Job Satisfaction Among Social Workers Working With Foster Families

A graduate project submitted in partial fulfillment of the requirements

For the degree of Master of Social Work

By

Valentina Troupe

May 2016
The graduate project of Valentina Troupe is approved:

_______________________________________  __________
Dr. Amy Levin  Date

_______________________________________  __________
Dr. Jodi Brown  Date

_______________________________________  __________
Dr. Susan M. Love, Chair  Date

California State University, Northridge
Dedication

I would like to dedicate this thesis to my Heavenly Father who provided His strength and wisdom. I would also like to dedicate this to my parents and children who have supported me throughout the process.
# Table of Contents

Signature Page ii
Dedication iii
Abstract v

Introduction 1
Method 8
Results 11
Discussion 13
References 16

Appendix A: Sample Characteristics 20
Appendix B: Job Satisfaction Survey 21
Appendix C: Chi-square Test Outcomes 25
Abstract

Job Satisfaction Among Social Workers Working With Foster Families

By

Valentina Troupe

Master of Social Work

Purpose: Social Work has been ranked among the six worst professions in terms of job satisfaction (Pinsker, 2012) and with job dissatisfaction comes many negative consequences. Investigating demographic variables such as age, gender, race and experience relates to the idea that individuals may have predisposition toward satisfaction and dissatisfaction (Reddy, 2010). The purpose of this study is to expand the literature and explore demographic variables and job satisfaction among social workers working with foster families in Los Angeles County. Research Questions: The study explores the relationship of experience, age, education, gender and race and job satisfaction among social workers in Los Angeles County working with foster families. Methods: Using a purposive non-probability sample, the researcher surveyed thirty-two social workers in Los Angeles County who work with foster families. Measurements: A web-based survey written by the researcher based on published literature. The survey consisted of twenty three questions that gathered demographic information and perception of job satisfaction. Results: A chi-square analysis indicated no significant association between job satisfaction and demographic variables. Discussion: Limitations and suggestions for further studies are presented.
Introduction

Satisfaction is a subjective evaluation of a person’s ability to measure well-being and their capability to engage and accomplish job related tasks (Sacchett & Tortia, 2013). For the purposes of this study, job satisfaction will be defined as “the degree of positive affect toward the overall job or its components” (Henderson, 2007, p. 534). This concept is based on perceptions of the individual, which includes a person’s demographic variables, values, beliefs and assumptions (Reddy, 2010).

Social workers and clients are unhappy

Social Work has been ranked among the six worst professions in terms of physical health, mental health and job satisfaction (Pinsker, 2012); and with job dissatisfaction comes many negative consequences such as sabotaging behavior (Pinsker, 2012), deteriorating psychological well-being and poor physical health (Johnson et al., 2005) as well as burnout and emotional exhaustion (Pinsker, 2012).

Further, dissatisfaction can have detrimental effects on the vulnerable populations being served, as there is a direct correlation between employee satisfaction and client satisfaction (Monahan, 2002). Social workers are often emotionally and mentally exhausted. Workers who are emotionally exhausted do not provide good service to their clients, as it can lead to depersonalizing (Stalker et al., 2007). Thus, creating a barrier to provide the appropriate help required to enhance the lives of many underprivileged families. In fact, Stalker et al. (2007) argues that reducing high emotional exhaustion in social workers is ethically imperative for workers, managers and policy makers.
However, increased job satisfaction can mitigate the aforementioned negative consequences, improve client outcomes and stimulate growth (Pinsker, 2012).

**Social workers are still complaining**

Job Satisfaction is one of the most widely researched constructs and numerous variables have been investigated as to how it affects and contributes to work environment, retention efforts and service quality improvement (Reddy, 2010). However, a large portion of social workers continue to have negative feelings about their jobs (Evans et al., 2006). Mental health is a diverse field and therefore a product of diverse influences and conditions (Reddy, 2010); therefore, it is essential to gain a deeper understanding about individual differences as they pertain to job satisfaction. Examining demographic factors further may produce information that will be helpful to increasing job satisfaction (Pinsker, 2012).

