

Survey about Employment for People with Disabilities

Pre- and Post-Test



Prepared by:
Christine Rinck, Ph.D.
Julie Warm, Ph.D.
UMKC Institute for Human Development

August 2007
December 2007, revised



PREFACE

UMKC Institute for Human Development, A University Center for Excellence in Developmental Disabilities, Education, Research and Service (UCEDD), 2220 Holmes Road, Kansas City, MO 64108, (816) 235-1770

This project was supported by award number #11-P-93057/7-01, Medicaid Infrastructure Grant, University of Missouri-Kansas City, Institute for Human Development, Kansas City, Missouri. Grantees undertaking projects under government sponsorship are encouraged to express freely their findings and conclusions. Points of view or opinions do not, therefore, necessarily represent official positions of the Medicaid Infrastructure Grant.



Acknowledgements

The author would like to thank ASPE The Network on Employment for their help with the conference. The author would also like to thank all the conference attendees that participated in the survey. And very special thanks to Ms. Carol McGinnie for the data entry and formatting of this report.



Table of Contents

July 2007 (Pre-test) Survey

Introduction	1
Professional Affiliations	1
Perceptions about Hiring a Person with Disabilities	2
Employers are Reluctant to Hire	
Why Employers are Reluctant to Hire	
Hiring a Person with a Disability than in the Past	
Barriers to Hiring a Person with a Disability	
Additional Information/Resources	
Helpful Resources	
Summary (July 2007)	7

December 2007 (Post-test) Survey

Introduction	8
Professional Affiliations	8
Perceptions about Hiring a Person with Disabilities	9
Employers are Reluctant to Hire	
Why Employers are Reluctant to Hire	
Hiring a Person with a Disability than in the Past	
Barriers to Hiring a Person with a Disability	
Additional Information/Resources	
Helpful Resources	
Summary (December 2007)	14

Comparative Results of August and December 2007 Surveys.....15

Appendix A: Employment Survey July 2007	16
Appendix B: Employment Survey December 2007	18

Tables

1: Professional Affiliation of Participants (July 2007).....	1
2: Professional Affiliation of Participants (December 2007).....	8

Figures

1: Feel employers are reluctant to hire a person with a disability (7/07).....	2
2: More employers are hiring people with a disability than in the past (7/07).....	4
3: Like additional information/resources about hiring people with a disability (7/07).....	6
4: Feel employers are reluctant to hire a person with a disability (12/07).....	8
5: More employers are hiring people with a disability than in the past (12/07).....	10
6: Like additional information/resources about hiring people with a disability (12/07).....	11
7: How helpful was the APSE Conference?.....	12
8: APSE Conference help in daily work?.....	12

The University of Missouri – Kansas City Institute for Human Development conducted a survey of attendees at the national APSE The Network on Employment Conference in July 2007. The purpose of the survey was to identify the perceptions of persons with disabilities regarding employment. A follow-up survey was conducted in December 2007 to test if perceptions change as a result of access to professional resources such as the national APSE The Network on Employment Conference.

JULY 2007 (PRE-TEST) SURVEY

INTRODUCTION

For the July 2007 survey, there were 77 completed responses. Of those who were willing to participate in the survey, 69 (or 89%) agreed to receive a follow-up survey in six months.

PROFESSIONAL AFFILIATIONS

Table 1 presents the number of respondents by their professional affiliation. Of the 77 surveys that were received most were professionally employed as a support or resource person for people with disabilities.

Table 1. Professional Affiliation of Participants (July 2007)

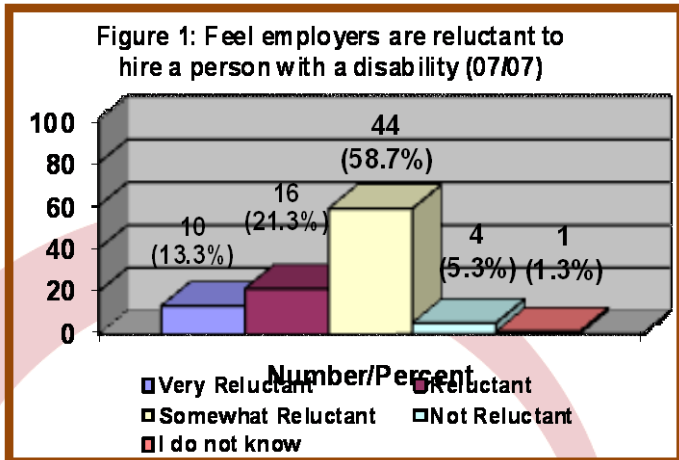
Item	Number	Percent
A support person for someone with a disability	21	(24.0%)
Vocational Rehabilitation staff	19	(21.0%)
An employer	2	(2.0%)
A persons with a disability	4	(4.0%)
A family member	3	(3.0%)
An advocate	13	(15.0%)
Other, please specify	27	(30.0%)
Academic - training and technical assistance	Administrator	
AgencyProfessional	Director of Agency which offers SE services.	
Coordinator of Community Employment	Develop IHP	
Dept of Human Services/DDSD Program Manager	Disability Professional	
Director SES	Educator (3 responses)	
E.S. (2 responses)	MCHB National Center	
Institute on Disability and Community	PR Director	
OK-DHS-DDSD	SE Training Coordinator	
Provider of Services	State of WI Staff	
Self Determination Director	Training staff and employment manager	
Support Employment Vendor	Work for funding agency	
Transition Specialist		
www.georgebygeorge.com		

Of these responses 21 or (27.0%) stated they were a support person for someone with a disability. There was only two (or 3.0%) that list an employer as their professional affiliation.

