

Kansas Disability Employment Survey Results

Employment Systems Change (ESC) Coalition membership:

Skills to Succeed, the University of Kansas Research and Training Center on Independent Living (RTC/IL), National Alliance on Mental Illness (NAMI), Self Advocate Coalition of Kansas (SACK), Kansas Association of Centers for Independent Living (KACIL), Interhab (represented through Interhab member OCCK), Disability Rights Center of Kansas, the Association of Community Mental Health Centers of Kansas, and the Autism Society – The Heartland.

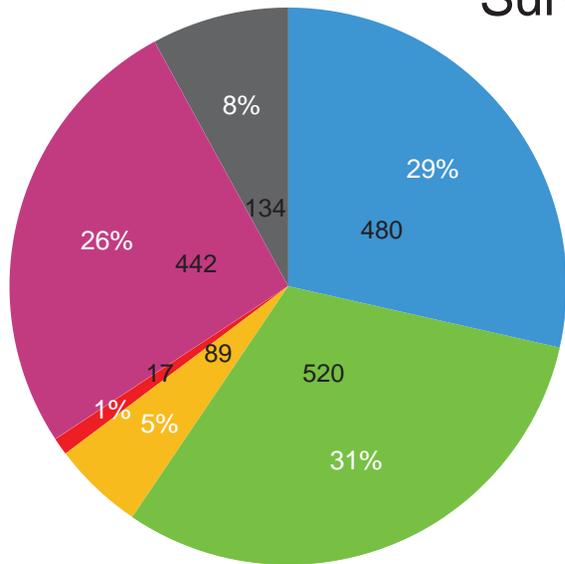
The ESC Coalition was funded through a generous grant by United Healthcare, Empower Kansans grant

- Survey was conducted from December 2015 to March 2017.

- Nearly 1,700 Kansans took the survey (1,628).

- Questions were tailored to the individual's life-experiences (ex: a transition aged student in Special Education or their families were asked about SPED and transition, etc.). Major types of people surveyed included:
 - Individuals with disabilities
 - Family members of individuals with disabilities
 - Guardians or Educational Advocates of individuals with disabilities
 - Disability Service Provider Employees
 - State Employees

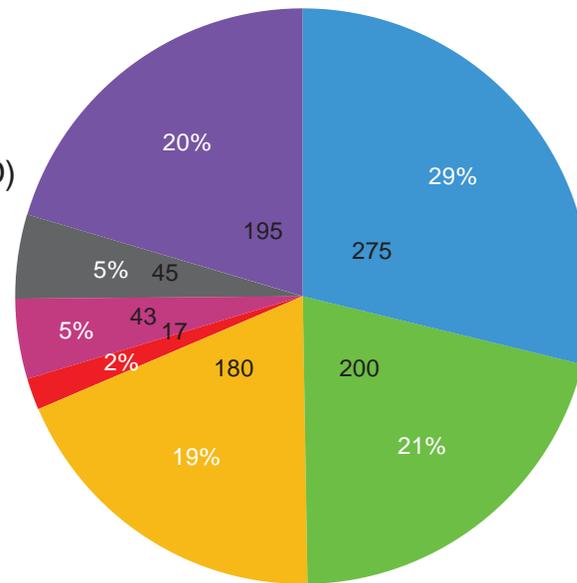
Survey Reach Demographics (1,682 completed survey)



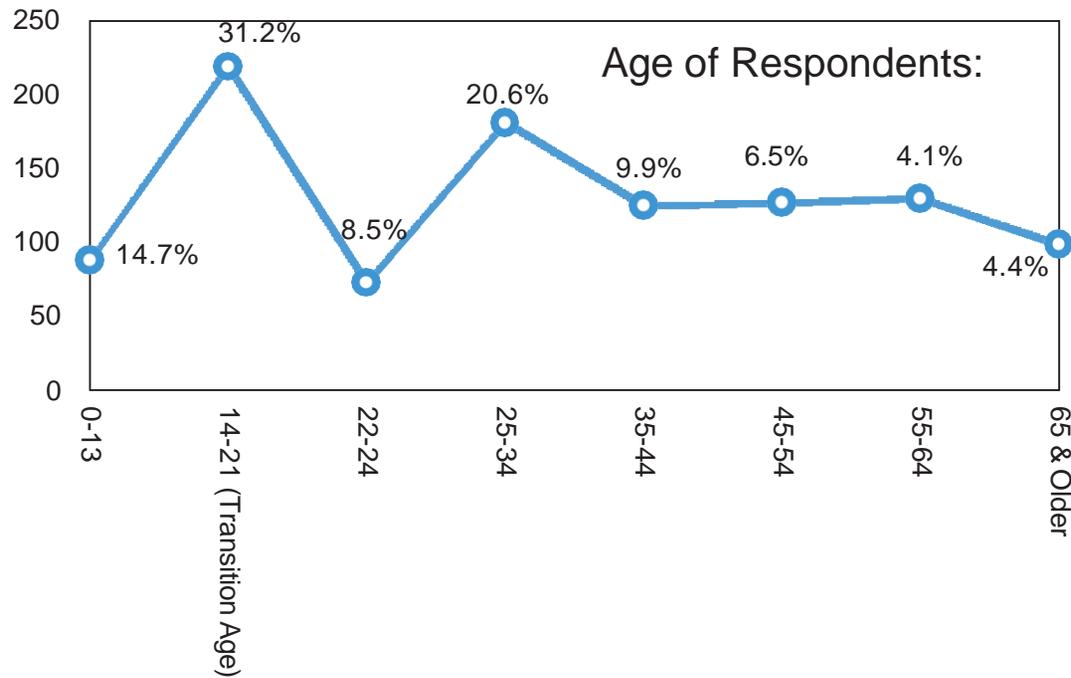
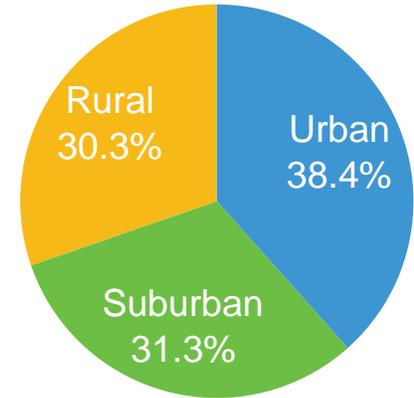
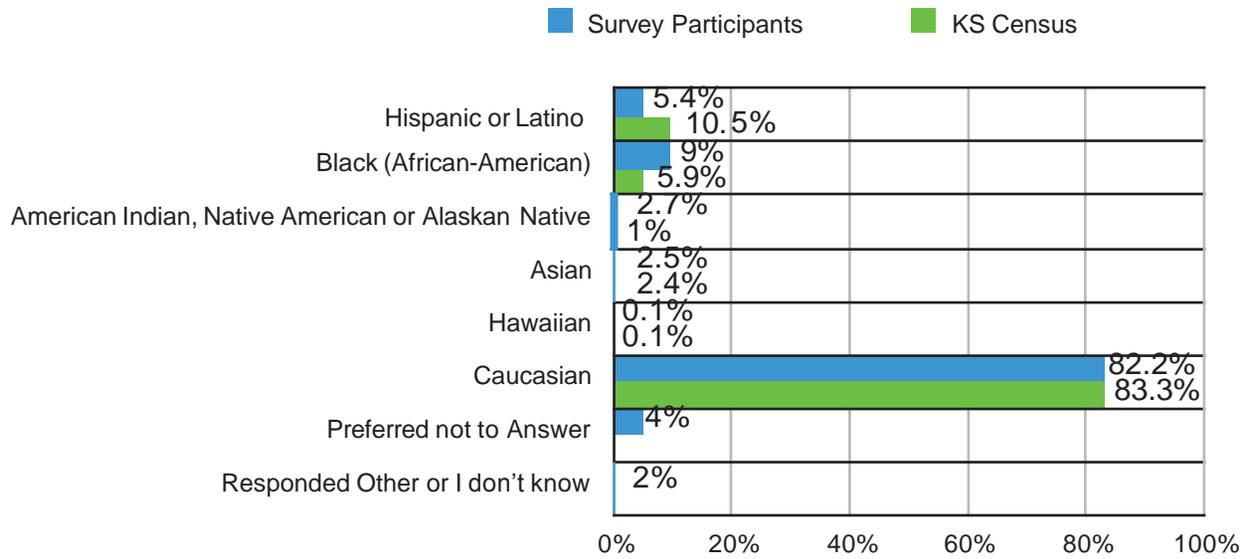
Breakdown of Respondents:

- 29% - Individuals with Disabilities
- 31% - Parent/Family Member of an Individual with a Disability
- 5% - Legal Guardian of an Individual with a Disability
- 1% - Educational Advocate for a Student with an IEP
- 26% - Employees of a Disability Service Provider
- 8% - State Employee

- 29% - Intellectual/Developmental Disability (I/DD)
- 21% - Autism
- 19% - Physical Disability
- 2% - Blind/Visually Impaired
- 5% - Deaf/Hard of Hearing
- 5% - Brain Injury
- 20% - Behavioral/Mental Health Issue

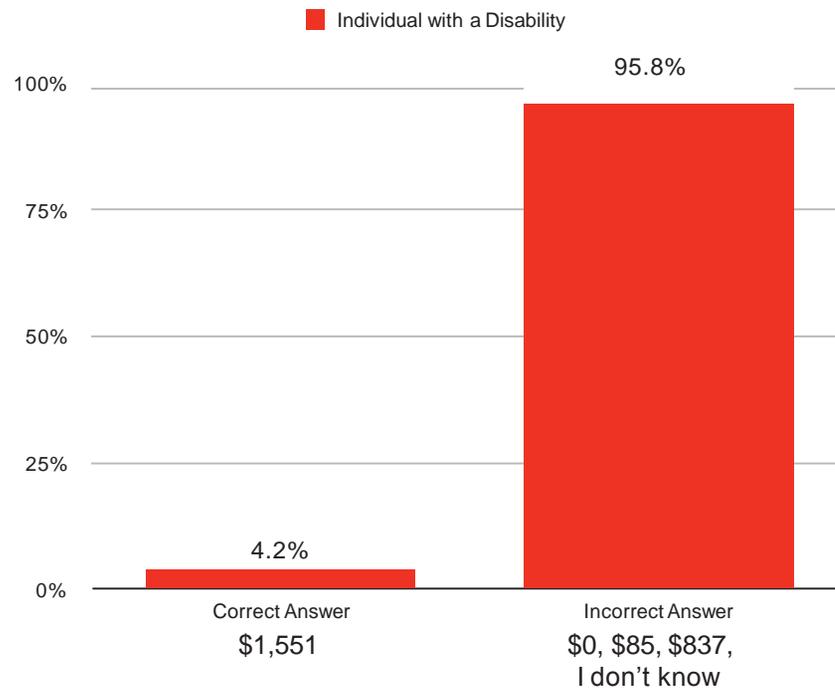


Survey Demographics



Social Security Benefit Myths

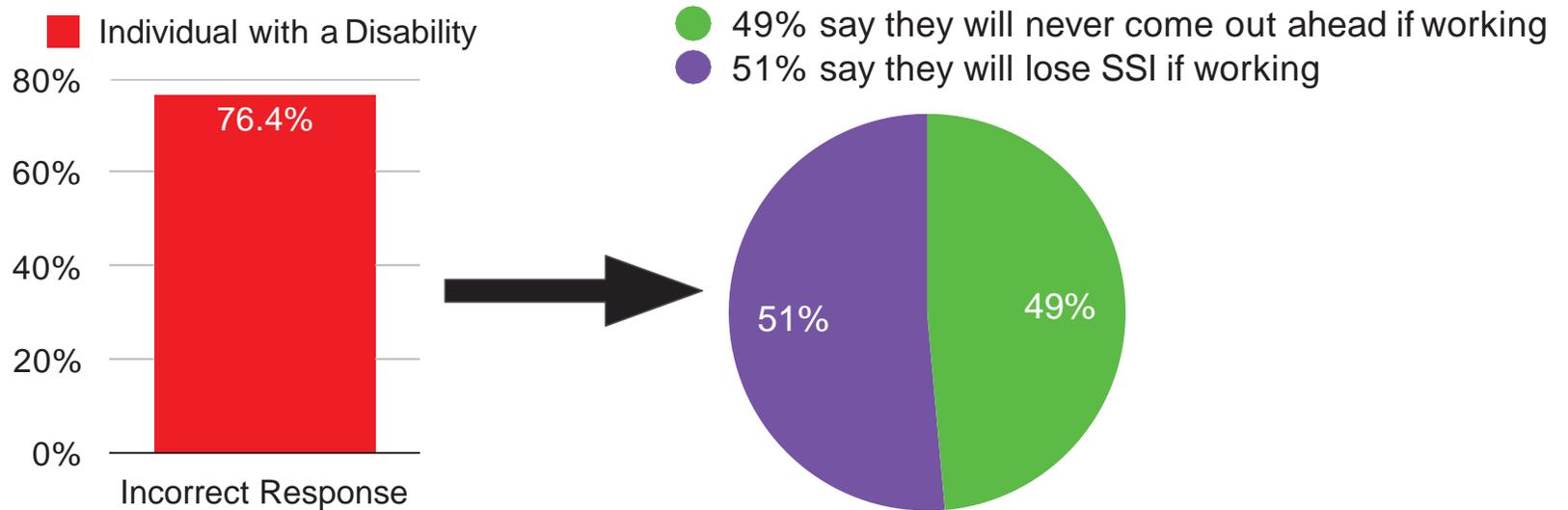
Percentage who answered correctly the amount of money a Kansan with a disability can earn and still receive at least some part of their SSI disability check:



Social Security Benefit Myths

Percentage of SSI recipients who wrongly believe they will “never come out ahead by working” because “for every \$1 I earn, my SSI disability check will be reduced by \$1” or they believe they will lose their entire check if they work at all.

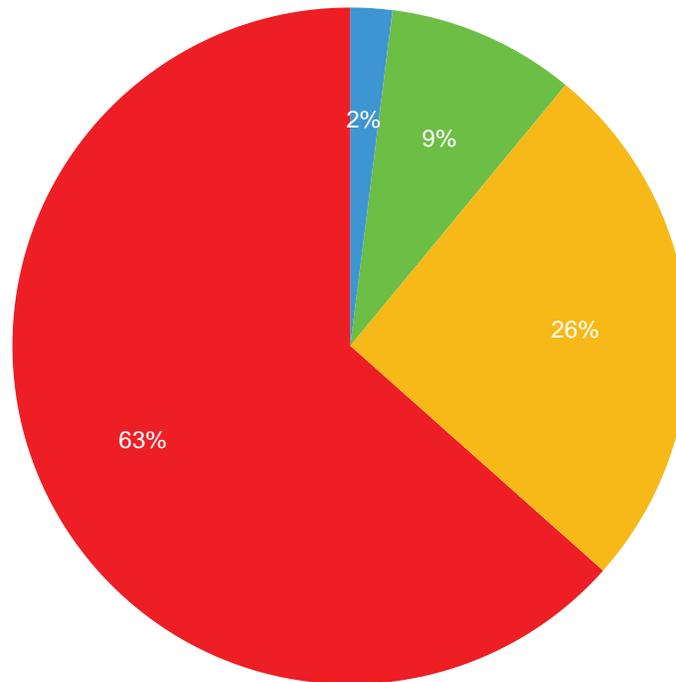
Both of these concepts are completely false.



Where do you reside?

Individual with a Disability

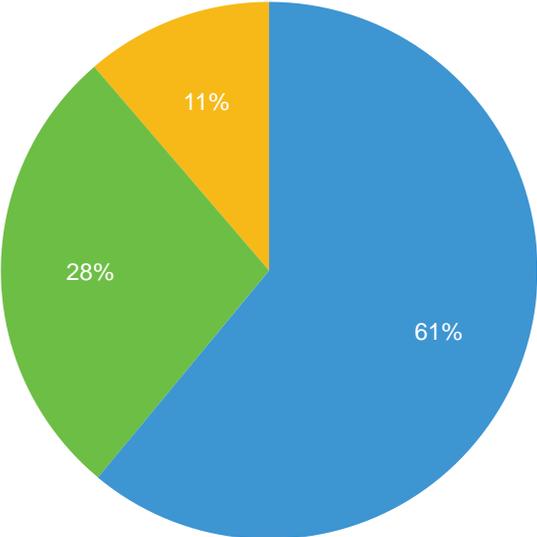
- 2% - Institution (nursing facility, DD state hospital, etc.)
- 9% - Group Home or Residential Care Home with several people
- 26% - With Family
- 63% - Independently (may or may not include with friends and/or supports)



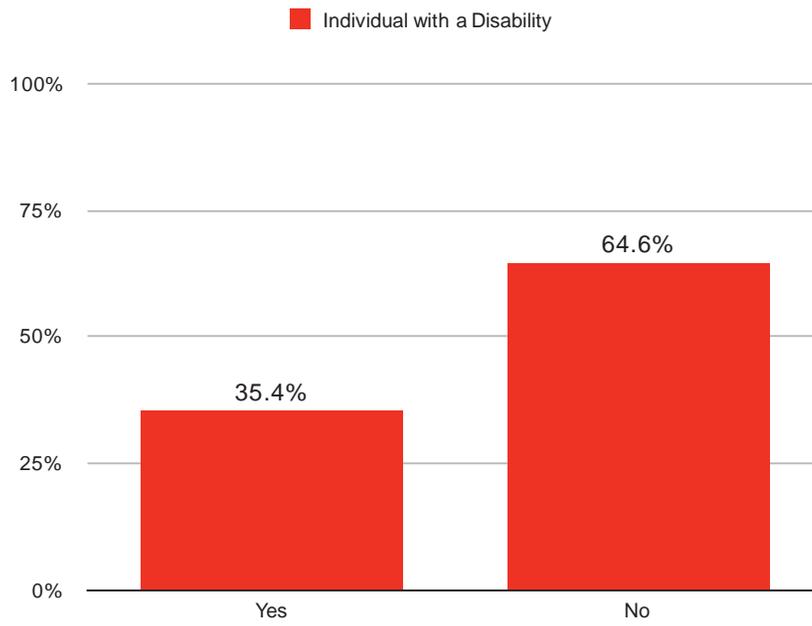
Of those who currently do NOT live independently, a clear majority WANT to live independently. Respondents were asked do you want to live independently?

Individual with a Disability

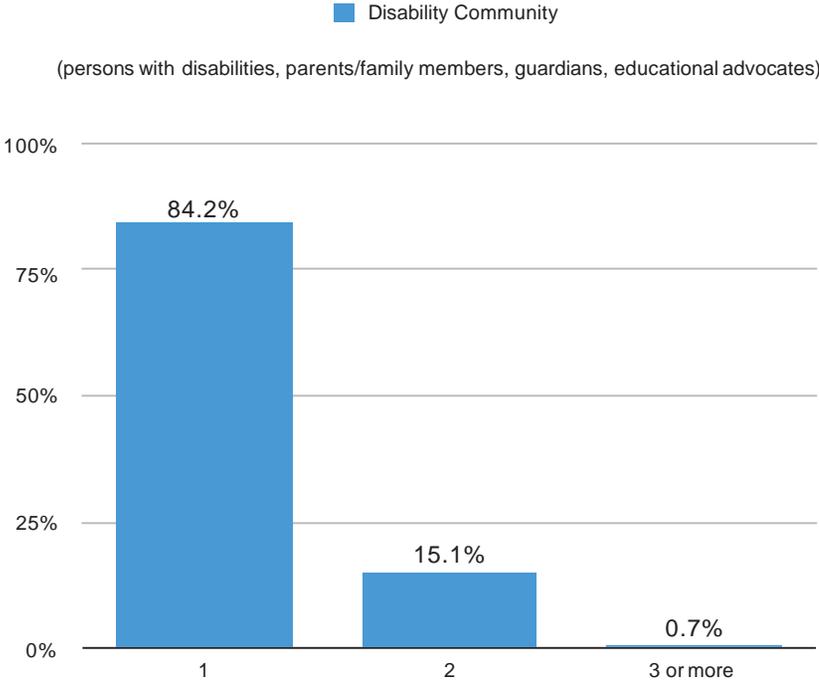
● Yes (61%) ● No (28%) ● Not Sure (11%)



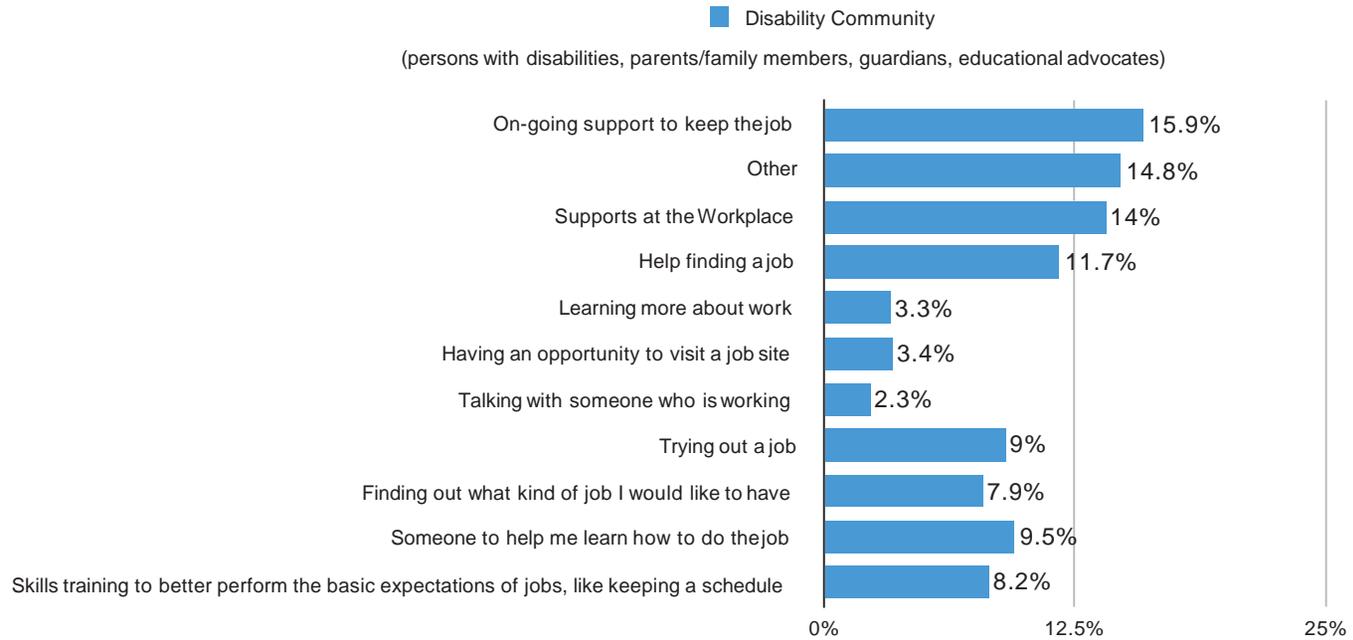
Are you currently working?



