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Final Report

Survey of Disability and Employment in Nebraska, Fall 2001
Data Analysis and Report

May 20, 2002

Submitted to
Nebraska Health and Human Services System

by
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I. EXECUTIVE SUMMARY

In Fall of 2000, the Nebraska Health and Human Services System (HHSS) applied for and received a one-year transitional Medicaid Infrastructure Grant, provided for by the Ticket to Work and Work Incentives Improvement Act of 1999 (TWWIIA). This funding allowed Nebraska to support research that examines how opportunities to engage in competitive work could be improved for people with disabilities.

To inform its infrastructure planning, HHSS decided to provide for a consumer survey to gather information from Nebraskans with disabilities about the barriers and supports facing workers with disabilities. In addition, HHSS contracted with the League of Human Dignity to convene a Statewide Consumer Network, a statewide committee of Nebraskans with disabilities, to serve as a primary conduit for generating and gathering input from the disability community. One of the goals of the Statewide Consumer Network has been to administer the consumer survey.

The University of Nebraska Public Policy Center (PPC) was contracted to facilitate the design and administration of the consumer survey. The PPC agreed to:

- Develop and refine the “Survey of Disability and Employment in Nebraska” (Consumer Survey) with input and participation from HHSS, the Project Advisory Committee (PAC), the League of Human Dignity, and other stakeholders;
- Train Consumer Network members in survey administration;
- Provide 400 paper copies and an electronic version of the survey to the League;
- Provide 200 paper copies of the survey to HHSS (to be distributed via Vocational Rehabilitation);
- Provide monthly updates to the HHSS Steering Committee;
- Present a study overview to the PAC;
- Set up a SPSS data entry file; and
- Conduct data entry, analysis and interpretation.

The Consumer Survey was developed collaboratively between HHSS, the League of Human Dignity and the PPC. Six hundred surveys were distributed to the League of Human Dignity and Vocational Rehabilitation. Of the 600 distributed, 346 were completed and returned to the PPC. The survey design did not involve random sampling techniques, so the data presented in this report speak only for the people who chose to participate. The data do not describe all people with disabilities in the state, but rather, provide HHSS with a very useful and detailed snapshot of the experiences of this subgroup. In-depth, face-to-face interviews tend to generate data that tell a complete and detailed story of the experiences of those interviewed.

Based on a diverse sample of people with disabilities, data gathered from this Consumer Survey support the goals of Nebraska’s Medicaid Infrastructure Grant by improving the state’s understanding of people with disabilities’ experience with work in Nebraska, and by identifying barriers to obtaining and maintaining employment.

Key findings from this survey include the following:

- **There is a potential workforce in Nebraska.** Many respondents have a work history, which shows that they have job skills and understand how to participate in a workforce. In addition, 82% of respondents who are not currently working, want to work.
- Unfortunately, respondents who are working or have worked in the past have done so in a sporadic manner. This has resulted in **irregular work histories**, which may prove to be an additional barrier to employment.
- Data indicate that difficulty obtaining and maintaining employment is tied to maintaining one's health and the nature of one's disability at a particular point in time. For people who experience episodic disabilities or whose experience with disability changes over time, a short-term health problem or other particularly difficult circumstance can result in permanent loss of their jobs. **Employer flexibility may prove key for people with disabilities to maintain stable employment.**
- There are **additional barriers** Nebraska needs to consider. Approximately 72% of respondents identified fear of losing Medicaid and/or Medicare due to work. In addition, lack of access to transportation; need for better job supports; need for personal assistance services at home and at work; and help with looking for, applying for, and interviewing for a job were identified as significant barriers to work.
- With respect to **job search-related barriers**, respondents noted difficulty in finding jobs that match their skills and that accommodate their disability (again, as related to the nature of one's disability at a particular point in time).
- **Almost 40% of respondents use personal assistance services.** Most rely on Medicaid to pay for these services. Their providers are most likely to be personal assistants (i.e., independent contractors) or a family member.
- **These data support the need to reform Medicaid policy to ensure that people with disabilities maintain their Medicaid coverage while increasing their earnings as a result of employment.** Most respondents use Medicaid to pay for their health care, including personal assistance services, an important work support. In addition, respondents are fearful of losing Medicaid due to increased earnings.