PERCEPTIONS ABOUT HIRING A PERSON WITH DISABILITIES

Employers are Reluctant to Hire

In Figure 1, respondents were asked how they felt about employers' unwillingness to hire a person with a disability. The majority responded *somewhat reluctant* (44 or 58.7%) regarding a person with a disability being hired in today's business world. Four individuals (5.3%) stated that employers were not reluctant to hire a person with a disability.



Why Employers are Reluctant to Hire

Another question asked participants to describe why employers are reluctant to hire a person with a disability. One person responded that employers were not reluctant to hire people with disabilities. The other themes include the following:

Attitudes: Some responses indicated that some type of attitude made employers reluctant to hire persons with a disability. The first cited *attitude and fear*. For the second it was *attitude, cost, unsure, poor information, politics and values*. Finally, there was *attitude - they think people with disabilities can't perform adequately*. One person talked about a *lack of understanding*.

Fear: Many respondents noted some form of fear including: (1) *fear*; (2) *fear and lack of information*; (3) *fear of ignorance*; (4) *fear of the unknown – most of the time*; (5) *fear of the unknown*; (6) *fear of the unknown. worried about costs*; (6) *fear of the unknown – most of the time*; (7) *fear of mental illness and ignorance*; (8) *fear of the unknown – not knowing what to expect from someone with a mental disability*; (9) *fear of the unknown – once they experienced benefits*; (10) *fear of the unknown. Job tasks won't be completed correctly. Too much work/logistics to figure out*; (11) *fear, ignorance, and stereotypes*; (12) *afraid if someone is different*; and *afraid to ask questions. They need to be given info to understand disability*. *fear of the unknown*; (13) *fear of lawsuits*, (14) *They are unaware of their abilities and how hiring them can be a win/win situation*, (15) *misperception regarding disability and lack of knowledge and comfort with mechanisms for supporting people with disabilities*; and (16) *fear of the unknown*.

Insurance Issues: There were some who brought up insurance issues. One merely stated *insurance*. Another qualified this with *misinformation and fear*. There was this

comment about insurance issues. *insurance purpose, client ability to perform job duties. Employer has no idea what supported employments.*

Lack of Education and/or Knowledge: Thirteen people noted a *lack of education* or a *lack of knowledge* as the reason why employers do not hire people with disabilities. One qualified it with *lack of accurate information about the abilities of a person with disabilities being different from Joe Blow off the street*. Some did not have *education of working with people with disabilities*. Another noted that people with disabilities can improve an organization, a fact that some employers did not know. One person talked about employers that *did not know about accommodations*. People are *unaware of the facts* and *believe in many myths*.

Need Accommodations: There was a feeling that employers did not want to make accommodations. Another noted *need for expensive accommodations*.

Stereotyping and Prejudice: Some responses indicated a stereotyping and prejudice of people with disabilities. An example of this is *close minded*. Another included *Prejudice* was another response. One person stated that the *word disability seems to be a negative thing for them*. One just said *old stereotypes*. For another it was *misrepresentation of their disabilities - prejudice - miscommunication*

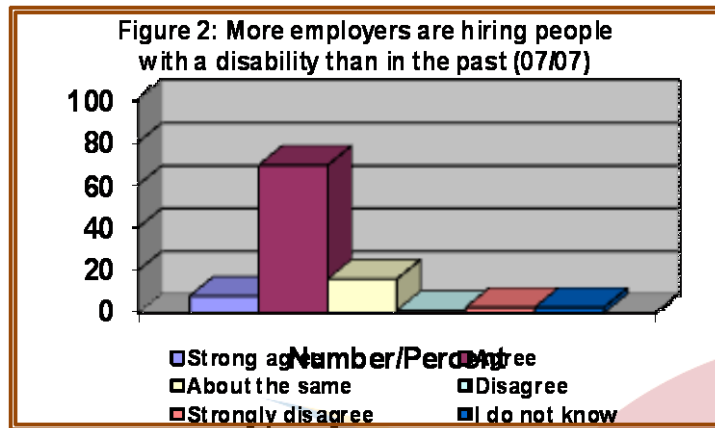
Lack of Experience with People with Disabilities: Some people have not had experience with people with disabilities. As one person stated, *People who never have gone to school with disability maybe more reluctant than those who went to school as people were mainstreamed*. They are *unsure what these people can do*. One person had a positive outlook. *Mostly I think it's because they are unsure of how to interact with persons. Once they get to know them as a person they are hooked*.

Monetary Issues: There are a number of monetary issues. For some it is just *money*. Another talked about *greed*. One person noted that employers *don't think they can do the job and they have to pay them the same*. Another noted *they see dollar signs*. For another it was, *they feel it's too expensive, will negatively affect their bottom line*.

Worried That They can do the Job: There was some worry about whether the person could do the job. *not capable of doing the work*. Some are *not sure what to expect*. In a similar vein, it was noted that they were *not reluctant if they knew the person could do the job*. They felt *reluctant that the person had the experience needed or did not have the experience*.

- Miscellaneous:* There were some miscellaneous responses.
- *Because they don't know how to work with a person with a disability.*
 - *Had a bad experience in past.*
 - *Liability.*
 - *They feel like they will be a hindrance.*
 - *They think it will take them time and effort to integrate the person on to their staff.*
 - *We intimidate them, but once approved its never a problem*
 - *What extra responsibility they may have, do they have the time it may take.*

Increased Hiring of a Person with a Disability



This part of the survey asked the respondents to indicate whether they believe more employers are hiring persons with a disability than in the past. (See Figure 2.) The majority of the respondents stated that they agree (52 or 69.3%) more employers are hiring person with a disability. Two persons (2.7%) said they do not know.

