

# 2014 Dow Jones News Fund Survey

## Improvement of Workshops| DJNF Digital Training Program 1996-2013

Pam McAllister Johnson • Samuel Autman • Ron DeMarse • Nancie Dodge  
Heather Garcia • Meredith Clark • Kara Williams Glenn

School of Journalism & Broadcasting  
Western Kentucky University  
Bowling Green, KY 42101  
Tel. 270-745-5136

---

Project Sponsor

**Wall Street Journal Foundation| Dow Jones Foundation**

July 1, 2014

## **Executive Summary**

In a 1997 study<sup>1</sup>, online journalists ranked the top three skill sets, that journalists use in their current job responsibilities, as spelling, grammar and punctuation.

In this 2013 study, online journalists ranked the top three skill sets, that journalists use in their current job responsibilities, as digital news writing, copy-editing and social media.

The Dow Jones News Fund helps journalism students to be prepared for the skill sets that make journalists successful in their job responsibilities.

The purpose of this survey was to obtain information to improve training in the DJNF Digital Training Workshops. The results of the survey will be used to enhance, evolve and shape future workshops.

To be eligible to participate in the DJNF Digital Training Program, applicants must be a junior, senior or recent graduate; they took a proctored exam at their university in November and were notified of their selection in December. The program consisted of 9-15 applicants in a six-day, all expense-paid training program and a 10-week, paid internship.

A multi-model study of quantitative and qualitative methods were used. A total population (N=203), purposive sampling was used; units of the total population were people who had participated in the DJNF Digital Training Program, 1996-2013. The participants were sent emails through Qualtrics and the response rate was 84 percent. The survey was approved by the university Institutional Review Board and lead researchers were board certified.

Results of the survey showed that 80 percent of the respondents had found a job within 3 months after completing their DJNF internship and most of them were working in digital jobs at major, traditional media operations.

The participants' salary range and length of time on the job were skewed by the number of participants in the program from 2011-2013, 46%.

The results of the survey indicated the participants appreciated the program much more after they returned to school, completed an internship or started their first job. The respondents indicated that what they found most useful in the workshop were:

- Working with a team they didn't know.
- Completing a news website in one week, in a pressured environment.
- Working alone in the field.
- Attending the workshop gave them professional confidence.
- Using the skills they learned in the workshop right away in their job.
- Learning new software such as Edge.
- Learning HTML
- Learning data-driven journalism.
- Becoming aware they sometimes had more digital skills than their colleagues on the job.
- Realizing the "DJNF name" opened many intern and job doors for them.
- Networking opportunities

Respondents wanted more time to work on many different skills:

- HTML
- Video
- Software

- Data-driven journalism

In addition, survey respondents suggested:

- Provide more time so the workshop doesn't feel like a "crash course".
- Provide beginning and intermediate levels of skill classes.
- Provide more time to critique final websites.

### Limitations

- Seventy-two percent of the respondents were from 2007-2013.
- Workshops were skewed to participants (46%) in the last 3 years of 14 years of workshops; this in turn skewed (1) salary ranges during first job; (2) current salary range and (3) how long they were employed in their first job and (4) how long they were employed in their current job.
- In future studies, use similar questions used in national studies for comparative purposes.
- Test for what workshop coaches think are "best" practices to help to determine if participants agreed.
- Some of the best practices were corroborated in the qualitative questions: team work; learn digital skills and complete a digital project; build digital and professional confidence and develop a national network.
- Include quantitative and qualitative questions that test for the same question.
- Since there is such a wide time range between the participants in the workshops and rapid evolution of technology, the survey should include step-questions.

One of the major difficulties in surveying this population is "survey fatigue". The total population is 203 and is only expected to grow 12-24 participants each year.

Therefore, opportunities to survey the population and obtain a high response rate could be limited. However, new populations such as workshop directors and coaches and internship supervisors could be surveyed for information on how to improve the training in the DJNF Digital Workshops.

---

## **Program Overview**

The DJNF was organized in 1958 to improve the quality of journalism education and the pool of applicants for jobs in the news business<sup>2</sup>. Research has shown that “digital training increases job opportunities for undergraduate majors in journalism and mass communications and decreases the length of time it takes for them to obtain their first job.<sup>3</sup>”

Eighty percent of the respondents in the DJNF Digital Training Program had found jobs in less than three months after their DJNF internship. The DJNF Program consists of a 6-day training workshop and a 10-week internship.