II. INTRODUCTION

Background

In Fall of 2000, the Nebraska Health and Human Services System (HHSS) applied for and received a one-year transitional Medicaid Infrastructure Grant, provided for by the Ticket to Work and Work Incentives Improvement Act of 1999 (TWWIIA). This funding allowed Nebraska to support research that examines how opportunities to engage in competitive work could be improved for people with disabilities.

To inform its infrastructure planning, HHSS decided to provide for a consumer survey to gather information from Nebraskans with disabilities about the barriers and supports facing workers with disabilities. In addition, HHSS contracted with the League of Human Dignity to convene a Statewide Consumer Network, a statewide committee of Nebraskans with disabilities, to serve as a primary conduit for generating and gathering input from the disability community. One of the goals of the Statewide Consumer Network has been to administer the consumer survey.

Research Questions

The University of Nebraska Public Policy Center (PPC) was contracted to facilitate the design and administration of the consumer survey. The PPC agreed to: 1) develop and refine the “Survey of Disability and Employment in Nebraska” (Consumer Survey) with input and participation from HHSS, the Project Advisory Committee (PAC), the League of Human Dignity, and other stakeholders; 2) train Consumer Network members in survey administration; 3) provide 400 paper copies and an electronic version of the survey to the League; 4) provide 200 paper copies of the survey to HHSS (to be distributed via Vocational Rehabilitation); 5) provide monthly updates to the HHSS Steering Committee; 6) present a study overview to the PAC; 7) set up a SPSS data entry file; and 8) conduct data entry, analysis and interpretation.

Survey Methodology

The Consumer Survey was developed collaboratively between HHSS, the League of Human Dignity and the PPC. Initial versions of the survey were drafted and discussed from April until June 2001. During July and August, the League piloted the survey with staff and clients. In September, the PPC trained approximately 20 Consumer Network members in survey administration. The instructional materials were also made available to League and Vocational Rehabilitation staff.

Six hundred surveys were distributed as follows: The League of Human Dignity’s Consumer Network and statewide staff received 400 copies and the Nebraska Department of Vocational Rehabilitation received 200 copies. Of the 600 surveys distributed, 346 were completed and returned to the PPC.

This survey was administered to a statewide convenience sample (e.g., snowball) of people with disabilities by Consumer Network members, League of Human Dignity staff and Vocational Rehabilitation staff. To be eligible to complete the survey, respondents had to be a person with a disability (self-identified) and had to be at least 19 years old. The Consumer Network members were directed by the PPC to select respondents with diverse

life and employment experiences. Respondents did not have to be currently employed in order to complete the survey.

Surveys were completed and returned to the PPC during October – December 2001. During this time, the PPC tracked demographic characteristics (including statewide distribution) and disability types of the sample and reported this information to HHSS. Periodic reporting allowed HHSS to direct the Consumer Network, League staff and Vocational Rehabilitation staff toward particular demographic groups or disability types to make certain that the final sample would be diverse.

The survey design did not involve random sampling techniques, so the data presented in this report speak only for the people who chose to participate. The data do not describe all people with disabilities in the state, but rather, provide HHSS with a detailed snapshot of the experiences of this subgroup. In-depth, face-to-face interviews tend to generate data that tell a complete and detailed story of the experiences of those interviewed.

III. DESCRIPTION OF THE SAMPLE

This section is a description of the people who completed the Consumer Survey with respect to disability type, race, gender, age, education, income, and geographic location. The sample largely comprised of people with physical disabilities with higher educational attainment (compared to the general population of people with disabilities).