Barriers to Hiring a Person with a Disability

Participants were asked to provide barriers they have encountered in relationship to hiring persons with a disability. The following are their results:

Transportation: Eleven people noted some form of challenges with transportation. This was especially prevalent in rural communities.

Lack of Education/Knowledge: As in the preceding subjective question, a lack of knowledge by employers of people with disabilities was brought up numerous times. Some related to many types of knowledge *lack of education; understanding around benefits, ADA, laws and the disabilities themselves. cultural issues around the idea of people with disabilities working.* Another noted *employers being uninformed.* Yet another stated *lack of understanding by people with disabilities and families about paramount importance of employment. limited skills of people with disabilities and how to convince employers that such individual have value.* Finally, someone noted that *employers don't know enough about disability.*

Accommodations: Three respondents mentioned accommodations. One expanded and stated *accommodations employers have to make.* For another it was *can accommodations be made - will the worker fit in.*

Attitudes: Attitudes were also cited by three people. Mostly they stated attitudes. One cited the attitudes *concerning ADA.* Another talked about attitudes of the employers and the fact that they were out of their comfort zone. Poor attitudes toward persons with mental illness was also mentioned. There were some *misconceptions about disability. Where there has been a good experience of working with people with disabilities, the employer were more willing to hire them.*

Fear was another attitude discussed. One noted *fear and the belief people are unable to learn*. Another cited *fear and stereotypes*. There was also the *fear of ADA requirements; no knowledge of disabilities; and hiring PWD and no experience with job carving*. Fear of the unknown was cited. Another noted this *fear in relation to those with mental illness*. Another noted *Business need to be educated and understand the fears of hiring disabled individuals are the same*. Fear of the unknown was prominent in the responses. *primarily fear of the unknown - not understanding what a specific disability actually means. fear that making appropriate accommodations will be very costly*.

Finding People with Disabilities: There was some discussion about finding someone with a disability. For one it was *finding qualified individuals*. For another it was *getting an interview for a person with a disability*.

Lack of Ability: There are fears that the individual with a disability will not be able to do the job. For one it was *lack of individuals not prepared to work and loss of benefits*. Another had *bad experiences in the past and generalized this to the disabled population*. The ability to do the task was cited by several respondents. *Employers don't think individuals can do all tasks. Hear disability and immediately have a negative connotation*. There was a feeling that *some people could not read and were too slow for the job*. Because someone is in a wheelchair, it was felt that some employers felt they could not work.

Not only skills, but the ability to work independently was noted *Education of employee ability to work independently*.

Behaviors and Fitting In: There was an added feeling that if the person did not work out, they could not be fired or laid off. *Once hired and if they do not meet competitive employment standards or basic job duties standards they cannot let them go. They are scared they may get sued*. One person cited *social skills* more than skills. Some people had apprehension that the person's behavior was different. *Behaviors are the hardest thing to overcome*. Another thought that a person with a disability *would not fit in*.

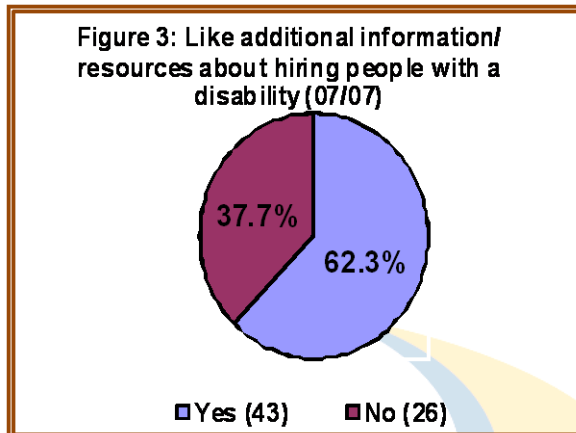
Benefits: Some questions existed about an increase in the cost of benefits. For one, it was just benefits. For another, it was the cost of benefits. Another talked about myths of higher insurance rates. Yet another talked about Social Security and benefits.

Miscellaneous: There were some miscellaneous responses.

- *Accessibility issues; and adequate knowledge of what employers need and expect of employees.*
- *Extra paperwork, added insurance costs and costs of accommodations.*
- *Missouri is not fully committed and resources are not made available to support, real jobs, SE and micro enterprises.*
- *Offer job coaching services, the employee knows someone will be there to help and if anything comes up.*
- *Reluctance of providers to do business differently.*
- *Their own difficulties in asking (identifying) for supports.*

Additional Information/Resources

Of the 69 that answered this item, 43 individuals (62.3%) indicated they would like additional information and resources about hiring persons with a disability; whereas 26 (37.7%) noted no they would not. (See Figure 3.)



Helpful Resources

Based on their experiences, the participants indicated the types of resources that would be helpful. A number of responses indicated that *any and all* resources would be helpful. Some wanted CDs or DVDs. Here are the other findings:

Additional Funding: There was a request for more grant/funding sources. Others wanted marketing tools. For one it was making the case for employers to hire people with disabilities.

There were two requests for funding or grants for transportation.

Benefits: One person wanted to know *any extra benefits to the employer*. Another requested *general information regarding incentives to work benefits of Medicaid*.

