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:
  o Individuals with disabilities
  o Family members of individuals with disabilities
  o Guardians or Educational Advocates of individuals with disabilities
  o Disability Service Provider Employees
  o 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
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:

Correct Answer $1,551

Incorrect Answer $0, $85, $837, I don’t know

Percentage who answered correctly: 95.8%
Percentage who answered incorrectly: 4.2%
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

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

- Yes: 35.4%
- No: 64.6%
How many jobs does the Kansan with a disability have?

Disability Community

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

- 84.2% in 1 job
- 15.1% in 2 jobs
- 0.7% in 3 or more jobs
What would most help the Kansan with a disability become employed in a competitive and integrated job?
(Respondents could only choose their top three.)

Disability Community

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

- On-going support to keep the job: 15.9%
- Help finding a job: 14.8%
- Supports at the Workplace: 14%
- Learning more about work: 11.7%
- Having an opportunity to visit a job site: 3.3%
- Talking with someone who is working: 3.4%
- Trying out a job: 2.3%
- Finding out what kind of job I would like to have: 9%
- Someone to help me learn how to do the job: 7.9%
- Skills training to better perform the basic expectations of jobs, like keeping a schedule: 9.5%
- Other: 8.2%
- 0%
How many hours a week does the Kansan with a disability work?

Disability Community

(persons with disabilities, parents/family members, guardians, educational advocates)
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)
Before reading about it just now, did you previously know about the specific requirements of the 2011 Employment First Law?

- Yes: 28.3%
- No: 65.4%
- I don’t know: 6.2%
Breakout by Respondent:
Before reading about it just now, did you previously know about the specific requirements of the 2011 Employment First Law?

- **Disability Community (persons with disabilities, parents/family members, guardians, educational advocates)**
  - Yes: 74%
  - No: 75.5%
  - I don’t know: 0.7%

- **Individual with a Disability**
  - Yes: 52.3%
  - No: 44.1%
  - I don’t know: 9.7%

- **Employee of a Disability Service Provider**
  - Yes: 18.3%
  - No: 31.8%
  - I don’t know: 0.7%

- **State Employee**
  - Yes: 14.8%
  - No: 3.6%
  - I don’t know: 3.8%
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:

- 26% - I was told I was not eligible for VR
- 44% - I never got a call back from VR, or if I did it was too late
- 9% - The wait for VR services was too long
- 21% - Other
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.

Disability Community

(Students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 9.1%
- No: 69.7%
- I don’t know: 21.2%
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?

Disability Community
(students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 17.6%
- No: 60.8%
- I don’t know: 21.6%
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?

- Disability Community (students with IEPs, parents/family members, guardians, educational advocates)
  - Yes: 18.2%
  - No: 56.8%
  - I don't know: 25%

- Student with a Disability
  - Yes: 85.7%
  - No: 25%
  - I don't know: 14.3%
VR and Students with Disabilities

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

![Bar chart showing responses to the question: Does the student with a disability know how to access Vocational Rehabilitation (VR) services?

- **Yes:**
  - Parent/Guardian/Educational Advocate: 12.8%
  - Student with a Disability: 0%

- **No:**
  - Parent/Guardian/Educational Advocate: 74.4%
  - Student with a Disability: 66.7%

- **I don’t know:**
  - Parent/Guardian/Educational Advocate: 12.8%
  - Student with a Disability: 33.3%]
VR and Students with Disabilities

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

Disability Community
(students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 5.9%
- No: 61.4%
- I don't know: 32.7%
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?

Disability Community
(students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 50%
- No: 31.8%
- I don't know: 18.2%
Transition

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

Disability Community
(students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 38.8%
- No: 41.8%
- I don't know: 19.4%
Transition

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

Disability Community

(Students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 40.3%
- No: 49.3%
- I don't know: 10.4%
Transition

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

- **Disability Community** (students with IEPs, parents/family members, guardians, educational advocates)
- **Student with a Disability**
- **Parent, Guardian, Educational Advocate**

