

# SURVEY ABOUT EMPLOYMENT FOR PERSONS WITH MENTAL ILLNESS



*Prepared for:*

Ark of Friends of Kansas City, Missouri

*Prepared by:*

Christine Rinck, Ph.D.

Rachel Goldman, M.A.

UMKC Institute for Human Development

Kansas City, Missouri

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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

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## EXECUTIVE SUMMARY

A survey was conducted the University of Missouri – Kansas City Institute for Human Development, with persons with mental illness. The survey focused on employment issues. The following is a summary of the findings.

- A total of 33 individuals answered the survey, two thirds being male. The majority of the respondents (60%) were between the ages of 21 and 50 years of age. Three fourths were white and about a fifth African American.
- Currently 64.3% were looking for employment. Almost two thirds of those who answered the survey were not currently employed. Five (15.6%) worked part-time and four (12.5%) worked full time.
- Previous employment settings included food service, blue collar jobs, and white collar jobs.
- The majority (69.7%) wanted to work. Two reasons for this desire were financial and the fact that work would make them feel better about themselves.
- Some of the problems encountered in trying to find employment included the stigma of mental illness, the lack of computer skills and the potential loss of Medicaid. In addition, some felt they did not have the training, their medication interfered with working, and some had physical or cognitive issues.
- Reasons given for not being able to maintain employment included the fact that the hours were long, there was a lack of transportation, and stress caused them to quit the job.
- The types of work requested included food service, blue-collar jobs, white collar jobs and child care.
- The reasons they were not currently working included looking for a job, motivation, and still being in training or needing training before they felt they could apply for a job.
- The following were given as strategies that would help those who were working maintain employment: stigma of mental illness, need for more training including on-the-job training, work-related issues and the need for better pay.
- Many programs were cited as being helpful in obtaining and maintaining employment including job training, support groups, case management, resume development, someone to help find a job, someone to support them after having found a job, better clothes, health insurance benefits and transportation.
- Recommendations included: (1) provide support in obtaining employment; (2) provide support for those that are working; (3) provide training including on-the-job training; (4) look into part-time employment; (5) obtain source of clothing; (6) pay attention to the loss of benefits; (7) look into the Ticket to Work program; (8) help individuals obtain state identification; (9) work with employers to reduce the stigma of mental illness; (10) teach stress management; and (11) establish support groups.

# Table of Contents

## Executive Summary

**Introduction**..... 1

**Findings**..... 1

- Demographics of the Sample:
- Currently Employed:
- Desire to Work:
- Problems Obtaining Employment:
- Tried, But Unable to Obtain Job
- Found Work, But Unable To Keep It
- Types of Work Believe is Best:
- Why Currently Not Working
- Types of Work Like to Do:
- How to Make Current Work Situation Better:
- Programs Helpful in Obtaining or Maintain Employment:

**Recommendations:**..... 10

- Provide Support in Obtaining Employment
- Provide Support for those that are Working
- Provide Training
- Look into Part-Time Employment
- Obtain Source of Clothing
- Pay Attention to Loss of Benefits
- Look into the Ticket to Work Programs
- Help Individuals Obtain State Identification
- Work with Employers to Reduce the Stigma of Mental Illness
- Teach Stress Management
- Establish Support Group

**Appendix I: Survey**..... 1-4

## TABLES

1: Demographic..... 1

2: When Last Employed..... 2

3: How much of a problem would the following be in obtaining employment..... 4

4: Have Tried to Get a Job, But Unable to Obtain It ..... 5

5: Found Work, But Unable To Keep It ..... 6

6: Which Programs Would Be Helpful In Obtaining or Maintaining Employment ..... 9

## FIGURES

1: Current Educational Background.....	1
2: Currently Looking for Employment .....	2
3: Current Employment Status.....	2
4: Want to Work.....	3



# INTRODUCTION

The University of Missouri – Kansas City Institute for Human Development conducted an employment survey and focus groups. The purpose of the workshop was to identify the perceptions of persons with mental illness regarding employment. There were 33 respondents that attended the workshop. Their findings are reported below.

## FINDINGS

### Demographics of the sample

Table 1 presents the demographic questions. This section describes the findings from the workshop session.

**Gender:**

Of the 33 respondents who completed the survey, 22 or 66.7% were male and 11 or 33.3% were female. (See Table 1.)