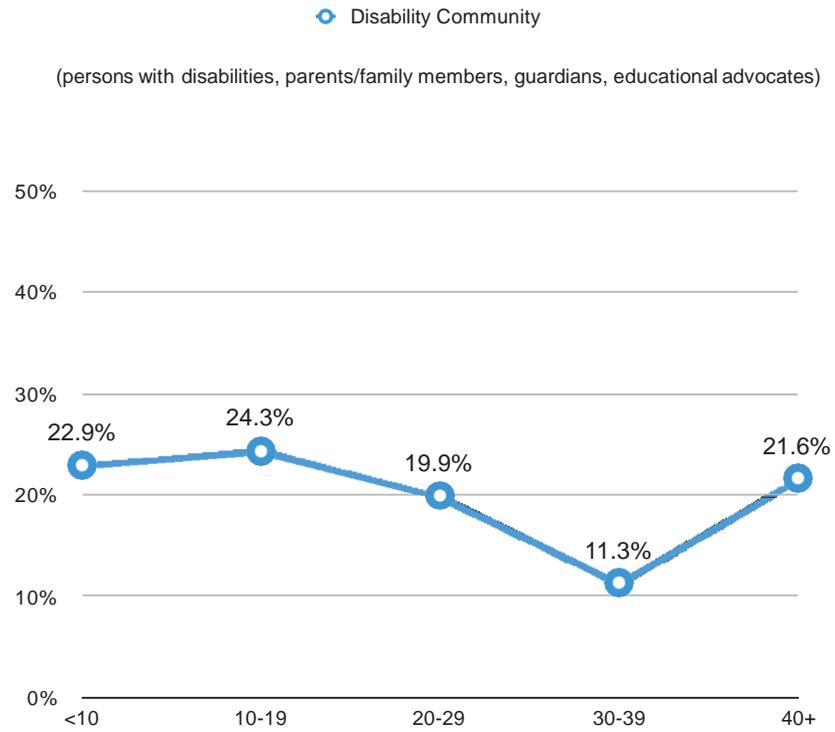
How many jobs does the Kansan with a disability have?



What would most help the Kansan with a disability become employed in a competitive and integrated job?
(Respondents could only choose their top three.)



How many hours a week does the Kansan with a disability work?

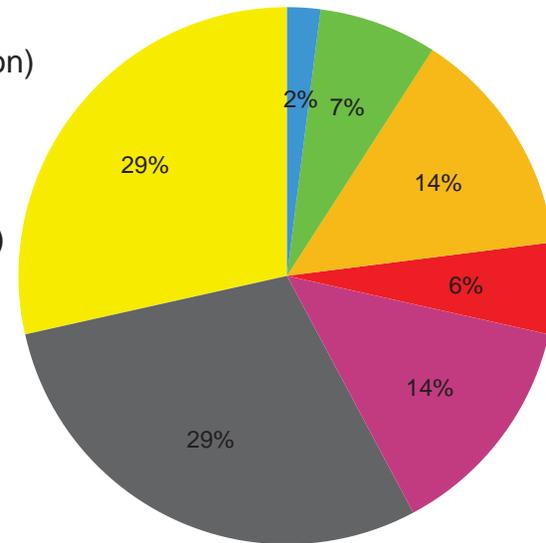


Who has been the most helpful person in helping the Kansan with a disability in their search for employment?

Disability Community

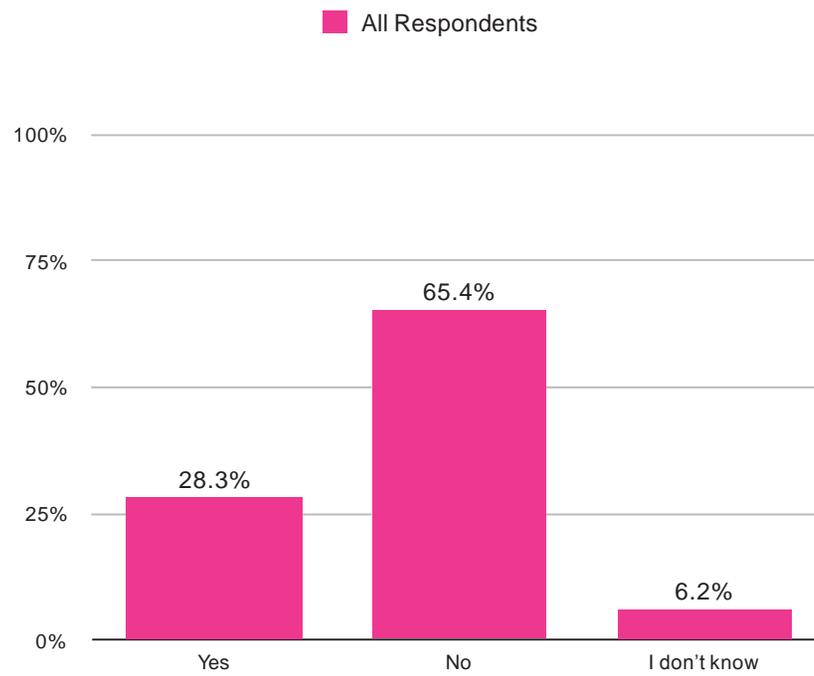
(persons with disabilities, parents/family members, guardians, educational advocates)

- 2% - Teacher
- 7% - Rehabilitation counselor (Vocational Rehabilitation)
- 14% - Job coach / employment specialist
- 6% - Service provider employee
- 14% - Case manager
- 29% - Friends and family
- 29% - Other (please specify the type of help received)

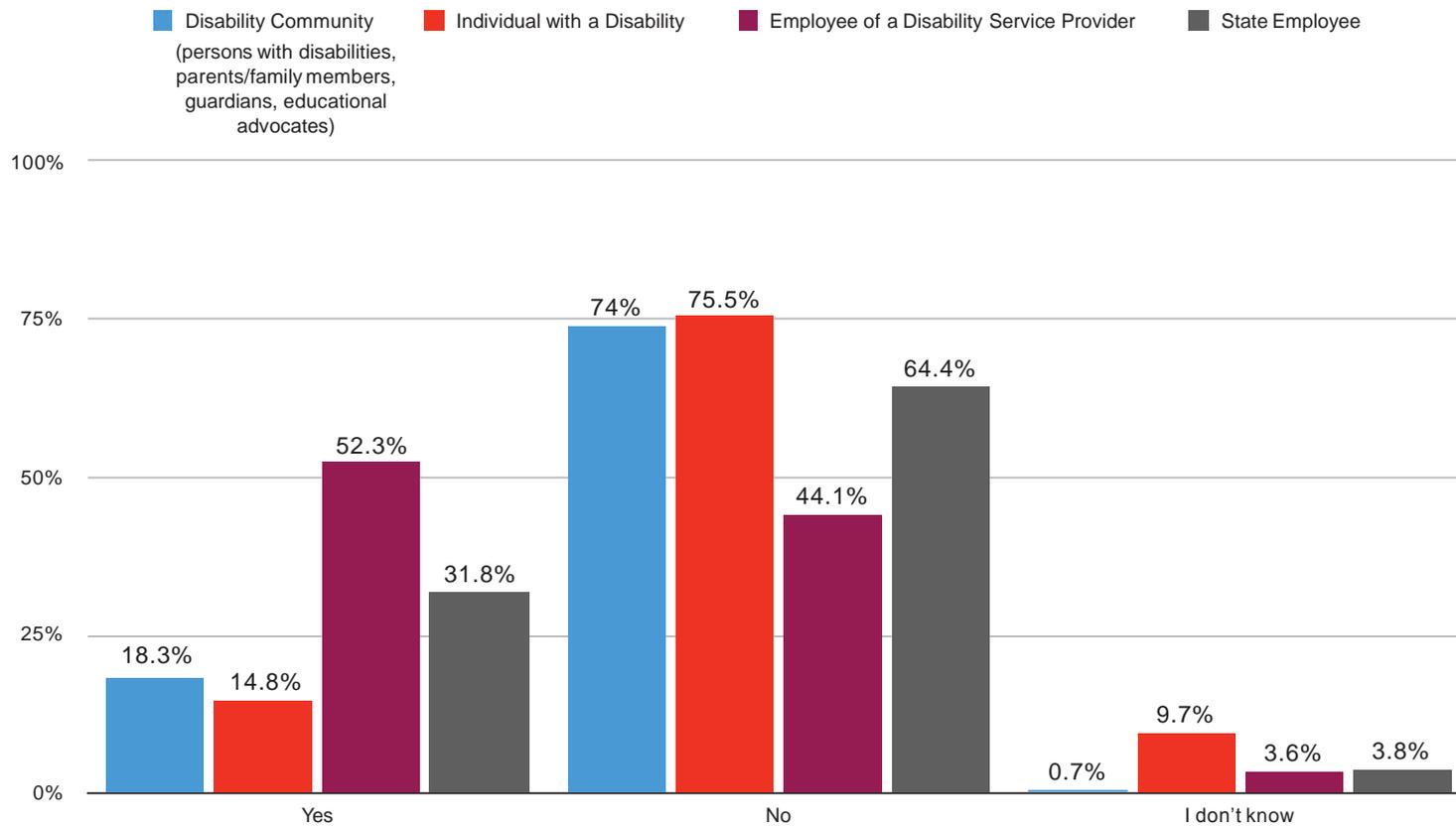


Employment First

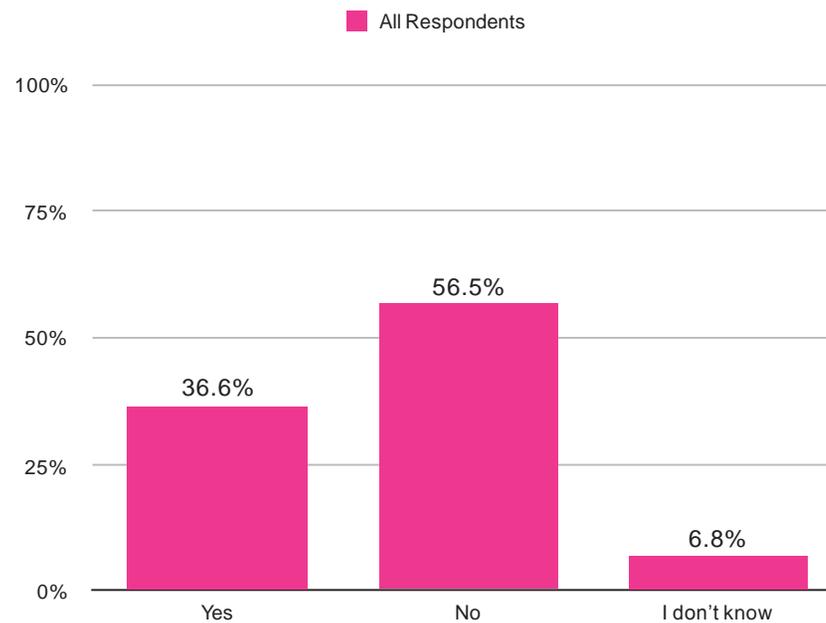
Before reading about it just now, did you previously know about the specific requirements of the 2011 Employment First Law?



Breakout by Respondent:
Before reading about it just now, did you previously know about the specific requirements of the 2011 Employment First Law?

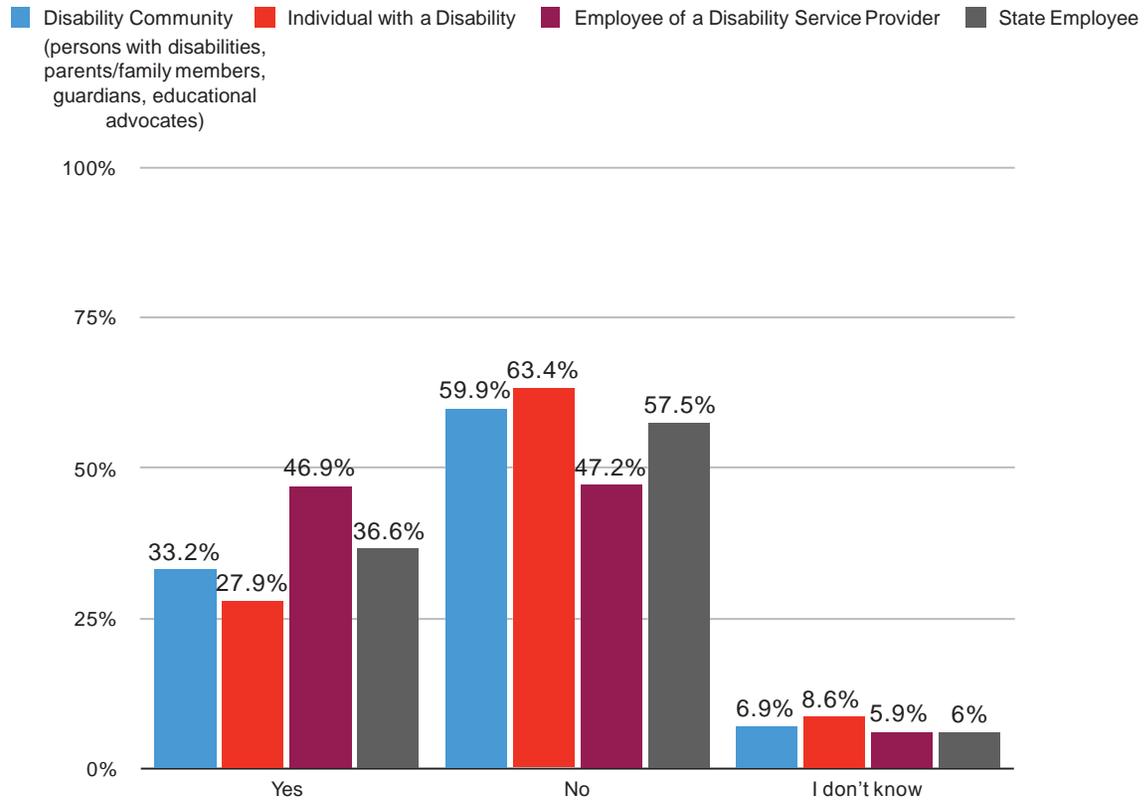


Do you know about the specific rights granted to children and youth under 21 contained in the federal Medicaid Act called EPSDT (Early Periodic Screening Diagnostic and Treatment)? In Kansas the EPSDT program is called KanBe Healthy.

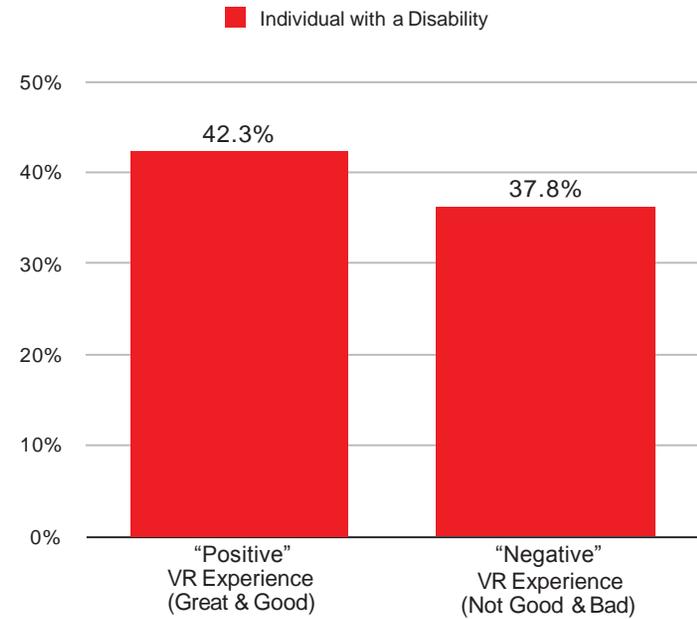
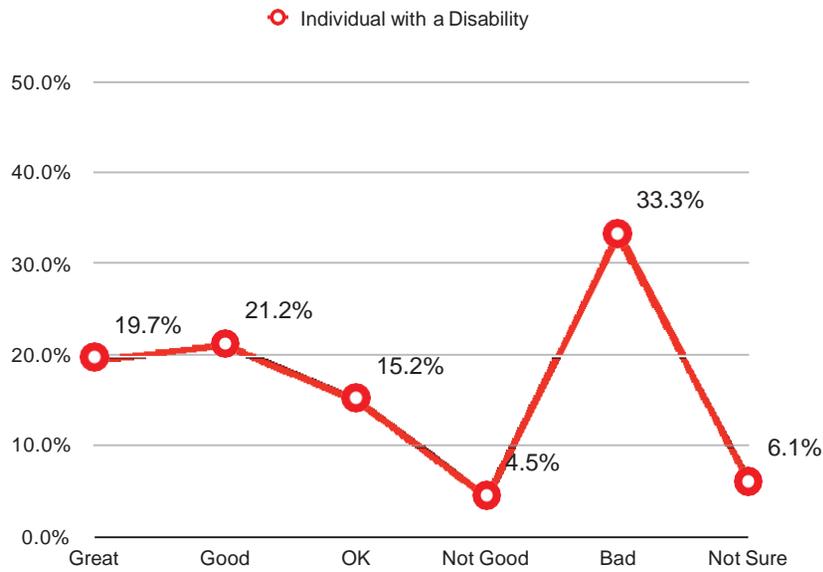


Breakout by Respondent:

Do you know about the specific rights granted to children and youth under 21 contained in the federal Medicaid Act called EPSDT (Early Periodic Screening Diagnostic and Treatment)? In Kansas the EPSDT program is called KanBe Healthy.



Of the 15% who reported they were working with Vocational Rehabilitation (VR), this is how they rated their experience with VR.

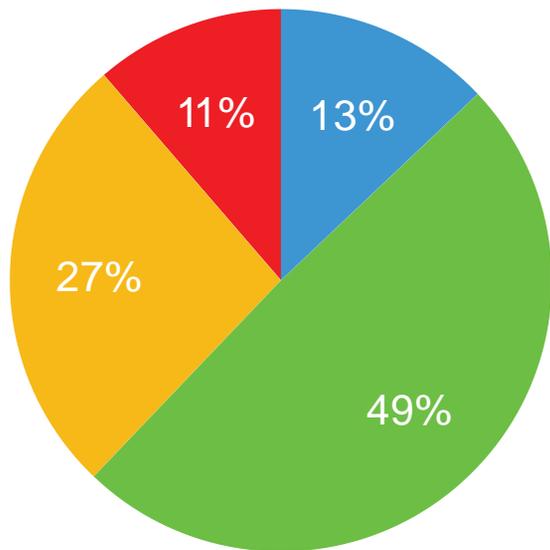


Great & Good = 42.3%
Not Good & Bad = 37.8%

Why Aren't You Working with VR?

Of those Individuals with Disabilities who are NOT working with VR, they were asked:
“Why are you not currently working with VR?”

Their responses were:



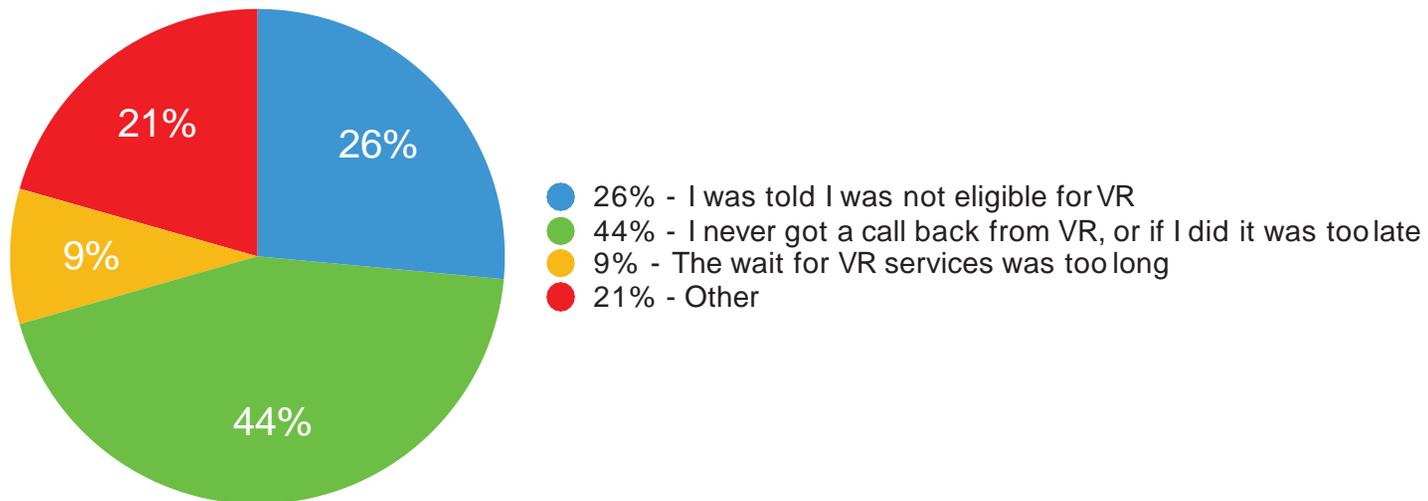
- 13% - I worked with VR before, but was not satisfied with the services
- 49% - I don't currently need VR services
- 27% - I don't know about VR services
- 11% - I tried to apply for VR services, but was unsuccessful

Unsuccessful with VR

Of those who said they were unsuccessful in applying for VR services, they were asked:

“Why were you unsuccessful in applying for VR services?”

Their responses were:

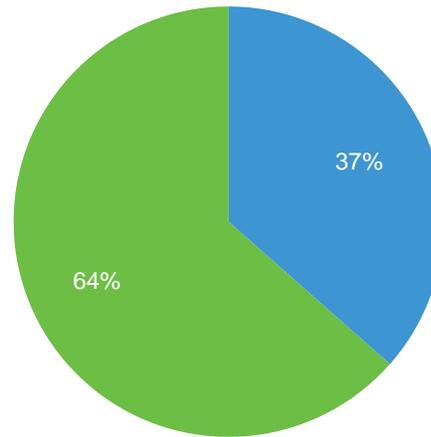


Why Don't You Need VR?

Of those who said they do not need VR services, here is how they answered the question:
“Why do you not need VR services?”

