

**Let's Get to Work BHDDH Cross Disability
Consumers/family Summary Survey**

Responses: 65 submitted surveys online or forum.

1. Demographic

	Percent	Count
I am a consumer of Substance Use/Mental Health. - BHDDH Services	46.2%	30
I am a consumer of Developmental Disability - BHDDH services.	41.5%	27
I am a family member – Developmental Disability - BHDDH services.	4.6%	3
I am a family member - Substance Use/Mental Health. - BHDDH Services	3.1%	2
Staff/Provider	4.6%	3
	Totals	65

2. Status

	Percent	Count
I don't think I will ever want to work	4.6%	3
I don't work now but would like to someday	15.4%	10
I am actively searching for a job	13.8%	9
I am currently working	20.0%	13
N/A (I am a staff/provider)	3.1%	2
did not answer	43.1%	28
	Totals	65

3.What is your primary language?

	Percent	Count
Spanish	1.9%	1
English	50.9%	27
did not answer	47.2%	25
	Totals	53

4. Please select a rating that best represents your personal experience.

Strongly Agree 😊	Agree	Neither Agree or Disagree 😐	Disagree	Strongly Disagree 😞	N/A	Responses
1) The agency that provides primary community support services promotes a belief that employment (employment first) is expected and is a priority.						
21 32.3%	21 32.3%	13 20.0%	5 7.7%	5 7.7%	0 0%	65
<ul style="list-style-type: none"> We promote working secondary to wellness. We work on clients MH first. Once stabilized working is discussed for those who feel willing and capable. 						
2) Staff help to explore employment goals monthly or more frequently.						
24 36.9%	19 29.2%	12 18.5%	8 12.3%	2 3.1%	0 %	65
<ul style="list-style-type: none"> Could be better. Individual focus with more staff time. Depending on program (i.e., ORS) - long wait periods. 						
3) Staff are very knowledgeable about employment supports and resources.						
24 36.9%	15 23.1%	12 18.5%	10 15.4%	3 4.6%	1 1.5%	65
<ul style="list-style-type: none"> We need more education for all support staff re: employment including residential staff, not just day support staff. 						
4) Employment supports/services are readily available when needed.						
20 30.8%	17 26.2%	12 18.5%	9 13.8%	6 9.2%	1 1.5%	65
<ul style="list-style-type: none"> Not through my provider. Self Search has helped me. Finding employment that meets criteria to keep my benefits is extremely hard! I came today to learn about getting supports and resources 						
5) The agency where community support services are provided has rules and policies that make it easy for me to access employment services and supports.						
15 23.1%	16 24.6%	17 26.2%	8 12.3%	5 7.7%	4 6.2%	65
<ul style="list-style-type: none"> It's difficult when supporting residential individuals who are seeking employment services. 						

Strongly Agree 😊	Agree	Neither Agree or Disagree 😐	Disagree	Strongly Disagree 😞	N/A	Responses
6) The rules and benefits associated with State and Federal programs (e.g. SSI, SSDI, Medicaid, Housing, Food Stamps) support individuals with disabilities to go to work.						
11 16.9%	16 24.6%	16 24.6%	8 12.3%	9 13.8%	5 7.7%	65
<ul style="list-style-type: none"> • I need to keep my benefits - difficult to get a job and keep them • Families and individuals still have the misconception of losing benefits if anyone works. • Cut my food stamps because I am working created a hardship 						
7) I'm very aware of the available resources and services that support my employment goals (choosing, getting, retaining, advancing).						
14 21.5%	21 32.3%	10 15.4%	10 15.4%	6 9.2%	4 6.2%	65
<ul style="list-style-type: none"> • A Big obstacle is Transportation. I have surveyed a few agencies and they all indicated that the rate for reimbursement is low making it difficult to sustain a transportation program. RIPTA is not reliable - especially when they sub contract to other transportation companies. More money needs to go toward transportation. How can my child work if they have no way to get there? The ADA corridor - as RIPTA refers to it - is limited and needs to be expanded. 						
8) I'm satisfied with the services and supports to help me choose, get, keep and advance my employment goals.						
12 18.5%	16 24.6%	20 30.8%	9 13.8%	3 4.6%	5 7.7%	65
<ul style="list-style-type: none"> • Very satisfied with employment. 						

