

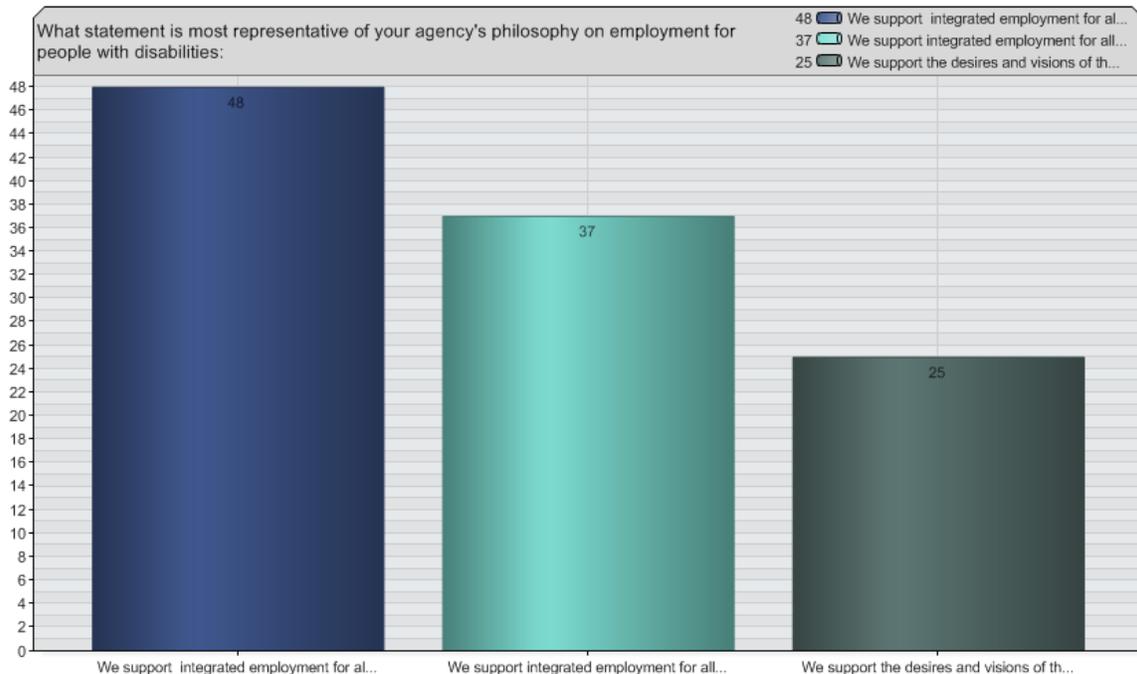
**Survey: DDS Provider Survey on Employment**

**Report: Default Report**

Survey Status		Respondent Statistics		Points Summary
Status:	Live	Total Responses:	112	No Points Questions used in this survey.
Deploy Date:	06/13/2011	Completes:	92	
Closed Date:		Partials:	20	

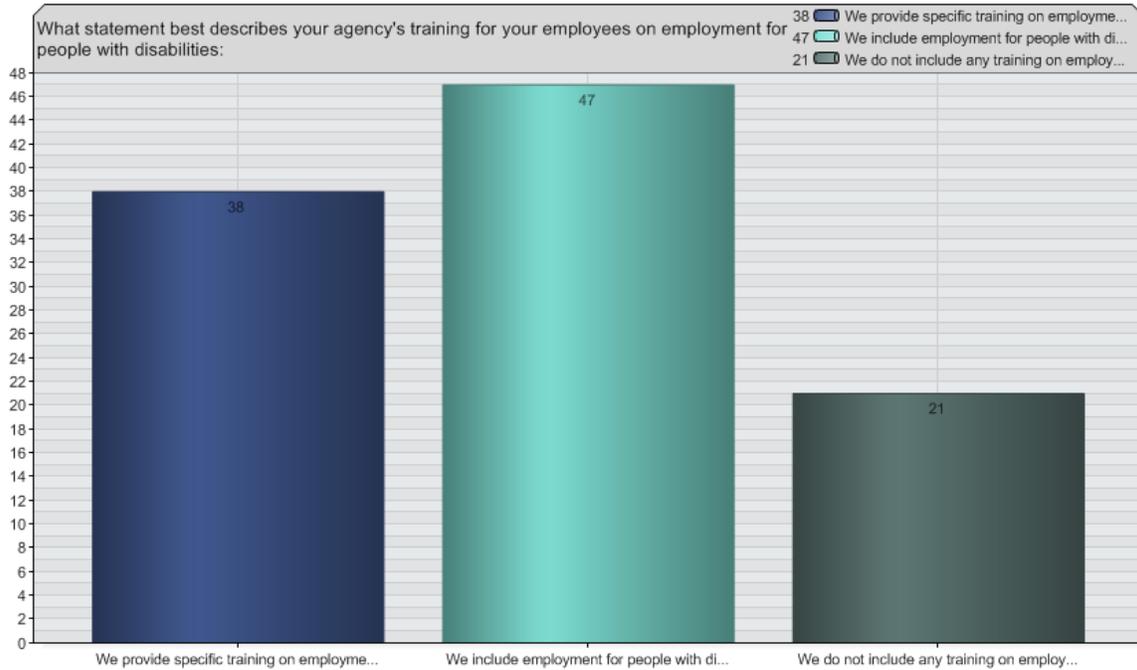
**1. What statement is most representative of your agency's philosophy on employment for people with disabilities:**

	Responses	Percent
We support integrated employment for all people we support and have built this approach into our staff training and practices.:	48	43.64%
We support integrated employment for all people we support but also recognize that a person's disability can limit their opportunities for employment.:	37	33.64%
We support the desires and visions of the people we work with and do not encourage employment if it is not what they want.:	25	22.73%
Total Responded to this question:		110 98.21%
Total who skipped this question:		2 1.79%
Total:		112 100%



**2. What statement best describes your agency's training for your employees on employment for people with disabilities:**