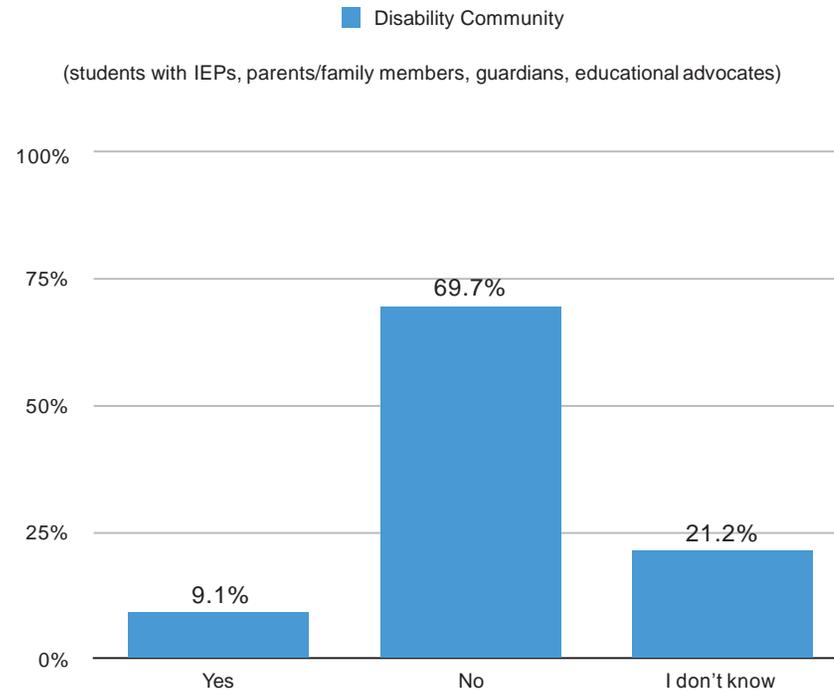
Individual with a Disability

- 37% - I already have a job that pays at least the minimum wage where my co-workers are mostly people without disabilities
- 64% - I do not want to pursue employment



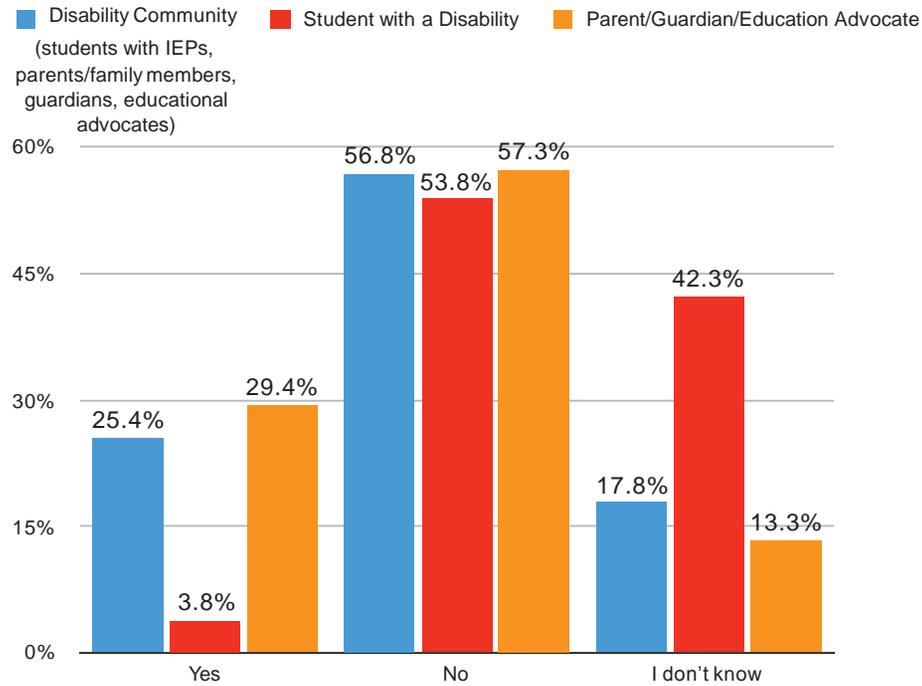
VR and Students with Disabilities

Has the student with a disability received a letter from Vocational Rehabilitation (VR) explaining the services they can provide? VR is a program housed in the Department for Children and Families.



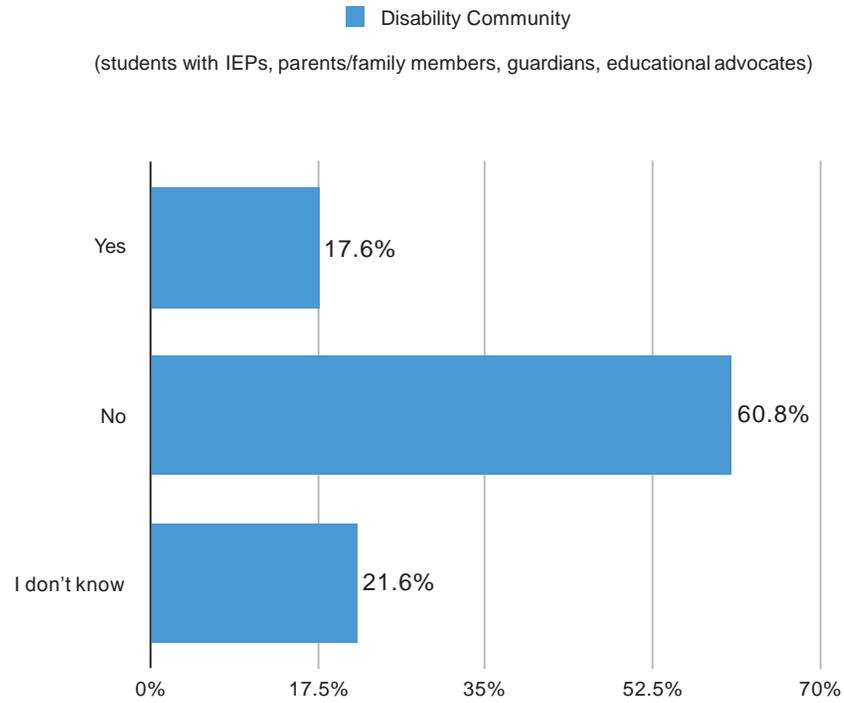
VR and Students with Disabilities

Respondents who are transition-age (students with IEPs, parents/family members, guardians, educational advocates) answered the following: “Do you know about the services Vocational Rehabilitation (VR) provides?”



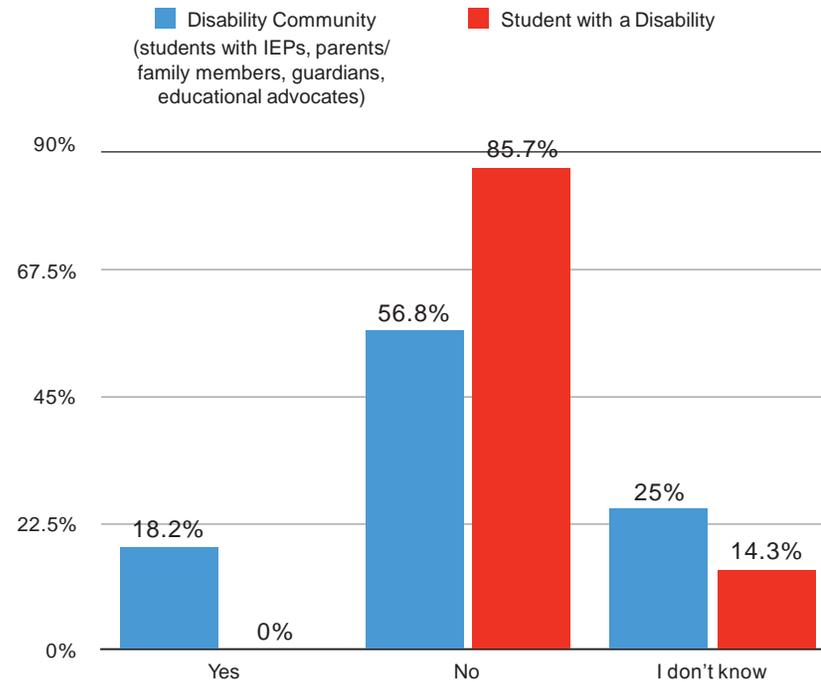
VR and Students with Disabilities

Has the student with a disability received a referral to Vocational Rehabilitation (VR) from his/her school?



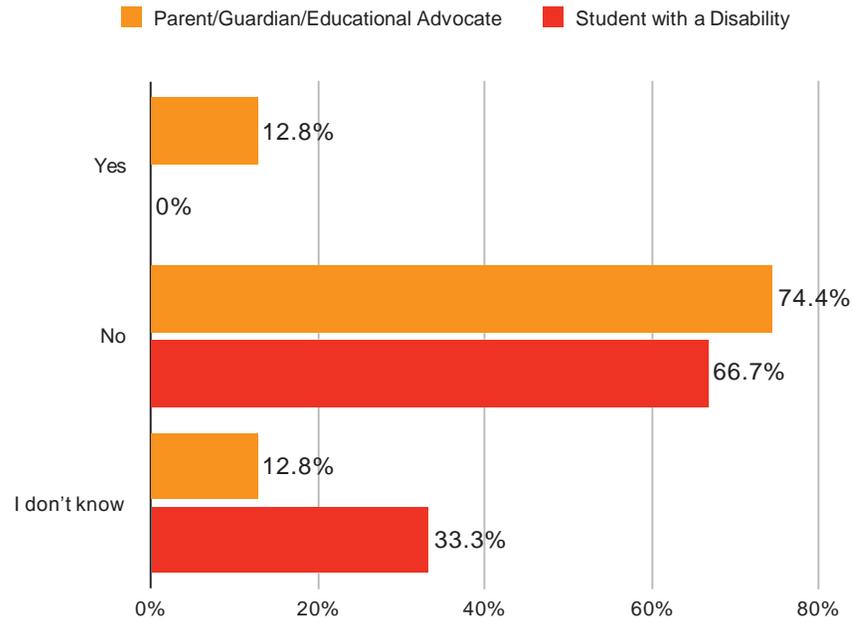
VR and Students with Disabilities

Does the student with a disability know about the Vocational Rehabilitation (VR) program and what it can do to help get a job and reach IEP transition goals?



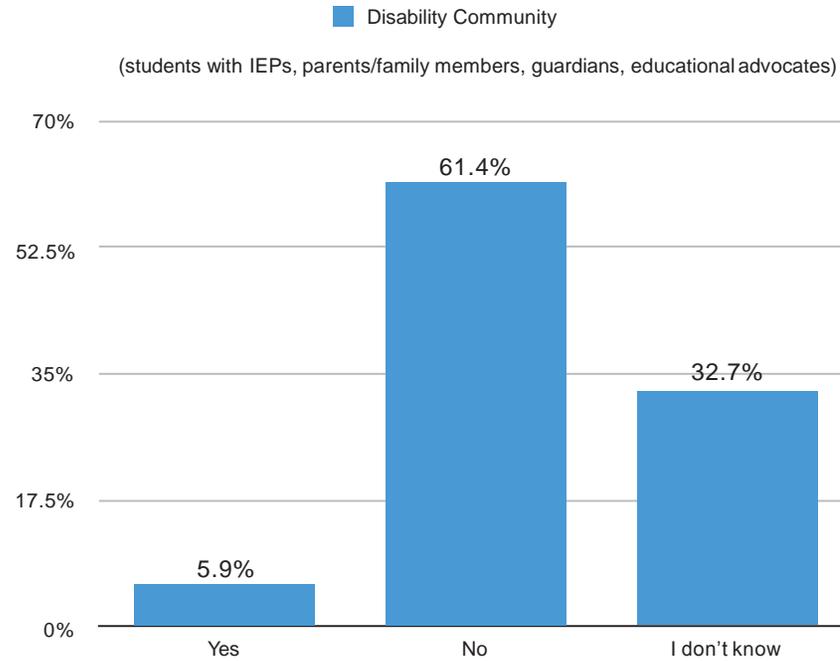
VR and Students with Disabilities

Does the student with a disability know how to access Vocational Rehabilitation (VR) services?



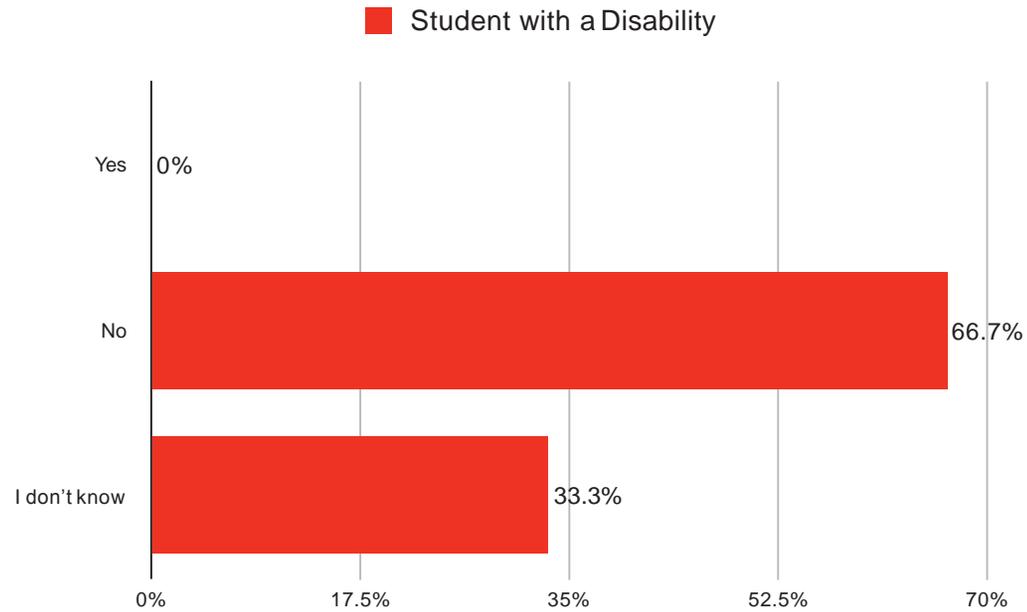
VR and Students with Disabilities

Does the student with a disability have a Vocational Rehabilitation (VR) counselor assigned to them?



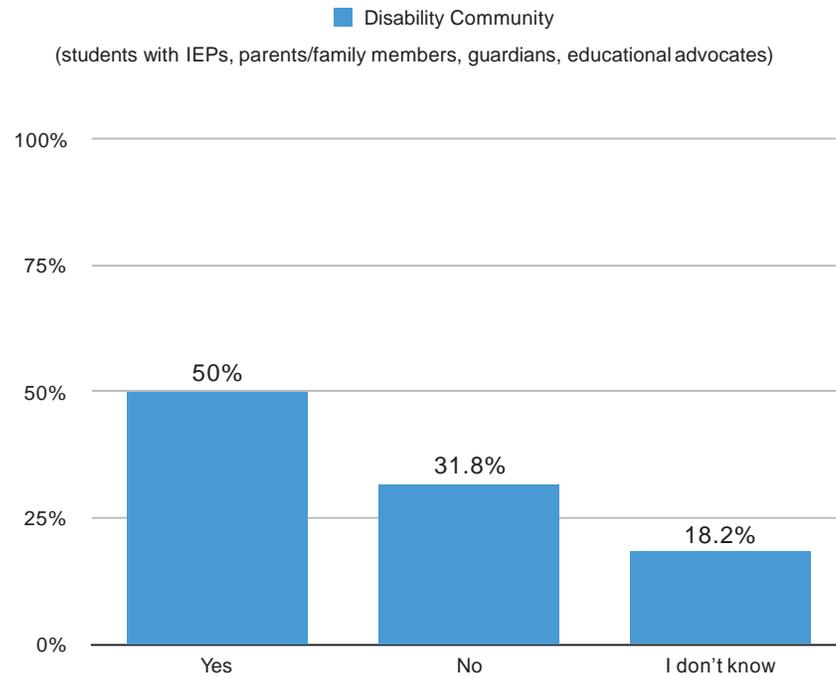
VR and Students with Disabilities

Seniors in high school with an IEP were asked: “Do you have a signed Individualized Plan for Employment with Vocational Rehabilitation (VR)?” These are their responses:



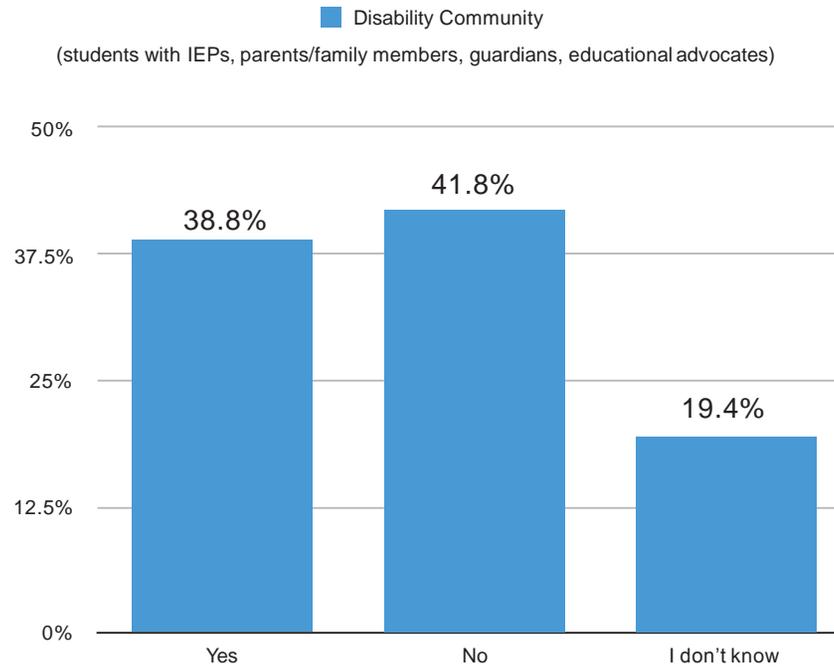
Transition

Has the student with a disability's IEP Team explained to him/her what a transition plan is and what services are available as transition services?



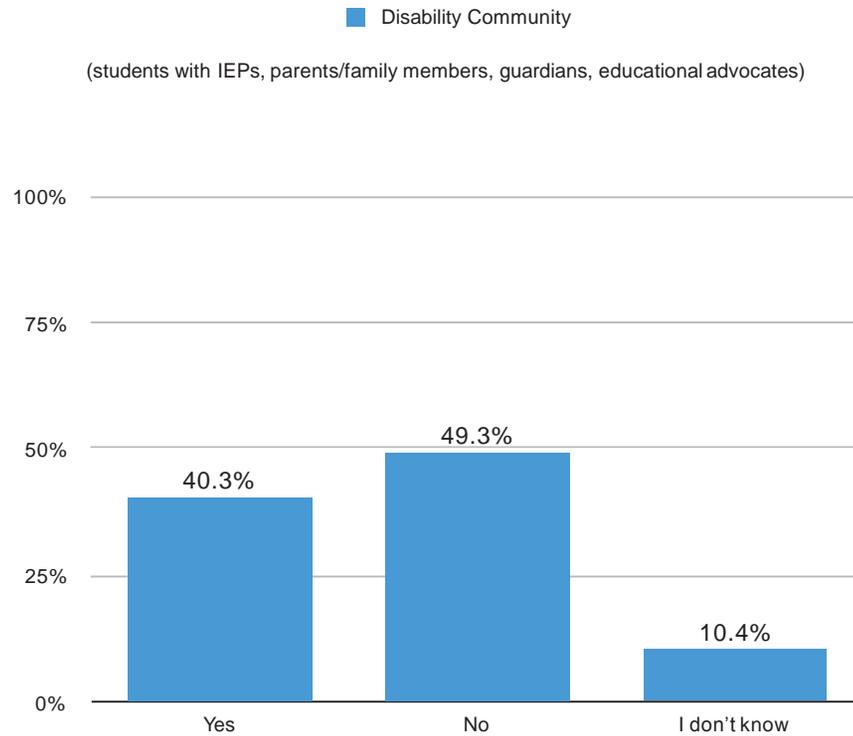
Transition

Has the student with a disability been invited to the IEP meeting to discuss transition planning?



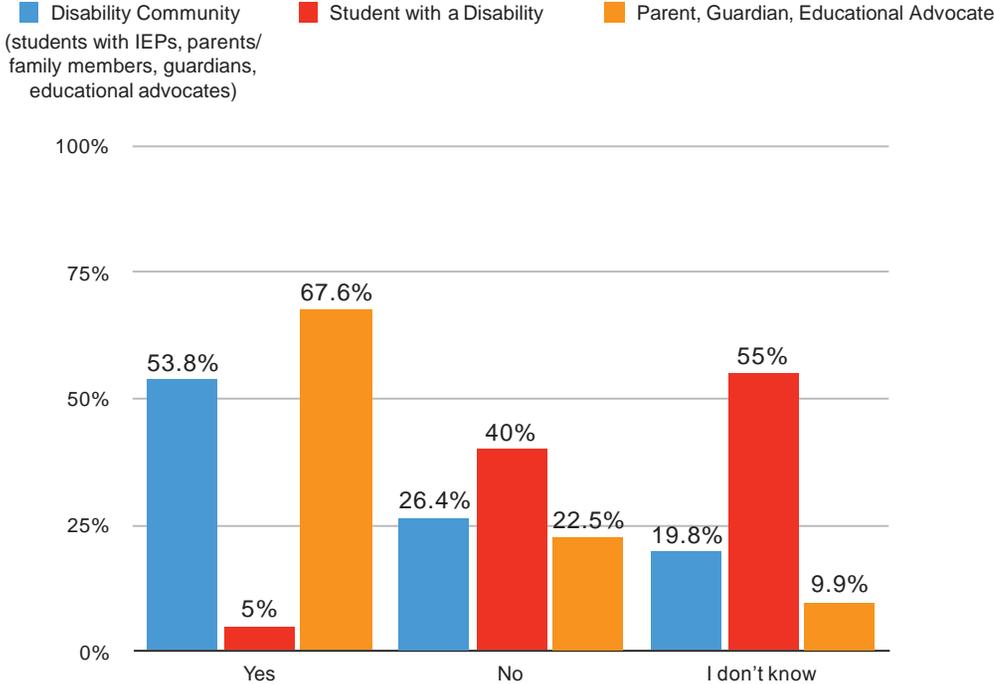
Transition

Has the IEP team explained transition services the student with a disability needs to prepare for adult life?



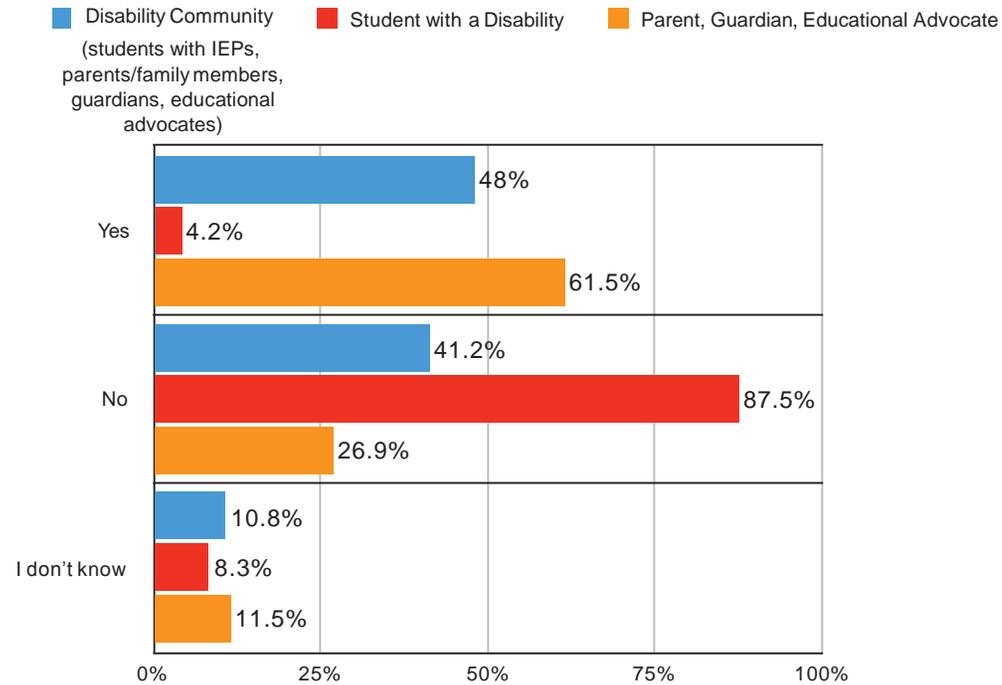
Transition

Does the student with a disability's IEP contain a written transition plan?