**Contribution to the conversation**

Although job satisfaction has been studied extensively in the area of organizational behavior, the exploration of job satisfaction among social workers has been limited (Pinsker, 2012). Further, literature is limited as to the ability to generalize to social workers within different job settings (Monahan, 2002). Individuals may have predisposition toward satisfaction and dissatisfaction (Reddy, 2010). Therefore, the contribution of this study is to gain a better understanding of the people who enter the field of social work as well as begin a conversation about moderating variables such as gender, age, experience and education and job satisfaction.

**Asking social workers what they think**
The researcher took the initial step in engaging in the much needed conversation by surveying social workers working with foster families in Los Angeles County. The survey attained information about their feelings on job satisfaction as well as specific demographic characteristics.

**What we already know**

A substantial amount of studies have been conducted to explore the different aspects of job satisfaction and improve the understanding of job satisfaction and the significant impact it has on the workforce (Barth, Lloyd, Christ, Chapman, & Dickinson, 2008; Bruce, 2012; Goldman & Tabak, 2010; Henderson, 2007; Mandell, Stalker, Wright, Frensch, & Harvey, 2013; Petty & Brewer, 2005; Pinsker, 2012; Sacchett & Tortia, 2013; Sallad, 2014; Taleb, 2012). The previous aforementioned research includes descriptive quantitative, qualitative, and mixed methods studies that explore the different aspects of job satisfaction as well as the factors responsible and any implications.

Further, different dimensions of job satisfaction among social workers have been researched (Mandell, Stalker, Wright, Frensch, & Harvey, 2013; Pinsker, 2012 Barth, Lloyd, Christ, Chapman, & Dickinson, 2008; Ward, 2009; Stalker, Mandell, Frensch, Harvey, & Wright, 2007; Evans et al., 2006; Henderson, 2007; Hussein, Moriarty, Stevens, Sharpe, & Manthorpe, 2014). However, majority of the studies primarily focus on aspects such as emotional exhaustion (burnout) and organizational elements (Evans et al., 2006; Mandell, Stalker, Wright, Frensch, & Harvey, 2013; Stalker et al., 2007; Thomas, Kohli, & Choi, 2014). For example, in a multi-method design study, Evans et al. (2006) examined the prevalence of stress and burnout, and job satisfaction among mental health social workers. In this study descriptive statistics were used to analyze the
questionnaires from self-selected mental health social workers ($n=237$). The results indicated high levels of stress and emotional exhaustion as well as low levels of job satisfaction (Evans et al., 2006).

However, literature on job satisfaction has been conflicting. Stalker et al. (2007) conducted a qualitative collective case study that consisted of qualitative and quantitative studies and assessed both emotional exhaustion and job satisfaction among social workers. The purpose of the study was to review research that had previously investigated the coexistence of burnout and high levels of job satisfaction among child welfare workers (Stalker et al., 2007). The review of the research in this study revealed “child welfare workers can be, and often are, emotionally exhausted and yet are still satisfied with their jobs” (Stalker et al., 2007, p. 188). This research implies that other aspects such as individual characteristics can play a significant role on the participant’s perception of job satisfaction.

**What we know about demographic factors**

Personal factors, including demographic variables also relate to job satisfaction (Goldman & Tabak, 2010; Taleb, 2012; Sallad, 2014; Hallock, Salazar, & Venneman, 2004; Hermsen, 2008; Gaki, Kontodimopoulos, & Niakas, 2013). For example, Sallad (2014) studied demographic factors in relation to job satisfaction among juvenile justice counselors. The study utilized a cross-sectional, correlational research design to determine whether there was a correlation between job satisfaction and social demographic variables such as work experience, education level, age, race, and gender. The participants consisted of 39 full time counselors who were recruited from four juvenile youth development institutions (Sallad, 2014). The researcher hypothesized that
there would be a statistically significant, positive link among the counselors and the aforementioned demographic characteristics. Descriptive statistics were used to analyze the data and the findings indicated moderate job satisfaction among the participants. There was no significant connection found between years of experience, education level, age, race, gender and job satisfaction among juvenile justice counselors (Sallad, 2014).