<table>
<thead>
<tr>
<th>Response</th>
<th>Disability Community</th>
<th>Student with a Disability</th>
<th>Parent, Guardian, Educational Advocate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>53.8%</td>
<td>67.6%</td>
<td>5%</td>
</tr>
<tr>
<td>No</td>
<td>26.4%</td>
<td>40%</td>
<td>22.5%</td>
</tr>
<tr>
<td>I don’t know</td>
<td>19.8%</td>
<td>19.8%</td>
<td>9.9%</td>
</tr>
</tbody>
</table>
Transition

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

- Yes: 4.2% (Disability Community), 48% (Student with a Disability), 61.5% (Parent, Guardian, Educational Advocate)
- No: 41.2% (Disability Community), 26.9% (Student with a Disability), 87.5% (Parent, Guardian, Educational Advocate)
- I don’t know: 10.8% (Disability Community), 8.3% (Student with a Disability), 11.5% (Parent, Guardian, Educational Advocate)
Transition

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

- **Student with a Disability**
  - Yes: 8.3%
  - No: 57.7%
  - I don’t know: 14.1%

- **Parent, Guardian, Educational Advocate**
  - Yes: 28.2%
  - No: 41.7%
  - I don’t know: 14.1%
Transition

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

ler with a Disability

<table>
<thead>
<tr>
<th>Response</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>Yes</td>
<td>10.2%</td>
</tr>
<tr>
<td>No</td>
<td>76.1%</td>
</tr>
<tr>
<td>I don't know</td>
<td>13.6%</td>
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</tbody>
</table>
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**

<table>
<thead>
<tr>
<th>Yes</th>
<th>No</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td>3.4%</td>
<td>79.3%</td>
<td>17.2%</td>
</tr>
</tbody>
</table>
Transition

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

Disability Community
(students with IEPs, parents/family members, guardians, educational advocates)

- Yes: 33%
- No: 59.1%
- I don't know: 8%
Transition

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

[Diagram showing percentages for 'Yes': 47.6%, 'No': 9.5%, 'I don’t know': 42.9%]
Transition

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

- Yes: 6.8%
- No: 89.8%
- I don’t know: 3.4%
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.]

- Yes: 9.5%
- No: 85.7%
- I don't know: 4.8%
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?

- Disability Community (students with IEPs, parents/family members, guardians, educational advocates)
- Student with a Disability

- Community Based Job
  - Disability Community: 15.1%
  - Student with a Disability: 35%

- Sheltered Workshop
  - Disability Community: 20.9%
  - Student with a Disability: 40%

- I don’t know
  - Disability Community: 15%
  - Student with a Disability: 39.5%

- Other
  - Disability Community: 24.4%
  - Student with a Disability: 10%
Community vs. Sheltered Work

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

- Community Based Job: 81%
- Sheltered Workshop: 9.5%
- I don't know: 0%
- Other: 17.9%
Benefits Planning

Has the Kansan with a disability received benefits planning services?

(Disability Community)

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

- Yes: 10.3%
- No: 69.4%
- I don't know: 20.3%
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?”

![Bar chart showing answers to the question](chart.png)

- 45.8% said **Yes**
- 30.2% said **No**
- 24% said **I don’t know**

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

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

- Yes: 36.1%
- No: 51.9%
- Not sure: 12%
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?”

Disability Community

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

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

- Yes: 28.4%
- No: 60.2%
- I don't know: 11.4%
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?”

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

- Yes: 35.0%
- No: 35.5%
- I don’t know: 29.5%
Job Coaching

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

Disability Community

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

Great & Good combined = 66.3%
Not Good & Bad combined = 14.2%
Employee of a Disability Service Provider Demographics

- Direct Support Staff - 39
- Case Manager - 88
- Job coach/Employment specialist/Supported employment staff - 54
- Teacher/School employee - 7
- Managed Care Organization Employee - 15
- Mental Health Counselor - 14
- Personal Care Attendant worker - 10
- CEO/Administrator/Director - 61
- Independent Living Center employee - 23
- Other Community Mental Health Center employee - 36
- Other Community Service Provider employee on the I/DD waiver - 24
- Other employee of a contractor to provide VR services - 0
- Other - 67
What disability population do you primarily serve?

Employee of a Disability Service Provider

- I/DD: 55%
- Mental Illness: 25%
- Traumatic Brain Injury: 10%
- Physical Disability: 3%
- Autism: 2%
- Other: 6%
What type of employment services does your agency provide?