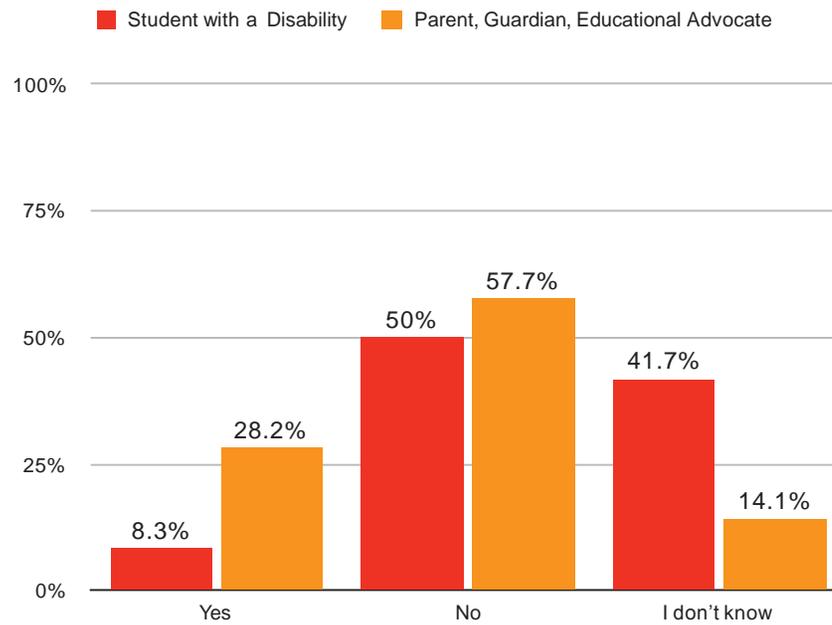
Transition

Has the IEP team helped write in the IEP what the student with a disability wants to do after high school?



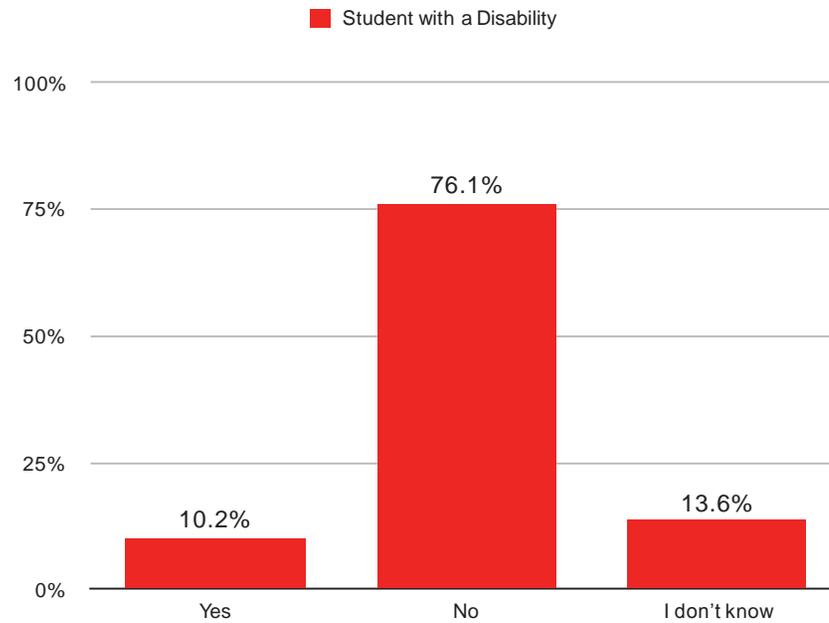
Transition

Does the student with a disability know what they want to do after high school?



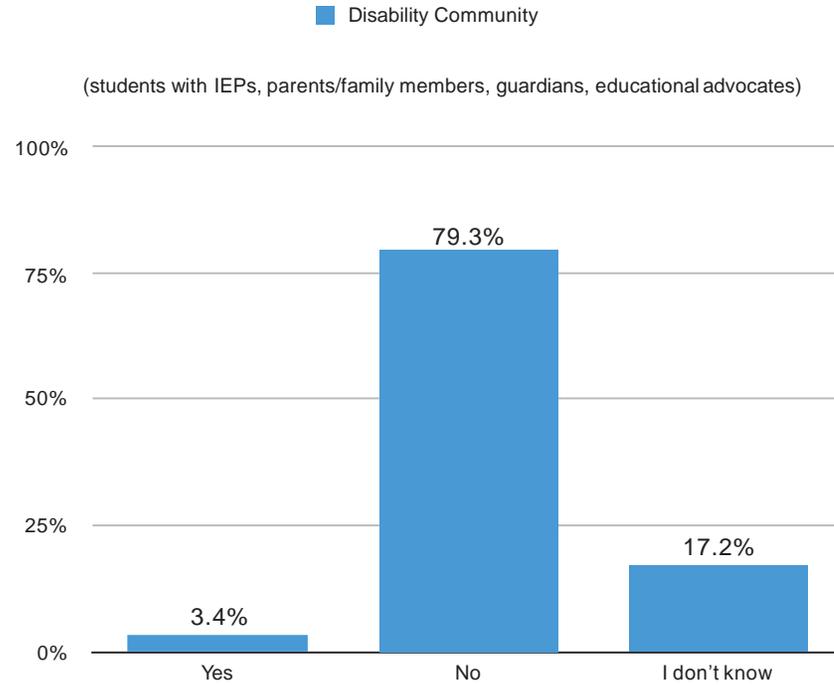
Transition

Through the IEP Team or others at the high school, have you received assistance researching colleges online?



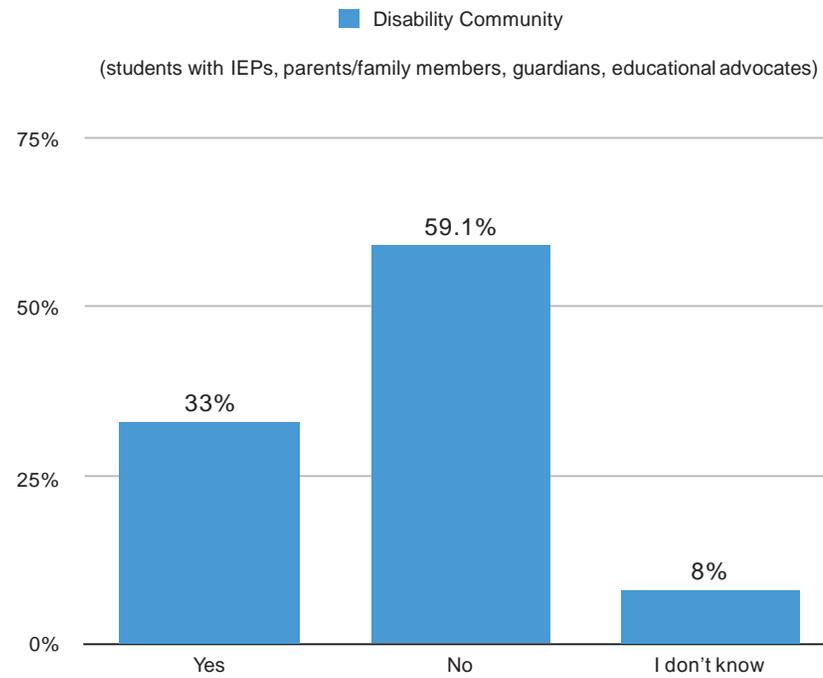
Transition

Through the IEP Team or others at the high school, has the student with a disability received assistance with the office for students with disabilities/ADA Accommodations?



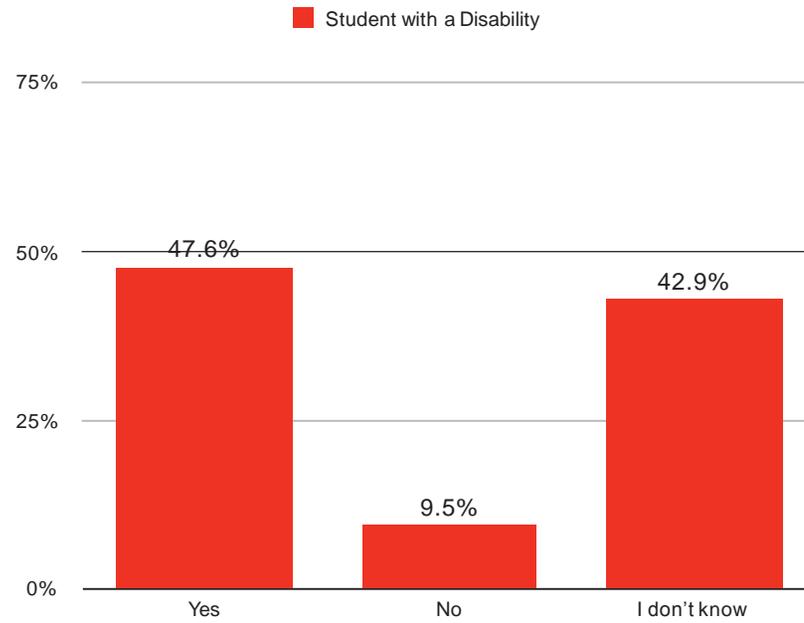
Transition

Has the IEP Team presented college as an option to the student with a disability?



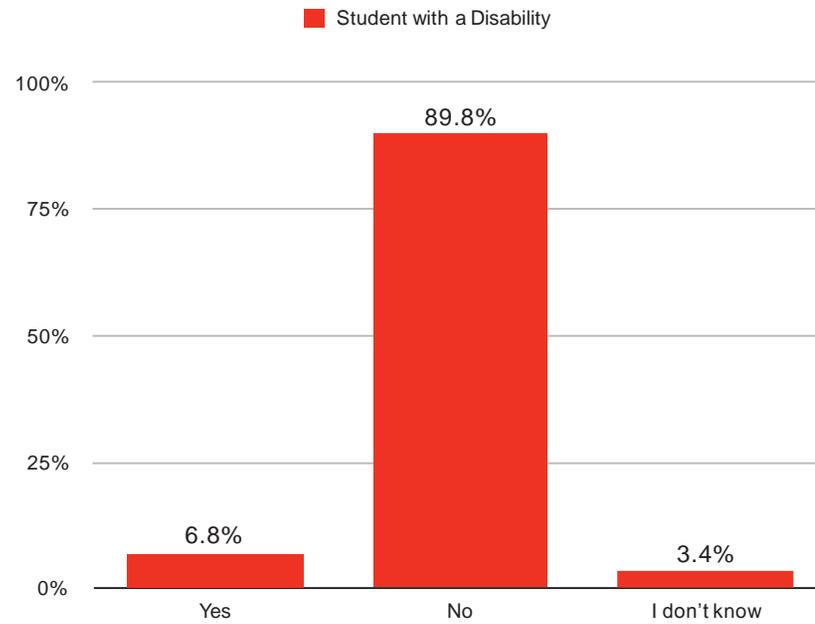
Transition

Would you like to continue your education after you graduate high school?



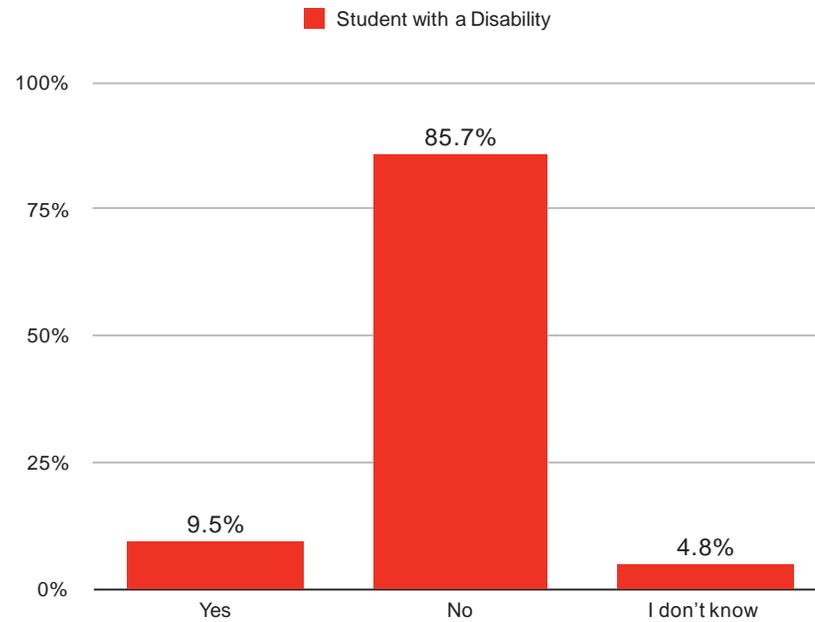
Transition

Through the IEP Team or others at the high school, have you received assistance with visiting colleges?



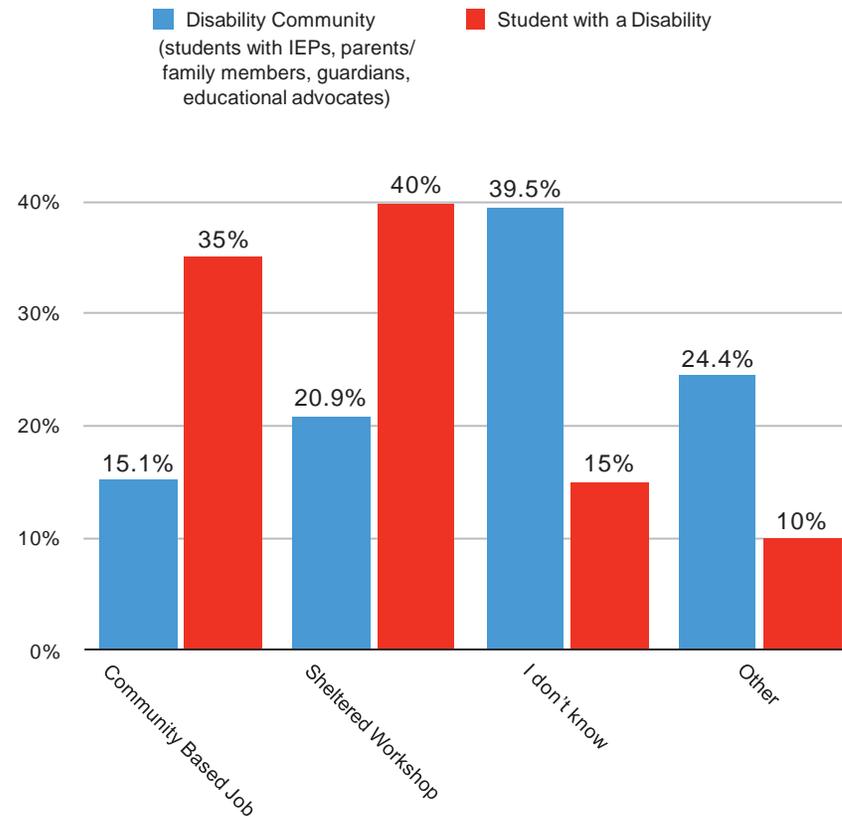
Transition

Do you feel comfortable asking for the supports you need and getting the accommodations that are promised under the law? [regarding post-secondary education - college, etc.]



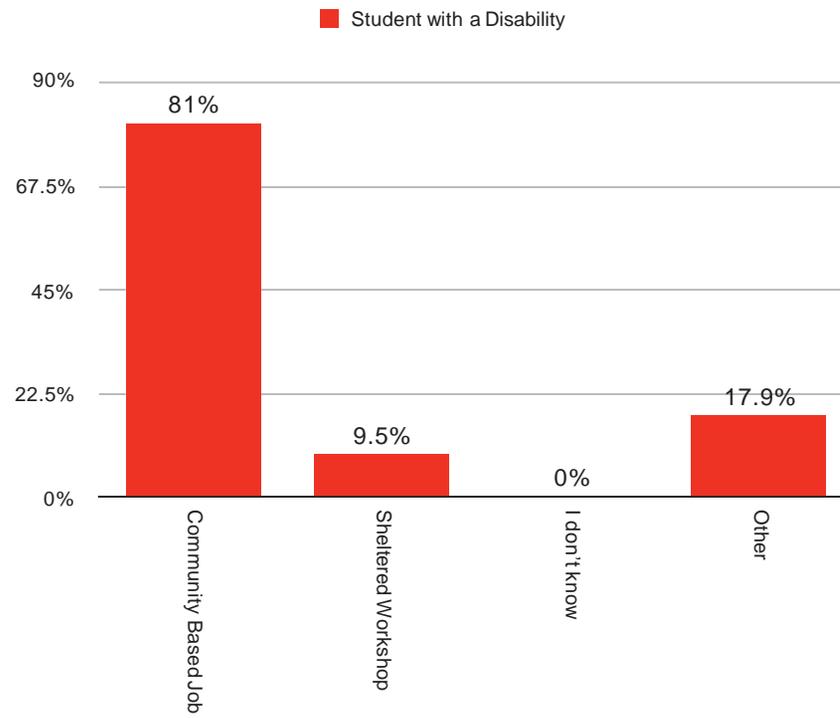
Community vs. Sheltered Work

According to what is written in the IEP, where is the student with a disability supposed to get a job after high school?



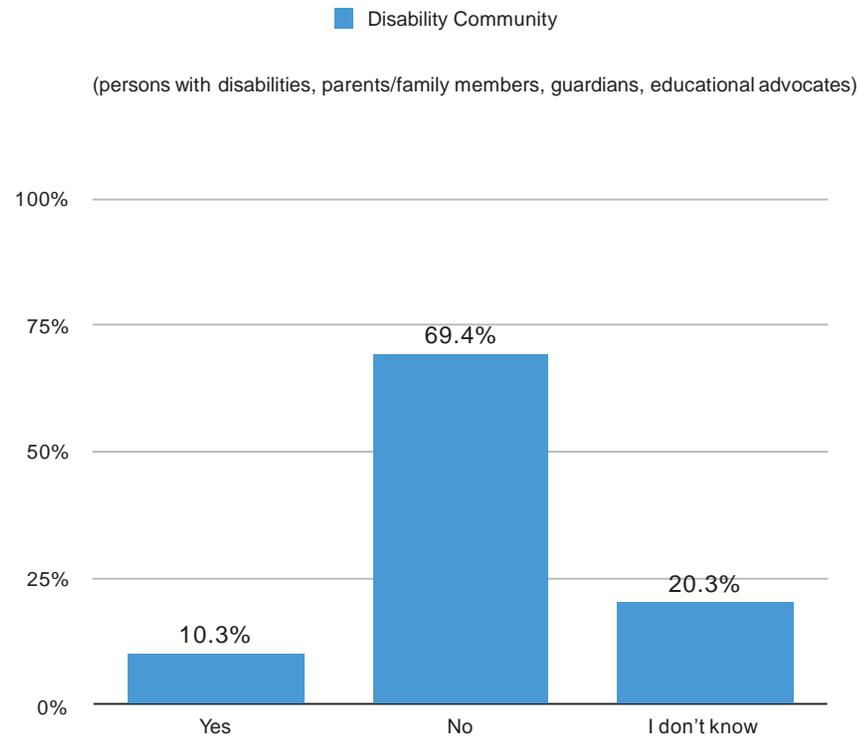
Community vs. Sheltered Work

Regardless of what the IEP says, where would you like to work?



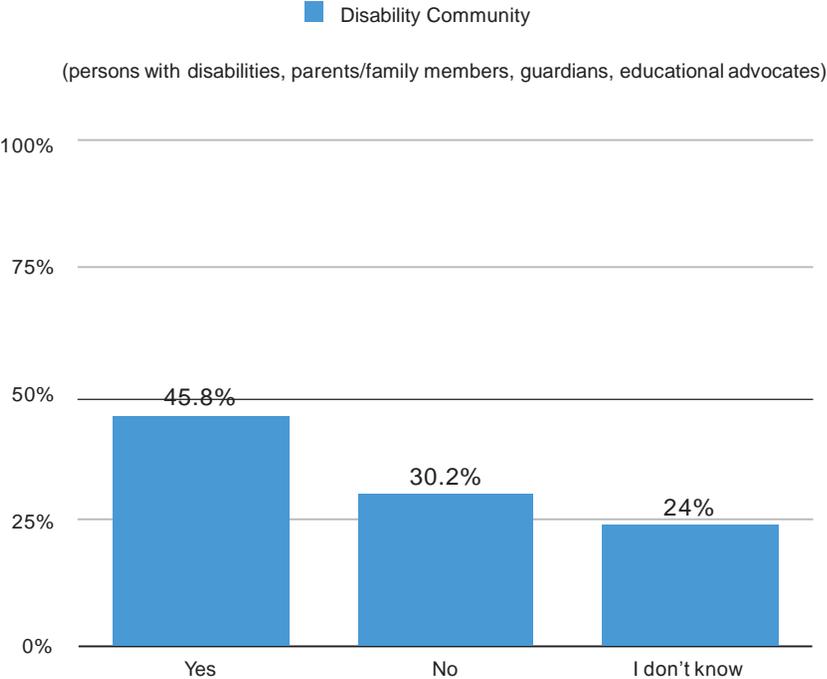
Benefits Planning

Has the Kansan with a disability received benefits planning services?



Benefits Planning

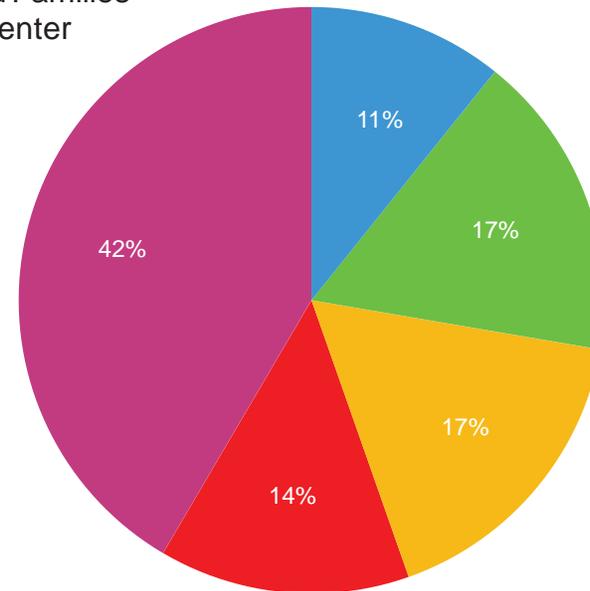
Of those who have not gotten benefits planning, the following were the answers to the question:
“Would the Kansan with a disability like to receive benefits planning services?”