**Age:**

Of the 30 participants who listed their age, one respondent or 3.3% was under the age 21 and 11 or 36.7% for the age group were 50+ years old. The majority of the respondents, 18 or 60.0%, were 21-50 years old. (See Table 1.)

**Race:**

Seventy-five percent of the 33 respondents who listed their race were White; six were African American. No one reported Asian or Native American as their race. (See Table 1.)

**Hispanic Present:**

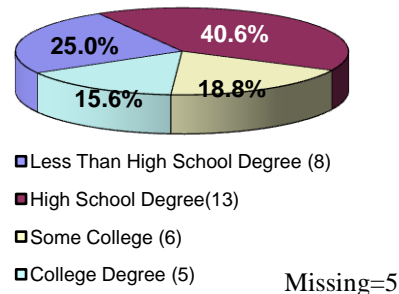
Of the 33 participants who completed the survey, no one identified themselves as Hispanic.

**Highest Educational Level:**

Participants were asked their highest educational levels (such as: less than high school, high school degree, some college and college degree). Thirty-two individuals answered this question. Thirteen or 40.6% of these participants indicated having a *high school degree* and eight or 25.0% had *less than high school degree*. There were only six or 18.8% participants that had *some college* and five or 15.6% with a *college degree*. (See Figure 1.)

<b>Gender</b>			
	Male	22	(66.7%)
	Female	11	(33.3%)
<b>Age</b>	Under 21	1	(3.3%)
	21-50	18	(60.0%)
	51-64	11	(36.7%)
<b>Race</b>	African American	6	(18.2%)
	White	25	(75.8%)
	Asian	-0-	
	Native American	-0-	
	Other	2	(6.1%)

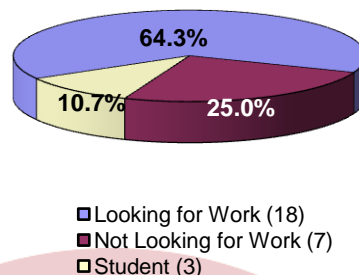
**Figure 1: Current Educational Background**



*Currently Looking for Employment:*

Of the 28 that answered this item, 18 individuals (64.3%) indicated they are *looking for a job*; whereas seven (25.0%) noted seeking employment. Three persons (10.7%) indicated they were *students*. (See Figure 2.)

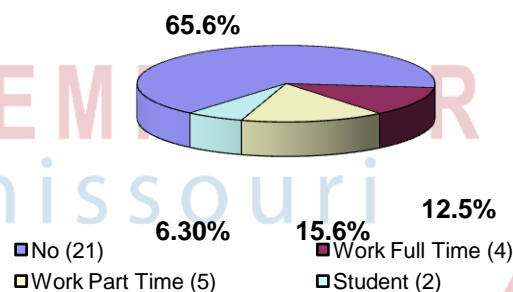
**Figure 2: Currently Looking for Employment**



Currently employed:

One item looked at the participant’s employment status. There were 21 (65.6%) who reported that they are *not currently working*. Five (15.6%) reported working *part-time* and four (12.5%) indicated that they had a *full-time* job. Two persons (6.30%) declared that they were *students*. Figure 3 presents these findings.

**Figure 3: Current Employment Status**



*When Last Employed:*

Another question asked the participants to describe when they were last employed. Eleven respondents answered this question. Table 2 presents these findings.

*Past Employment:*

Another item asked the participants to indicate the types of work they did in the past. One person noted they did *all kinds of work*. The following summarizes the results.

*Food Service:*

A number had worked in food service. These included cook (3 responses), server, busboy (2 responses) and dishwasher (4 responses).

*Blue Collar Jobs:*

Many participants in the survey listed some type of blue collar job. These included (1) garbage collector, (2 responses), (2) window washer, (3) janitor, (4) arc welding, (5) construction, (6) maintenance and housekeeping (6 responses), (7) security guard, (8) auto collision, (9) lobby porter, (10) linen carrier, (11) house painter (2 responses), (11) landscaping, (12) manufacturing, (13) warehouses, and (14) car polishing.

**Table 2: When Last Employed**

- Currently employed: 5
- Six months to one year: 2
- More than one year: 2

*White Collar Work:*

Some people mentioned white-collar type jobs. These included clerical, counseling tech in a drop in center, childcare, filing, office work customer service manager, and receptionist.

Desire to work:

Majority of the participants (69.7%) specified that they wanted to work. (See Figure 4.)