Disability Type (Q1)

Respondents were asked to identify all disability categories they felt applied to them. Of the 346 completed surveys, 337 respondents chose to respond to this item. The 337 respondents selected 463 disability types. Respondents were most likely to claim a physical disability (68.0%), followed by psychiatric/mental health disability (39.8%). Seventeen percent (17.2%) of respondents identified having a sensory disability and 12.5% claimed cognitive/intellectual disability.

Demographic Characteristics

Race/Ethnicity (Q33)

In addition to being primarily people with physical disabilities, respondents also tended to be white (88.7%). Only 5.5% reported being African-American, 2.3% reported being Native-American, 1.7% reported being Hispanic/Latino, less than 1% reported being Asian-American and just under 2% reported "other." Again, respondents had the option of selecting more than one race/ethnic group. The 346 individuals who responded to this question provided 349 responses.

Gender (Q32) and Age (Q31)

The respondents were slightly more likely to be female (54.7%) than male (45.3%). Their ages ranged from 18 to 80 years, with an average age of approximately 43 years.

Education (Q34)

With respect to education, the respondents were most likely to have received a high school diploma/GED (29.9%) or to have completed some college (28.2%). Seventeen individuals (almost 5%) reported having completed some graduate school (4.9%) and an additional seventeen reported having completed a graduate degree (4.9%). Only 3.2% reported having completed less than high school.

According to the 2000 N.O.D./Harris Survey of Americans with Disabilities,¹ 22% of people with disabilities have less than a high school education, 39% have a high school diploma/GED, 26% have completed some college but have not received a degree, 7% are college graduates, and only 4% have a graduate degree.

¹ A representative sample of people with disabilities in the U.S.

The following table compares educational levels for the Consumer Survey respondents with the N.O.D./Harris Survey.

	Consumer Survey	N.O.D./Harris Survey
Less than high school	3.2%	22%
Some high school	4.7%	N/A
High school diploma/GED	29.9%	39%
Some college, no degree	28.2%	26%
College degree (AA, BA, BS)	24.2%	7%
Some graduate school	4.9%	N/A
Graduate degree	4.9%	4%

Because educational levels are linked to employment opportunities, it is important to recognize that this sample (the survey respondents) is better educated than are most people with disabilities in the U.S. This means that the respondents' employment experiences are likely to be very different (i.e., more successful) than what most people with disabilities have experienced in the U.S.

Family Income (Q47)

Most respondents reported annual family incomes of \$7,500 or less (37.5%) or \$7,501 to \$15,000 (32.6%). Only 16.9% reported an annual family income greater than \$25,000.

Geographic Location (Q48)

Finally, most (36.3%) respondents were geographically located within the boundaries of the HHSS Eastern Service Delivery Area.² Approximately 20% were in the Southeastern Area, 16% in the Central Area, 14% in the Northern Area, 13% in the Western Area, and 2.3% in the Southwest Area.

² In 2002, the HHSS Service Delivery Areas were reorganized. These data reflect the 2001 Service Delivery Area configuration.

IV. REPORT NARRATIVE AND KEY FINDINGS³

DISABILITY

Generally, respondents reported experiencing a variety of disabilities, and some individuals reported experiencing more than one type of disability. The most common disability type selected was physical disability, followed by psychiatric/mental health.

- Physical disability (68.0%)
- Psychiatric/mental health (39.8%)
- Sensory (17.2%)
- Cognitive/intellectual (12.5%)

Almost 40% of respondents began to think of themselves as having a disability when they were young adults (ages 20-39). An almost equal number of respondents began to think of themselves as having a disability during middle age, at birth, or as teenagers. Respondents were least likely to begin to think of themselves as having a disability after turning age 55.