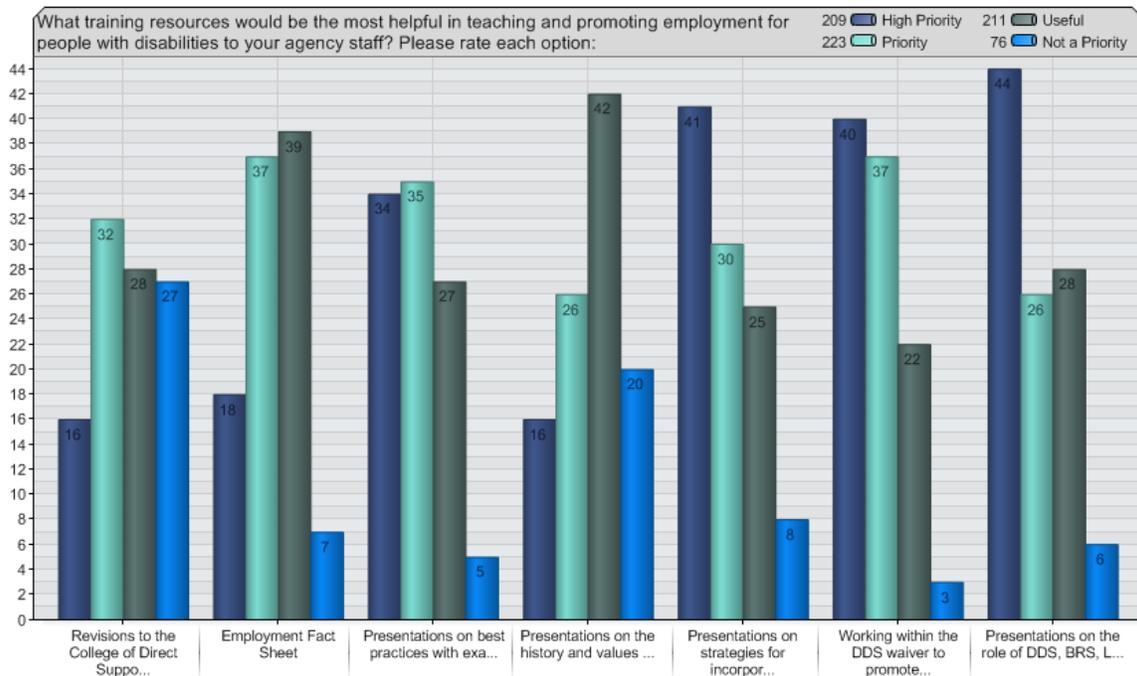
	Responses	Percent
We provide specific training on employment for people with disabilities which include a variety of written and electronic resources.:	38	35.85%
We include employment for people with disabilities as a topic in other trainings such as human rights and self-advocacy.:	47	44.34%
We do not include any training on employment for people with disabilities at this time.:	21	19.81%
Total Responded to this question:		106 94.64%
Total who skipped this question:		6 5.36%
Total:		112 100%



**3. What training resources would be the most helpful in teaching and promoting employment for people with disabilities to your agency staff? Please rate each option:**

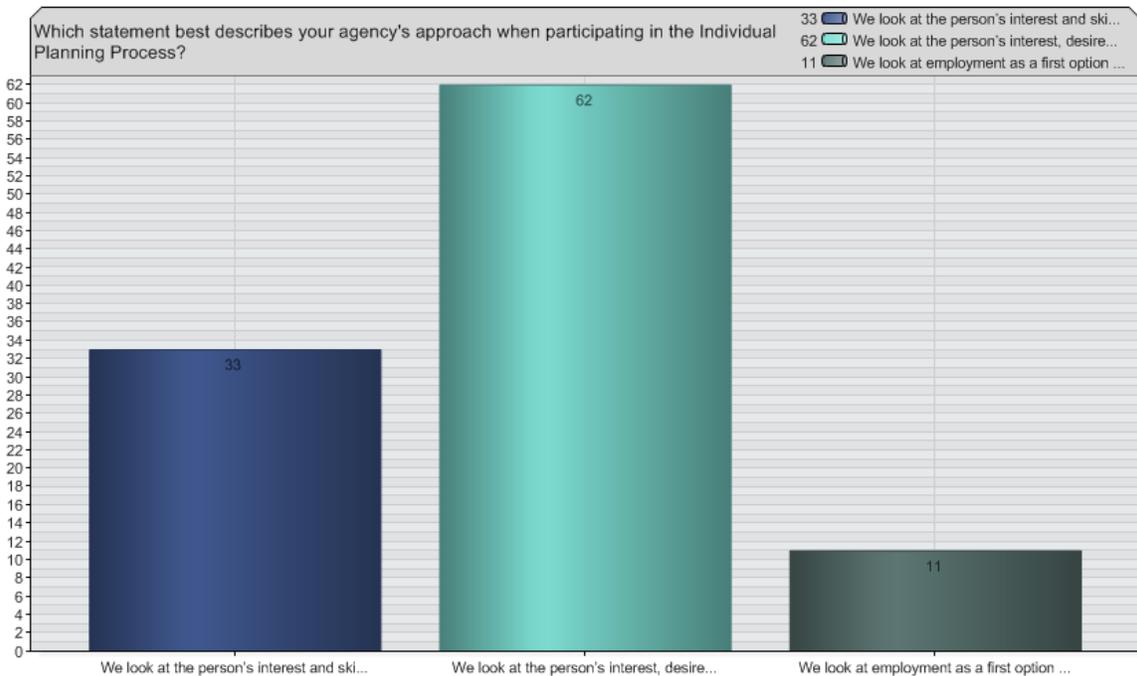
	High Priority	Priority	Useful	Not a Priority	Total
Revisions to the College of Direct Support curriculum to include expanded training on employment:	16(15.53%)	32(31.07%)	28(27.18%)	27(26.21%)	103
Employment Fact Sheet:	18(17.82%)	37(36.63%)	39(38.61%)	7(6.93%)	101
Presentations on best practices with examples on employment:	34(33.66%)	35(34.65%)	27(26.73%)	5(4.95%)	101
Presentations on the history and values of supported employment:	16(15.38%)	26(25%)	42(40.38%)	20(19.23%)	104
Presentations on strategies for incorporating employment goals in the Individual Plan:	41(39.42%)	30(28.85%)	25(24.04%)	8(7.69%)	104
Working within the DDS waiver to promote employment options:	40(39.22%)	37(36.27%)	22(21.57%)	3(2.94%)	102
Presentations on the role of DDS, BRS, LEA's and Qualified Providers in employment for people with disabilities.:	44(42.31%)	26(25%)	28(26.92%)	6(5.77%)	104

Total Responded to this question: 105 93.75%  
 Total who skipped this question: 7 6.25%  
 Total: 112 100%



**4. Which statement best describes your agency's approach when participating in the Individual Planning Process?**

	Responses	Percent
We look at the person's interest and skills, the family's desires, the needs of the family or residential provider and the funding levels to make the best available match for a service.:	33	31.13%
We look at the person's interest, desires and needs and work with the family and other support providers to develop the best possible match for day or employment supports for the person.:	62	58.49%
We look at employment as a first option for all people we support and work with the person, family and support providers to pursue employment as a first option.:	11	10.38%
Total Responded to this question:		106 94.64%
Total who skipped this question:		6 5.36%
Total:		112 100%



**5. Add Comments and Suggestions for this section of the survey**

	Responses	Percent
Responses: 	35	100%
Total Responded to this question:	35	31.25%
Total who skipped this question:	77	68.75%
Total:	112	100%