Additional Comments next page

Optional comment

Response

1. I'm very happy with Refocus staff and the Ezone staff.
2. ReFocus has a really great bunch of staff that works with me every week to help me get a job.
3. Even with assistance from BHDDH and ORS, I have not been able to find a provider agency skilled in the customized employment strategies -- making proposals to employers on my behalf that meet my conditions for employment (Limited hours, ongoing job coaching, match to my skills, not too far from home) and also meets an employer's needs. I worked for 12 years with a job coach, but now employers don't want a job coach on site. I do not have the management and capital resources for self-employment.
4. Three young children under 6 years old. I want to work, and I am going to work with my program so that I can find a job that I like. Because I want to work!!!
5. My agency does not encourage employment for me. I used to work at AJ Wright in Woonsocket. Loved that job. Hurt my finger and went out on medical leave and then lost the job.
6. Over the years I have found most of us get employed on our own.
7. I have been working on my own for many years
8. I receive my services through a psychiatrist and am 63 looking towards retirement.
9. I am not aware of any employment resources for the disabled
10. I wasn't aware I could work and still receive benefits. The ticket to work agency was no help. I'm afraid to work so I volunteer alot
11. I'm open for such assistance but wouldn't know where to begin.
12. Overall I don't think agency helped me that much with employment. I am 73 yo and now retired after working many years.
13. Keep up the good work!
14. They work with me and understand just how much I can do. Plus help me to be strong enough to do the work and education and resumes.
15. I believe there is a strong support in getting people jobs, but I feel recovery is first then employment.
16. I do not receive primary MH services through Thrive or Hillsgrove my responses are not reflective of supports I get from them.
17. I am self-directed. I want to be careful safe and pursue a career vs. a singular job. Just overall I think forcing Disabled folks into positions is hard if its something they don't necessarily want to do. If able bodied folks aren't shoved into work positions why should disabled folks be. they should have choices in what they do. Feeling safe as a disabled person in the workplace (people discriminate, use us, use us in backrooms) I don't want to be shoved or placed somewhere I want to choose my path however "unrealistic" like a neurotypical. options to explore many parts of a field. create their own employment opportunities
18. I am a parent of a young man w/ an ID

6. In a word or phrase....What is your barrier to getting or keeping a job

- a. Mostly transportation
- b. short term memory
- c. Opportunity
- d. I would need a full time permanent job coach/staff
- e. need permanent staff and flexibility for medical condition
- f. would need permanent staff all the time
- g. need staff - all the time with me
- h. I am blind, with DD and in a wheelchair
- i. medical and staffing issues
- j. finding the right job
- k. My low vision
- l. The skills I have are not the ones employers want to pay for.
- m. Education of employers and companies of hiring individuals w/ IDD, ex., job sharing, carving, requirements like driver's license, job coach; - Transportation
- n. Learning Disability
- o. Opportunity, Hours
- p. Work Balance
- q. Hours
- r. Having people who don't have faith that I can succeed - don't support my goal.
- s. My medical issues.
- t. Disability
- u. Transportation
- v. People make promises they can't keep.
- w. I lost the job I loved and was never able to find another job. I want to work.
- x. People make promises they don't keep. 3 young children under six.
- y. Afraid to lose benefits
- z. Safety, Losing Benefits, My Choice
- aa. Transportation; Childcare; No Jobs Available for disabled
- bb. Getting--job opportunities

7. In a word or phrase....What is helping to support you to get or keep a job?

- a. The agency helping me
- b. support and independence.
- c. Mostly just my own resilience
- d. trialing activities
- e. I enjoy volunteering locally
- f. not a lot
- g. trying to volunteer and building skills
- h. not looking
- i. n/a
- j. my staff and Refocus
- k. The job staff in ReFocus
- l. I volunteer to keep my social skills and community connections
- m. Training
- n. Training Position
- o. Don't give up.
- p. My support team.
- q. Punctuality
- r. Hard Worker
- s. I am working with ORS and OPTIONS. They are advocating for meaningful employment for me.
- t. Openmindedness to what I WANT TO DO; Feel Safe; explore OPTIONS
- u. Peer support
- v. Coworkers support me

8. Share a small or big idea that could improve employment services and outcomes.

Response

- a. Provide more transportation funding. Agencies are telling me that what they are reimbursed does not cover the cost of transporting my child. If Rhode Island is serious about the get to work initiative, it must take seriously the transportation issue. Thank you for reading.
- b. Shorter hours expected
- c. Employers who pay living wages, and provide regular work schedules. Part time workers are expected to have full time availability with fluctuating schedules that make it impossible to get a second job. We should not be referring clients to businesses that are not ethical and do not have realistic expectations.
- d. better pay for staff so I can get good ones
- e. educate employers about the needs and benefits of employing people with disabilities
- f. working with local businesses to get short jobs - couple of hours at a time
- g. support for own small businesses
- h. pay staff a living wage so I get good motivated staff who see this as a career, not a temporary stop on the way to a career somewhere else
- i. need short simple pieces of jobs that match my abilities - like wiping placemats/menus in a restaurant for 30-60 minutes
- j. asking to work 10 or less hours and counting that as successful employment
- k. More staff to help in job finding and help learning it
- l. Employer education about customized employment and the advantages to them -- also employer education to alleviate fears about hiring someone who might need a full time job coach.
- m. Statewide education and initiatives to RI Employers Campaign.
- n. Finding jobs that people love to do.
- o. More support and keep on looking.
- p. More help.
- q. Understanding
- r. More ways to find jobs.
- s. Translated through Google Translate: "For the need to have someone to help me hold a job"
- t. I need to get involved in a program that will help me find a job. I want to start my own business (crochet sales). I need help. Michelle Giron
- u. Disabled People visibly working in public (visibly working and public were underlined) Safety Protocols for both emotional and physical well being Too many people manipulate disabled folks - into less money; free work; unfair treatment
- v. Starting children in school
 - 1 learning trades early in life- elementary school;
 - 2 more funding from state/government for training staff
 - 3 Empowering others and lessening stigma
- w. Training for people with disabilities; how to use computer, technology, etc. So that we can update our skills and have meaningful skills, with meaningful careers and opportunities.
- x. Job availability for individuals with special need.