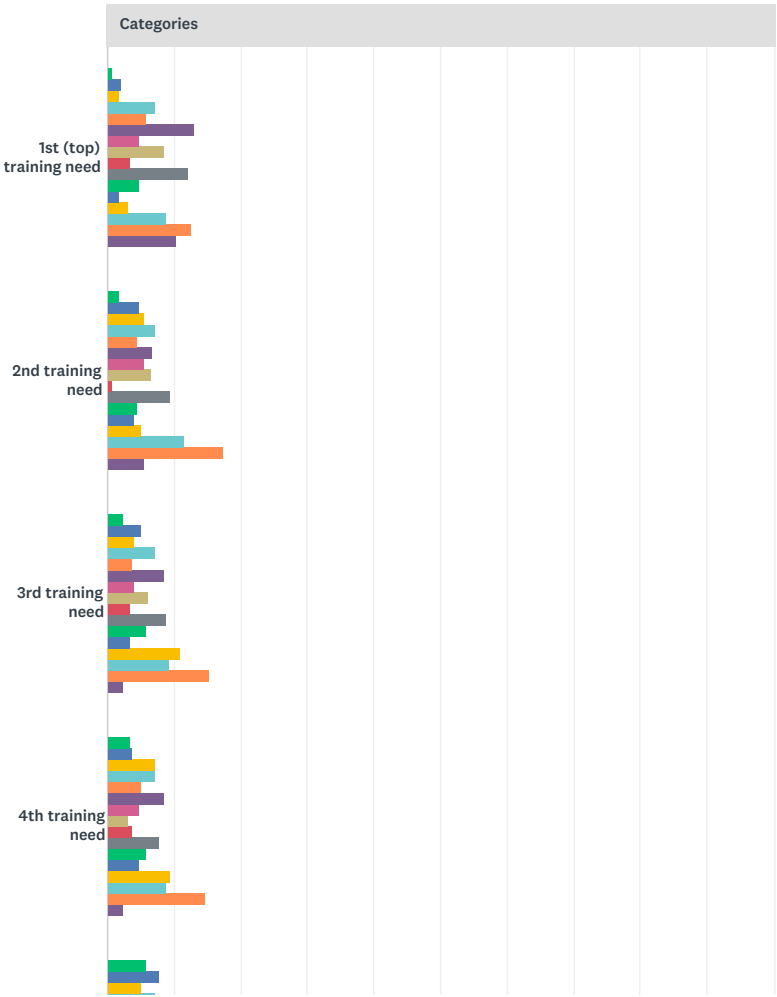
Answered: 299 Skipped: 41

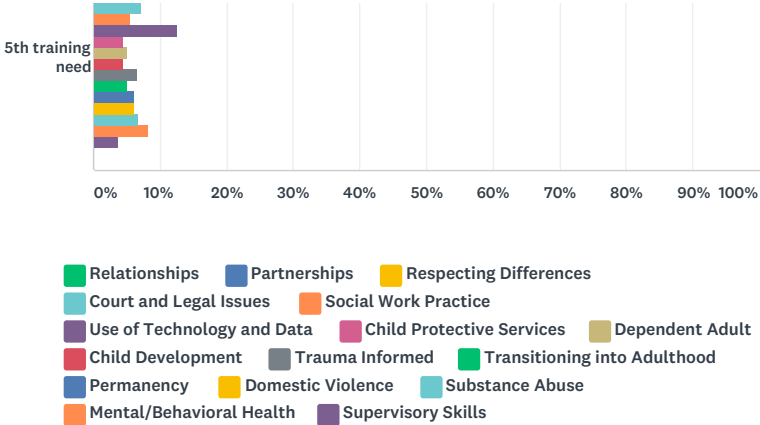


	NONE	LOW	MODERATE	HIGH	VERY HIGH	TOTAL	WEIGHTED AVERAGE
Impact of mental health disorders on parental capacity	12.71% 38	26.09% 78	38.80% 116	17.06% 51	5.35% 16	299	2.76
Child mental health disorders	11.71% 35	26.09% 78	41.14% 123	16.72% 50	4.35% 13	299	2.76
Safety planning	16.05% 48	34.45% 103	33.78% 101	12.37% 37	3.34% 10	299	2.53
Common mental health disorders and impact on family	12.04% 36	28.43% 85	40.80% 122	14.72% 44	4.01% 12	299	2.70
Medication management	12.71% 38	34.78% 104	38.46% 115	10.70% 32	3.34% 10	299	2.57
Mental health providers - partnership and referral	14.38% 43	37.12% 111	32.11% 96	12.71% 38	3.68% 11	299	2.54