**Graph/Chart function not relevant for this question type.**

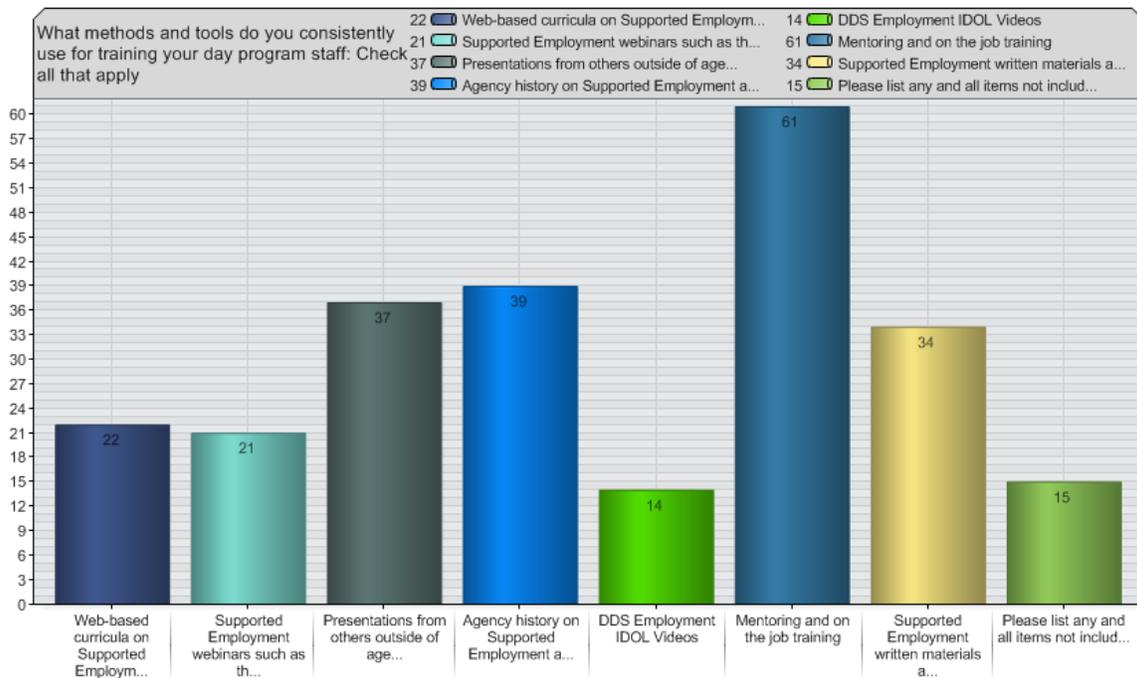
5. Add Comments and Suggestions for this section of the survey

Response	Response Text
1	Could employment networks be added to 3?
2	Residential providers have little to no influence on directing resources used for traditional day services. If the goal of employment is going to be achieved, residential providers must be considered part of the team. They can be a valuable resource to support individuals wanting to work. Residential providers must be supportive of employment objectives, and direct their resources accordingly.
3	DDS staff has limited computer access
4	Our agency is brand new to the competitive employment part. We have not built up enough clientele to warrant training for all staff at this time, but would love to have that as a goal for the future.
5	Developing job opportunities is still a very new concept for our agency.
6	Information and handouts to offer employment sites with the positive effect having an employee with a disability can have to someone's business. Such as tax breaks, grants, etc.
7	Our Vocational Department provides monthly Career Center programs aimed at honing skills in interviewing, filling out applications, job searching, etc. We also meet with individuals to discern aptitudes, skills, and job preferences, along with determining such real-life weaknesses as lack of stamina, or interest, or disability related issues. Transportation is also considered. We provide work evaluations, skills assessment, and placement services based on an interview and work history (if any).
8	Resources can be useful, but the primary factor for success in helping people with disabilities to find and be successful on jobs is the degree of commitment on the part of those managing and providing supports to realize these goals.
9	More training to DDS Case Managers to understand how to write employment goals and be active planners and implementers of the IP.
10	We provide individualized day supports training to job coaches so Question #2 does not accurately reflect our training practices.
11	I think all persons should have the option to work if they so desire
12	The training options asked for were very basic. It would be nice to have more advanced topics.
13	CLASP serves a very small number of people vocationally. Only one of them has even the potential for integrated employment, and at the moment he is working in a volunteer position and a one day per week paid position. The other participants in our DSO have severe multiple handicaps that will prevent employment in a conventional and unsupervised setting.
14	We do not work with people able to work at this time.
15	Transportation must be addressed for work options. The current reimbursement rates are not acceptable and do not promote individual placements. Also, DDS has stated that there are one-time monies for employment opportunities; however, they are not clearly expressed anywhere and no one within the department has the same answers. This information being more readily available will increase the chances of agencies having the ability to provide the services.
16	We do not need more training, we need ways to get employees to the training that is available. Fee for service and attendance-based reimbursement has removed staff training days and other mechanisms to get all staff together for training, discussion, feedback, etc. Fee for service funding has also reduced the flexibility needed to help people find and keep their employment. We are locked into service definitions that restrict rather than encourage creativity.
17	People being served at our settings are developmentally unable to participate within supported employment at this time although developing teaching strategies to incorporate aspects of employment skills would be beneficial for staff.
18	add a comment section for each question.
19	We are not a vocational day program, however we do have many small volunteer activities that we do at several places in the community.
20	We believe that the "hands on" training is valuable in terms of job accuracy.
21	More training directly needed for DSPs from DDS and State as to their available resources for employment as well as networking for the Private Sector
22	we work very closely with the people we serve and their families to do our best in gaining and keeping a job for everyone.
23	I am not quite sure I understand or even know the answers to some of these questions. For example I do not know what the college of direct support is. I am also not sure of question 2. #1 do a little of the second and third answers. Again #4 is some of both.
24	Our agency does not provide employment opportunities. We are a residential program with some individualized day which is more volunteer work or community experience
25	Our agency is currently participating in a project to move individuals with developmental disabilities from group supported situations to competitive community employment and this should be offered to any person who has a desire to work.
26	People with Disabilities have just as much a right to work as people that do not have disabilities.
27	Any practical trainings on concrete skills, trends, and how to accomplish goals would benefit our employment staff.
28	It would be great to have available to those individuals who 1) don't need to work and 2) don't want to work (after trying it) and 3) don't need the more intense staffing of a DSO program, to have the option in a GSE level of funding to create individualized, engaging,

	and community based program options.
29	To incorporate proper/effective techniques we have staffed our placement department with people who have experience with both placement and as employers.
30	No Comments
31	To incorporate proper/effective techniques, we have staffed our pplacement department with people who have experience with both placement and employerss.
32	This section does not address the range of desires and abilities of the people we support.
33	As an agency we believe in the "employment first" initiative that is currently nationally recognized.
34	Arc of Meriden-Wallingford, Inc. provides residential, community experience, and employment services. We believe in choice and that employment is a very important part of everyone's life.
35	We are a DSO program that offers individualized services to our participants based on their preferences and needs. Some of our offered supports may be pre vocational in nature

**6. What methods and tools do you consistently use for training your day program staff: Check all that apply**

	Responses	Percent
Web-based curricula on Supported Employment (multiple module competency based learning):	22	30.14%
Supported Employment webinars such as the State Employment Leadership Network or APSE (single session topical events):	21	28.77%
Presentations from others outside of agency personnel such as Self-Advocates, Business Representatives, DDS, BRS, DOL, Supported Employment trainers/consultants:	37	50.68%
Agency history on Supported Employment and success stories:	39	53.42%
DDS Employment IDOL Videos:	14	19.18%
Mentoring and on the job training:	61	83.56%
Supported Employment written materials and subscriptions:	34	46.58%
Please list any and all items not included above: :	15	20%
Total Responded to this question:		73 65.18%
Total who skipped this question:		39 34.82%
Total:		112 100%