In addition, Reddy (2010) conducted a relational/correlation designed study in which the relationship between job satisfaction and the demographic variables of mental health professionals were studied. The study looked at demographic variables, personality factors as well as genetic components. The participants included 76 mental health professionals in Chicago consisting of counselors, therapists, and clinical social workers who served children, adolescents, and adults. The participants also had at least five or more years of experience and worked in a variety of work settings. Descriptive statistics were computed for demographic variables and Pearson product correlation was also utilized. The results revealed that a significant relationship existed only between job satisfaction and number of years of work experience. However, ethnicity was not analyzed due to the large number of Caucasian participants in the study (Reddy, 2010).

Furthermore, Pinsker (2012) conducted a quantitative study to explore overall job satisfaction among social workers as well as taking into consideration different aspects of the work such as core self-evaluations, optimism, and work-family conflict. The demographic variables employment setting, age, gender, race, and years of experience were also measured and investigated. Data was compared through correlation analysis, t-tests, ANOVA, ANCOVA, MANOVA and Multiple Linear Regression (Pinsker, 2012). Respondents were members of the NASW (n=125) and came from across the United
The study concluded that male social workers had significantly higher average overall job satisfaction and more years in the field was associated with higher job satisfaction (Pinsker, 2012). It was further found that age was not related to overall job satisfaction, older workers were not more satisfied than younger workers, social workers in the private sector were not more satisfied than in the public sector and social workers who identified as white were less satisfied than those who identified with other racial groups (Pinsker, 2012). The information from the study suggests that some demographic variables such as years of experience, ethnicity and gender are more influential on job satisfaction than other demographic variables.

Specific studies on gender differences have also been studied in relation to job satisfaction (Stalker, Mandell, Frensch, Harvey, & Wright, 2007; Pinsker, 2012; Reddy, 2010; Goldman & Tabak, 2010; Sallad, 2014; Ward, 2009). In a qualitative study exclusive to male social workers, Ward (2009) attempted to explore, understand and describe the lived experiences of male social workers who practiced in child welfare. The study consisted of 17 participants who completed semi-structured, in-depth, qualitative interviews. The participants worked in diverse roles, their ages ranged from 32-66 and the length of service time ranged from 5 years to 36 years (Ward, 2009). Due to the inquiry being phenomenological in nature, a linguistic analysis was performed. The findings revealed that the male social workers had a strong commitment to working with children and families and a high level of satisfaction.

However, according to Pinsker (2012), the exploration of gender as it relates to job satisfaction has had mixed results. Considering gender differences, Stalker et al. (2007) concluded that gender alone explained more of the variance in many types of
rewards than any other variable. Men and women have a tendency to value work-related rewards differently and the differences are influenced by values that have been internalized due to social norms about gender roles (Stalker et al., 2007). Although male social workers remain the minority in the field of social work, studies have shown them to have a higher level of job satisfaction (Pinsker, 2012; Ward, 2009). This implies that additional research is needed to procure additional insight as to gender differences and job satisfaction.

**Start the conversation.**

Social work has been ranked among the worst professions in terms of job satisfaction and with job satisfaction comes detrimental consequences (Pinsker, 2012) that affect the worker as well as the vulnerable populations being served. The exploration of job satisfaction among social workers has been limited (Pinsker, 2012) and also conflicting as it pertains to demographic variables. Individuals may have predisposition toward satisfaction and dissatisfaction (Reddy, 2010). Therefore, the researcher surveyed thirty-two social workers in Los Angeles County who work with foster families to examine the relationship of experience, age, education, gender and race and job satisfaction. The study is intended to initiate a conversation and yield important new insight into the individual context of job satisfaction (Reddy, 2010).
Method

Participant characteristics

Inclusion criteria included adult social workers in Los Angeles County who worked with foster families. All participants in the study reported to work in a public setting. The ethnic groups most commonly identified were African American \( (n=14, 43.8\%) \), White \( (n=8, 25\%) \), and Hispanic \( (n=8, 25\%) \). Respondents were primarily women \( (n=27, 84.4\%) \); and were between the ages of 30 and 49 years \( (n=22, 68.8\%) \). Fifty percent \( (n=16) \) of respondents held a Master degree, 15\( (46.9\%) \) held a Bachelor degree and 3.1\% \( (n=1) \) held a different degree. In addition, 20\( (62.5\%) \) of the respondents worked 10 or more years as a social worker (see Appendix A).