One question asked why they wanted to work or not work. Two survey participants noted that they were retired. Another three described health problems (e.tg. brain tumor and arthritis). For one person, the *medications keep me from being outdoors*.

Those who wanted to work provided reasons for their choice. Some merely stated *steady employment*. For another it was *I enjoy the challenge*. One person *missed working*. Following are some of the major themes.

*Financial:*

Nine respondents noted that it was for financial reasons money or having *extra money*. For another it was *I want to pay my bills*. One person needed the money for *personal hygiene items*.

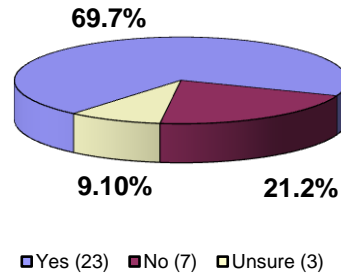
*Feel Better about Self:*

There were some responses related to self-image. For one it was *makes me feel good about myself*. Another noted *being happy*. For yet another, it *gives me a good feeling about myself and that I am contributing*.

*Miscellaneous Responses:*

There were some responses that did not fit into the two above. One person *missed working*. Another *volunteered*. Finally one person wanted to work part-time only since they were *afraid of losing medical services and Social Security, Medicare and housing*.

**Figure 4: Want to Work**



Problems obtaining employment:

Another part of the survey looked at how much of a problem did the participants have in obtaining employment. Each of the items was rated on a four-point scale (1=*not a problem* to 4=*a critical problem*). (See Table 3.) The stigma against mental illness was seen as a critical problem by between 35 and 45%. It is interesting to note that over 48% reported a lack of computer skills as an issue. Over 50% saw a *definite problem* or *critical problem* the need to have someone help them at work. The loss of Medicaid was also seen as a critical and definite problem.

**Table 3: How Much of a Problem Would the Following be in Obtaining Employment**

Item	Not a problem	Slight Problem	Definite problem	Critical problem
Transportation	16 (50.0%)	6 (18.8%)	2 (6.3%)	8 (25.0%)
Loss of Medicaid	12 (38.7%)	4 (12.9%)	6 (19.4%)	9 (29.0%)
Employers do not like to hire people with mental illness	6 (19.4%)	9 (29.0%)	5 (16.1%)	11 (35.5%)
Some people do not like to work with people with mental illness	7 (22.6%)	8 (25.8%)	2 (6.5%)	14 (45.2%)
Loss of SSI	9 (31.0%)	3 (10.3%)	5 (17.2%)	12 (41.4%)
Would need help on the job	8 (27.6%)	6 (20.7%)	8 (27.6%)	7 (24.1%)
Do not want to work	19 (63.3%)	3 (10.0%)	2 (6.7%)	6 (20.0%)
Have lots of Dr's appointment	12 (40.0%)	6 (20.0%)	2 (6.7%)	10 (33.3%)
Need State issued ID	19 (61.3%)	2 (6.5%)	3 (9.7%)	7 (22.6%)
Do not believe I can work	15 (51.7%)	4 (13.8%)	4 (13.8%)	6 (20.7%)
Lack of computer skills	9 (29.0%)	7 (22.6%)	3 (9.7%)	12 (38.7%)

There were other problems cited in obtaining employment. These are summarized here in.

*Lack of Training:*

Some people felt that they had a lack of training. For one it was *computer skills*. Similar to this was *internet skills*. Another listed *training and work skills*.

*Medication and Illness:*

There were responses that indicated that their *medication* or their *illness* interfered with obtaining and maintaining employment. For two persons, it was the *side effects of medication*. Another noted *my illness might interfere*.

*Physical and Cognitive Issues:*

Several respondents had physical or cognitive issues. One noted *arthritis*. For another it was *lifting*. Still another mentioned *following directions*. Finally, there were difficulties with *rapid repetition motion*. The problem of *forgetting* was also mentioned.

*Miscellaneous:*

There were two additional responses that did not fit into the above themes.

- Transportation, and
- Loss of benefits.

Tried, but unable to obtain job:

Participants were asked to indicate why they were unable to obtain employment. (See Table 4.) Over a third noted that they were unable to obtain a job *because they found out I had mental illness*. About a quarter noted they *needed training, would make too much money and lose SSDI* and the fact that they were *fired*.

