Challenges and Opportunities: Findings from Two Comprehensive Statewide Needs Assessments

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Presenter Disclosures
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(1) The following personal financial relationships with commercial interests relevant to this presentation existed during the past 12 months:
No relationships to disclose

Structural Requirements

**CSNA Questions**

- What are the rehabilitation needs of individuals with disabilities, particularly vocational needs of:
  - individuals with most significant disabilities, including their need for supported employment services?
  - minorities?
  - individuals with disabilities who have been unserved or underserved by VR?
  - individuals with disabilities served through other components of the statewide workforce investment system?
- What is the need to establish, develop, or improve community rehabilitation programs within the state?

Tale of Two Methodologies

- Staff Interviews;
- Telephone survey of consumers (400-600);
- Interviews with Community Rehabilitation Partners (CRPs), employers of blind or visually impaired workers, health professionals who have worked with DVI referrals;
- Focus group, forum or feedback opportunity with shared findings.

Sample Sizes

<table>
<thead>
<tr>
<th></th>
<th>N1</th>
<th>N2</th>
</tr>
</thead>
<tbody>
<tr>
<td>DVI staff</td>
<td>37</td>
<td>12</td>
</tr>
<tr>
<td>Employers</td>
<td>7</td>
<td>11</td>
</tr>
<tr>
<td>Health Providers</td>
<td>6</td>
<td>50</td>
</tr>
<tr>
<td>Community Rehabilitation Partners (CRPs)</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>DVI consumers (telephone survey)</td>
<td>159</td>
<td>450</td>
</tr>
</tbody>
</table>

Consumer/Respondent Profiles

[Graph showing consumer/respondent profiles with various data points and categories like age, disability status, employment status, etc.]
**Survey Respondent Profile**

- Disability in addition to visual impairment:
  - Yes: 38.3%
  - No: 61.7%

- Education of Respondents:
  - Less than high school: 24.6%
  - High school: 44.6%
  - Special education certificate: 3.3%
  - Associate degree or certificate: 4.0%
  - Bachelor's degree: 11.3%
  - Graduate degree: 3.3%

**Job Placement**

- Are you working right now?
  - Employed full-time: 19.5%
  - Employed part-time: 35.8%
  - Student: 8.8%
  - Retired: 15.8%
  - Unable to work: 12.8%
  - Unemployed: 6.0%

- Do you want to find a job?
  - Yes, immediately: 50.6%
  - Yes, later: 16.0%
  - No: 33.3%

**Importance-Satisfaction Matrix**

- Importance:
  - Transportation: 4.8
  - Job placement: 3.4
  - Assistive Technology: 3.58
  - Vocational training: 3.8
  - Educational opportunities: 3.4
  - Affordable housing: 2.6
  - Socialization opportunities: 2.8
  - Mobility needs within the home or work environments: 2.6

- Satisfaction:
  - Transportation: 3.56
  - Job placement: 3.62
  - Assistive Technology: 3.85

**Consumer Perceptions of Impediments to Employment**

- Lack of adaptive equipment: 20.4%
- Lack of opportunities or the economy: 12.9%
- Discrimination: 8.8%
- Waiting for training: 6.9%
- Another disability or illness: 6.9%
- Disappointed or discouraged from previous rejection: 5.8%

**Staff Perceptions of Impediments to Employment**

- Need for employer education;
- Need for employer education and skills;
- Need for education opportunities broadly;
- Application education and skills;
- Assisting with adaptive equipment;
- Need for adaptive equipment;
Conclusions

- Almost one in four consumers reported that employment was their greatest unmet need (23.3%).
- One in three consumers (34%) said that they need educational support such as help obtaining a GED.
- Job placement is important, but not everything
- Levels of training, software updates for compatibility and employer awareness all need to rise together.

Questions?

Thank you!

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