Sampling procedures

All project procedures and materials were reviewed and approved by California State University Northridge’s Institutional Review Board (IRB). Using a purposive non-probability sample, the researcher surveyed thirty-two participants \( (n=32) \). Participants were recruited through the social media sites Linkedin, ResearchGate and Facebook, with a letter of invitation and flyer. The text included the statement: “We are conducting a research study about job satisfaction among social workers who work with foster families and looking for your input!” The letter of invitation and flyer also included a web-link to the anonymous survey on QUALTRICS platform. Additionally, after ninety days of getting a low response, participation in the study was encouraged through word-of-mouth. This included notifying friends about the study and providing flyers with the link to the survey. Only adult social workers in Los Angeles County currently working with
foster families were invited to participate. All those who voluntarily responded for the study met these criteria.

**Measures**

*Job satisfaction.* Social worker’s job satisfaction was measured by utilizing a survey written by this researcher based on published literature (see Appendix B). The twenty-three-item survey was accessible electronically and had two sections: (1) demographics; and (2) attitude toward job satisfaction. The survey was self-administered and took approximately ten minutes to complete. The first fifteen items consisted of categorical and dichotomous questions about the participant’s demographics characteristics. Key facets of the questionnaire included specific demographic questions such as age, years of service, gender, race, marital status, position, and education level. Five items assessed level of job satisfaction by using ratings from a Likert scale, each consisting of 5 response categories: (1) *strongly disagree* (2) *disagree* (3) *neither agree nor disagree* (4) *agree* (5) *strongly agree*. Questions 20 and 21 examined the participant’s level of job satisfaction using dichotomous Yes/No questions. The survey also asked respondents in an open ended format to share any feedback regarding job satisfaction. Two items were negatively worded and reverse scored. Overall satisfaction is measure by summing all of the responses from the five items assessing levels of satisfaction.

**Research Design**

The study is a descriptive correlational survey design to examine moderating variables and perception of job satisfaction among social workers working with foster families.
Procedure

Data was collected using an electronic survey through the online platform QUALTRICS. An information sheet was presented at the beginning of the survey. The sheet explained the study and advised the participants of their rights. No direct identifying information were collected and no codes linking back to the identifiers were created. The survey was active from the beginning of November 2015 through the middle of April 2016.
Results

The 32 respondents in the sample ranged from 18 years of age to 64 years of age. Twenty-two (68.8%) participants were between the ages of 30 to 49; 27 (84.4%) participants identified as female; 20 (62.5%) worked as a social worker 10 years or more; 16 (50%) of the participants held a Master degree and of those participants 82.4% (n=14) attained the degree in social work whereas 60% (n=15) of participants who held a Bachelor degree, 46.9% (n=9) attained the degree in sociology. In addition, 43.8% (n=14) identified as African American.

There was very little missing demographic data and were not of concern. One respondent did not answer the question regarding gender and current primary position; and the other missing points were related to the type of social work license, which was not a primary variable of interest in the current study. It is very likely that the aforementioned missing information did not have a strong effect on the results.

The analysis of the current study explored the relationship between job satisfaction and experience, age, education, gender and race among social workers in Los Angeles County working with foster families. As hypothesis testing is not the focus of the study, descriptive analysis is used to look at frequencies, proportions, and bivariate relationships among these variables.

A chi-square test for independence was conducted to examine any associations between moderating variables and job satisfaction. Utilizing cross tabulations, the total score of the five items assessing job satisfaction were ran against all demographic variables. The results indicated no significant associations which included age, $\chi^2(24, N=32)=25.46$, $p=.38$; gender, $\chi^2(12, N=31)=6.7$, $p=.87$; experience, $\chi^2(36, N=32)=34$,
p=.56; education, \( \chi^2(24, N=32)=19.79, p=.71 \); and ethnicity, \( \chi^2(48, N=32)=42.73, p=.69 \) (see Appendix C).
Discussion

Investigating job satisfaction among social workers is important due to the detrimental effects dissatisfaction has on the workers as well as the clients. The exploration of job satisfaction has been limited among social workers (Pinsker, 2012) and this study contributes to the much needed literature and dialogue about the impact of moderating variables on job satisfaction. The researcher examined job satisfaction among social workers in Los Angeles County working with foster families; specifically explored how demographic variables such as experience, age, education, gender and race affect job satisfaction. The findings of this study suggest that job satisfaction may not be impacted by demographic. The results support previous research that demographic characteristics are not associated with job satisfaction (Sallad, 2014). However, the findings are contrary to other studies that have found a relationship between characteristics such as gender (Pinsker, 2012), experience (Reddy, 2010), and ethnicity (Pinsker, 2012). It is important to note that the results may not be equivalent to other aforementioned studies due to the limited sampling in the current study.