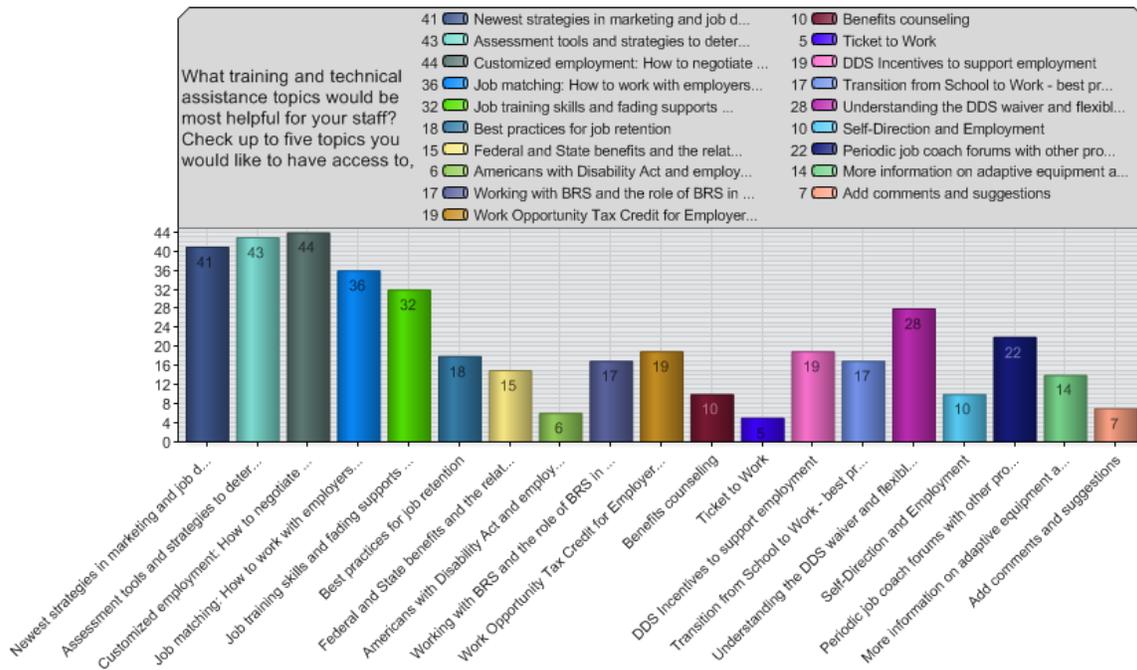
**6. What methods and tools do you consistently use for training your day program staff: Check all that apply**

Response	Comments
1	None at this time
2	Unfortunately we have not gotten this far with our employees. We have a consignment shop where employees are only getting paid for 1 hour at the present time. Hopefully in the future we can turn it into a supported employment opportunity. We are also trying to build a program that supports individuals in community jobs.
3	As mentioned before, job development is still new to us.
4	Day program staff place employment training on a very low priority, due to more pressing needs in a stressful environment.
5	individualized training specific to the persons supported
6	Internal newsletters, trainings, and committee groups.
7	Again, because our program is so small and meets the needs of a select few individuals who can not work, we do not focus on employment trainings. They are not appropriate for our group.

8	We are an Adult Day Center - we have ongoing inservices on Dietary, health, OSHA, proper hand washing, dealing with behaviors etc.
9	Persons within this day program are developmentally unable to particiapte within supported employment at this time.
10	Internal in-service training on job development and job coaching
11	Purchased video trainings on job coaching and supported and competitvie employment
12	We also provide hands on training with all new staff for at least 1 week.
13	It is imporantnt to note that we have no individuals that desire or meet the level of independence to engage in competative employment, save one, who is employed.
14	Agency Newsletter reports emplyment successes
15	Arc of Meriden-Wallingford, Inc. is participating in the DDS/Institute for Community Inclusion Project to move individuals from group supported employment into competitive community employment.

**7. What training and technical assistance topics would be most helpful for your staff? Check up to five topics you would like to have access to,**

	Responses	Percent
Newest strategies in marketing and job development:	41	56.16%
Assessment tools and strategies to determine the skills and interests of the person:	43	58.9%
Customized employment: How to negotiate or create positions that meet the needs of both the individual and the employer:	44	60.27%
Job matching: How to work with employers on job modifications to make the best match for the employer and the person:	36	49.32%
Job training skills and fading supports for employment support staff:	32	43.84%
Best practices for job retention:	18	24.66%
Federal and State benefits and the relationship to wages:	15	20.55%
Americans with Disability Act and employment:	6	8.22%
Working with BRS and the role of BRS in employment:	17	23.29%
Work Opportunity Tax Credit for Employers:	19	26.03%
Benefits counseling:	10	13.7%
Ticket to Work:	5	6.85%
DDS Incentives to support employment:	19	26.03%
Transition from School to Work - best practices:	17	23.29%
Understanding the DDS waiver and flexible ways to include employment strategies:	28	38.36%
Self-Direction and Employment:	10	13.7%
Periodic job coach forums with other providers:	22	30.14%
More information on adaptive equipment and technologies to support employees on the job:	14	19.18%
Add comments and suggestions:	7	9%
Total Responded to this question:		73 65.18%
Total who skipped this question:		39 34.82%
Total:		112 100%

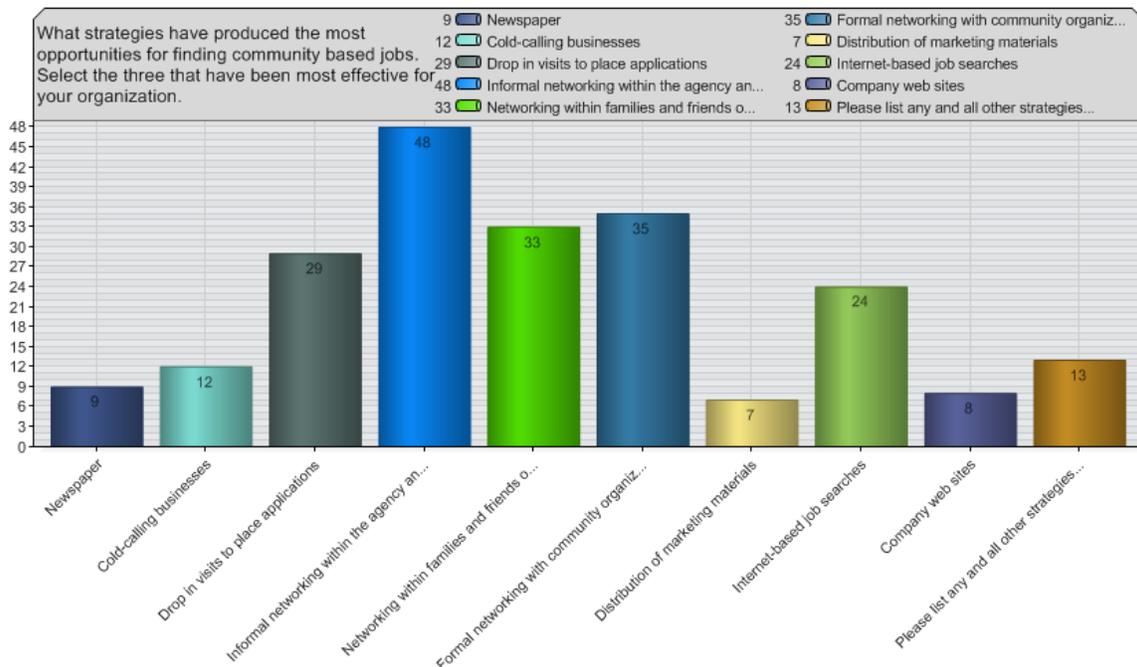


7. What training and technical assistance topics would be most helpful for your staff? Check up to five topics you would like to have access to,