**Table 4: Have Tried To Get A Job, But Unable To Obtain It**

Item	Number	
	Yes	No
I was unable to find work; because they found out I had a mental illness.	12 (36.4%)	21 (63.6%)
I was not qualified for the work I applied for.	3 (9.1%)	30 (90.9%)
I need training.	8 (24.2%)	25 (75.8%)
I would make too much money and lose either SSDI or Medicaid.	9 (27.3%)	24 (72.7%)
I would lose Medicaid	9 (27.3%)	24 (72.7%)

Other reasons were given for not being able to obtain employment. One person *did not want to work*. Another person had *early retirement*. The other responses include the following.

*Illness:*

Illness was the cause of some not obtaining employment. One *had an operation*. For another, his *illness interfered*.

*Training:*

There was one response that the person needed *to learn how to operate a computer*. *I need to learn computer terms and fax machines*.

*Illness Interfered:*

There were three responses that indicated that their mental illness interfered with their ability to obtain employment. For one, it was *hard to function*. A third was *not able to keep up with the work*.

*Miscellaneous:*

There were some miscellaneous responses:

- Did not do well in the interview;
- Never told whether hired or not;
- Not hiring; and
- U.S. mail was too hard.

Found work, but unable to keep it:

This section of the survey asked the participants to specify their reasons why they were unable to keep a job. (See Table 5.) Transportation was a major issue for over 39% of the respondents. Stress also played a part (30.3%). Long hours and the fear of losing an SSDI check were also prominent responses (27.3%).

**Table 5: Found Work, But Unable To Keep It**

Item	Number	
	Yes	No
The hours were too long.	9 (27.3%)	24 (72.7%)
I did not have transportation.	13 (39.4%)	20 (60.6%)
I got too stressed and had to quit.	10 (30.3%)	23 (69.7%)
I was afraid to lose my SSDI check.	9 (27.3%)	24 (72.7%)
I was afraid to lose Medicaid.	8 (24.2%)	25 (75.8%)
I was fired	7 (21.2%)	26 (78.8%)

Other reasons for being fired were given. One person took *early retirement*, while another explained how they stopped working in 1997. The remainder of the reasons included the following

*Illness:*

Two people merely stated *due to illness*. The *side effects of medication* affected another two individuals' ability to work. One person had had an *operation*.

*Problems at Work:*

There were some problems on the job. One person described being *insubordinate*. Another listed issues with *co-workers*. A third person got *tired of working*. There was one response that indicated that the person *could not make it on time* to their job. Yet another person *could not keep up with the work*. Finally, *too much stock was missing* at one person's work.

*Training:*

Two individuals listed some lack of skills. For one, it was that they needed *definite training and a mentor*. For another it was they were *not able to read*.

*Miscellaneous:*

There were reasons that did not fit into the themes above:

- Addicted to drugs and self medicated. This was due to stress.
- I moved to Kansas City;
- Long bus ride (in the past); and
- Ex-boyfriend.

Types of work believe is best:

There were many different responses given to the question *What type of work do you believe is best for you?* Four responses indicated that they were not suited for any type of work. These are summarized here.

*Food Service:*

A number of people talked about a job related to food service. Several mentioned *cooking*. Another listed *dish washing*. For another it was *table waiting and dishwashing*.

*Blue-Collar Jobs:*

There were answers that described some form of blue collar work. One person wanted to be a *garbage collector, because I could make a living*. *Housekeeping* was another job. Two persons listed some form of *security*. *Being a good driver* was cited. The latter noted that they were a *dependable worker*. *Light lifting* was a type of work one person believed was best for them. *Janitor* was also cited. *Warehouse work* was also mentioned. Finally *welding* was stated.

#### *White Collar Workers:*

Eight people mentioned some type of white collar work. Two were office workers (one being a *receptionist*). One wanted to work in *retail*. Yet another wanted to do *customer service*. Two wanted to do something in the mental health field. For one, it was *working with people with mental illness and socialization with clients*. Finally there was *clerical (excluding typing), accounting, inventory and working with numbers and community service government*.

#### *Child Care:*

There were two listing of child care. One person merely stated *child care*. The other wanted to *work with children*.

#### *Miscellaneous:*

The miscellaneous responses included:

- Individual Art Studio.
- Something simple – I can't understand complicated things; and
- Something I can handle.

### Why currently not working:

There were reasons why people did not currently work. These are summarized.