The procedure to obtain a DJNF internship is:

- Applicants must be a junior, senior or recent university graduate.
- Students take a proctored test at their university in November.
- Workshop directors notify the accepted students in December.
- Nine to fifteen students arrive on campus for a six-day workshop.
- After the workshop, students go directly to their 10-week internship.
- Students returning to undergraduate school obtain a \$1,000 scholarship.

The first Dow Jones Newspaper Fund Program was held at the University of Missouri from 1996-2000. When the director of the program, Dr. Ann Brill, moved to the University of Kansas the workshop moved there from 2001-2002. Brill made it very clear that even though the workshop was ahead of the curve, the participants didn't just copy

a print story and paste it on-line. One of the projects they did early on was a multimedia project of a university football game.

The DJNF program was in hiatus for five years because the journalism market fell and the program was unable to obtain media internships. The program started again in 2007 with a grant from digital pioneer Neil Budde of Yahoo!News. Budde, a 1976 workshop participant, was a news writing and editing coach in the first workshop at Western. Budde is now vice president/executive editor of The Louisville Courier-Journal. The Bowling Green program changed the name of the program from Online, to Multimedia to Digital. The Dow Jones Newspaper Fund also changed its name to the Dow Jones News Fund. In the workshops, the director Dr. Pam McAllister Johnson included knowledge-based journalism from Shorenstein Center at Harvard and used the model for multimedia storytelling from the UC Berkeley Graduate School of Journalism.

In 2013, Arizona State University became a site for a DJNF Digital Program with Mike Wong as the director. Like the Bowling Green workshop, the ASU participants have a digital skills evaluation; high ratio of coaches to students; skills classes; fieldwork; work in either a large team or small teams; participants produce a digital project and there's a graduation banquet. ASU was selected to be a training site because of its history and culture of being in the forefront of all things journalism and all things digital.

## **Methodology**

The goal of this survey was to obtain information to improve the training in the Dow Jones News Fund Digital Training Workshop. To achieve this goal, we used a multi-model study of quantitative and qualitative methods.

The type of purposive sampling we used was total population sampling (N=203). The unit of the total population were people who had participated in the Dow Jones News Fund Digital Training Workshop, 1996-2013.

While this type of sampling is not statistically generalizable, it is analytically generalizable and leans towards obtaining deeper insights from respondents with a reduced risk of missing potential insights.

An e-mail survey was sent through Qualtrics. There were 174 or 86% of the population (N=203) with good email addresses. Of the 174 workshop participants who received emails, 134 or 77% responded and of the 134 workshop participants who started the survey, 113 completed the survey for a response rate of 84%. The survey had a confidence level of 95% and a confidence interval of 4.95. For a population of 203, we needed a sample size of 134. As incentives to participate in the survey, the first 50 respondents were placed in a drawing for a \$100 Visa card; every respondent was placed in a drawing for an iPad.

Three email reminders were sent during the survey, April 14-May 14, 2014. Survey participants were told the potential risks of the survey and that the survey was voluntary and they could quit at any time. The survey was approved by the authors' university Institutional Review Board and the lead researchers were board certified.

## **Findings**

1. Of the internships you have completed, how many were Dow Jones News Fund (DJNF) Interns?

#	Answer	Response	%
1	0	6	5%
2	1	118	92%
7	2	2	2%
8	3	0	0%
9	4	2	2%
10	5	0	0%
11	6 or more	0	0%
Total		128	100%

Statistic	Value
Mean	2.14
Variance	1.19
Standard Deviation	1.09
Total Responses	128

2. Please indicate the year in which you participated in a DJNF Program?

Year	#	%	Year	#	%	Year	#	%
1996	8	6%	2001	5	4%	2010	8	6%
1997	1	0%	2002	2	2%	2011	10	8%
1998	10	8%	2007	7	6%	2012	12	10%
1999	5	4%	2008	13	10%	2013	35	28%
2000	4	3%	2009	5	4%		125	100%



3. Please indicate your age during your DJNF program?






Age	# Interns	Percent
17	1	1%
18	1	1%
19	5	5%
20	14	13%
21	33	30%
22	32	29%
23	5	5%
24	3	3%
25	5	5%
26	1	1%
27	3	3%
28	2	2%
29	2	2%
30	1	1%
34	1	1%
	109	