Response	Comments
1	All of the above would provide useful training and information for job coaches and day program staff and encourage better training -- at volunteer sites and in-house work projects -- to prepare individuals for work in "the real world." Current practice too often involves make-work and "keep-busy" volunteerism that does little to "train" individuals for competitive employment.
2	Topics on how to encourage families and DDS staff to think about employment beyond the traditional 9-3 option.
3	several services above havebeen used to help the clients we support
4	N/A
5	Although individulaw within this day program are developmetnally unable to particiapte, evaluating new assessment tools and learning interests of all our individuals is a valuable tool as well as expanding learning skills and fading principles is important to any day program.
6	A more strategic approach to educating and recruiting employers willing to hire people with intellectual disabilities is needed. DDS, DSS, BRS, regional provider collaboratives working together, more success stories illustrating benefits to the person and to the employer in a variety of jobs, employer incentives, etc. It is not productive to have each provider agency working independently to create job opportunities. Many of the people we serve will need significant support to obtain and retain a competitive job. Employers are not always willing to provide the natural support needed on the job.
7	A key to success for the individual getting that first job is to have a commitment from the team, family and to have the necessary support services to maintain employment in the community.

**8. What strategies have produced the most opportunities for finding community based jobs. Select the three that have been most effective for your organization.**

	Responses	Percent
Newspaper:	9	12.5%
Cold-calling businesses:	12	16.67%
Drop in visits to place applications:	29	40.28%
Informal networking within the agency and the community:	48	66.67%
Networking within families and friends of people looking for work:	33	45.83%
Formal networking with community organizations, business entities in the community, the Chamber of Commerce, and corporations:	35	48.61%
Distribution of marketing materials:	7	9.72%
Internet-based job searches:	24	33.33%
Company web sites:	8	11.11%
Please list any and all other strategies that have been successful::	13	18%
Total Responded to this question:		72 64.29%
Total who skipped this question:		40 35.71%
Total:		112 100%



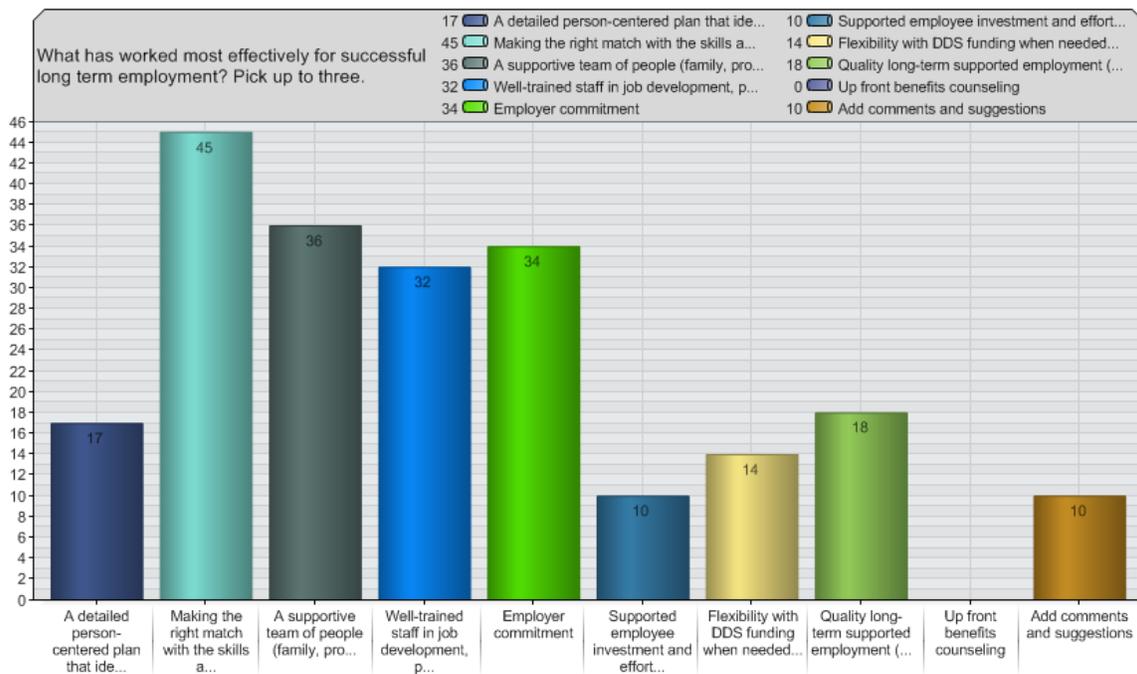
8. What strategies have produced the most opportunities for finding community based jobs. Select the three that have been most effective for your organization.

Response	Comments
1	Unfortunately we have not placed anyone in the community at the present time.
2	We employ all of the above but don't enjoy great success at any one approach. What seems to work best of all is person-to-person contact -- with relatives, family, and friends who believe in our programs and are willing to give someone a chance. Situational assessments can also get a "foot in the door" and lead to longer-ranging results. Newspapers provide good leads and our local Workforce Central and Mass JobQuest weekly listings help us fine tune individuals' preferences and shortcomings. We seek to make meaningful placements, so as not to burn any bridges for future applicants.
3	developing positive relationships with community-based businesses and employers sometimes develop into work opportunities for people
4	Utilizing the BRS Working Evaluation and Interview Model.
5	BRS is an agency that has been great with assisting in work opportunities with our clients

6	N/A
7	Not applicable of this day program.
8	CT Works job listings
9	For our agency having a connection with someone who runs or works at a business.
10	Nore: These have proved beneficial, with gaining GSE sources.
11	The "Three Cups of Tea" training has proven to be a very succesful method of job development within our agency.
12	The "Three Cups of Tea" training has proven to be a very succesful method of job development within our agency.
13	The face to face contact with businesses in the community and keeping in good contact with businesses that already know who we are and what we do builds good relationships and will be the key to helping a person we support maintain employment. The employer will always give us a call no matter what the situation is.