Benefits Planning

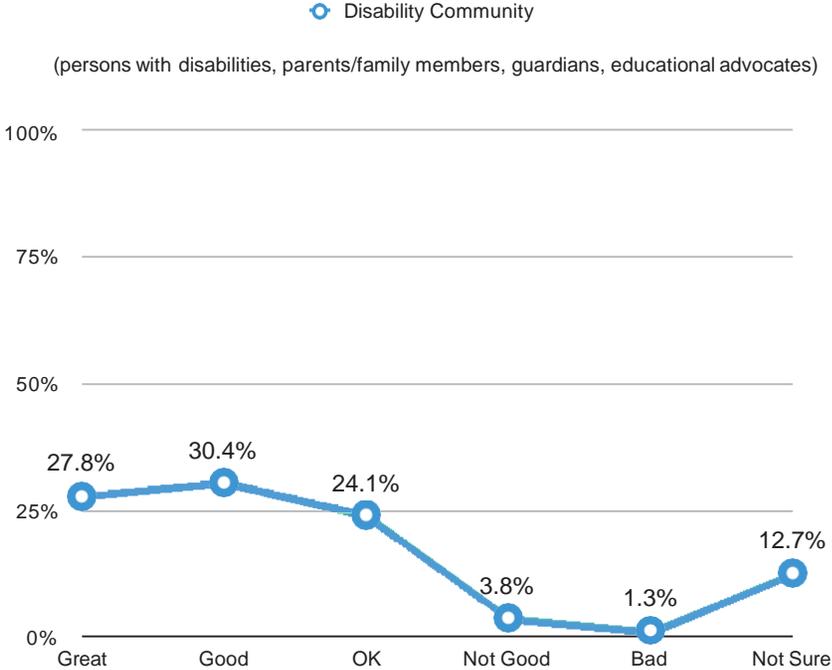
Where did the Kansan with a disability receive benefits planning services?
(check all that apply)

- 11% - CPRF (a Social Security Benefits Education program – formerly the WIPA)
- 17% - Independent Living Center
- 17% - Department for Children and Families
- 14% - Community Mental Health Center
- 42% - Other (please specify)



Benefits Planning

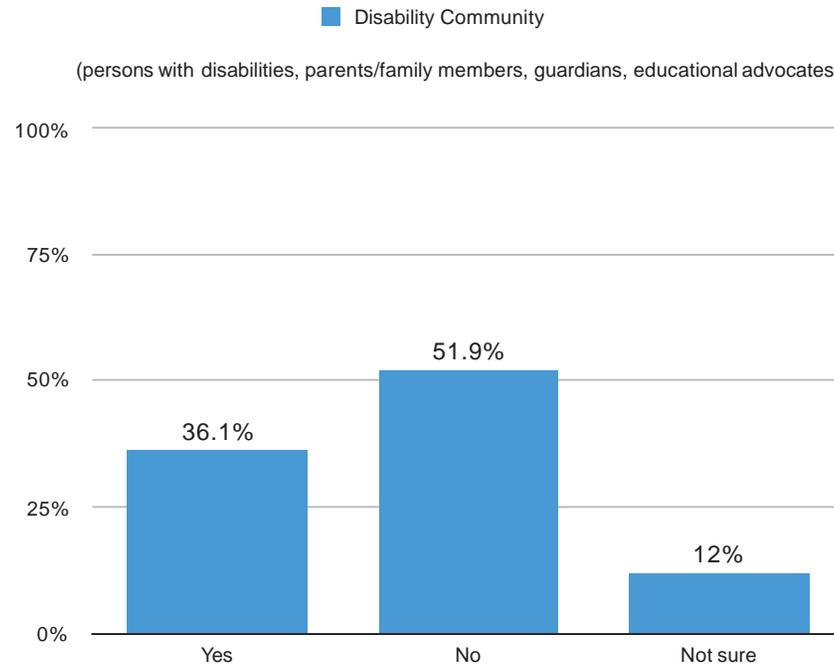
Of those who have received benefits planning, this is how they rated their experience:



Great & Good combined = 58.2%
Not Good & Bad combined = 5.1%

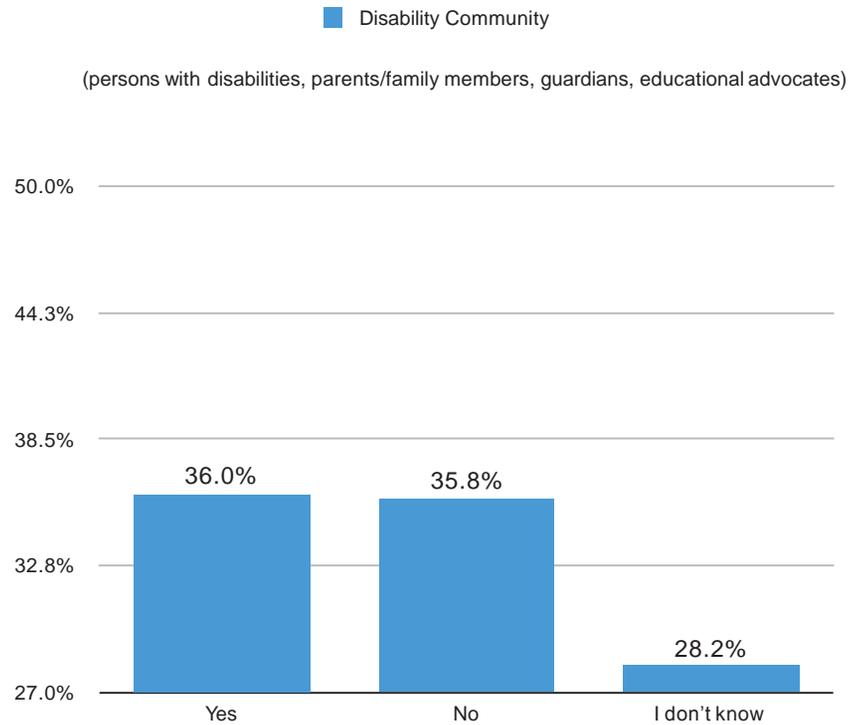
Employment Services

Has the Kansan with a disability received employment services?



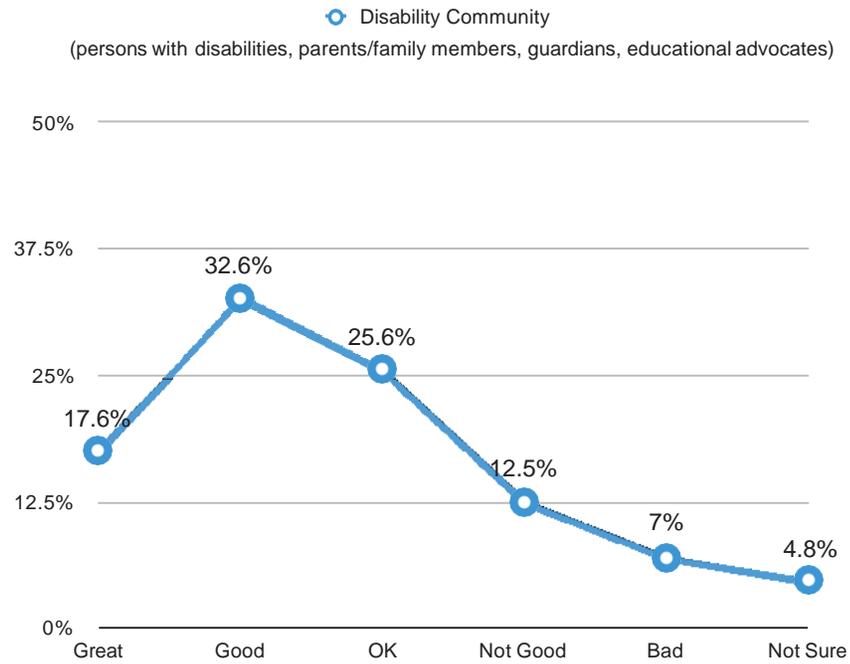
Employment Services

Of those who have not received employment services, the following were the answers to the question, “Would the Kansan with a disability like to receive employment services?”



Employment Services

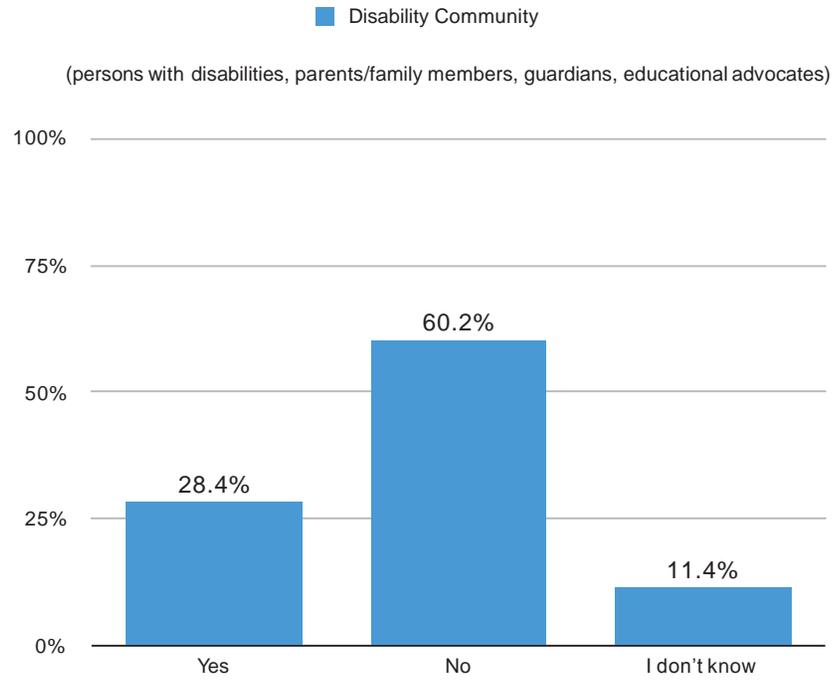
Of those who have received employment services, this is how they rated their experience:



Great & Good combined = 50.2%
Not Good & Bad combined = 19.5%

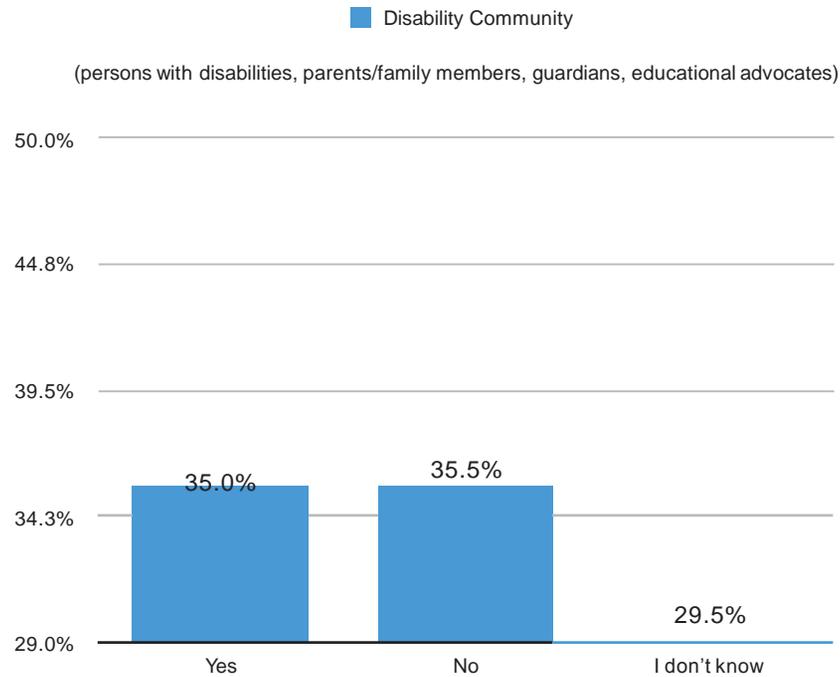
Job Coaching

Has the Kansan with a disability received job coaching?



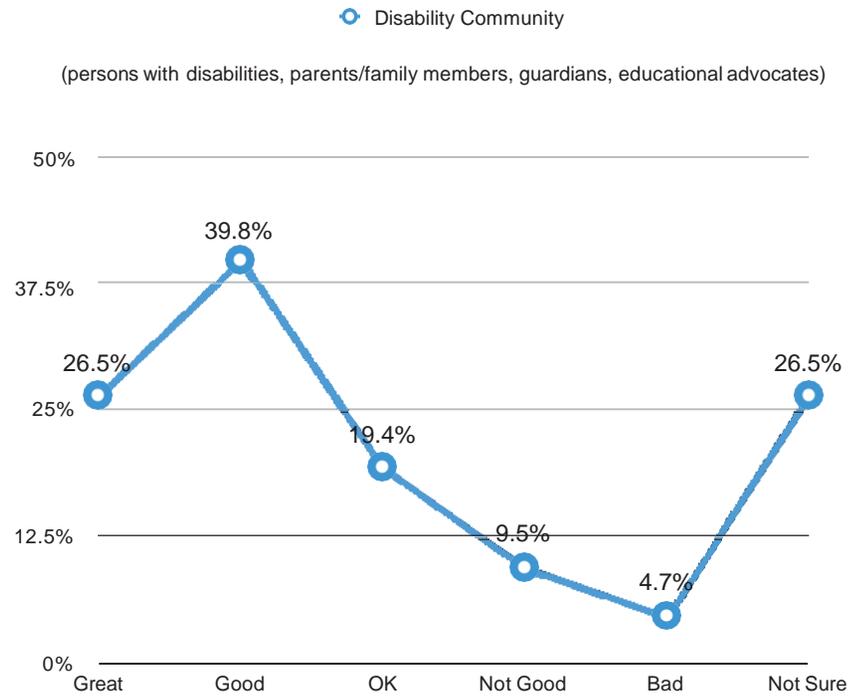
Job Coaching

Of those who have not received job coaching, the following were the answers to the question: “Would the Kansan with a disability like to receive job coaching?”



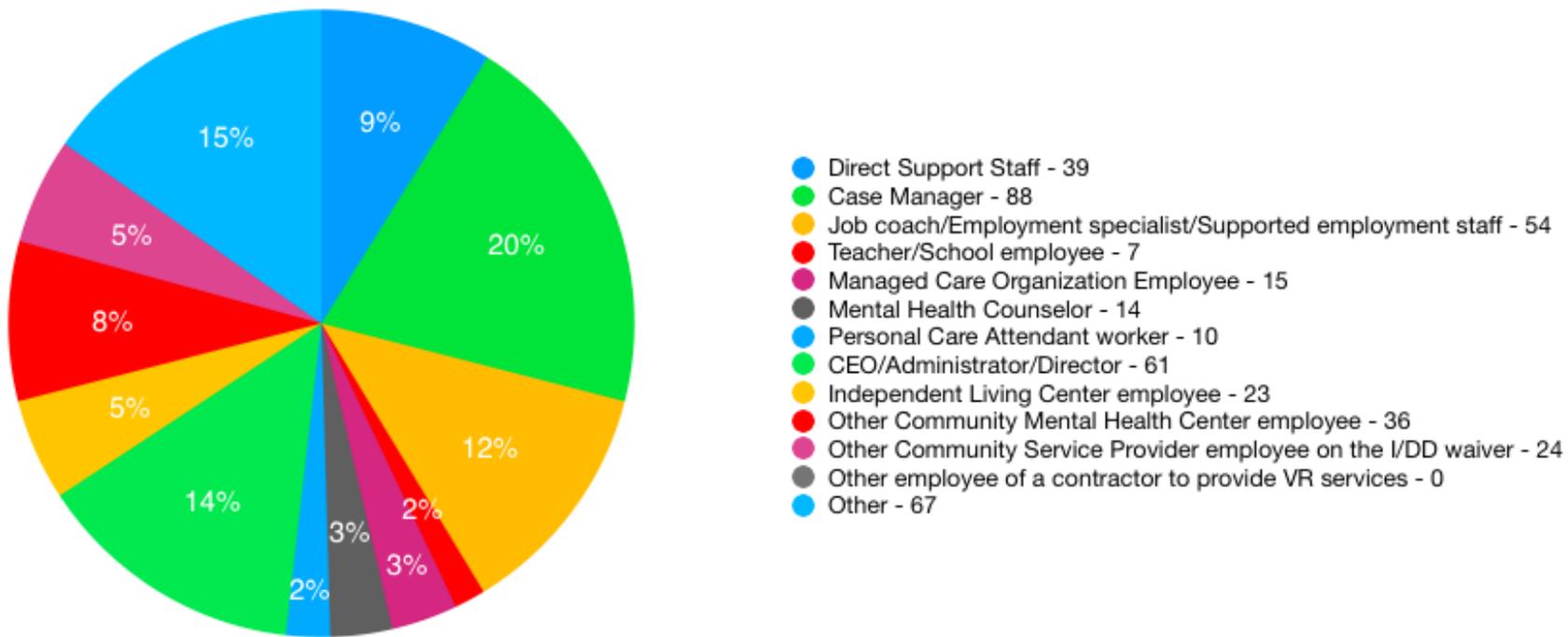
Job Coaching

Of those who have received job coaching, this is how they rated their experience:



Great & Good combined = 66.3%
Not Good & Bad combined = 14.2%

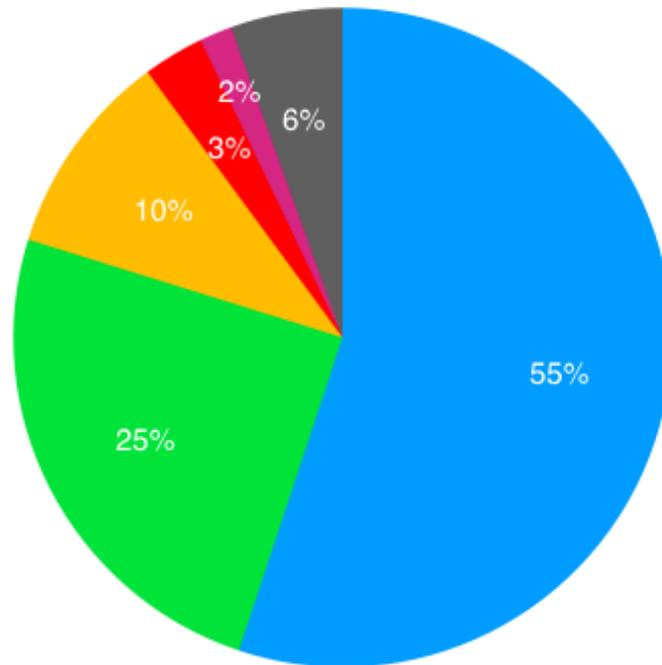
Employee of a Disability Service Provider Demographics



What disability population do you primarily serve?

Employee of a Disability Service Provider

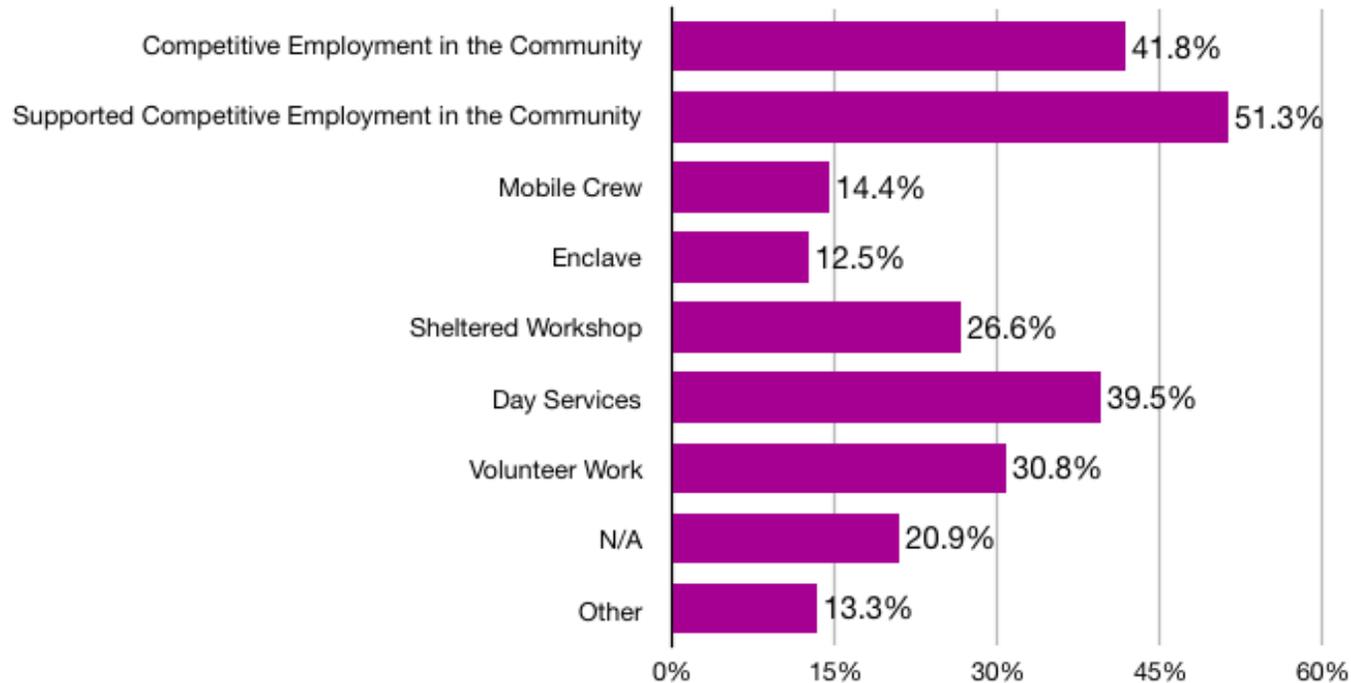
- I/DD
- Mental Illness
- Physical Disability
- Traumatic Brain Injury
- Autism
- Other



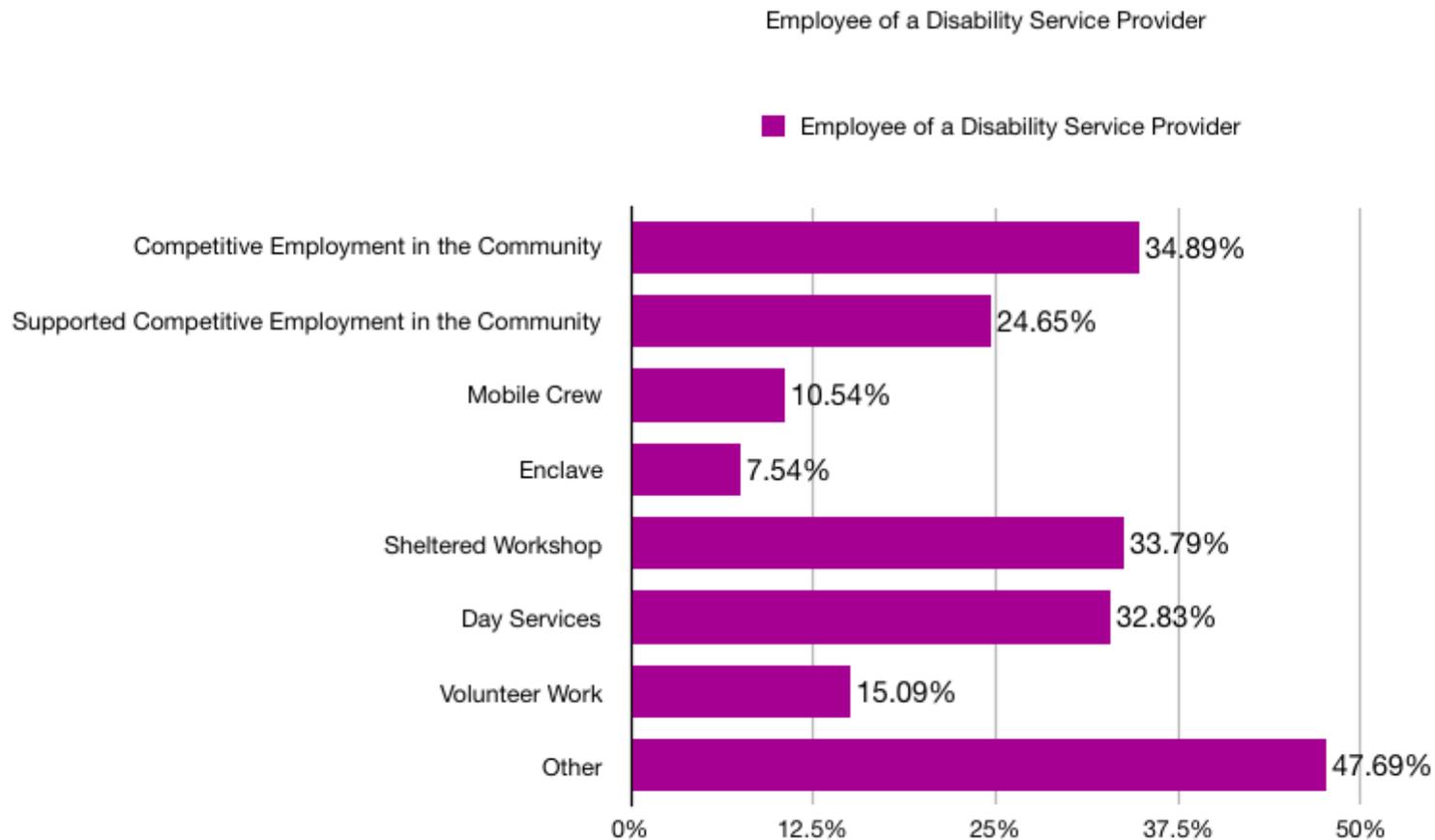
What type of employment services does your agency provide?