4. Please indicate your school classification during your DJNF program.

#	Answer	Response	%
1	Rising freshman	1	1%
2	Rising sophomore	0	0%
3	Rising junior	17	13%
4	Rising senior	35	28%
5	New graduate (bachelor's degree)	52	41%
6	First-year graduate student	10	8%
7	Second-year graduate student	3	2%
8	Third-year graduate student	0	0%
9	New graduate (advanced degree)	7	6%
10	Other (please specify):	1	1%
	Total	126	100%



Statistic	Value
Mean	4.81
Variance	2.19
Standard Deviation	1.48
Total Responses	126

5. What did you do upon completion of your DJNF internship?

#	Answer		Response	%
1	Return to undergraduate program		48	38%
2	Begin a graduate program		3	2%
3	Return to a graduate program		9	7%
4	Begin work		54	43%
5	Other (Please specify):		11	9%
	Total		125	100%

Statistic	Value
Mean	4.81
Variance	2.19
Standard Deviation	1.48
Total Responses	126

6. Were you offered a job during or immediately after your DJNF internship?

#	Answer		Response	%
1	Yes		47	38%
2	No		78	62%
	Total		125	100%

Statistic	Value
Mean	1.62
Variance	0.24
Standard Deviation	0.49
Total Responses	125

7. When did you begin this job?

Year	Respondent
1996	6
1997	1
1998	2
1999	1
2000	1
2001	3
2007	5
2008	6
2010	4
2011	3
2012	4
2013	6
N/A	4
	46

8. What was your first job title after completing your DJNF internship?

Most of the respondents had digital job titles after completing their DJNF internship.

9. What was the name of the organization where you had your first job?

The names of the organizations, where respondents had their first job, primarily had major, traditional media names.

10. Please specify your annual salary range during your first job.

#	Answer		Response	%
1	Less than \$25,000		43	38%
2	\$25,001 - \$35,000		35	31%
3	\$35,001 - \$45,000		15	13%
4	\$45,001 - \$55,000		11	10%
5	\$55,001 - \$65,000		5	4%
6	\$65,001 - \$75,000		1	1%
7	\$75,001 - \$85,000		1	1%
8	\$85,001 - \$95,000		0	0%
9	\$95,001 - \$100,000		1	1%
10	More than \$100,001		0	0%
Total			112	100%

Statistic	Value
Mean	2.22
Variance	2.08
Standard Deviation	1.44
Total Responses	112

11. How long were you employed in your fist job.

#	Answer		Response	%
1	Fewer than 12 months		49	43%
2	13 to 24 months		25	22%
3	25 to 36 months		11	10%
4	37 to 48 months		6	5%
5	More than 48 months		22	19%
Total			113	100%

Statistic	Value
Mean	2.35
Variance	2.39
Standard Deviation	1.55
Total Responses	113

12. How long did it take you to land your first job?

#	Answer	Response	%
1	Three months or fewer	91	80%
2	Four to six months	14	12%
3	Seven to 12 months	6	5%
4	13 to 24 months	3	3%
5	25 to 36 months	0	0%
6	37 months or more	0	0%
Total		114	100%

Statistic	Value
Mean	1.31
Variance	0.48
Standard Deviation	0.69
Total Responses	114

13. How many jobs have you held between your current and first job?

# Jobs	#Participants	Percent
0	32	27
1	22	19
2	22	19
3	15	13
4	9	8
5	9	8
6	1	1
7	1	1
8	3	3
11	1	1
12	1	1
59	116	101

14. Thinking back to your first DJNF internship, please review the skill sets below and rank the top three skills that you were able to build as a result of participating in this program. (Drag and drop)

#	Answer	1	2	3	4	5	6	7	8	9	10	11	Total Responses
1	Copy-editing (news)	25	12	11	23	12	13	5	7	2	3	0	113
2	Digital newswriting	22	20	14	22	17	9	7	0	1	1	0	113
3	Digital photography	3	12	16	23	26	13	11	8	0	0	1	113
4	Mash-ups	0	0	3	7	15	29	19	17	11	10	2	113
5	Multimedia skills: Video	27	20	6	8	14	14	16	2	6	0	0	113
6	Multimedia skills: Audio	4	6	8	6	11	16	30	25	2	5	0	113
7	Multimedia skills: Web design	17	25	17	5	8	6	9	18	7	1	0	113
8	Multimedia skills: Interactive design	12	12	17	8	3	3	7	23	20	7	1	113
9	Other (Please specify):	1	3	8	1	0	0	1	2	44	14	39	113
10	Social media	2	2	11	7	5	3	7	4	9	55	8	113
11	Storyboarding	0	1	2	3	2	7	1	7	11	17	62	113
	Total	113	113	113	113	113	113	113	113	113	113	113	-