Although further work is needed to gain a full understanding of job satisfaction as it relates to social workers, our findings indicate social workers are unhappy. For example, 24(75%) of the participants indicated having thoughts about leaving their job. This implies other significant factors may influence a social workers perception of job satisfaction and suggests a link between unhappiness and work environment. In other words, it is possible that social workers are discontent due to occupational factors such as excessive workload and lack of support from their employers. Notably the survey used in this study did not specifically assess other important concepts such as organizational
factors or personal values. Therefore, it is unknown how the aforementioned factors would have influenced the responses of the participants.

**Limitations**

This study had several limitations. One possible limitation is that the researcher is a social worker who works in Los Angeles County with foster families and this may have influenced some subjects to participate in the study. In order to mitigate potential bias, the researcher was careful not to share personal experiences regarding job satisfaction. In addition, this study included small sample size. The results would be extremely challenging to generalize to the population due to an inadequate participant size. Further, the lack of equal distribution between the demographic variables potentially influenced the results in this study. In addition, although the method of online surveys allowed this researcher to quickly and inexpensively send the questionnaire to a large number of prospective respondents (Rubin & Babbie, 2014) as well as maintain the anonymity of the participants, utilizing the online survey provided a low response rate.

Another potential limitation was that the researcher was unable to observe the participants throughout the day and take into consideration external factors such as work or family conflict, as this could have a significant impact on the responses of the participants. A final limitation would include the measurement instrument. The instrument chosen was not tested for reliability and validity.

**Future Research**

The study provided additional insight into the topic of job satisfaction. However, due to its exploratory nature and issues of representativeness, it is unable to provide
conclusive answers. This study contributes to existing literature about job satisfaction among social workers to encourage other studies that can provide more definitive answers. A qualitative method approach should be utilized to dig deeper into the concept of satisfaction which would procure valuable information directly from social workers. This includes focus groups, observations, and in-depth interviews to discuss important topics such as personal values and organizational factors. This study confirms that social workers are unhappy and illuminates the critical need for additional research to resolve the important issue of job satisfaction among social workers for the sake of workers, clients, and society as a whole.
References


Appendix A

Sample Characteristics

Table 1

Demographic Characteristics of Respondents (N=32)

<table>
<thead>
<tr>
<th>Demographic Variables</th>
<th>n</th>
<th>%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>4</td>
<td>12.5</td>
</tr>
<tr>
<td>Female</td>
<td>27</td>
<td>84.4</td>
</tr>
<tr>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>18-29</td>
<td>3</td>
<td>9.4</td>
</tr>
<tr>
<td>30-49</td>
<td>22</td>
<td>68.8</td>
</tr>
<tr>
<td>50-64</td>
<td>7</td>
<td>21.9</td>
</tr>
<tr>
<td>Ethnicity</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Caucasian</td>
<td>8</td>
<td>25</td>
</tr>
<tr>
<td>African American</td>
<td>14</td>
<td>43.8</td>
</tr>
<tr>
<td>Asian</td>
<td>1</td>
<td>3.1</td>
</tr>
<tr>
<td>Hispanic</td>
<td>8</td>
<td>25</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>3.1</td>
</tr>
<tr>
<td>Education</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Master</td>
<td>16</td>
<td>50</td>
</tr>
<tr>
<td>Bachelor</td>
<td>15</td>
<td>46.9</td>
</tr>
<tr>
<td>Other</td>
<td>1</td>
<td>3.1</td>
</tr>
<tr>
<td>Experience</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Less than a year</td>
<td>2</td>
<td>6.3</td>
</tr>
<tr>
<td>1 to 3 years</td>
<td>3</td>
<td>9.4</td>
</tr>
<tr>
<td>3 to 6 years</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>6 to 9 years</td>
<td>7</td>
<td>21.9</td>
</tr>
<tr>
<td>10 or more years</td>
<td>20</td>
<td>62.5</td>
</tr>
</tbody>
</table>

*Note.* Numbers in cells are frequencies and percentages.
Appendix B

Job Satisfaction Survey

Please choose the answer that best reflects your current feelings.