9. What has worked most effectively for successful long term employment? Pick up to three.

	Responses	Percent
A detailed person-centered plan that identifies individual interests and skills and strategies for employment:	17	24.29%
Making the right match with the skills and personality of the person to the job and the employer:	45	64.29%
A supportive team of people (family, providers, BRS, DDS) committed to employment for the person:	36	51.43%
Well-trained staff in job development, placement, and on the job support:	32	45.71%
Employer commitment:	34	48.57%
Supported employee investment and effort:	10	14.29%
Flexibility with DDS funding when needed:	14	20%
Quality long-term supported employment (on-the-job supports):	18	25.71%
Up front benefits counseling:	0	0%
Add comments and suggestions:	10	14%
Total Responded to this question:		70 62.5%
Total who skipped this question:		42 37.5%
Total:		112 100%



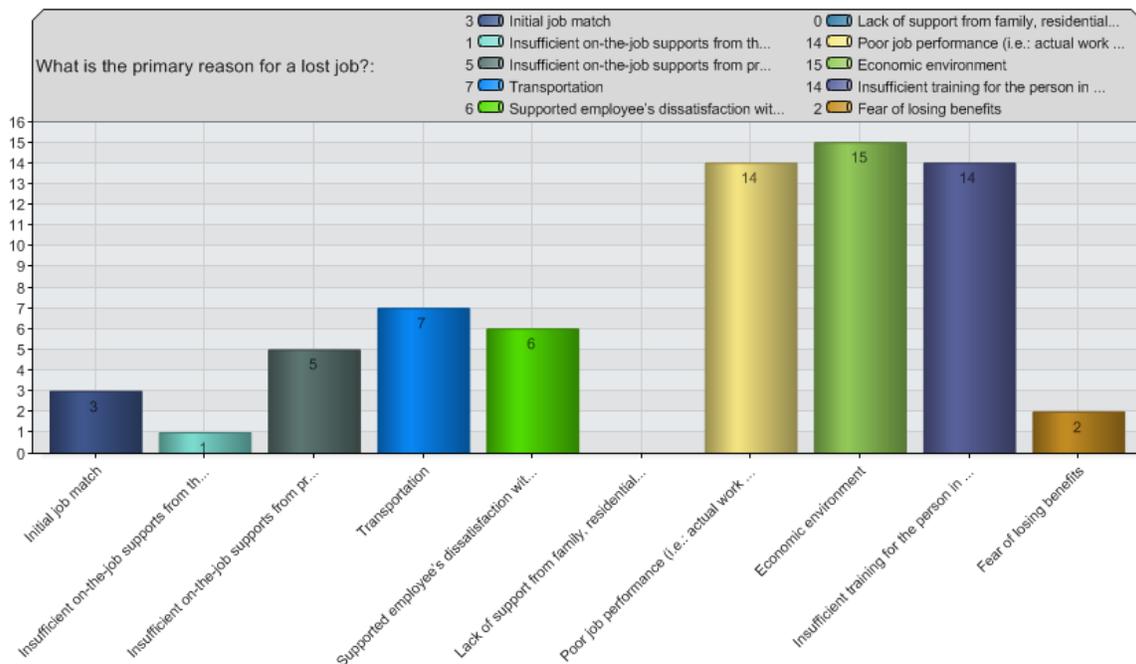
9. What has worked most effectively for successful long term employment? Pick up to three.

Response	Comments
1	including employed consumers in agency rec/social activities and/or People First to prevent the feeling of social isolation.
2	none yet
3	We have not placed anyone in a community based job at the present time.
4	Have only placed one individual. New to process.
5	It takes a village (or several agencies, along with family and committed employers) to raise an employee -- especially for the long term.
6	OUR AGENCIES transportation is our strongest benefit to the employer
7	Not applicable

- 8 union membership
- 9 Another successful tip for long term employment is not placing individuals who exhibit intrusive or other types of behaviors.
- 10 It is very important to maintain a good working relationship with employers where our individuals work. The employers want to know who they can call and will want a phone call or visit from the agency to resolve any issues.

10. What is the primary reason for a lost job?:

	Responses	Percent
Initial job match:	3	4.48%
Insufficient on-the-job supports from the employer:	1	1.49%
Insufficient on-the-job supports from provider:	5	7.46%
Transportation:	7	10.45%
Supported employee's dissatisfaction with job or people at job:	6	8.96%
Lack of support from family, residential providers, DDS or BRS:	0	0%
Poor job performance (i.e.: actual work skills):	14	20.9%
Economic environment:	15	22.39%
Insufficient training for the person in required "soft" skills such as interpersonal interactions, communication, etc.:	14	20.9%
Fear of losing benefits:	2	2.99%
Add comments and suggestions:	9	13.43%
Total Responded to this question:	67	59.82%
Total who skipped this question:	45	40.18%
Total:	112	100%



10. What is the primary reason for a lost job?:

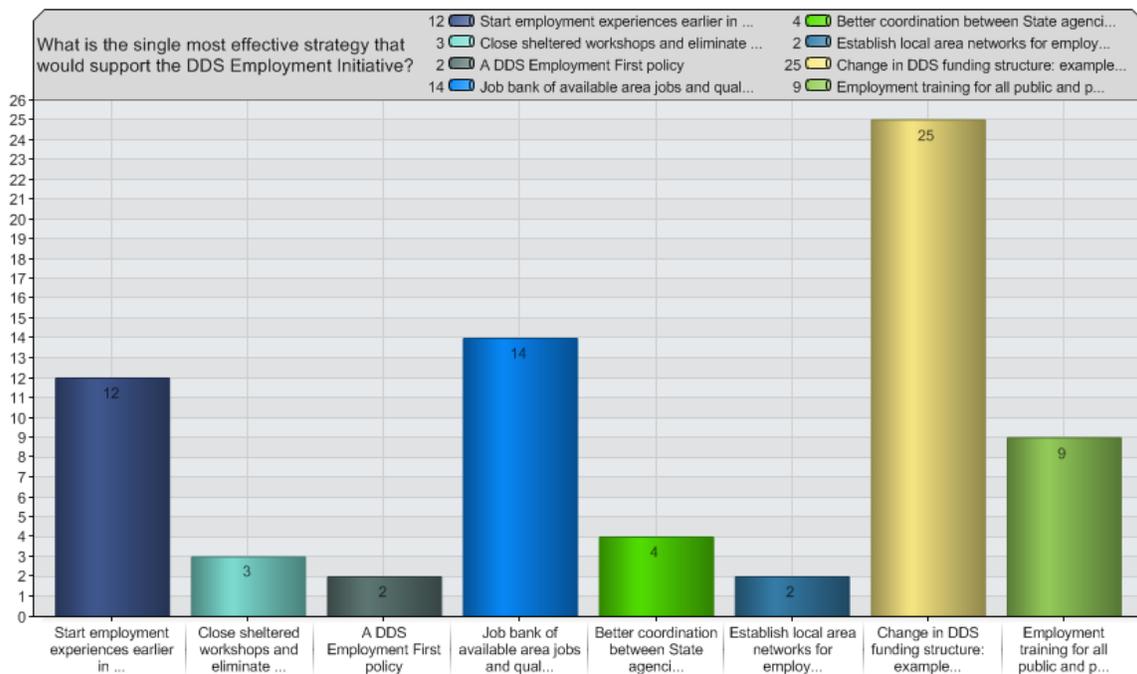
Response	Comments
1	Consumers who sabatage placement to return to peer group/prior GSE placement.
2	Honest feedback from prospective employees -- and information PRIOR to placement -- are crucial to meaningful (and long-term) placement. Often, an employee's vision of a job doesn't match reality; also, job coaches and long-term support can sometimes sour an otherwise satisfied employee on the level of satisfaction. Transportation is also a frequent concern, as are the hours needed by the employer -- as opposed to the preferred work schedule by the employee. It's a delicate balance to start, and any number of things can de-rail things.
3	Inability to meet the competitive production expectations on a consistent basis.
4	Right now families, fathers, mothers with children and mortgages and car loans are looked at before our population. But it would always be this way.
5	It would be nice to have resources available to provide supports to the EMPLOYER. Providing these supports may result in the employer

having a greater commitment to the success of the placement. These supports would vary. An employer may need additional resources in order to pull one of their own employees off a task in order to train our individual. Another example may be for an agency to provide some generic training to the employees of a company who may be afraid of the unknown. There are numerous ways that an agency could provide some short term resources to an employer to assist with an initial transition period.