Employee of a Disability Service Provider

- Competitive Employment in the Community: 41.8%
- Supported Competitive Employment in the Community: 51.3%
- Mobile Crew: 14.4%
- Enclave: 12.5%
- Sheltered Workshop: 26.6%
- Day Services: 39.5%
- Volunteer Work: 30.8%
- N/A: 20.9%
- Other: 13.3%
Of the people with disabilities you serve that are working, in rough figures, what percentage work in the following settings?

Employee of a Disability Service Provider

- Competitive Employment in the Community: 34.89%
- Supported Competitive Employment in the Community: 24.65%
- Mobile Crew: 10.54%
- Enclave: 7.54%
- Sheltered Workshop: 33.79%
- Day Services: 32.83%
- Volunteer Work: 15.09%
- Other: 47.69%
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?

- Yes: 7.5%
- No: 70.9%
- I don't know: 21.5%
Do you think disability providers and VR vendors are rewarded for keeping people with disabilities employed in competitive and integrated settings?

- Yes: 5.3%
- No: 57.5%
- I don’t know: 37%
Do you believe entry into an employment career path for Kansans with disabilities is the expectation during transition at the high school level?

Employee of a Disability Service Provider

- Yes: 34.1%
- No: 43.6%
- I don't know: 22.3%
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?

- Yes: 16.5%
- No: 55.4%
- I don't know: 28.1%
Does the current disability employment system support timely and adequate payments to vendors and disability service providers?

- **Yes**: 11.6%
- **No**: 30.2%
- **I don't know**: 58.1%
Does your organization utilize a sub minimum wage to pay people with disabilities less than the minimum wage in a sheltered workshop setting?

- Yes: 61%
- No: 26.7%
- I don't know: 13.6%
Would you like to expand your competitive and integrated employment services and reduce your use of sub minimum wage?

- Yes: 69.1%
- No: 12.2%
- I don't know: 21.6%
Have you received technical assistance and support in providing employment services to people with disabilities?

- Yes: 43%
- No: 44.4%
- I don’t know: 14.5%
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?"

- 43% said Yes
- 14.9% said No
- 42.1% said I don't know
Employee of a State Agency Demographics

- Rehabilitation Counselor through Kansas Rehabilitation Services (DCF) - 1
- Employee of a KANSASWorks one-stop or Workforce Development Center - 0
- Employee of Kansas Department of Commerce - 2
- Employee of Kansas Department for Children and Families - 4
- Employee of Kansas Department of Aging and Disability Services - 7
- Employee of Kansas Department of Health and Environment - 2
- Other State Agency Employee - 57
- Other - 60
Do you believe your agency is making measurable progress to increase competitive and integrated employment of people with disabilities?

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<tr>
<th>Employee of a State Agency</th>
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<tbody>
<tr>
<td>Yes</td>
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<tr>
<td>No</td>
</tr>
<tr>
<td>I don't know</td>
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</table>
Does your agency have established benchmarks and goals regarding numbers of people with disabilities employed in the community in competitive and integrated settings?

- Yes: 30.6%
- No: 21%
- I don't know: 48.4%
Does your agency collect data and track disability employment outcomes?

- Yes: 32%
- No: 18.9%
- I don't know: 49.2%
Does your agency collect data outcomes specifically about competitive and integrated employment of Kansans with disabilities?

- **Yes**: 60.5%
- **No**: 15.8%
- **I don't know**: 23.7%
Does your agency monitor people moving into and out of sheltered workshops?

- Yes: 16.7%
- No: 38.2%
- I don't know: 45.1%
How would you rate the performance of the programs and services in your agency following the passage of the 2011 Employment First law?

- Greatly Improved: 11.1%
- Somewhat Improved: 23.2%
- Little Improvement: 10.1%
- No Change: 9.1%
- N/A: 46.5%
Have you seen evidence that your agency is improving employment outcomes for Kansans with disabilities?

- Yes: 35.6%
- No: 21.8%
- I don't know: 42.6%
What do you feel are positive factors impacting employment outcomes for Kansans with disabilities?

- Job Coaching Services: 43.9%
- Training: 35.7%
- Transition Services: 34.7%
- Collaboration between Disability Service Providers: 29.6%