**Professional Development Survey - Jewish Non Profit Professionals**

***Developed by the Denver group.***

**1) How old are you? \***

20-29 30-39 40-49 40-49 50-59 60+

**2) What do you view as your highest level of education? \***

High School/GED Some college College degree Graduate / professional degree

**3) Which of the following best describes the type of organization you work at? Check all that apply \***

Synagogue or Temple Social action/activism/service organization Jewish camp or school

Jewish youth or college organization Jewish community organization

Other: 

**4) What would you say is your specialty?** 

**5) How many employees does your agency have? \***

0-5 6-15 16-40 41+

**6) How many years have you worked directly in the Jewish community? \***

Less than one year 1-2 years 3-5 years 5-10 years  more than 10 years

**7) How many years have you worked for your current organization?\***

Less than one year 1-2 years 3-5 years 5-10 years more than 10 years

**8) How many years have you worked in your current position?\***

Less than one year 1-2 years 3-5 years 5-10 years  more than 10 years

**9) Which of the following reflects your current job title or level? Check all that apply. \***

Rabbi or Cantor Executive Director / CEO (head of organization)

Director (upper level management) Manager / Associate Director (middle management)

Educator / Teacher Specialist / Coordinator

Assistant / Associate / Admin Other: 

**10) How many employees do you supervise or oversee, either directly or indirectly? \***

None 1-3 4-6 7 or more

**(Conditional formatting opens “Management” questions for top 5 choices (Rabbi through Educator/Teacher) and/or anyone who supervises 4 or more. A question later will ask them if they are interested in professional development for themselves also. All others get “Professional” questions)**

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**Management Track questions**

**1) How much do you currently budget for professional development or higher education, per year, per person, for entry level and lower level professionals in your organization? \***

$0 $1-$99 $100-$250 $250-$500 $500+ I don’t know

**2) Would you / your organization be willing to devote additional financial resources for quality professional development opportunities for employees? \***

Yes No I’m not sure

**3) How much do you agree with the statement below? \***

|  | Not at all | A little | To some extent | To a great extent | Not sure |
| --- | --- | --- | --- | --- | --- |
| I encourage my staff to take work time for professional development opportunities |  |  |  |  |  |
| I think workload is a barrier to attending or implementing professional development skills or opportunities |  |  |  |  |  |

**Comments:** 

**4) To what extent would you be interested in participating in the following? \***

|  | Not at all | A little | To some extent | To a great extent | Not sure |
| --- | --- | --- | --- | --- | --- |
| Interacting with professionals in Jewish life who are less senior or less advanced in their careers |  |  |  |  |  |
| Leading a workshop |  |  |  |  |  |
| Being in a formal mentorship program |  |  |  |  |  |
| Informal networking |  |  |  |  |  |

Other / comments: 

**5) Are you interested in new ongoing professional development opportunities for yourself? \***

Yes No I’m not sure

**(Conditional formatting opens “Professional” questions for anyone who answers Yes)**

**Professional track questions**

**1) Have you ever taken professional development courses at any of the following secular organizations? Check all that apply.**

Colorado Free University Colorado Nonprofit Association Community Resource Center

JVA Consulting Young Nonprofit Professionals Network Teaming4Technology (T4T) Mountain States Employers Council I have not taken any professional development coursesOther: 

**2) Has any professional development you have done during the past year included any of the following? Check all that apply.\***

Conference call or webinar 1 day seminar / course / conference

Multi-day conference Seminar / leadership course 2-5 sessions

Seminar / leadership course 6-10 sessions Seminar / leadership course more than 10 sessions

Other:   I haven’t done any professional development in the last year

**3) To what extent do you feel prepared to do your job in each of the following areas? If you think a certain area does not apply to your work, select N/A \***

|  | Not at all prepared | Somewhat prepared | Moderately prepared | Very Prepared | N/A |
| --- | --- | --- | --- | --- | --- |
| Budgeting and Financial Management |  |  |  |  |  |
| Supervising Others |  |  |  |  |  |
| Board Relations |  |  |  |  |  |
| Marketing and Public Relations |  |  |  |  |  |
| Strategic Planning |  |  |  |  |  |
| Knowledge of the Jewish Community |  |  |  |  |  |
| Programming / Program Development |  |  |  |  |  |
| Event Planning |  |  |  |  |  |
| Knowledge of Jewish culture, ritual and practices and/or content |  |  |  |  |  |
| Risk Management |  |  |  |  |  |
| Fundraising |  |  |  |  |  |
| Engaging the un or under-engaged |  |  |  |  |  |
| Social Media |  |  |  |  |  |

**4) In which of the following areas would you like to attend a professional development workshop or seminar in the next year? Check all that apply. \***

Budgeting & Financial Management Supervising Others Board Relations

Marketing and Public Relations Strategic Planning Knowledge of the Jewish Community

Programming / Program Development Event Planning Knowledge of Jewish culture, ritual and practices and/or content Risk Management Fundraising

Engaging the un or under-engaged Social Media Other: 

**5) Three years from now, where would you like to be working?**

In your current position In another position in my organization

Elsewhere in a Jewish non-profit Elsewhere in a non-Jewish or non-sectarian non-profit

In the private sector Retired or not working Other: 

**6) Three years from now, where are you most likely to be working?**

In your current position In another position in my organization

Elsewhere in a Jewish non-profit Elsewhere in a non-Jewish or non-sectarian non-profit

In the private sector Retired or not working Other: 

**Comments: If you did not answer the same thing for the previous 2 questions, please explain:** 

**7) To what extent would you be interested in having more interactions with the following people? \***

|  | Not at all | A little | To some extent | To a great extent | Not sure |
| --- | --- | --- | --- | --- | --- |
| People in your specialty who work at other Jewish organizations |  |  |  |  |  |
| People in your specialty who work outside of Jewish organizations |  |  |  |  |  |
| Professionals in Jewish life at your level of seniority and responsibility |  |  |  |  |  |
| Professionals in Jewish life who are more senior or more advanced in their careers |  |  |  |  |  |
| Professionals in Jewish life from other communities in North America |  |  |  |  |  |

**Comments:** 

**9) To what extent would you be interested in any of the following forms of professional development, if cost were no barrier? \***

|  | Not at all | A little | To some extent | To a great extent | Not sure |
| --- | --- | --- | --- | --- | --- |
| Opportunity to take select university courses in specific areas |  |  |  |  |  |
| Ongoing mentorship by another Jewish professional |  |  |  |  |  |
| The opportunity to consult one-on-one with experts in specific fields |  |  |  |  |  |
| Regular meet-ups with colleagues, featuring experts in a variety of areas |  |  |  |  |  |
| All-day intensive workshops/seminars |  |  |  |  |  |
| Ongoing training / leadership / professional development |  |  |  |  |  |
| Informal Networking |  |  |  |  |  |

**Comments:** 

**10) How much does your organization pay or budget (annually) for you to do professional development?\*** 

**11) What are the barriers to making working in the Jewish community a long-term career? Check all that apply.\***

Salary  Benefits (retirement, medical, vacation, paid leave)

Ability to fully participate in Jewish community activities for myself or my family (financially)

Can’t separate professional from personal life Organizational or community politics

Lack of career advancement opportunities Inability to affect meaningful change

Work / life balance (time to spend with my family)

Don’t feel included in mainstream Judaism / Jewish community

Other:   None of the above

**12) What drives you in wanting to be a Jewish professional?\*** 

Additional comments or suggestions: 

If you’d like to know more about the outcome of this survey / being involved in helping create more opportunities for professional development for Jewish nonprofit professionals, please give us your contact information here: Name:  Email: 