Other (Please specify):
Breaking news/headline writing
Light staging
Headline Writing
Multimedia "thinking" - this program was newish in 1998
Data-based journalism/visualization
Programming
HTML/CSS
Just the two above. Heck, social media didn't exist!
Content management
Photo editing
Designing Graphics
Newsgathering
Site building
Multimedia storytelling

Statistic	Copy-editing (news)	Digital newswriting	Digital photography	Mash-ups	Multimedia skills: Video	Multimedia skills: Audio	Multimedia skills: Web design	Multimedia skills: Interactive design	Other (Please specify):	Social media	Storyboarding
Mean	3.99	3.53	4.66	6.87	4.01	6.13	4.37	5.72	9.05	8.05	9.61
Variance	5.92	3.97	3.53	3.40	6.47	4.72	7.74	9.70	6.25	8.23	4.69
Standard Deviation	2.43	1.99	1.88	1.84	2.54	2.17	2.78	3.12	2.50	2.87	2.16
Total Responses	113	113	113	113	113	113	113	113	113	113	113

15. In a few sentences, please describe an instance in which you realized that participating in this program had strengthened your on-the-job skills?

Respondents said they realized that participating in this program had strengthened their on-the-job skills when they had to do the same thing on the job that they had to do in the workshop, they felt they could do it confidently, quickly and professionally.

16. What part of the DJNF program would you have omitted from your training?

Respondents said there was nothing that should have been admitted from their training. A few respondents mentioned that Excel, copy-editing and social media could be omitted. Some respondents said they couldn't remember back that far.



17. What part of the program would you have liked to commit more time to during your training?

Most of the respondents said they would have liked to commit more time to video, learning new software, coding, interactive design, copy-editing, and multi-media storytelling.

18. Please rank the top three skill sets you would recommend for students who will participate in a DJNF program in the future. (Drag and drop.)

#	Answer	1	2	3	4	5	6	7	8	9	Total Responses
1	Content for wearable devices	4	6	8	51	13	8	9	4	0	103
2	Private social media	4	14	12	11	43	12	5	1	1	103
3	Drone journalism	1	7	2	6	23	44	16	3	1	103
4	Responsive design	16	17	30	8	10	13	8	1	0	103
5	Production of news apps	13	29	14	8	2	15	16	5	1	103
6	Geo-targeted content	3	11	15	6	9	7	37	14	1	103
7	Robot journalism	1	1	3	5	2	4	12	65	10	103
8	Data-driven journalism	58	14	13	8	1	0	0	8	1	103
9	Other (Please specify):	3	4	6	0	0	0	0	2	88	103
	Total	103	103	103	103	103	103	103	103	103	-

Other (Please specify):
Mass mailings, newsletters, and email-driven news delivery
Intelligent content
Newsroom management, particularly multi-state/virtual newsrooms
Improving writing skills.
Just general online presence -- using Twitter and Facebook, reporting on breaking news through social media
Mobile
Listening to user behavior and editing/writing to capture traffic
Editorial judgment
Interactive design
I don't really understand the last three....
None of this was an issue when I went through the program.
Civic-specific/municipal data partnerships (i.e. Code for America)
(What is robot journalism and how DJNF teach students about that?) (Same question for drone journalism and "private" social media)
Are these categories for real? Robot journalism?!
News reporting
I have no idea what most of the below are.
Web-based graphics/explainers

Statistic	Content for wearable devices	Private social media	Drone journalism	Responsive design	Production of news apps	Geo-targeted content	Robot journalism	Data-driven journalism	Other (Please specify):
Mean	4.39	4.38	5.52	3.53	3.94	5.45	7.38	2.28	8.13
Variance	2.38	2.61	2.11	3.62	5.47	4.80	2.51	4.32	5.17
Standard Deviation	1.54	1.62	1.45	1.90	2.34	2.19	1.58	2.08	2.27
Total Responses	103	103	103	103	103	103	103	103	103

19. What is your current job title?

The current job titles, for most respondents, were entry-level digital positions.