#### *Health and Disability:*

There were some issues related to health and disability. One person noted being *100% disabled and unable to work*. Another mentioned *health problems and a bad back*. Six respondents talked about some aspect of their mental illness. One person had just gotten out of the hospital.

#### *Looking for a Job:*

Some responses indicated that the person was looking for a job. One person had just graduated college. Another simply stated they *need to find a job*. Finally, there was the fact that *jobs are hard to find*.

#### *Motivation:*

Two participants noted some issues with motivation. One person stated that they did not want to find a job. The other stated he was *too lazy to get a job*.

#### *School or Training:*

While one person was still in school, another needed *training, support and a mentor*.

#### *Stress:*

Two individuals mentioned stress as the reason they were not currently working.

#### *Miscellaneous Responses:*

Some responses did not fit into the above categories. These included:

- Internal grievance(s), lack of support(s), differential treatment(s), hostile environment(s), and false advertisement(s)
- Movement and my own personal problems with the family;

- Ability and courage to talk about problems or needed help;
- Retired; and
- Working on my attendance and grooming.

### Types of work like to do:

The survey respondents were asked what type of work they liked to do. There was a myriad of responses. A few stated none. Two individuals were not sure what they would like to do. This section summarizes these findings.

#### *White Collar Jobs:*

Several people wanted office work. Two merely stated *office work*. Another specified a *receptionist*. Another person wanted to be an accountant. One person wanted to be a *case manager or social worker*. They also listed *fundraiser and recruiter*. Another person wanted to work at a *drop in center* and another response was *helping people with mental illness*. One response indicated an *official at sporting events*. Yet another mentioned *fitness training*. There was someone who wanted to be an artist.

#### *Child Care:*

There were two answers indicating some form of child care.

#### *Food Service:*

Two individuals stated they wanted a *cooking job*. There were two *dishwashers*. One person stated *server* and another merely *food*.

#### *Blue Collar Jobs:*

There were some listings of blue collar jobs: (1) hotel work; (2) factory (like working with people); (3) driver; and (4) janitor.

#### *School or Training:*

Three mentioned some further schooling or training. One wanted to *go to school*. Another, who wanted to be an accountant, stated he could not do that *without studying college courses*. Finally, one person wanted to *increase or strengthen my skills*.

### How to make current work situation better:

Suggestions were made as to how to make their current work situation better. These were quite varied. This section describes the finding.

#### *Stigma of Mental Illness:*

Three responses indicated some type of stigma of mental illness. For one it was *better understanding of people with mental illness*. For another, *removal of invisible line*. *Discrimination against mentally ill*. The final responses noted understand *about the mentally ill*.

#### *Training:*

There were two answers that looked at training issues. One stated *more training to further my ability to do the job*. The other described a need to *learn more computer skills*.

*Work-Related:*

Some people noted work-related issues. One person had difficulty hearing and people sometimes speak in low voices. Two individuals noted they needed to *work harder*. There was a request for *fewer hours*. Transportation was an issue for several people. Being around people was cited by two individuals: (1) *being use to being around people I don't know* and (2) *getting along with people*. Finally, there was a mention of insurance.

*Better Pay:*

Three individuals described a need for more pay. For one it was *fairer pay*. Another merely stated *more money*. Finally someone mentioned the fact that the mentally ill get *less for the same job*.

**Programs helpful in obtaining or maintain employment:**

Participants were asked to evaluate each of the employment programs in Table 6 to identify whether they were helpful in obtaining or maintaining employment. Each of the items was rated on a four-point scale (1=*not needed* to 4=*definitely helpful*).

The highest request for help in obtaining or maintaining employment was for someone to help find a job and someone to support the person after they found a job. Of critical importance was also the presence of clothing, transportation and health insurance benefits. All of these were rated as being *definitely helpful* for over half of the respondents.

Other types of programs that would be helpful included a job that did not interfere with the person's illness, less discrimination in health providers, more pay incentive, better knowledge of the laws, and a retirement pension included in the benefits package.