Job Development and Job Retention: Several people cited *job development*. One added *job seeking skills*. Another request was for *job retention*. *Keeping and finding a career*. For yet another it was *statistics about the retention rate for people with disabilities in the workplace*.

Hiring Practices: There was a request for *generic information on hiring and ADA*. For another it was *how to influence employers to hire*. One other mentioned *knocking on the doors of employers*. One person wanted to know about *potential job sites*.

Training: Training was also mentioned by several people. One cited only *training*. Another mentioned *more training and I am getting it*. One person wanted *training for employers on disabilities*.

Miscellaneous: There were some miscellaneous requests that did not fit into the other categories.

- *Obstacles or how to close the deal.*
- *Statistic/examples of what business have gone through good and bad when hiring. Also, long term employment.*
- *Would like more factual information to share with employers.*
- *Would like to see more good research.*

SUMMARY OF JULY 2007 (PRE-TEST) SURVEY

A survey about employment practices for persons with disabilities was conducted at the APSE The Network for Employment conference in July 2007. There were 77 surveys completed. The findings are listed here.

- When asked if employers are reluctant to hire persons with disabilities 58.7% noted *somewhat reluctant*. Approximately 35% rated employers as *reluctant* or *very reluctant*.
- When asked why employers are reluctant to hire people with disabilities, the categories were *attitudes, fear, insurance issues, lack of education and/or knowledge, need for accommodations, stereotyping and prejudice, lack of experience with people with disabilities, monetary issues, and worried that they can do the job*.
- The majority agreed or strongly agreed (76%) that more employers were hiring persons with disabilities than in the past.
- Barriers to hiring persons with a disability included *transportation, lack of education/knowledge, accommodations, attitudes, finding people with disabilities for the job, lack of ability, behaviors and fitting in and benefits*.
- The majority (62.3%) indicated they would like additional information and resources.
- Some of these resources included *any and all types, how to obtain additional funding, benefits, job development and job retention, and training issues*.

The logo for EMPOWER missouri features a large, stylized graphic on the left composed of overlapping shapes in shades of pink, blue, and yellow. To the right of this graphic, the word "EMPOWER" is written in a bold, pink, sans-serif font, and the word "missouri" is written below it in a smaller, blue, lowercase sans-serif font. The entire logo is set against a white background with a faint pink circular outline.

EMPOWER
missouri

DECEMBER 2007 (POST-TEST) SURVEY

INTRODUCTION

Of the 77 participants that completed a survey at the APSE Conference, there were 68 participants that requested a follow-up survey. Only 20 of these follow-up surveys were returned, yielding a 29% response rate. This section describes the findings for those that returned the survey (the post-test).

PROFESSIONAL AFFILIATIONS

Table 2 presents the number of respondents by their professional affiliation. Of the 20 surveys that were received 10 (or 50.0%) that stated they were a support person for someone with a disability. There was only one (or 5.0%) that list an employer as being their professional affiliation.

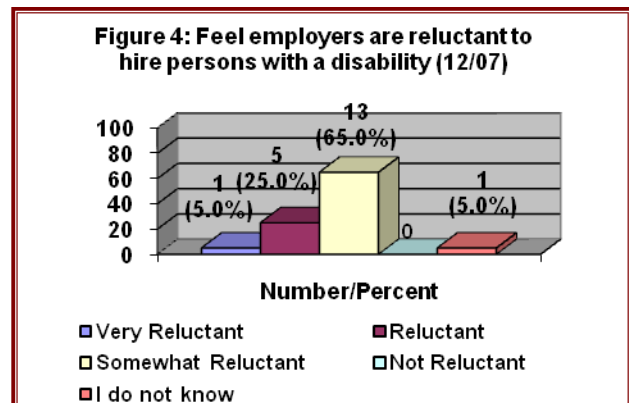
Table 2: Professional Affiliations of Participants (December 2007)

<i>Item</i>	<i>Number/Percent</i>
A support person for someone with a disability	10 (34.0%)
Vocational Rehabilitation staff	3 (10.0%)
An employer	1 (3.0%)
A persons with a disability	1 (3.0%)
A family member	-0-
An advocate	3 (10.0%)
Other, please specify	11 (38.0%)
College Faculty	Provider
Contractor	Staff Trainer
DDSD State Professional	Training and TA Provider
Director of Employment	Educator
Transition Facilitator for an Educational Cooperative	
Transition Specialist for School District	
Peer Vocational Specialist, Qualified Mental Health Professional	

PERCEPTIONS ABOUT HIRING A PERSON WITH DISABILITIES

Employers are Reluctant to Hire

In Figure 4, respondents were asked how they felt about employers' unwillingness to hire a person with a disability. The majority responded somewhat reluctant (13 or 65.0%) regarding



a person with a disability being hired in today's business world. Five individuals (25.0%) stated that employers were reluctant to hire a person with a disability.