20. What is the name of the organization where you are currently employed?

The names of the organizations, where the respondents are currently employed, are names of major, traditional media companies.

21. How many years have you worked for this organization? If less than one year please indicate the number of months you have worked for this organization?

# Months	Respondents	Percent
1	8	8%
2	1	1%
3	1	1%
4	4	4%
6	2	2%
7	3	3%
8	4	4%
9	5	5%
10	3	3%
11	3	3%
	34	34%

Reason	Respondents	Percent
NA	4	4%
Accepted Job	4	4%
	8	8%

# Years	Respondents	Percent
1	12	12%
2	11	11%
3	9	9%
4	7	7%
5	5	5%
6	3	3%
7	2	2%
9	2	2%
10	1	1%
11	1	1%
12	1	1%
14	1	1%
15	1	1%
17	1	1%
	57	57%

The data only showed 99 respondents vs. the 108 indicated.

**22. Please specify your current annual salary range.**

#	Answer		Response	%
1	Less than \$25,000		31	30%
2	\$25,001 - \$35,000		14	13%
	\$35,001 - \$45,000		12	11%
3				
4	\$45,001 - \$55,000		11	10%
5	\$55,001 - \$65,000		11	10%
6	\$65,001 - \$75,000		5	5%
7	\$75,001 - \$85,000		6	6%
8	\$85,001 - \$95,000		5	5%
9	\$95,001 - \$100,000		2	2%
10	More than \$100,001		8	8%
	Total		105	100%

Statistic	Value
Mean	3.85
Variance	8.15
Standard Deviation	2.85
Total Responses	105

23. Based on your current job responsibilities, please drag-and-drop the choices to rank your top three skill sets.

#	Answer	1	2	3	4	5	6	7	8	9	10	11	Total Responses
1	Copy-editing (news)	24	25	12	23	6	6	3	2	1	1	1	104
2	Digital newswriting	27	25	15	15	13	6	1	1	0	1	0	104
3	Digital photography	4	5	12	29	23	11	7	7	2	3	1	104
4	Mash-ups	1	1	1	4	26	26	13	7	14	8	3	104
5	Multimedia skills: Video	6	9	4	4	11	29	25	9	3	3	1	104
6	Multimedia skills: Audio	0	5	3	4	3	12	34	24	11	5	3	104
7	Multimedia skills: Web design	6	14	14	3	6	7	8	33	10	2	1	104
8	Multimedia skills: Interactive design	8	5	4	5	4	1	7	14	40	13	3	104
9	Social media	9	12	24	10	7	3	2	3	13	20	1	104
10	Storyboarding	0	1	10	6	3	2	4	4	9	48	17	104
11	Other (Please specify):	19	2	5	1	2	1	0	0	1	0	73	104
	Total	104	104	104	104	104	104	104	104	104	104	104	-

Statistic	Copy-editing news	Digital newswriting	Digital photography	Mash-ups	Multimedia skills: Video	Multimedia skills: Audio	Multimedia skills: Web design	Multimedia skills: Interactive design	Social media	Storyboarding	Other (Please specify):
Min Value	1	1	1	1	1	2	1	1	1	2	1
Max Value	11	10	11	11	11	11	11	11	11	11	11
Mean	3.22	2.96	4.91	6.67	5.73	7.06	5.78	7.31	5.42	8.57	8.37
Variance	4.50	3.34	4.18	4.03	4.96	3.82	7.77	8.43	10.89	7.20	17.57
Standard Deviation	2.12	1.83	2.04	2.01	2.23	1.95	2.79	2.90	3.30	2.68	4.19
Total Responses	104	104	104	104	104	104	104	104	104	104	104

24. In a few sentences, please describe how participation in a DJNF program has been beneficial to you in your current role?

Respondents reported that participation in a DJNF program has been beneficial to them in their current role because it introduced them to new software, provided a network of colleagues, gave them confidence, taught them how to work in a team and focus on storytelling.

25. In a few sentences, please describe a time in your professional life when your DJNF training provided a competitive advantage.

Respondents described a time in their professional life when their DJNF training provided a competitive edge as everything from the prestige of the DJNF name getting them a job to realizing they had more digital skills than their boss.