- 6 Recently the economic environment has played a factor for the agency I work for as we had an enclave get laid off after working this job for 10+ years. Prior to that it was usually the individuals we support on the job not performing to the employer's expectations as well as the individual's not liking the job itself or people they work with.
- 7 In some cases, a person is capable of producing the work, but cannot sustain the pace/quantity of work required by the employer.
- 8 Pre employment training/volunteer opportunities with staff support
- 9 Good training of "soft" skills will help the individual understand how they are required to perform in an environment; dealing with customers, their co-workers, and supervisors. This can help anyone to keep or lose a job.

### 11. What is the single most effective strategy that would support the DDS Employment Initiative?

	Responses	Percent
Start employment experiences earlier in the school to work transition process:	12	16.9%
Close sheltered workshops and eliminate this option as a funded day support service in the waiver:	3	4.23%
A DDS Employment First policy:	2	2.82%
Job bank of available area jobs and qualifications and contacts:	14	19.72%
Better coordination between State agencies, LEA's and Private Providers:	4	5.63%
Establish local area networks for employment personnel:	2	2.82%
Change in DDS funding structure: example - greater flexibility in funding for group and individual supported employment:	25	35.21%
Employment training for all public and private providers, supported employees, families, and LEA's:	9	12.68%
Add comments and suggestions:	14	19.72%
Total Responded to this question:		71 63.39%
Total who skipped this question:		41 36.61%
Total:		112 100%



### 11. What is the single most effective strategy that would support the DDS Employment Initiative?

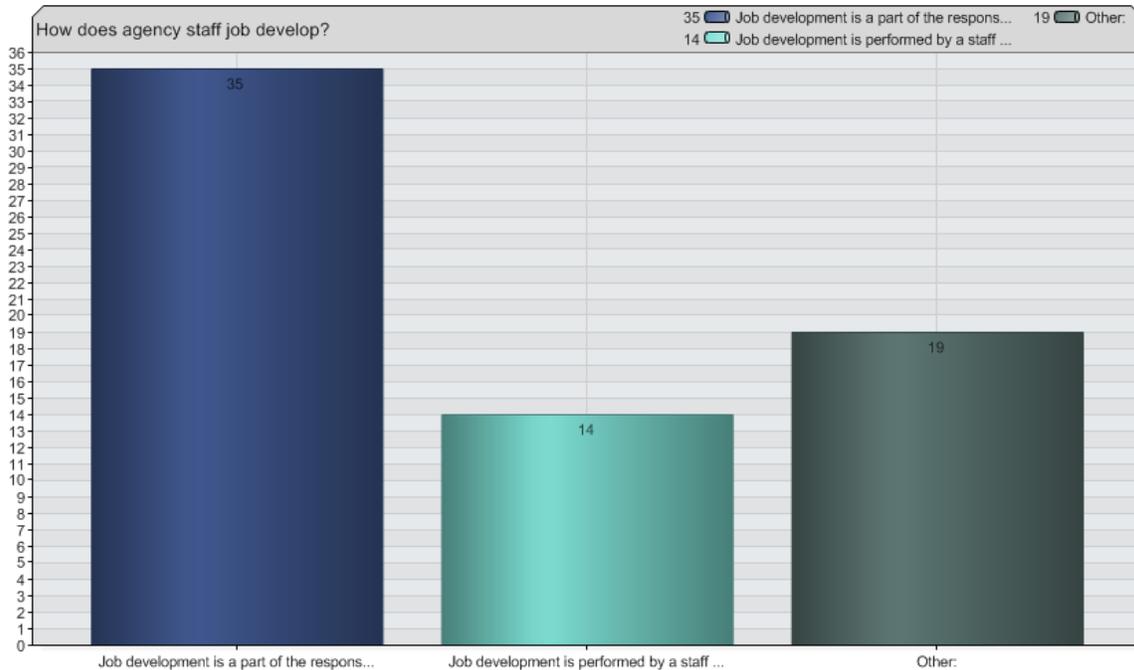
Response	Comments
1	Followed closely by starting employment experiences earlier in school to work transition process
2	More real opportunities would force us (and similar agencies) to prepare individuals for specific work roles and provide for better matches.
3	We used to have an expression for the Department's role in the early days of conversion of sheltered workshops to supported employment: "You get what you pay for."
4	Funding for individual job development; initial job training incentives for employer; greater collaboration with BRS resources; and more flexibility in funding.
5	you need to continue to value employment first across all levels.
6	A lot of opportunities are out there but creativity in providing the job is key to employers who want to get something for their money. DDS funding does not allow for enough creativity with job set ups because each cost area has very specific tasks that need to be

performed to qualify for reimbursement.

- 7 A combination of strategies will be most effective. Providers need assistance with recruiting employers, developing jobs, and training staff in job development, assessment, and job coaching. Starting employment experiences earlier in school and improved transition planning to assist the individual to maintain jobs post graduation would also help. Access to technical and soft skill training programs would build competence and prepare people to enter the workforce.
- 8 In the past, DDS has used employment grant funds to produce materials. Agencies don't do employment because they don't know how to do employment, not because they haven't been told through videos or policy statements that employment is important. They need training on how to network, set up jobs with employers, and how to use braided funding to make employment work for both the individuals and their agency. Materials and policy statements with no ACTIONS to back them up are a waste of valuable funds.
- 9 There have to be more incentives to community employers to give this a try.
- 10 Generalized job bank information in itself is already available to placement personnel. What would be helpful is a bank of employers, who have agreed to work with those with intellectual disabilities, i.e., Walgreens
- 11 Job bank might be somewhat helpful. Most needed is improved transportation. Also helpful would be focus groups of businesses/potential employers designed to educate on the benefits and value of employing people with intellectual disabilities (don't find Connectability efforts very helpful).
- 12 Additional strategies on the use of Customized Employment would also be helpful
- 13 Additional strategies on the use of Customized Employment would also be helpful
- 14 Promote/encourage/support client driven businesses
- 15 The funding structure is important, however, all of the statements would be beneficial to support the DDS Employment Initiative. Many of the statements above are already being worked on or are in place. Robin Wood has shown a great deal of dedication and has worked with many agencies in bringing Employment for individuals with developmental disabilities to a higher level in all of our minds.