Employee of a Disability Service Provider

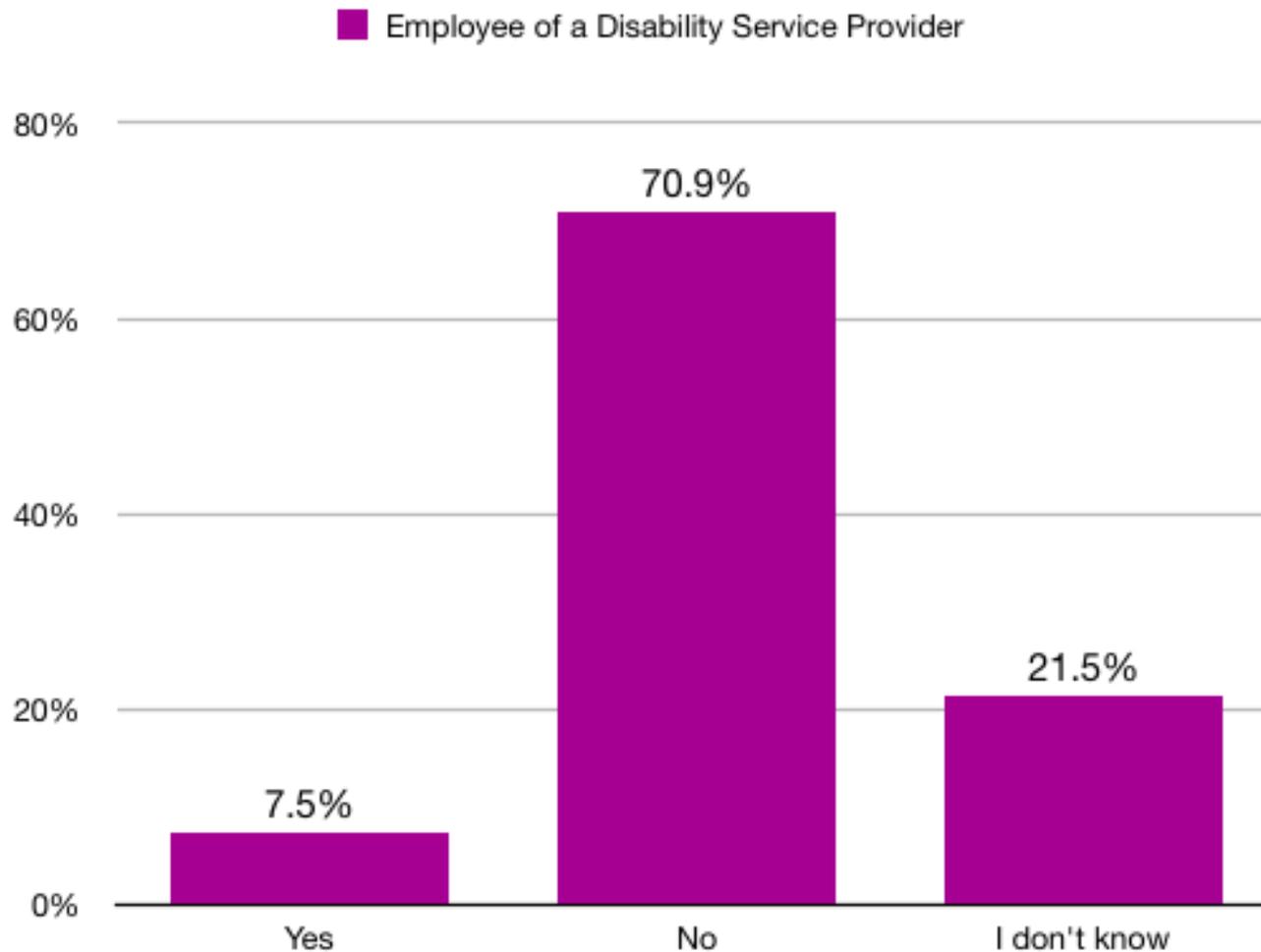
Employee of a Disability Service Provider



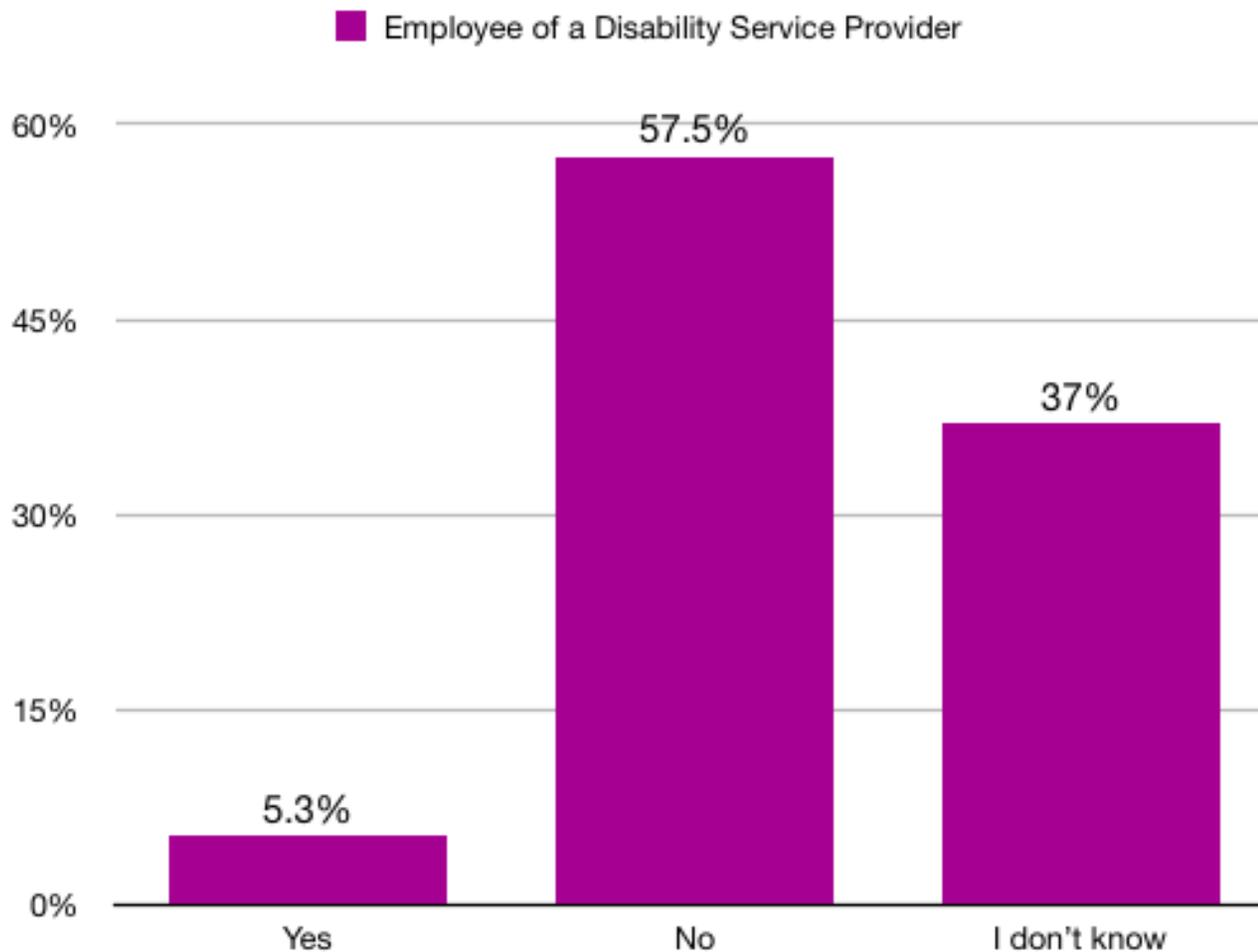
Of the people with disabilities you serve that are working, in rough figures, what percentage work in the following settings?



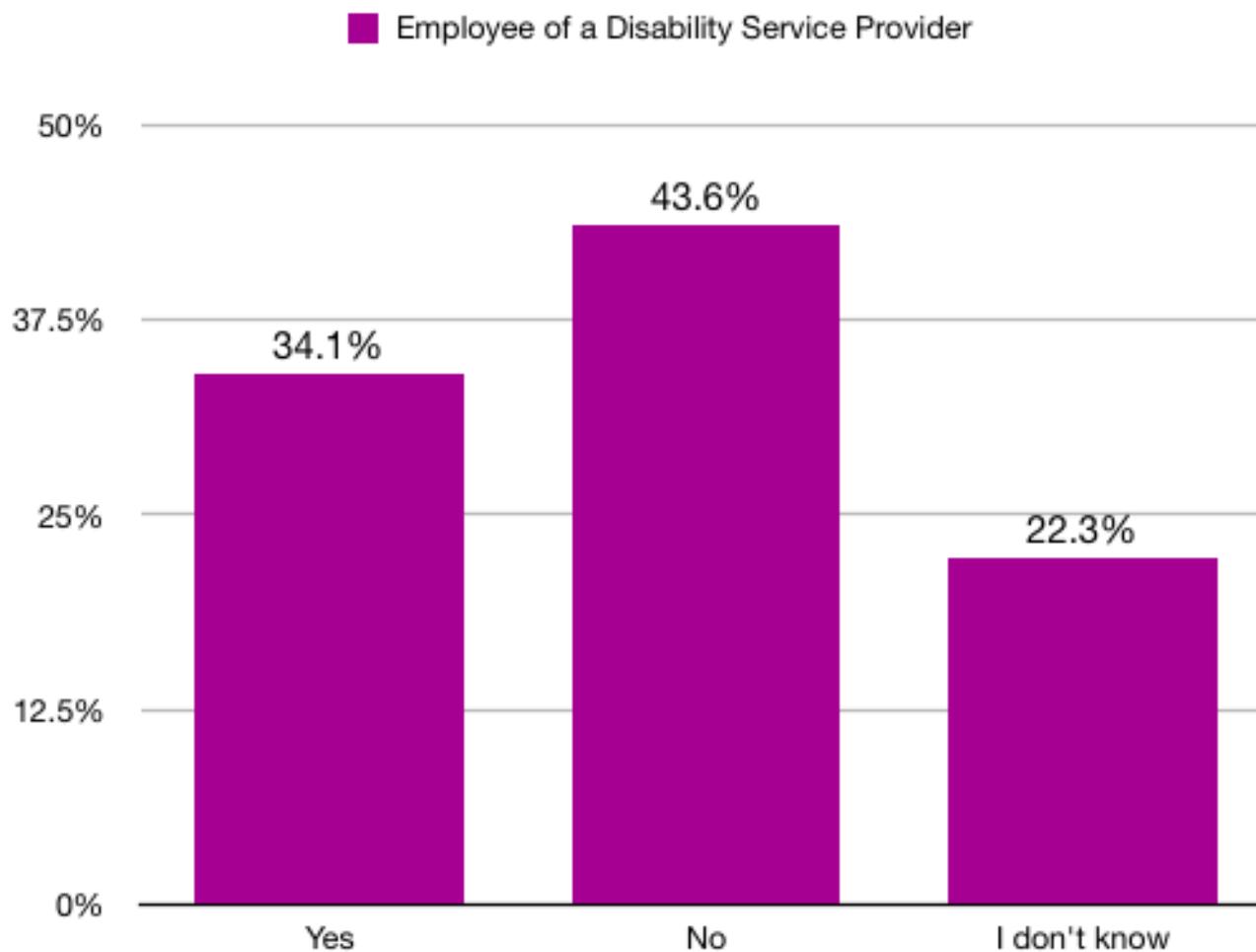
Does the system created and funded by the State of KS do enough to incentivize and support competitive and integrated employment of people with disabilities?



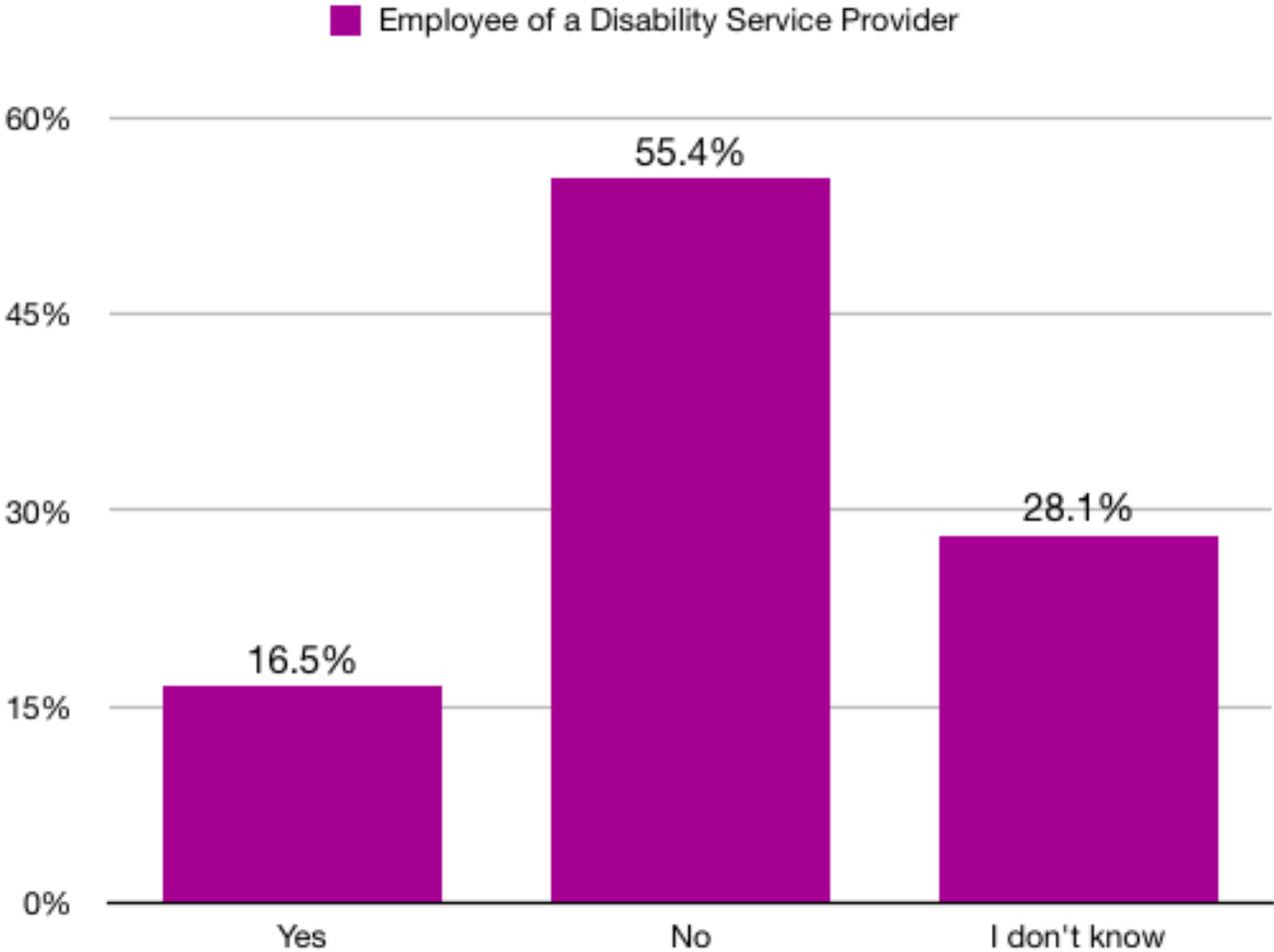
Do you think disability providers and VR vendors are rewarded for keeping people with disabilities employed in competitive and integrated settings?



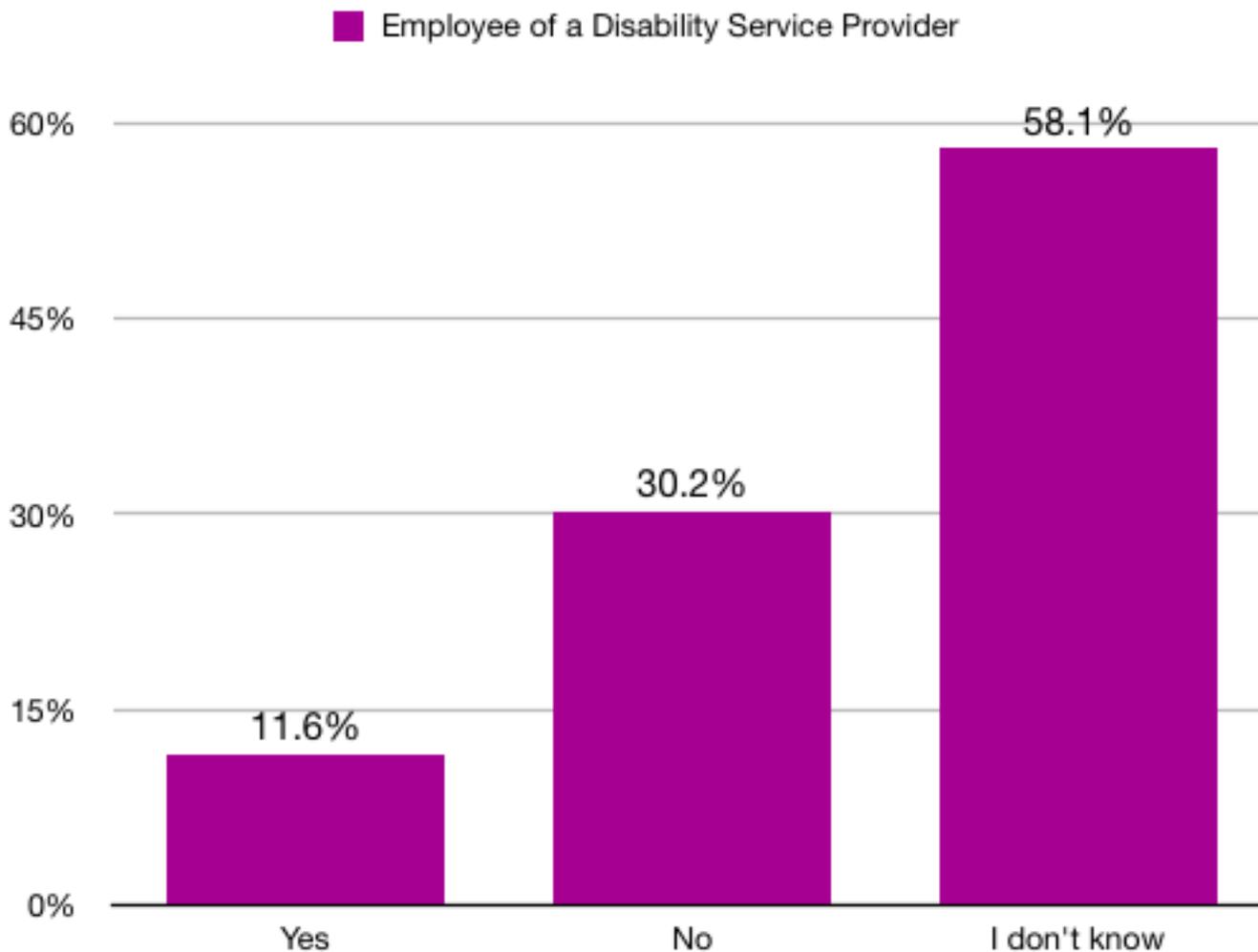
Do you believe entry into an employment career path for Kansans with disabilities is the expectation during transition at the high school level?