Why Employers are Reluctant to Hire

Another question asked participants to describe why employers are reluctant to hire a person with a disability. One person mentioned three reasons they felt employers would be reluctant to hire a person with a disability (1) *What is there work productivity going to be;* (2) *Will they be reliable;* and (3) *Will it be an imposition to other workers?*

The other subjects include the following:

Fear: Many respondents noted some form of fear. These included (1) *fear of extra training and cost;* (2) *fear of lawsuits, increase in health care (insurance) costs. Overall fear/perception that it will cost more;* (3) *fear of the unknown and being unfamiliar with what this person could actually do for their company;* (4) *Lacy Borden Syndrome, employers are afraid of the unknown and what they don't know. People have a preconceived notion that people with a mental illness are violent. More college graduates commit murders than people with a mental illness. Are employers going to stop hiring college graduates? No, because the news media reports that only people with mental illness commit murders or, only minority blacks commit murders. If you are a minority with mental illness, then you are sunk! Demand to educate the news media;* (5) *some employers are afraid there will be more problems with an employee who has a disability - more work comp issues, etc. Many employers are not willing to accept any behavior out of the ordinary;* (6) *fear of the unknown;* and (7) *they have fear – they are also uneducated about the positives an individual with a disability can make in the work environment. If they look at their bottom line – it can be a win win situation, where give a chance.*

Lack of Education and/or Knowledge: Three people noted a lack of education or a lack of knowledge as the reason why employers do not hire people with disabilities. One was *the need to be educated, most employers do not know how to react or deal with individuals with disabilities. It amazes me that most companies do not have trainings on how to, about the hiring practices of people with disabilities. Also, most companies are paranoid to hire due to new ADA and their false interpretation of the Act.* Another noted that lack of knowledge about how to manage - *don't know where (or can't find) qualified candidates with disabilities.* Yet another person talked about *employer's lack of knowledge about accommodations.*

Support: For one *there is not enough support is being giving by the SE providers due to staff shortage for our program.*

Worried that they can do the job: There was some worry about whether the person could do the job. *Can the person do the job and supervisor needs.* One expressed *many smaller businesses need employees that can cover several duties, i.e., 1) run register, 2) stack shelves, and 3) answer phones. They are hesitant because a supported employment individual may not be able to do everything.* Two persons felt employers are (1) *not willing to modify job*

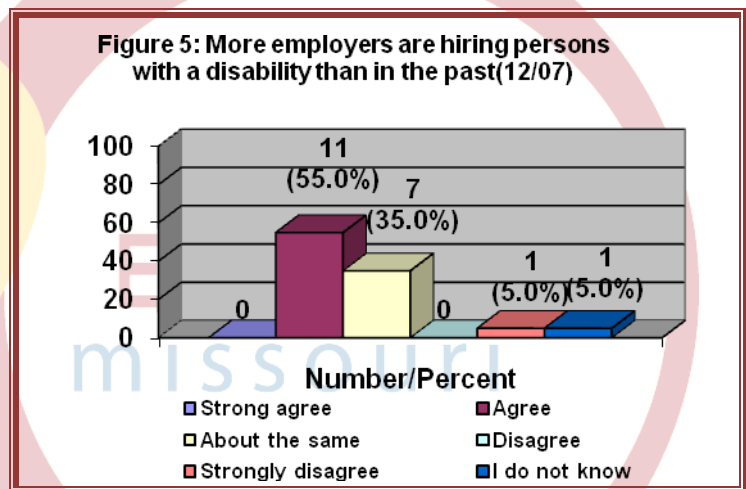
duties or carve out a position; and (2) They think they won't get enough "value" for what they pay.

Miscellaneous: There were a few miscellaneous responses.

- *My position is to find community-based vocational training for high school students. The training is unpaid, but the students receive elective credit for the hours they put in.*
- *Location - rural vs. metro.*
- *Lack of awareness of abilities of people with disability.*
- *Insufficient skills/lack of sophistication by agencies conducting job development on behalf of people with disabilities.*
- *Some are and some aren't. I think that in many ways, affirmative action, ADA, etc., have had a negative impact by adding more layers of H.R. at many companies and causing them to use much more caution. Some employers use temp agencies to provide the same screening function.*

Hiring a Person with a Disability than in the Past

This part of the survey asked the respondents to indicate whether they believe more employers are hiring persons with a disability than in the past. (See Figure 5.) The majority of the respondents stated they agree (11 or 55.0%) more employers are hiring person with a disability. One person (5.9%) said they do not know.



Barriers to Hiring a Person with a Disability

Participants were asked to provide barriers they have encountered in relationship to hiring persons with a disability.

Benefits: One person mentioned benefits as a barrier they encountered. *Person with DD not understand the real world of employment. Another stated serious lack of understanding by individuals and service providers regarding benefit issues.*

Fear/Ignorance: Six respondents noted some form of fear or ignorance. These included (1) *fear of lawsuits, increase in health care (insurance) costs, lack of knowledge about accommodations, lack of knowledge about how to manage - don't know where (or can't find) qualified candidates with disabilities. Overall fear/perception that it will cost more;* (2) *ignorance, lack of knowledge, fear (insurance, worker's comp, etc);* (3) *ignorance and fear;* (4) *many smaller businesses need employees that can cover several duties, i.e., run register, stack shelves, and answer phones. They are hesitant because a supported employment individual may*

not be able to do everything; (5) some employers are afraid there will be more problems with an employee who has a disability - more work comp issues, etc. Many employers are not willing to accept any behavior out of the ordinary; (6) most companies are paranoid about individuals getting hurt.