**Table 6: Which Programs Would Be Helpful In Obtaining or Maintaining Employment**

<b>Program</b>	<b>Not Needed</b>	<b>Some Helpful</b>	<b>Helpful</b>	<b>Definitely Helpful</b>
Job Training	9 (31.0%)	2 (6.9%)	7 (24.1%)	11 (37.9%)
Peer Support Groups	10 (34.5%)	2 (6.9%)	7 (24.1%)	10 (34.5%)
Case Management	10 (37.0%)	4 (14.8%)	5 (18.5%)	8 (29.6%)
Resume Development	7 (25.9%)	1 (3.7%)	7 (25.9%)	12 (44.4%)
Someone to help me find a job	5 (17.2%)	5 (17.2%)	4 (13.8%)	15 (51.7%)
Someone to support me after I have found a job	5 (17.9%)	4 (14.3%)	4 (14.3%)	15 (53.6%)
Better clothes	7 (25.0%)	2 (7.1%)	4 (14.3%)	15 (53.6%)
Health insurance benefits	6 (21.4%)	4 (14.3%)	4 (14.3%)	14 (50.0%)
Transportation	5 (17.9%)	4 (14.3%)	4 (14.3%)	15 (53.6%)

## RECOMMENDATIONS

The survey of persons with mental illness that focused on employment found many strategies that would be helpful for enhancing opportunities for obtaining and maintaining a job. Almost two third of the respondents noted that they are currently looking for employment. These recommendations are based on the findings of the survey.

### *Provide Support in Obtaining Employment:*

Over half of the respondents felt that having support in obtaining a job would be definitely helpful. There are many aspects to obtaining employment. There is a need to write a good resume. Many individuals do not know what to expect from an interview and how to respond to typical questions. There is also a need for assistance in finding potential employment sites. A support person who can focus on these issues with individuals is definitely a need.

### *Provide Support for those that are Working:*

The majority of the respondents answered the question about providing support for those working. Many of these individuals have not worked for a long time. They have been out of the working routine. They need some assistance in understanding where to turn for help in the workplace. When problems arise at work, they should have an outside person to talk to about it. Provision of this support is fundamental to the success of persons with mental illness in working.

### *Provide Training:*

Over 60% felt that training would be *helpful* or *definitely helpful*. A quarter of the respondents noted that they needed training and that this was the reason they were unable to find employment (24.2%). There was a specific request for computer skills. To find and maintain employment learning how to use a computer is essential. There are other training activities that would be helpful. Many of the respondents had worked in fast food. Even on-the-job training in how to cook, serve, and work in other food service companies could help in maintaining employment in that field.

### *Look into Part-Time Employment:*

Many of these individuals have not worked for a long length of time or they have held down jobs shortly. Others noted that they had difficulty with drowsiness from the side effects of the medication. Approximately a quarter of those surveyed noted that one reason they were unable to keep the job was that the hours were too long. It would be helpful to focus, at least at first, on their obtaining part-time employment. If the individual feels comfortable, after a period of time, with working part-time and feel that they can handle a full-time job, the support person can help the individual find such employment.

### *Obtain Source of Clothing:*

Over half of those who responded to the survey talked about a *definite* need for clothing. Many of these individuals, who have not worked, do not have the type of clothing that would be suitable for many employment settings. Clothes that fit this category can be expensive. The Ark should consider opening a thrift store that could provide this clothing at a reasonable price. The thrift store would also assist in training activities. Some of the individuals could obtain training on-the-job. It would also provide some experience.

*Pay Attention to Loss of Benefits:*

Working can have an effect on the benefits that these individual obtain. Protection and Advocacy covers this part of the state through their benefit specialists. Anyone who would like to obtain employment should meet with a benefit specialist to identify what the impact of their working would be on both their Social Security payments and Medicaid.

*Look into the Ticket to Work Program:*

The Social Security Administration operates a program entitled “Ticket to Work.” Individuals who are on Social Security can apply for this program. The staff will provide a “ticket” to the individual. There are businesses and state agencies that are part of this system. The SSI staff provides the individual, who has a ticket, with a list of these. The work or training that they obtain under this program will not affect their Social Security benefits.

*Help Individuals Obtain State Identification:*

One problem in obtaining employment was the lack of proper identification including a photo ID. There was over a quarter of the respondents who noted that this hindered their employment search. There is documentation that is needed to obtain this state identification. The support worker should help the individual obtain this state identification.

*Work with Employers to Reduce the Stigma of Mental Illness:*

Many employers appear to have a bias against persons with mental illness. Over a third of the respondents reported that they were unable to find work because the employer found out that the person was mentally ill. There is a desperate need to work with employers to reduce the stigma about mental illness. Programs should be developed that focus on this goal. Also, there should be training with the individual on how to address or not address their mental illness. One problem is that there can be gaps in employment. How can this be addressed? Each individual should talk with their support person about how to best answer questions about this topic.

