|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Section 1:

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **1.1** Full name: |  |  |  | **1.2** Title: |  |
|  | First Name Last Name |  |  |  | Work title/ name of position |
| **1.3** Employer: |  |  |
|  | Name of Educational Institution you are presently working for |
| **1.4** Location: |  |  |
|  | Town/City | Province/State |

 |  |
| Section 2: Faculty/Lecturer Recruitment and Retention |  |

**2.1** How many **🖉**faculty/lecturers teach courses at your institution on the topics of **🖉** Full Time\_\_\_\_\_\_\_\_\_\_ Part Time\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2.2** How do you typically recruit new faculty/lecturers?

## Please describe

**2.3** Is it challenging to find faculty/ lecturers who have practical background and training in the topics they are teaching?

[ ]  Yes | [ ]  No

## Please describe

**2.4** Have more than half the faculty/lecturers received education/training inside of the country? [ ]  Yes | [ ]  No

## Please describe

**2.5** Is faculty/lecturer recruitment generally a challenge for your school? [ ]  Yes | [ ]  No

## If yes, please describe the types of barriers you most frequently encounter

**2.6** Are there many vacant faculty/lecturer positions? [ ]  Yes | [ ]  No

## If yes, how does this impact students/student enrollment?

**2.7** How long do faculty/lecturers tend to stay in their positions?

## Please describe

**2.8** Is faculty/lecturer retention a challenge? [ ]  Yes | [ ]  No

## If yes, please describe in what way.

**2.9** Where do faculty/lecturers tend to go when they leave?

## Please describe

**2.10** Do you provide in-service training for faculty/lecturers? [ ]  Yes | [ ]  No

## Please describe

**2.11** Are sabbaticals, or extended leave for professional development, available for faculty/lecturers? [ ]  Yes | [ ]  No

## Please describe

**2.12** Are faculty/lecturer salaries adequate to cover living expenses, or do most faculty/lecturers need to supplement their salaries with consultancies and other work? [ ]  Yes | [ ]  No

## Please describe

**2.13** Are lecturers rewarded for completing research studies? [ ]  Yes | [ ]  No

## Please describe

**2.14** Have you implemented any mentoring or coaching programs for faculty members? If so, do you find them to be successful?

[ ]  Yes | [ ]  No

## Please describe

**2.15** From your experience, how could faculty recruitment and retention be improved?

## Please describe

Section 3: Challenges

**3.1** What are the 3 biggest challenges your country faces in strengthening the social service workforce?  Please check the **top three**:

☐ low salaries ☐ lack of training and professional knowledge

☐ high workload ☐ poor supervision and support system

☐ low motivation ☐ limited resources to work with

☐ low authority ☐ ineffective interagency collaboration

☐ lack of clarity in roles/performance expectations ☐ poor work conditions/facilities

☐ lack of career advancement opportunities ☐ weak information management, records, data management

☐ other\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Section 4: Opportunities

**4.1** Are there compelling current opportunities or initiatives underway related to developing and training the workforce in your country that you think should be highlighted? These examples will be considered when developing a future national workforce strengthening plan, to ensure future initiatives build on existing practice. Please provide a brief description and/or send a relevant report with your response to this survey.

|  |  |
| --- | --- |
| Organization/ Project Name | Description of the initiative |
|
|  |  |
|  |  |

**4.2** What are some of the country’s most important milestones and achievements in the last 5 years with regards to developing and training the social service workforce? (If there are multiple important milestones, feel free to prioritize them)