Q18 This ranking portion of this survey will help to determine the new course offerings for fiscal year 2019 (7/1/18 - 6/30/19). Please identify your top five training needs using the 1st as your top training need. Do NOT select the same category for more than one row. When selecting your top training needs, take into consideration the new courses listed below that are already planned for this year. For example, while the trauma informed category might be one of your top training needs, you might rank this category differently after taking into account the two new trauma courses that will be offered. New Coursework Planned for This Year- Medical Fundamentals- Legal Fundamentals for CPWs- Family Interactions Fundamentals- Trauma Informed Fundamentals- Trauma for Supervisors Training- Domestic Violence Intermediate

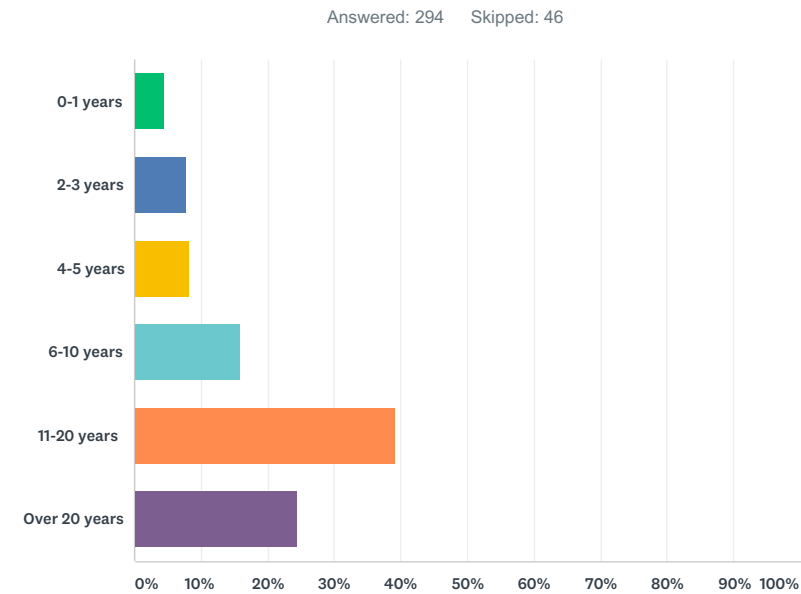
Answered: 295 Skipped: 45





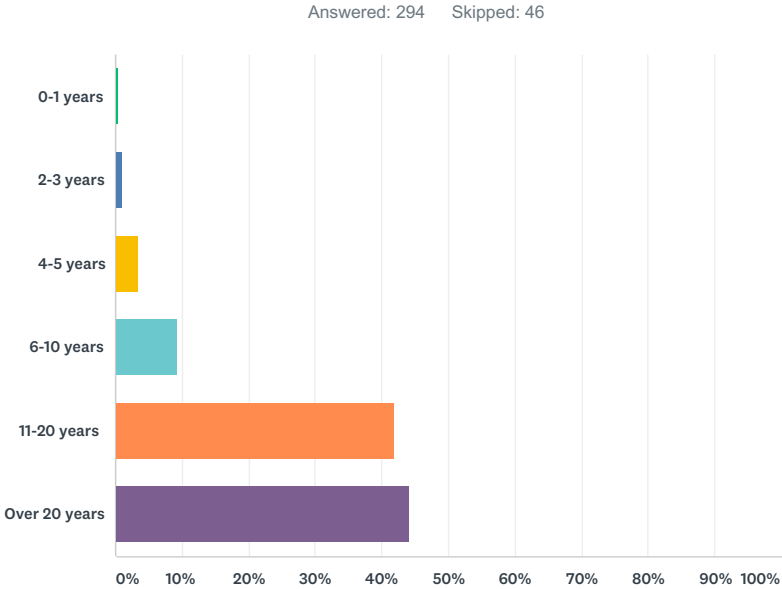
Categories																	
	RELATIONSHIPS	PARTNERSHIPS	RESPECTING DIFFERENCES	COURT AND LEGAL ISSUES	SOCIAL WORK PRACTICE	USE OF TECHNOLOGY AND DATA	CHILD PROTECTIVE SERVICES	DEPENDENT ADULT	CHILD DEVELOPMENT	TRAUMA INFORMED	TRANSITIONING INTO ADULTHOOD	PERMANENCY	DOMESTIC VIOLENCE	SUBSTANCE ABUSE	MENTAL/BEHAVIORAL HEALTH	SUPERVISORY SKILLS	TOTAL
1st (top) training need	0.68% 2	2.03% 6	1.69% 5	7.12% 21	5.76% 17	12.88% 38	4.75% 14	8.47% 25	3.39% 10	12.20% 36	4.75% 14	1.69% 5	3.05% 9	8.81% 26	12.54% 37	10.17% 30	295
2nd training need	1.69% 5	4.75% 14	5.42% 16	7.12% 21	4.41% 13	6.78% 20	5.42% 16	6.44% 19	0.68% 2	9.49% 28	4.41% 13	4.07% 12	5.08% 15	11.53% 34	17.29% 51	5.42% 16	295
3rd training need	2.37% 7	5.08% 15	4.07% 12	7.12% 21	3.73% 11	8.47% 25	4.07% 12	6.10% 18	3.39% 10	8.81% 26	5.76% 17	3.39% 10	10.85% 32	9.15% 27	15.25% 45	2.37% 7	295
4th training need	3.39% 10	3.73% 11	7.12% 21	7.12% 21	5.08% 15	8.47% 25	4.75% 14	3.05% 9	3.73% 11	7.80% 23	5.76% 17	4.75% 14	9.49% 28	8.81% 26	14.58% 43	2.37% 7	295
5th training need	5.76% 17	7.80% 23	5.08% 15	7.12% 21	5.42% 16	12.54% 37	4.41% 13	5.08% 15	4.41% 13	6.44% 19	5.08% 15	6.10% 18	6.10% 18	6.78% 20	8.14% 24	3.73% 11	295