## 12. How does agency staff job develop?

	Responses	Percent
Job development is a part of the responsibilities of our employment specialists and job coaches:	35	51.47%
Job development is performed by a staff who is dedicated to this function.:	14	20.59%
Other: :	19	27.94%
Total Responded to this question:		68 60.71%
Total who skipped this question:		44 39.29%
Total:		112 100%



## 12. How does agency staff job develop?

Response	Comments
1	So short staffed because of budgetary cutbacks that we cannot designate more than one part time person for job development.
2	none yet
3	We would hire a job coach to work with a particular individual in their job.
4	Still in process
5	Job development is performed by staff who are dedicated to this function but they are funded under another program. Our DDS programs have never funded a "job developer" and thus we do not have one solely dedicated for this. We borrow people and piggy-back off the opportunities developed during our marketing and relationship development.
6	Job development is currently a part time responsibility of an Asst. Director
7	Both, it is a part of everyone's job to expand our network and connects.
8	Staff that support the individuals work to find positions. This provider used to have an employment specialist but no longer does.
9	Every employee is looking for possibilities where ever they are. On duty and off duty we're always seeking where our population can get employed.
10	It is a collective effort. In this economy and with the rate of unemployment and the lack of knowledge that the employers have about the abilities of the population we are last on the list of potential hires.unkno
11	Not applicable to this specific day program.
12	Depending on the program, both of the options above exist at our agency.
13	Job development is a combined effort of all of the above as well as the Executive Director.
14	We are working on establishing more formal and pervasive job development practices.
15	Our agency has provided DSO programs. We began assisting folks with employment based on what we have learned as a direct result of monthly self advocacy groups. We use many employees to assist with job development at this time and do so on an as needed basis because of resources.
16	At our agency it is a combined effort. We all are trying to find appropriate jobs from management to job coaches/instructors. Due to

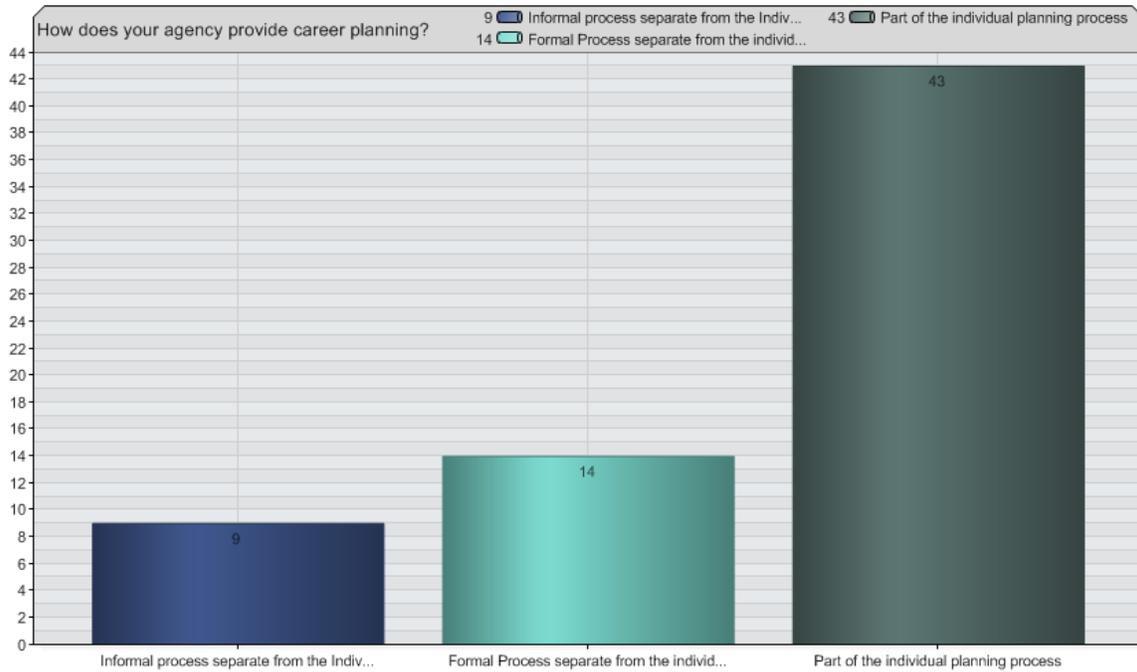
	recent cuts in funding to day services we had to eliminate the job development position to avoid cutting positions that are direct service ones.
17	Regular reviews of the DAS web-site, for opportunities, flyers and word-of-mouth, from the current work-site providers. has provided the necessary needs to GSE locations.
18	Both-We have staff time dedicated to this function however it is the expectation of everyone at our agency to help secure jobs.
19	In a less formal process employment is encourgaed by all staff
20	At the Arc of Meriden-Wallingford, the Director of Employment Services, Managers, and Direct Support Staff in Employment Services do job development.



21	40
22	30
23	10
24	0
25	2
26	250
27	5
28	40
29	20
30	6
31	40
32	60
33	20
34	20
35	0
36	10
37	8
38	2
39	20
40	10
41	40
42	10
43	2
44	1
45	5
46	40
47	0
48	15
49	37.5
50	7.5
51	1
52	20
53	8
54	8
55	20
56	20
57	2
58	15
59	20

**14. How does your agency provide career planning?**

	Responses	Percent
Informal process separate from the Individual Plan:	9	13.64%
Formal Process separate from the individual plan:	14	21.21%
Part of the individual planning process:	43	65.15%
Total Responded to this question:		66 58.93%
Total who skipped this question:		46 41.07%
Total:		112 100%



**15. Additional comments and suggestions:**

	Responses	Percent
Responses:	15	100%
Total Responded to this question:	15	13.39%
Total who skipped this question:	97	86.61%
Total:	112	100%

**Graph/Chart function not relevant for this question type.**

15. Additional comments and suggestions:

Response	Response Text
1	In the future we are hoping to make our individuals in our consignment shop get to a supportive employment level as well as inquire new individuals who we can support in an employment situation.
2	A new agency recently trained in employment opportunities. Have only placed one individual in a very part time position with our agency.
3	Thanks for the survey. Please provide us with the results!
4	Go for it!
5	We do have a staff person who spends approximately 20 hours (unfunded) to do marketing and job development for our DDS funded programs.
6	Again, we do not serve any individuals who are candidates for work in the community. We would not be the "Agency of Choice" for someone looking for employment.
7	For successful employment development there is a lot of time spent working on that without anyone supported with you. This is very needed time but not billable..... Transportation needs to be looked at for work especially in places that are very rural and offer no public transportation. The need is great and there are a lot of individuals that are very capable of success at an individually placed job but have no means to get there.... #13 should read not enough!!
8	Staff training, funding and incentives for providers to advance employment, ongoing networking are key.
9	More Support is needed from DDS and state agencies to connect the local employers with DAY/VOC Agencies to provide better work opportunities for individuals supported
10	The most effective method for increasing SE outcomes will be a combination of 1) provider training on practical SE principles and strategies, 2) gradual phasing out of GSE as a service option, and 3) DDS actually backing up it's Employment First philosophy with dollars. At this point, one of the most significant barriers to SE is PRAT. PST's recommend SE or Individualized Day Supports geared toward employment, and then are asked by PRAT to consider GSE based on dollars not identified need.
11	Not really sure of some of the answers.
12	Depending on the location of the day program and where the individuals live it sometimes is much harder to find employment options because of the distance to the job. The people who live in rural areas are more difficult to place in jobs.
13	#13-Time varies, anywhere from 10 to 30 hours per week. #14-Both a separate formal process AND part of the individual planning process.
14	If person does not have a career goal then he/she has an opportunity to engage in preemployment activities
15	At this time we are doing a personal profile career plan on each individual who is participating in the DDS/Institute for Community Inclusion Project and will use this process for each person looking for employment.