Liability/Insurance: There were some who had concerns and fears about liability/insurance issues. One stated *liability, it never fails. The biggest question asked or not asked.* Another merely stated *employer's fears about liability.* Yet another mentioned *liability/insurance; resistance; wages; assurance of a permanent job coach; and discrimination.* There was one respondent that had a comment about Medicaid, accommodations and fears about liability. *Medicaid issues (perception of losing Medicaid; were incentives to difficult to use). Find appropriate accommodations. Employers fears about liability.* One stated they are concerned about liability. *They don't want to babysit.*

Prejudice: Several respondents mentioned prejudice of people with disabilities. An example of this is *people with disabilities are still being treated like 3rd or 4th class citizens and also our funding system does not help much. Most states and individuals expect right of individuals, but no consequences. One person stated that the people are people and they still have prejudice.*

Transportation: One participant felt transportation was an issue *Small rural area with no transportation. Many Hispanic workers who will do more work for less pay.*

Services/Training: Three respondents mentioned having barriers in services and training as follows: *(1) State agencies working closer together to provide more fluid services; (2) the hours of work or job coach shortage; and (3) training time can be time consuming.* Another stated *need for much more sophisticated approaches by job developers in terms of employer-relationship building.*

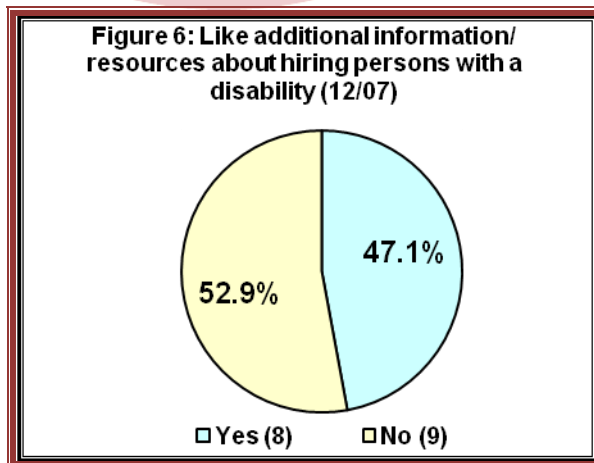
Lack of Belief: One person expressed lack of belief by people with disabilities in their capacity to work. Yet another stated *temp agencies with irrelevant applicant testing/screening.*

Additional Information/Resources

Of the 20 that answered this item, 9 individuals (52.9%) indicated they would not like additional information and resources about hiring persons with a disability; whereas 8 (47.1%) noted yes they would. (See Figure 6.)

Helpful Resources

Based on their experiences, the participants indicated the types of resources



that would be helpful. One respondent indicated that *quick and easy booklet for employers on the benefits of hiring would be supportive*. Here are the other findings:

Funding: There was a request for *all of the funding....grants etc., for SE providers*.

Education: Several people cited education. One added *educate the news media and the public*. Another mentioned *education/presentation to business community*. For yet another it was *employer testimonials to be used with other potential employers*. One person mentioned *knowing the different programs what programs are well received by employers?*

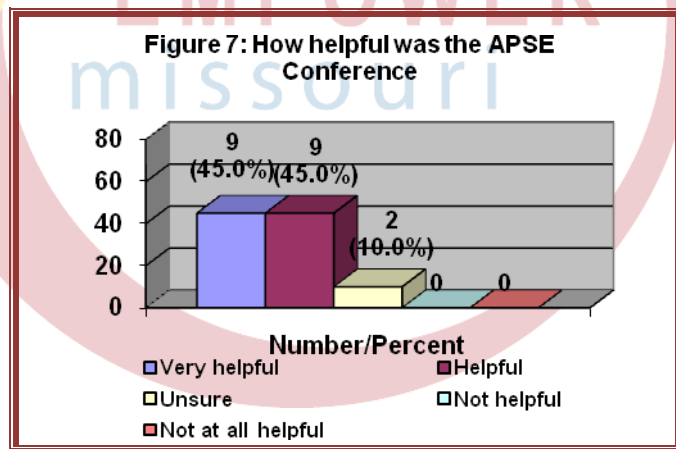
Training: Training was also mentioned. One cited only *training*. Another stated *job coach training*.

Miscellaneous: There was one miscellaneous request that did not fit into the other categories.

- *Accommodations - how? Closing the deal - how?*
- *What actually works when marketing and individual with a disability?*
- *Any information that help people with disabilities and service providers gain a better understanding of employer needs and building relationships with employers – in a way that goes beyond the fairly superficial information typically available that does not account for the broad spectrum of employers.*

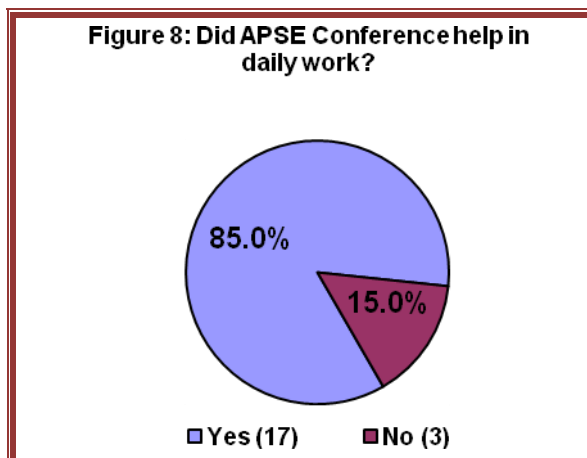
APSE Conference Beneficial

This section of the survey asked the respondents to indicate whether the conference they attended was beneficial. (See Figure 7) The majority of the respondents (9 or 45.0%) stated the conference was helpful or very helpful. No one found the conference not at all helpful or not helpful as their preference.



Utilize Information Obtained from Conference

Of the 20 that answered this item, 17 individuals (85.0%) indicated they used the information they learned at the conference in their daily work; whereas 3 (or 15.0%) noted no they did not. (See Figure 8.)



Listed below are different ways respondents utilized the information they learned from the conference in their daily workplace.