## **Conclusion**

The profile of the respondents, during the 1996-2013 DJNF Digital Workshops, were 20-22 years old and a fifty-fifty split between undergraduate and graduate students. The DJNF internship, for an overwhelming majority of the interns, was the only internship they had ever had prior to the program.

The program participants were skewed to those who had attended the last 3 years of 14 years of workshops. This was primarily due to an enrollment of 54 participants in 2013; enrollment is usually 9-15 participants. The enrollment increased because one media company asked the DJNF workshop to train 40 of their interns and the program had selected 14 DJNF interns.

When the program participants were skewed, the salaries were skewed: 38% of the respondents reported their annual salary during their first job was less than \$25,000 and 30% of the respondents reported their current annual salary was less than \$25,000.

Also skewed was how long participants had been employed in their first job, 34% of the respondents reported they had been employed in their first job for fewer than 12 months.

After the DJNF internship, (1) most of the undergraduates went back to undergraduate school; (2) very few of the new undergrad graduates went to graduate school; (3) one third of the returning graduate students returned to graduate school and (4) most of the new undergrad grads and new grad graduates went to work.

Of those participants who went to work, 80% of the respondents said it took them three months or fewer to land their first job and 92% said it took them four to six months to find a job. The participants' first and current job titles were digital titles at traditional media organizations:

Scripps Howard Foundation Wire	New York Times on the Web
Forbes Media	The Atlanta-Journal-Constitution
Washington Post	Tennessean
Yahoo	USA Today
Orlando Sentinel	Newsday
Wall Street Journal	Arizona Daily Star
MarketWatch	Cox Interactive Media
Detroit Free Press	Associated Press
Newsday	AccuWeather
NBC News	ESPN.com
The Boston Globe	



## Training

Based on the survey findings, the workshop would continue to focus on the skill sets ranked below and add the production of news apps.

Ranking	Skill Sets to Build on	Skill Sets for Future Journalists	Skill Sets Use in Current Position
1	Web design 52%	Data-driven journalism 83%	Digital news writing 64%
2	Digital news writing 50%	Responsive design 61%	Copy-editing 59%
3	Multimedia skills: video 53%	Production of news apps 54%	Social media 43%

Respondents reported they thought the

workshops were well-balanced and

useful and they didn't know what they would omit from the workshop. In the qualitative questions, respondents noted aspects of the workshop that were most useful for them:

- Working with a team.
- Pressure of completing a news website in one week
- Unsupervised working in the field.
- Attending the workshop gave them professional confidence.
- Skills they learned in the workshop were used right away in their job.
- Learning new software such as Edge.
- Learning HTML
- Learning data-driven journalism.

- In many cases they had more digital skills than their colleagues on the job.
- “DJNF name” opened many intern and job doors for them.
- Networking opportunities

Participants responded that they would like to commit more time to having more time in the workshop so it didn’t feel like a crash course. Respondents wanted more time to work on many different skills:

- HTML
- Video
- Software
- Data-driven journalism

While “omit” and “commit” could be considered opposite qualitative questions, three of the qualitative questions could be considered bias because the survey did not include opposite qualitative questions. However, these qualitative questions provided rich information and specific information that could be used in the training program.

- Provide more time for the workshop.
- Provide beginning and intermediate levels of seminars.

### *Limitations and Future Studies*

- Seventy-two percent of the respondents were from 2007-2013.
- Workshops were skewed to participants (43%) in the last 3 years of 14 years of workshops; this in turn skewed (1) salary ranges during first job; (2) current salary range and (3) how long they were employed in their first job.

- In future studies, use similar questions used in national studies for comparative purposes.
- Test for what workshop coaches think are “best” practices to help to determine if participants agreed.
- Some of the best practices were corroborated in the qualitative questions: team work; learn digital skills and complete a digital project; build digital and professional confidence and develop a national network.
- Include quantitative and qualitative questions that test for the same question.
- Since there is such a wide time range between the participants in the workshops, and evolution of technology, the survey should include step-questions.

One of the major difficulties in surveying this population is “survey fatigue”. The total population is 203 and is only expected to grow 12-24 participants each year.

Therefore, opportunities to survey the population and obtain a high response rate could be limited. However, new populations such as workshop directors and coaches and internship supervisors could be surveyed for information on how to improve the training in the DJNF Digital Workshops.