*Teach Stress Management:*

One reason given for the loss of employment was the stress related to the job. There are strategies and techniques that can be used to reduce stress. There should be some training on how to deal with stress and some definite techniques that can be used on the job. In addition, the support worker should address the presence of stress in the individual that they are assisting. The support worker should also be trained in stress management to provide this help.

*Establish Support Groups:*

Over 50% of the respondents rated the need for peer support groups as *helpful* or *definitely helpful*. Peer support groups would allow for both didactic and experiential time. Some speakers could address specific issues (such as benefit loss). The individuals of the peer support group would be able to help each other by discussing their challenges in obtaining and maintaining employment.

# Appendix A

## Survey



# SURVEY ABOUT EMPLOYMENT

The University of Missouri – Kansas City Institute for Human Development wants to make recommendations about employment and mental health consumers. We would like your input so we can create an effective program. This survey is voluntary and if you decide not to respond to it, you will not lose any of your services. An envelope is included for your convenience. Please place the survey in the box in the front of the room. If you choose not to participate, you may complete a crossword puzzle and put it in the envelope. If you have any questions, please do not hesitate to contact Dr. Christine Rinck, UMKC IHD, 2220 Holmes, Kansas City, MO 64108, telephone (816)235-1760 and e-mail [rinckc@umkc.edu](mailto:rinckc@umkc.edu). Thank you for your input.

1. Do you work currently:  No  Work full-time  
 Work part time  Student

If you work, please answer the following:

When were you last employed? \_\_\_\_\_

What types of work did you do in the past?

The logo for EMPOWER missouri features the word "EMPOWER" in a light red, sans-serif font above the word "missouri" in a light blue, lowercase, sans-serif font. The text is centered within a large, light red circular graphic that has a thick border and a stylized, swirling design on the left side.

2. Do you want to work?  yes  no  unsure

If not, why not?

If yes, why?

**3. How much of a problem would the following be in your obtaining employment? Please check the appropriate box for each of the following items.**

Item	Not a problem	Slight Problem	Definite problem	Critical problem
1. Transportation				
2. Loss of Medicaid				
3. Employers do not like to hire people with mental illness				
4. Some people do not like to work with people with mental illness				
5. Lose of SSI				
6. Would need help on the job				
7. Do not want to work				
8. Have lots of Dr's appointment				
9. Need State issued ID				
10. Do not believe I can work				
11. Lack of computer skills				
12. Other, specify				
13. Other, specify				

**4. If you have tried to get a job, but were unable to obtain it, please tell us why.**

- I was unable to find work, because they found out I had a mental illness.
- I was not qualified for the work I applied for.
- I need training.
- I would make too much money and lose either SSDI,
- I would lose Medicaid
- Other, specify: \_\_\_\_\_

**5. If you found work, but were unable to keep it, please answer the following.**

- The hours were too long.
- I did not have transportation.
- I got too stressed and had to quit.
- I was afraid to lose my SSDI check
- I was afraid to lose Medicaid
- I was fired (please answer why): \_\_\_\_\_
- Some other reason, please explain: \_\_\_\_\_

**6. What kind of work do you think is best for you?**

**7. Why do you feel you are currently not working?**

**8. What type of work would you like to do?**

**9. If you have a job now, what do you feel could make your current work situation better?**

**10. Which of the following programs would be helpful in obtaining or maintaining employment? Please check the appropriate column.**

Program	Not needed	Some helpful	Helpful	Definitely Helpful
1. Job Training				
2. Peer Support Groups				
3. Case Management				
4. Resume Development				
5. Someone to help me find a job				
6. Someone to support me after I have found a job				
7. Better clothes				
8. Health insurance benefits				
9. Transportation				
10. Other, please explain				
11. Other, please explain				

**Please tell us about yourself:**

Gender: Male  Female

Your age: \_\_\_\_\_

Your Race:  African American  
 Asian  
 White  
 Native American  
 Other, specify \_\_\_\_\_

Your Ethnicity:  Hispanic  Not Hispanic

What is your educational background?  
 Less than high school degree  
 high school degree  
 some college  
 college degree

If you are not working  Looking for work  
 Not looking for work  
 Student