A little bit about you:

1. How old are you?
   - 18-29
   - 30-49
   - 50-64
   - 65+

2. What is your gender?
   - Male
   - Female

3. What is your current marital/domestic partner status?
   - Single
   - Widowed
   - Separated
   - Divorced
   - Married
   - Domestic Partnership

4. Do you have children under 18 years old currently living in your household?
   - Yes
   - No

5. How many years have you worked as a social worker?
   - Less than 1 Year
   - 1 to 3 years
   - 3 to 5 years
   - 6 to 9 years
   - 10 years+

6. What is the highest Degree you attained?
   - Bachelor's of Arts Degree
   - Master's Degree
   - PHD
   - Other: please specify ____________________
7. In what discipline did you attain your highest degree?
   o Social Work
   o Sociology
   o Psychology
   o Other: please specify ____________________

8. What is your primary ethnicity?
   o White
   o Black/African American
   o Native American
   o Asian/Pacific
   o Mexican/Hispanic/Latino
   o Biracial
   o Other: please specify ____________________

9. What type of social work license do you have?
   o LMFT
   o LCSW
   o LPCC
   o Other: please specify ____________________

10. Do you have a private practice?
    o Full-time
    o Part-time
    o No

11. What is your primary employment setting?
    o Public
    o Private non-profit
    o Self-employed
    o Other: please specify ____________________

12. What is your primary field of practice?
    o Mental Health
    o Medical
    o Child Welfare
    o Aging
    o School Social Work
    o Other: please specify ____________________
13. What is your primary position at your current job?
   - Administrator
   - Supervisor
   - Clinical Provider
   - Educator
   - Case Manager
   - Other: please specify ____________________

14. How many years have you worked for your current employer?
   - Less than 1 year
   - 1 to 3 years
   - 3 to 5 years
   - 6 to 9 years
   - 10 years +

15. How many hours per week do you currently work as a social worker?
   - Less than 10
   - 10 to 20
   - 21 to 30
   - 31 to 39
   - 40 +

16. Each day at work seems like it will never end.
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree

17. Most days I am enthusiastic about my work.
   - Strongly Disagree
   - Disagree
   - Neither Agree nor Disagree
   - Agree
   - Strongly Agree
18. I find real enjoyment in my work.
   o Strongly Disagree
   o Disagree
   o Neither Agree nor Disagree
   o Agree
   o Strongly Agree

19. I consider my job to be rather unpleasant.
   o Strongly Disagree
   o Disagree
   o Neither Agree nor Disagree
   o Agree
   o Strongly Agree

20. Have you thought about leaving your current job?
   o Yes
   o No

21. Have you applied for other employment in the past 12 months?
   o Yes
   o No

22. Please indicate how much you agree with the following statement: On the whole, I am satisfied with my current job.
   o Strongly Disagree
   o Disagree
   o Neither Agree nor Disagree
   o Agree
   o Strongly Agree

23. Please share any additional feedback you would like regarding your job satisfaction or dissatisfaction.
### Appendix C

Chi-Square Test Outcomes

#### Table 2

Chi-Square Tests of Job Satisfaction and Demographic Variables

<table>
<thead>
<tr>
<th>Demographic Variables</th>
<th>Value</th>
<th>df</th>
<th>Significance (2-sided)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Age</td>
<td>25.46</td>
<td>24</td>
<td>.38</td>
</tr>
<tr>
<td>Gender</td>
<td>6.70</td>
<td>12</td>
<td>.87</td>
</tr>
<tr>
<td>Experience</td>
<td>34.00</td>
<td>36</td>
<td>.56</td>
</tr>
<tr>
<td>Education</td>
<td>19.79</td>
<td>24</td>
<td>.71</td>
</tr>
<tr>
<td>Ethnicity</td>
<td>42.73</td>
<td>48</td>
<td>.69</td>
</tr>
</tbody>
</table>