- *Good overview information. Also, good knowledge regarding programs - SSI, Working Health, etc...*
- *I learned a lot about people with developmental disabilities. I was shown how to think outside the box.*
- *In one of the sessions, a phase script was given; I have used it as a guide a couple of times when contacting business about our program.*
- *Looking at the individual as someone who has gift and it's our responsibility as human service workers, to help the individual bring out their gifts. Most of them if not all have always had low expectations from society and they are not quite aware of what they want to do career wise. So, we have to challenge them and let them try different job samples. Help them market themselves (job ready) and go from there.*
- *Making business contacts.*
- *Perhaps not daily, but as a manager of a supported employment agency, I learned ways to help my staff retention.*
- *Teaching - use resource from APSE.*
- *The Ticket-to-Work information seems very helpful. I have started working on my RFP.*
- *Training others. Policy Making.*
- *Used Erin Reihle's presentation to market to our local hospital.*
- *Their mission and vision of placing individuals working in their community – that's my goal for them everyday.*

The logo for EMPOWER missouri is centered on the page. It features the word "EMPOWER" in a large, bold, pink, sans-serif font. Below it, the word "missouri" is written in a smaller, blue, lowercase, sans-serif font. The text is enclosed within a large, light pink circular outline. To the left of the circle, there are several overlapping, curved shapes in shades of pink, blue, and yellow, resembling stylized arrows or abstract shapes.

SUMMARY OF POST-TEST

This summary describes the findings from those individuals who agreed to receive the follow-up survey about employment practices for a person with disabilities conducted at the APSE The Network for Employment conference in July 2007. There were 20 forms that were completed. The findings are listed here.

- When asked if employers are reluctant to hire persons with disabilities 65% noted *somewhat reluctant*. Approximately 30% rated employers as *reluctant* or *very reluctant*.
- When asked why employers are reluctant to hire people with disabilities, the categories were *fear, lack of education and/or knowledge, support, and worried that they can do the job*.
- The majority agreed (55%) that more employers were hiring persons with disabilities than in the past.
- Barriers to hiring persons with a disability included *benefits, fear/ignorance, liability/insurance, prejudice, transportation, services/training and lack of belief*.
- The majority 53% indicated they *would not* like additional information and resources about hiring persons with a disability; whereas 47% noted *yes* they would.
- Some of these resources included *quick and easy booklet for employers on the benefits of hiring, all of the funding....grants etc., for SE providers, educate the news media and the public, education/presentation to business community, employer testimonials to be used with other potential employers, what programs are well received by employers, training, job coach training, and accommodations—how/closing the deal-how*.
- When asked how helpful the APSE Conference was, the respondents 45% stated it was *helpful* or *very helpful*.
- There were 85% that indicated they used the information they learned at the conference in their daily work.

COMPARATIVE RESULTS OF AUGUST AND DECEMBER 2007 SURVEYS

INTRODUCTION

The University of Missouri – Kansas City Institute for Human Development conducted a survey of attendees at the national APSE The Network on Employment Conference in July 2007. The purpose of the survey was to identify the perceptions of persons with disabilities regarding employment. A follow-up survey was conducted in (December 2007) to test if perceptions change as a result of access to professional resources such as the national APSE The Network on Employment Conference.

Respondants

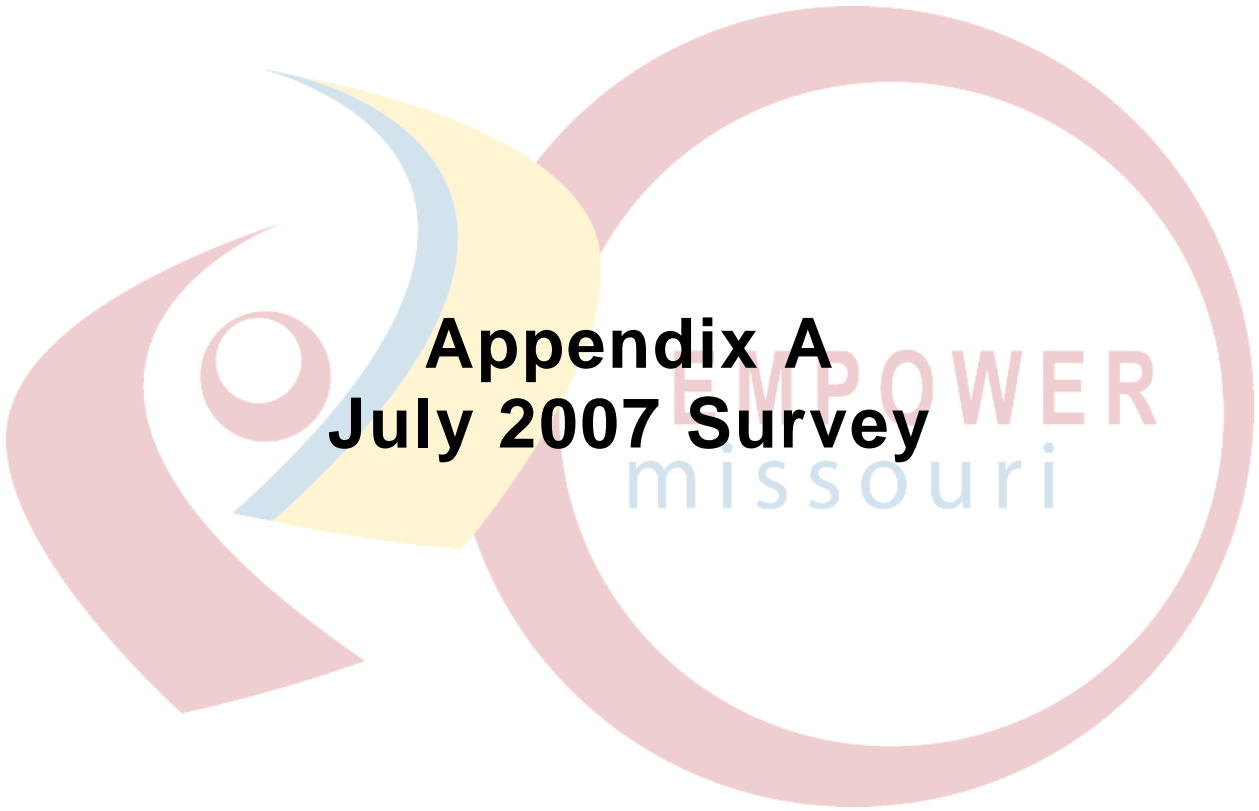
The August 2007 survey yielded 77 responses and the December 2007 survey yielded only 20 responses making the later survey less robust. December 2007 respondents were not matched to their August 2007 responses. The typical respondent for both surveys was a support or resource professional for people with disabilities.