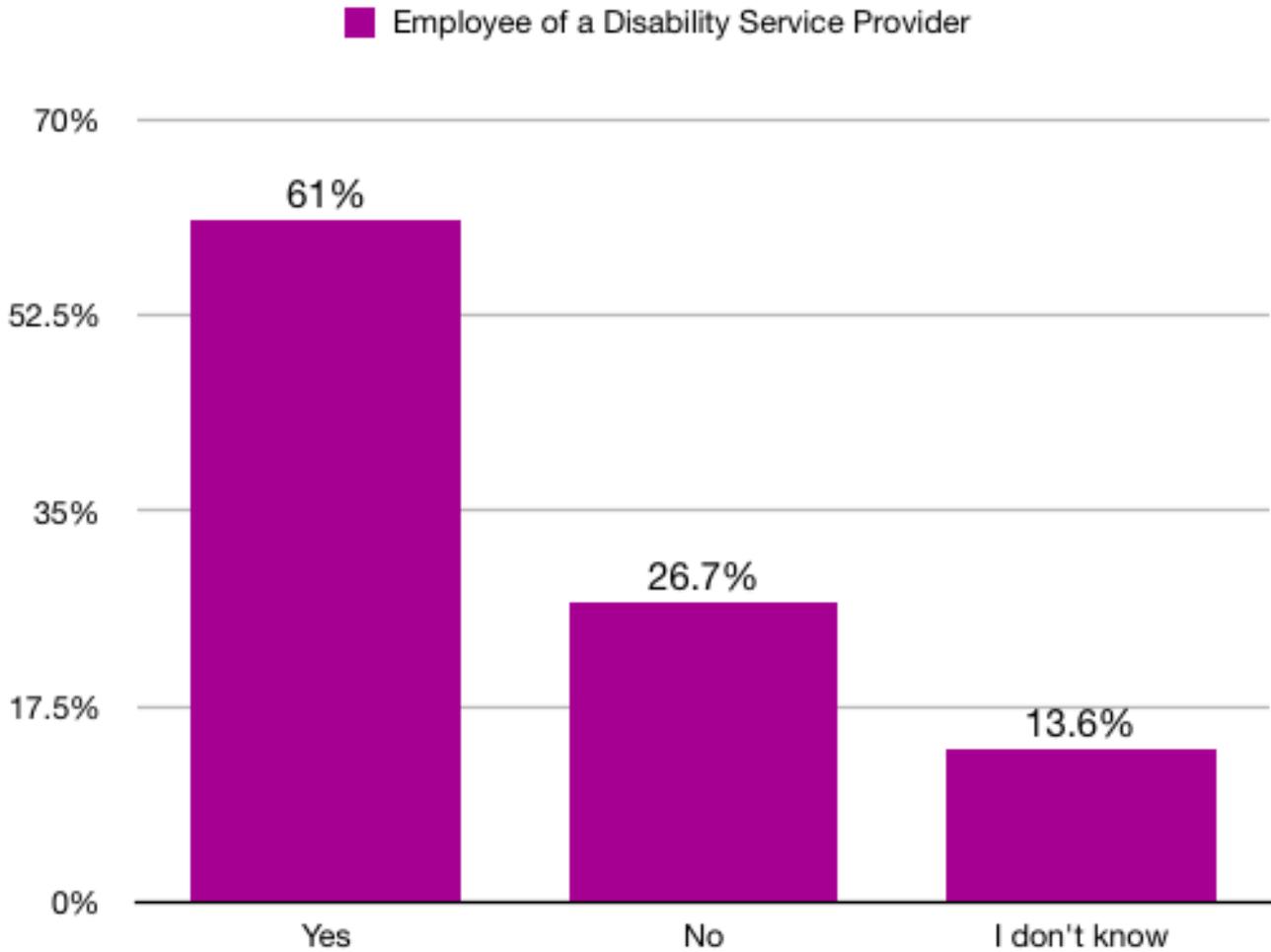
Does the current disability employment system set up by the State of KS effectively support “follow-along” services for people with disabilities to help them maintain employment?



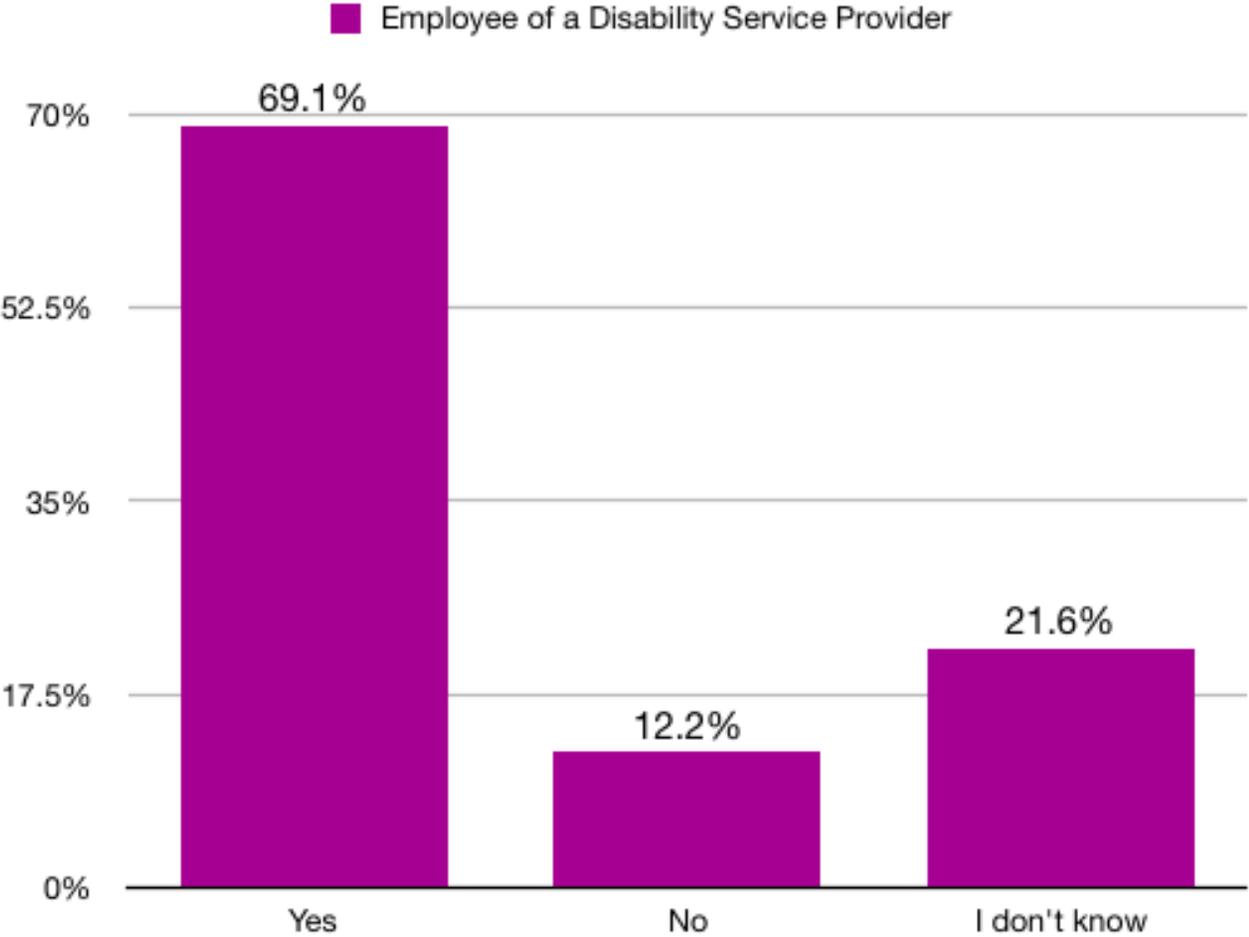
Does the current disability employment system support timely and adequate payments to vendors and disability service providers?



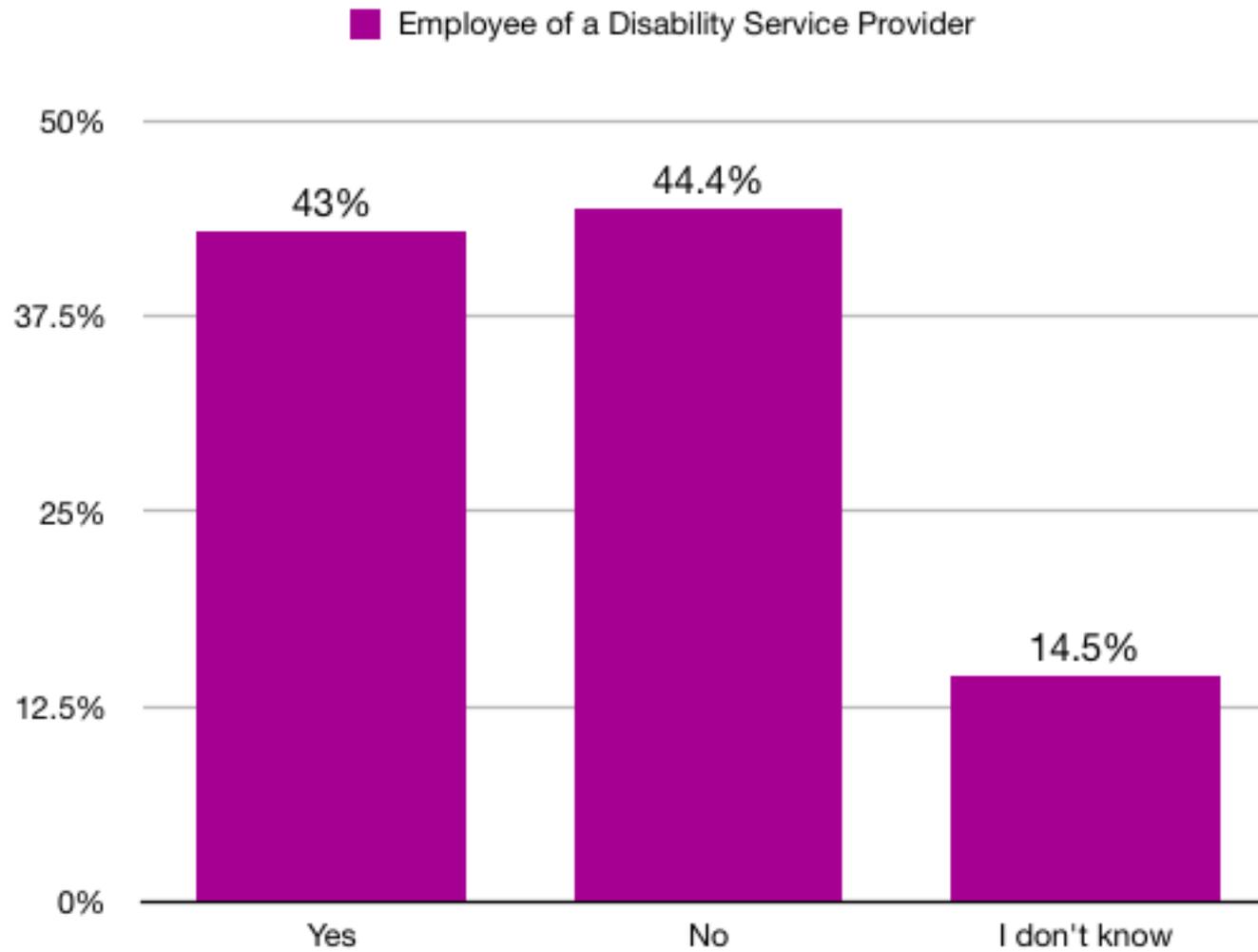
Does your organization utilize a sub minimum wage to pay people with disabilities less than the minimum wage in a sheltered workshop setting?



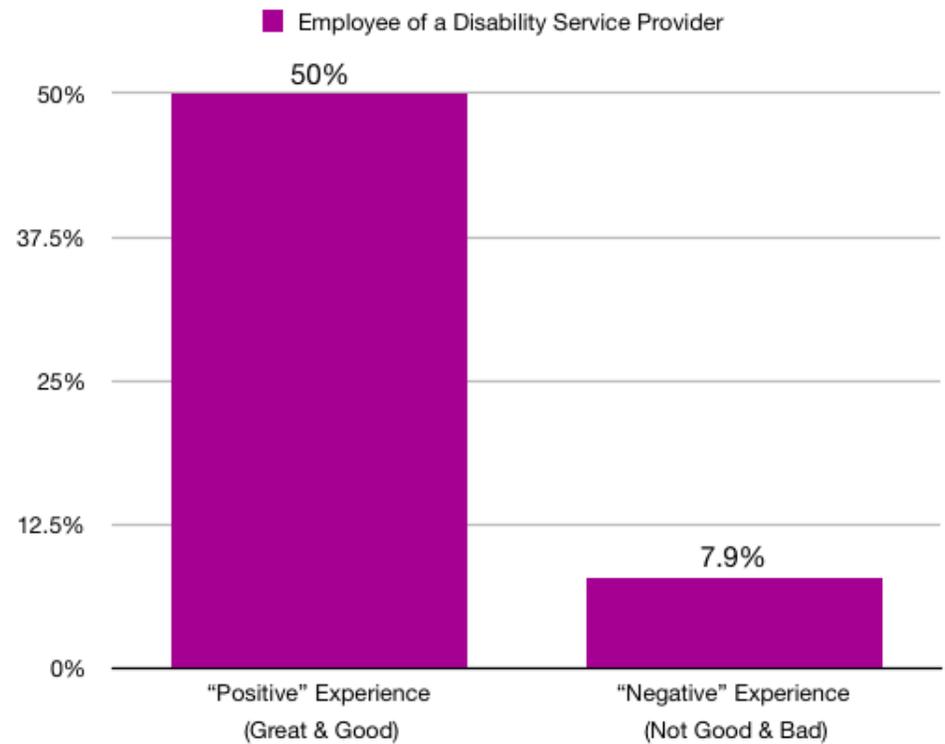
Would you like to expand your competitive and integrated employment services and reduce your use of sub minimum wage?



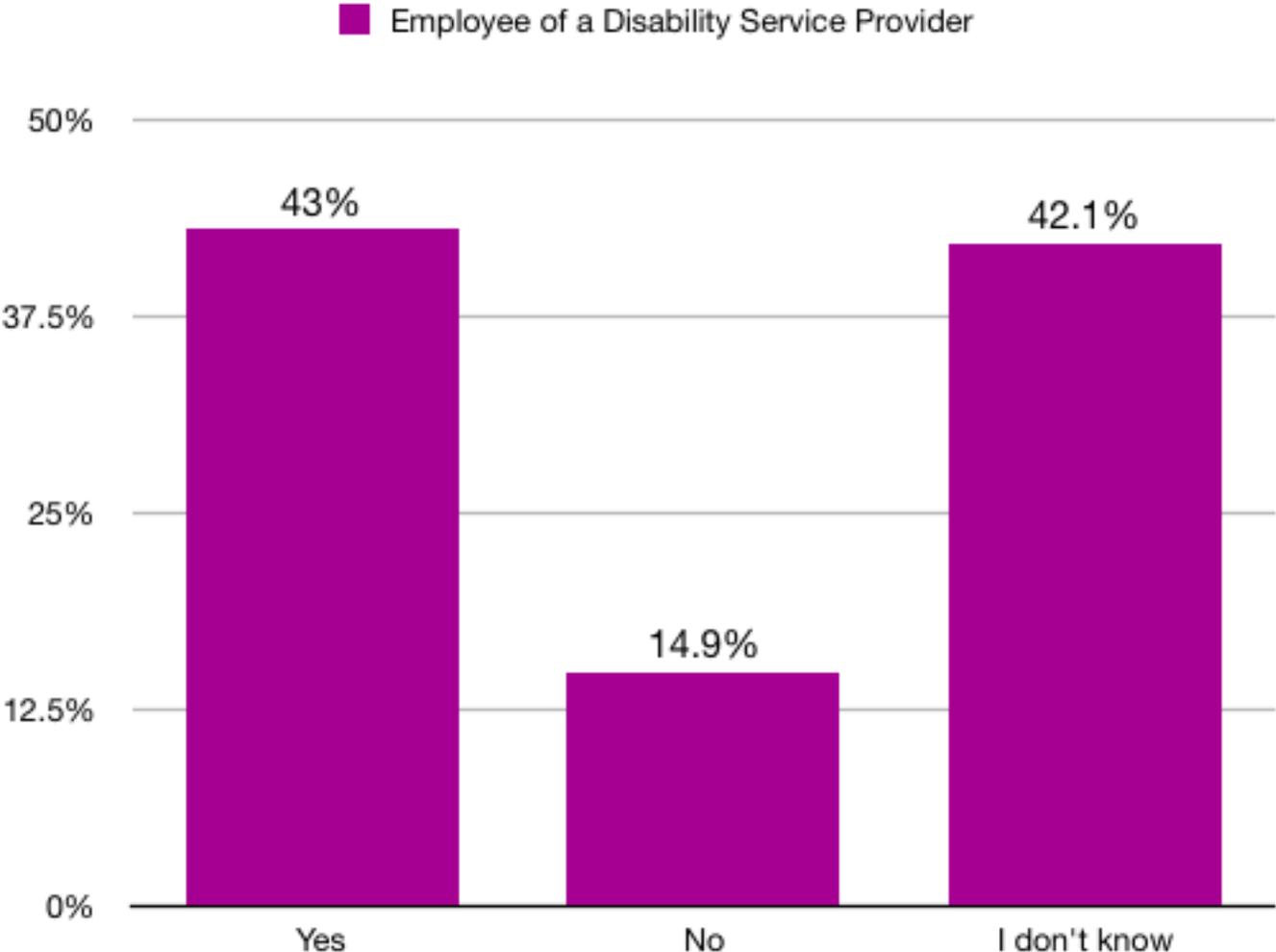
Have you received technical assistance and support in providing employment services to people with disabilities?



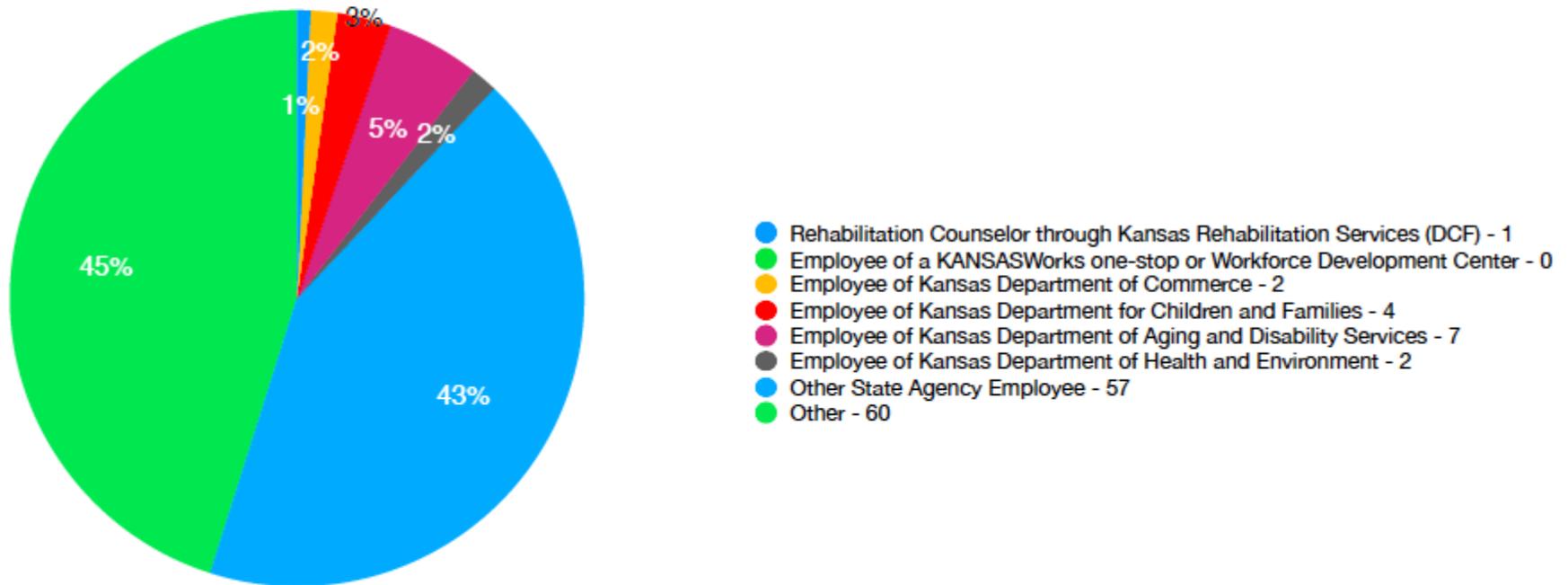
Of the 43% who reported they received technical assistance training in providing employment services to people with disabilities, this is how they rated their experience.



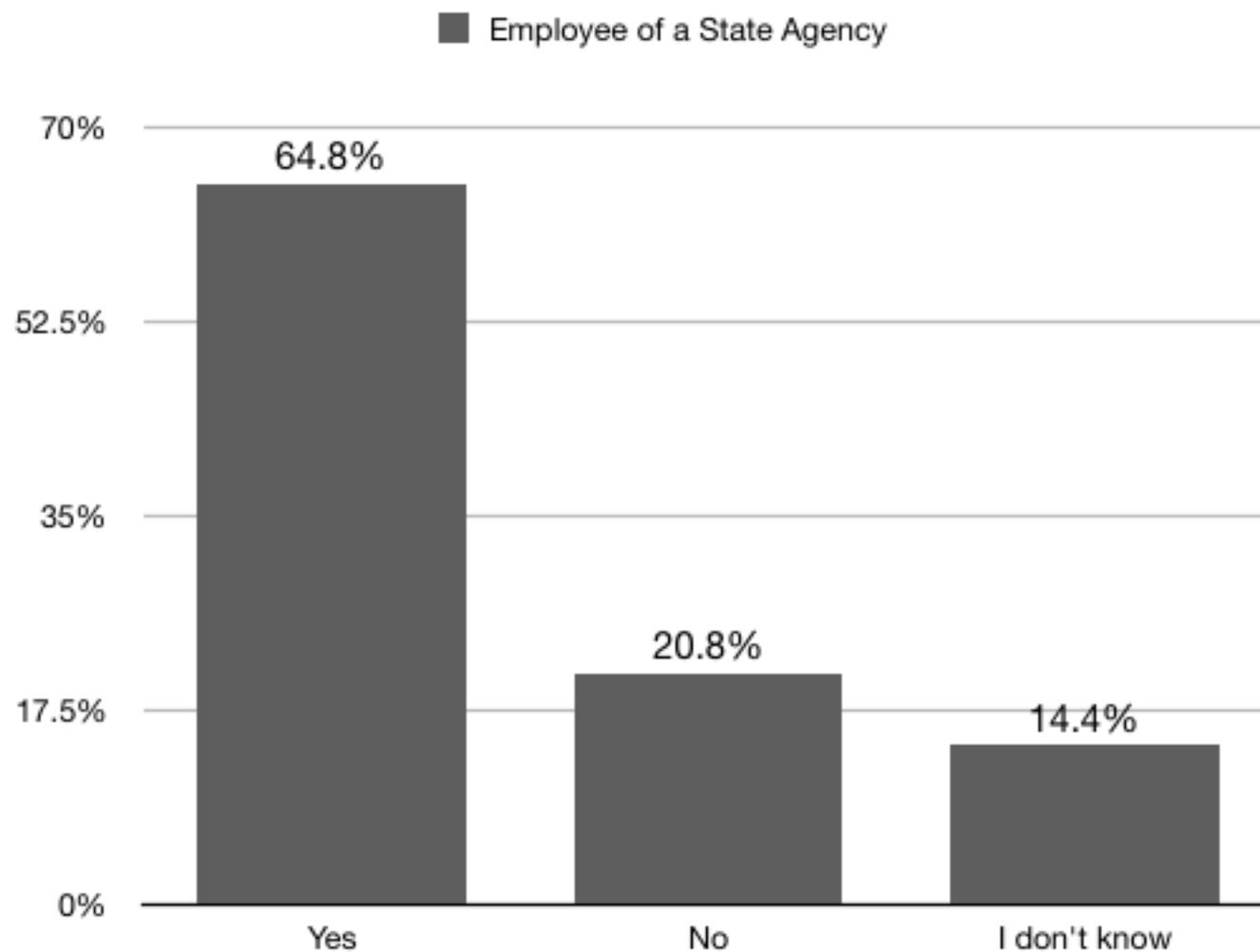
Of those who have not received technical assistance, “Would you have liked to receive technical assistance?”