Q19 How long have you been working for the department?



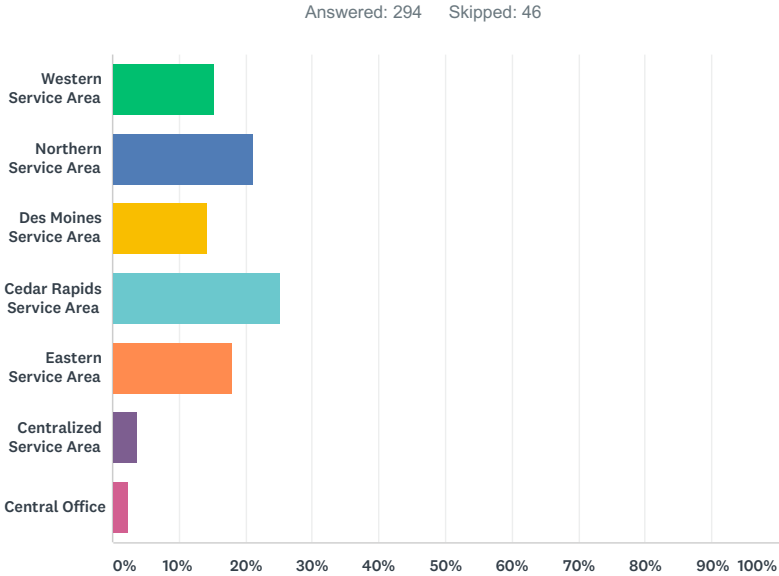
ANSWER CHOICES	RESPONSES	
0-1 years	4.42%	13
2-3 years	7.82%	23
4-5 years	8.16%	24
6-10 years	15.99%	47
11-20 years	39.12%	115
Over 20 years	24.49%	72
TOTAL		294

Q20 How many years have you been working in the human services field, including employment with the department?



ANSWER CHOICES	RESPONSES
0-1 years	0.34%1
2-3 years	1.02%3
4-5 years	3.40%10
6-10 years	9.18%27
11-20 years	41.84%123
Over 20 years	44.22%130
TOTAL	294

Q21 Please select your DHS Service Area.



ANSWER CHOICES	RESPONSES	
Western Service Area	15.31%	45
Northern Service Area	21.09%	62
Des Moines Service Area	14.29%	42
Cedar Rapids Service Area	25.17%	74
Eastern Service Area	18.03%	53
Centralized Service Area	3.74%	11
Central Office	2.38%	7
TOTAL		294

Q22 What else should we consider in planning training for the next fiscal year? (response is optional)

Answered: 60 Skipped: 280