Employers are Reluctant to Hire

There was a cautious rise in optimism about employers' unwillingness to hire people with disabilities. The percentage that indicated that the belief that employers were "very reluctant fell from 13.3% to 5% and the percentage that believed that employers were only "somewhat reluctant rose from 58.7% to 65%. Absent from the December 2007 responses is monetary or insurance issues, although the absence of these issues may be attributable to the low responses rate rather than a decrease in the concern of these two issues.

Increased Hiring of a Person with a Disability

Despite the cautious optimism about employers' willingness to people with disabilities, the respondents see a downturn in the number of people with disabilities hired compared to the past. In July, 69.3% believed that employers had increased their hiring of people with disabilities while only 55% believed the same in December 2007.



Appendix A
July 2007 Survey

MEDICAID INFRASTRUCTURE GRANT

ASPE Employment Survey 1

July 2007

The University of Missouri-Kansas City was awarded a grant, Medicaid Infrastructure Grant, which focuses on employment of persons with disabilities. We would appreciate your completing the following surveys related to your attitudes and experience. This survey will be helpful in planning activities of this grant. We are offering the chance for a DVD portable player for those that complete the survey. We would also like to follow up on this survey in six months. If you would like to participate in the follow-up survey, please complete the last part of the survey. If you have any questions, please contact Dr. Christine Rinck, University of Missouri – Kansas City, Institute for Human Development, 2220 Holmes, Kansas City, MO 64108, telephone (816) 235-1760, e-mail: rinckc@umkc.edu. Thank you for your assistance in this project.

1. Do you feel employers are reluctant to hire persons with a disability?

Very Reluctant Reluctant Somewhat Reluctant Not Reluctant I do not know

If you feel that employers are reluctant, why are they reluctant?

2. Do you believe that more employers are hiring persons with a disability than in the past?

Strongly agree Agree About the same Disagree Strongly disagree I do not know

3. What are some of the barriers you have encountered in relationship to hiring persons with a disability?

4. Would you like additional information and resources about hiring persons with a disability? ___ Yes ___ No

5. What types of resources would be helpful?

Please tell us about yourself:

- I am: a support person for someone with a disability
 Vocational Rehabilitation staff
 an employer
 a persons with a disability
 a family member
 an advocate
 other, please specify: _____

If you would be willing to participate in a follow-up survey, please complete the following:

Name

Address

Telephone Number

E-mail

The logo for EMPOWER missouri features a large, light pink circle. Inside the circle, there are stylized, overlapping shapes in shades of blue and yellow. The word "EMPOWER" is written in a bold, pink, sans-serif font, and "missouri" is written in a blue, lowercase, sans-serif font below it.

EMPOWER
missouri



Appendix B
December 2007 Survey

EMPOWER
missouri

MEDICAID INFRASTRUCTURE GRANT

The University of Missouri-Kansas City was awarded a grant, Medicaid Infrastructure Grant, which focuses on employment of persons with disabilities. Six months ago, you completed a survey at the APSE Conference on your experiences with employment of persons with disabilities. We would like you to complete a follow-up survey. Your responses will be used for planning purposes for a federal grant. If you have any questions, please contact Dr. Christine Rinck, University of Missouri – Kansas City, Institute for Human Development, 2220 Holmes, Kansas City, MO 64108, telephone (816) 235-1760, e-mail: rinckc@umkc.edu. Thank you for your help.

1. Do you feel employers are reluctant to hire persons with a disability?

Very Reluctant Somewhat Reluctant Not Reluctant I do not know

If you feel that employers are reluctant, why are they reluctant?

2. Do you believe that more employers are hiring persons with a disability than in the past?

Strongly agree Agree About the same Disagree Strongly disagree I do not know

3. What are some of the barriers you have encountered in relationship to hiring persons with a disability?

4. Would you like additional information and resources about hiring persons with a disability? ___ Yes ___ No

5. What types of resources would be helpful?

6. How helpful was the APSE Conference.

Very Helpful Unsure Not helpful Not at all helpful

7. Did you use information that you learned from the APSE Conference if your daily work? ___ Yes ___ No

If yes, could you briefly describe?

Please tell us about yourself:

- I am: a support person for someone with a disability
 Vocational Rehabilitation staff
 an employer
 a persons with a disability
 a family member
 an advocate
 other, please specify: _____