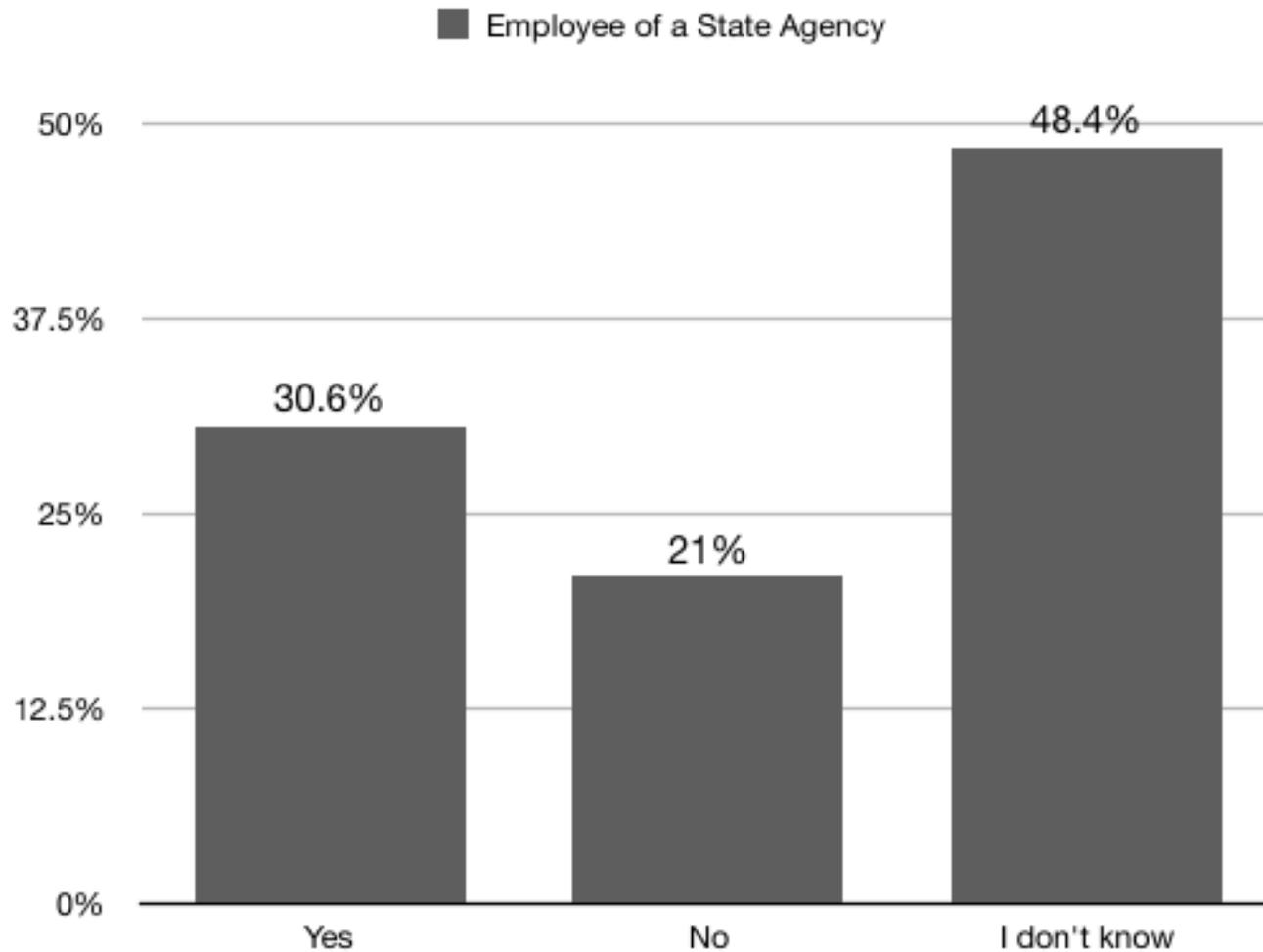
Employee of a State Agency Demographics



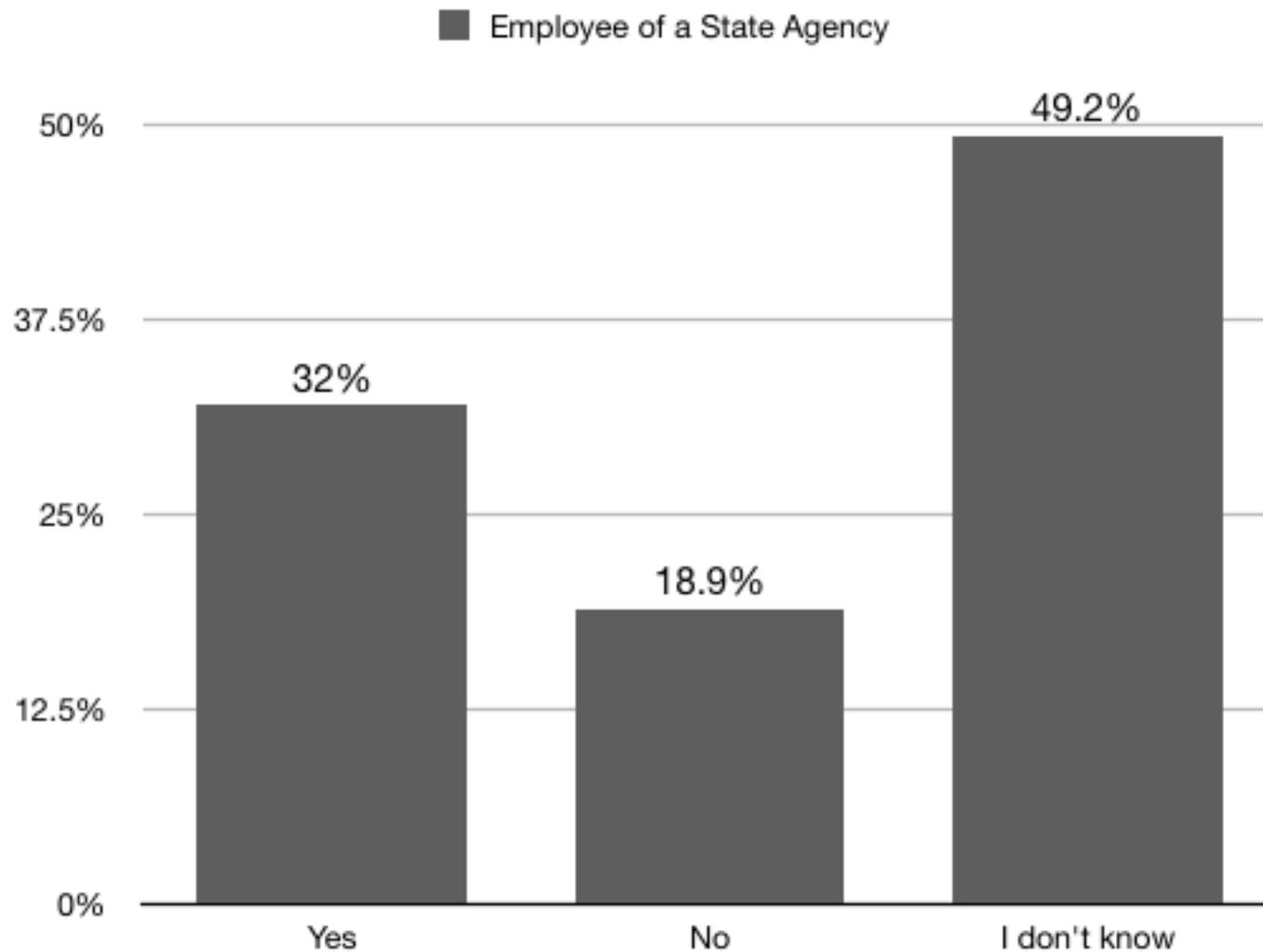
Do you believe your agency is making measurable progress to increase competitive and integrated employment of people with disabilities?



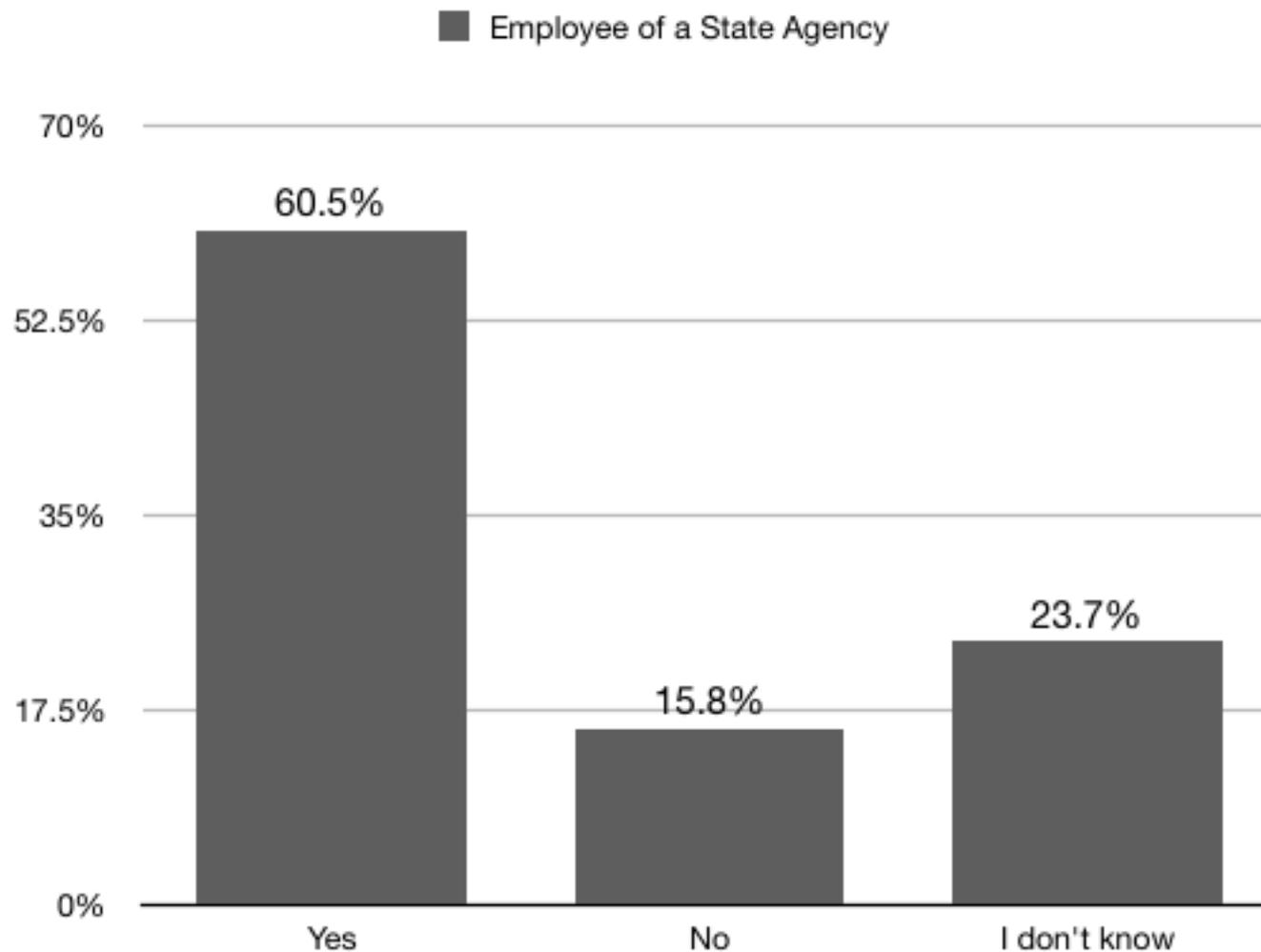
Does your agency have established benchmarks and goals regarding numbers of people with disabilities employed in the community in competitive and integrated settings?



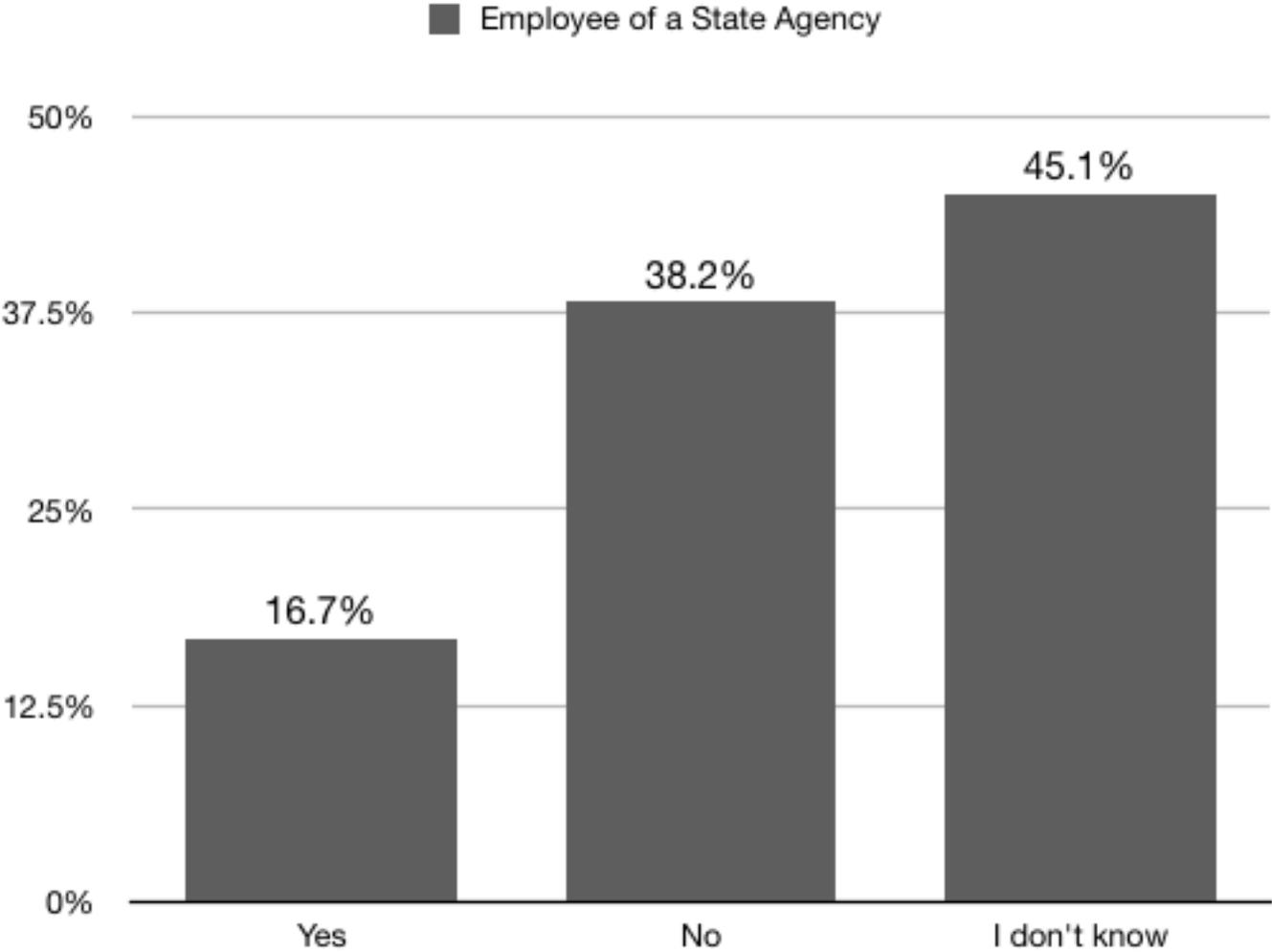
Does your agency collect data and track disability employment outcomes?



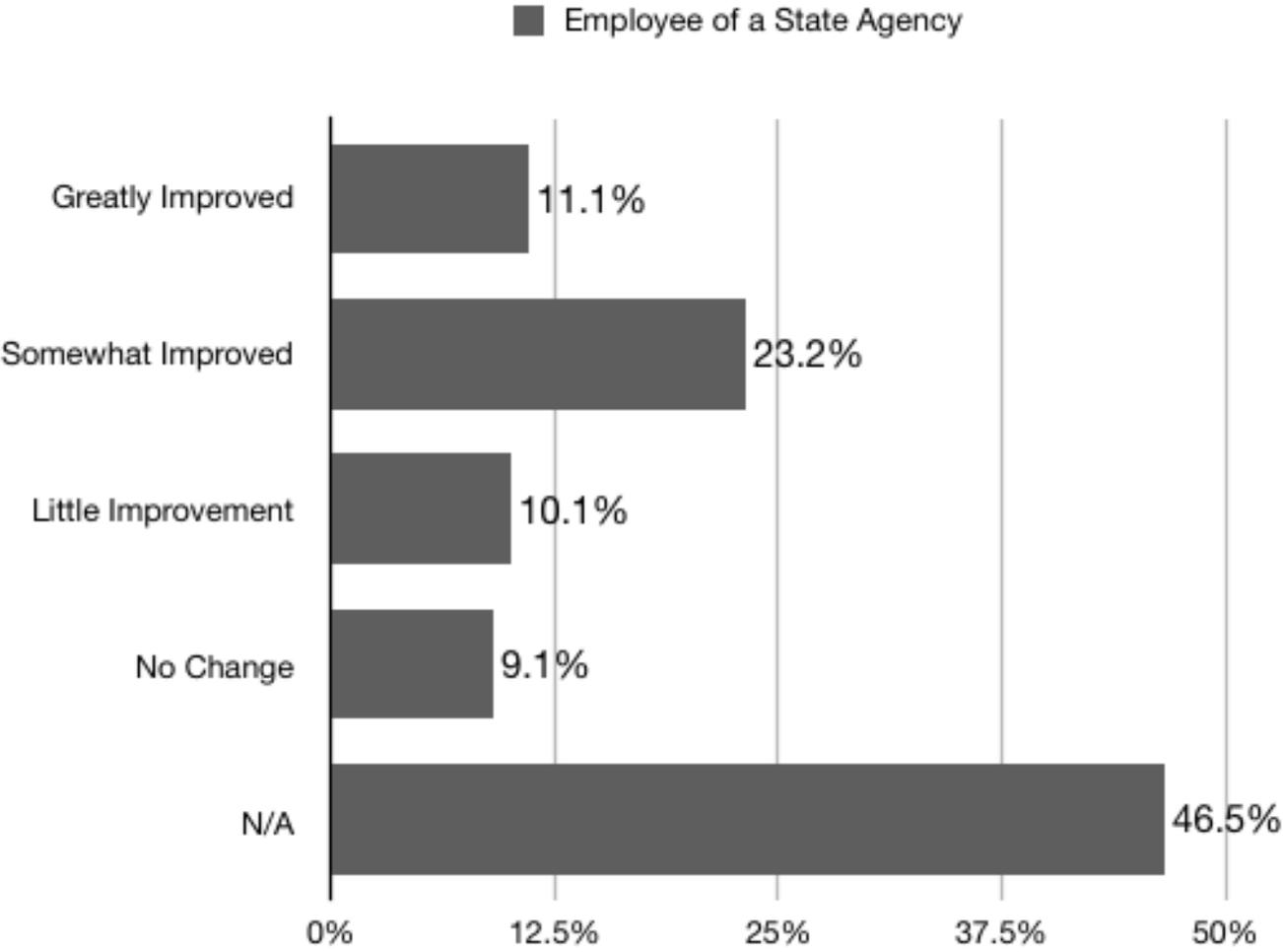
Does your agency collect data outcomes specifically about competitive and integrated employment of Kansans with disabilities?



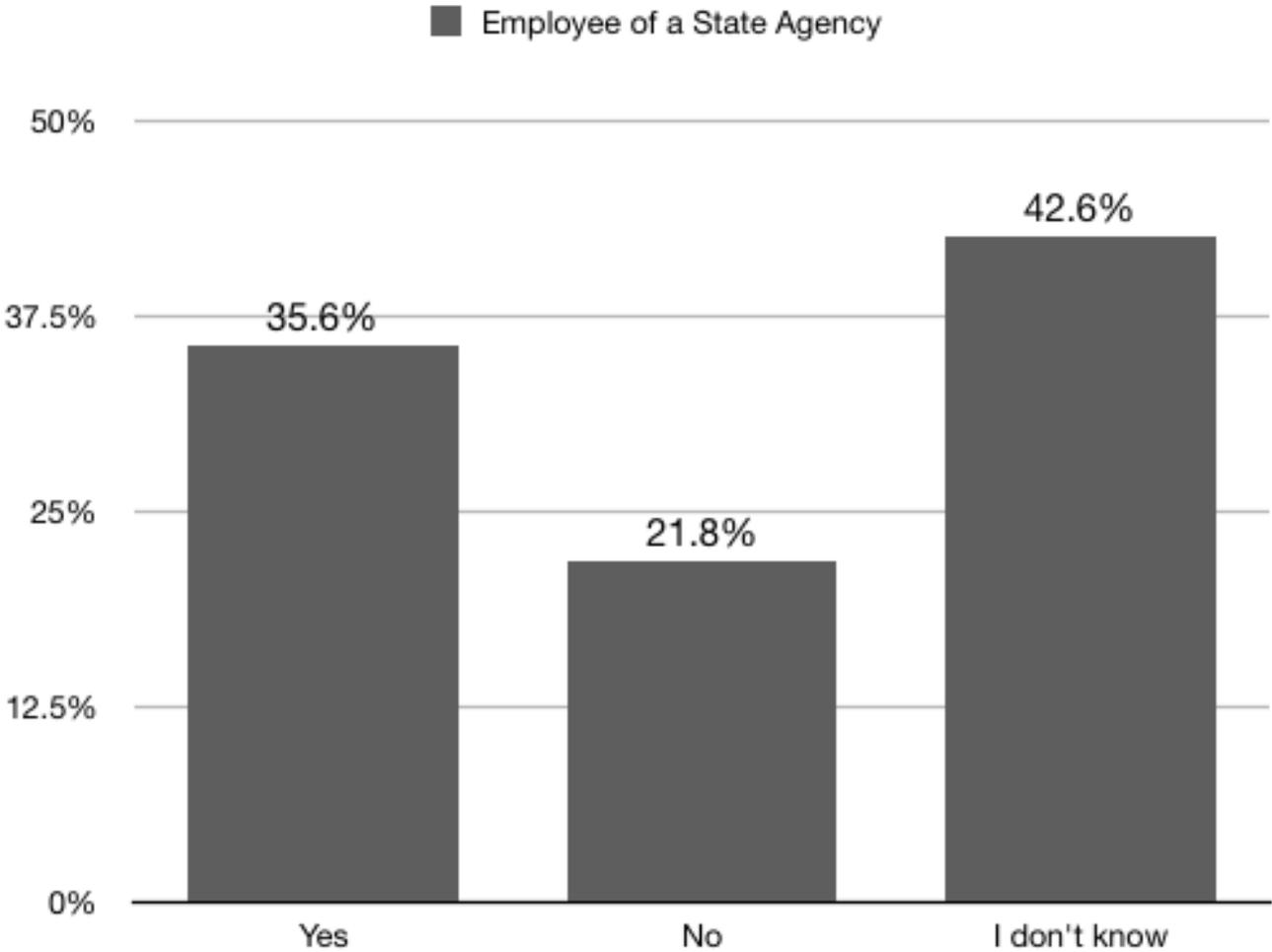
Does your agency monitor people moving into and out of sheltered workshops?



How would you rate the performance of the programs and services in your agency following the passage of the 2011 Employment First law?



Have you seen evidence that your agency is improving employment outcomes for Kansans with disabilities?



What do you feel are positive factors impacting employment outcomes for Kansans with disabilities?