- Young adulthood (ages 20-39) (39.4%)
- Middle age (ages 40-55) (16.0%)
- At birth (15.7%)
- Teen-age years (ages 12-19) (14.6%)
- After age 55 (3.2%)

For most respondents, having a disability has significantly influenced their lives. With respect to education, approximately 44% of respondents felt their disability was a limiting factor. Just over 48% of respondents felt their disability limited their ability to have and keep friends. The largest disability impact, however, was on respondents' working. **Almost 80% of respondents reported that their disability prevented them from getting the job they would like.**

EMPLOYMENT

Just over half of the respondents were working for pay when they became disabled. Most were working full-time (87.8%) in some technical, sales or administrative support occupation (23.3%); as operators, fabricators or laborers (19.3%); in service occupations (18.7%), or in managerial or professional specialty occupations (17.3%).

The respondents who were working for pay when they became disabled were most likely to experience a physical disability or psychiatric/mental health disability. They were least likely to experience cognitive/intellectual or sensory disability.⁴

³ Specific percentages and n sizes are listed in Appendix A. Frequency Distributions for all Variables.

⁴ Specific percentages and n sizes are listed in Appendix B. Frequency Distributions by Disability Type for Select Variables. These calculations were limited to cases where respondents selected only one disability type, decreasing the sample size from 346 to 204. Additional analysis on disability types as subgroups was not conducted due to the very small size of some subgroups.

After becoming disabled, however, many respondents stopped working and have not worked since (39.6%). Others continued to work, but have stopped and started working at least once since then, resulting in irregular work histories (27.8%).

Most respondents who were *not* working for pay when they became disabled started working and then stopped working at least once after becoming disabled (62.0%). Perhaps these respondents became disabled at a young age and so were too young to be working. If so, their work histories suggest they have an interest in working, even if their work habits tend to be sporadic.

Clearly, **there is a relationship between disability and *irregular* participation in work.** These data indicate that respondents are working (or have worked), but are unable to sustain a long-term work effort.

Currently, almost half of the respondents are unemployed (43.7%), but **just over 82% of respondents who are not currently working, want to work.**

Approximately 35% of respondents are currently working either full or part-time. In addition, 29.5% of respondents are not currently working, but have worked in the last five years. **This means that a total of 64.5%⁵ of respondents are either currently working or have worked in the last five years.**

Respondents who are currently working or have worked in the last five years were asked to provide information about their current or most recent job. Notably, many are already working at competitive wages (i.e., at least minimum wage), are working at least 40 hours a month, and are employed in integrative worksites. **This means that a majority of these respondents are already participating (or have participated in the last five years) in competitive, integrative employment – the type of employment the Ticket to Work and Work Incentives Improvement Act targets.** Clearly, they may be ideal candidates for continued and/or increased employment leading to self-sufficiency.

On average, these respondents **are (or were) working 30.32 hours a week.** They are (were) most likely to be working in some technical, sales or administrative support (31.7%) or service occupation (30.1%). Fewer are (were) employed as operators, fabricators or laborers (15.6%) or in managerial or professional specialty occupations (5.4%). A higher percentage of these workers were employed in managerial or professional specialty occupations or as operators, fabricators or laborers prior to becoming disabled.

On average, respondents make (made) **\$8.79 per hour**, but salaries range(d) from \$1.87 per hour to \$100.00 per hour. Most respondents do (did) not receive any employment benefits (66.5%). This is likely due to the fact that they are (were) not working full time

⁵ This figure is based on Q7 (79+38=117 out of 334 respondents are currently working either full or part-time) and Q7-A (106 out of 219 respondents are not currently working, but have worked in the last five years). To understand the true proportion of respondents not currently working, but have worked in the last five years, 106 is divided by the full sample. (117+106=223). This means 223 out of a total of 346 (full sample size) are either currently employed or have been employed in the last five years (223/346=64.5%).

(40 hours a week). If they do (did) receive employment benefits, their benefits are (were) most likely to include paid holidays (27.4%), health insurance (26.9%), paid vacation (25.5%), or paid sick leave (24.1%). For the most part, respondents' jobs are (were) not part of special projects or workshops for people with disabilities (87%) – most of their employers also hire people without disabilities (91.3%).

Almost 85% of the respondents who are currently working or worked in the last five years are either very satisfied or satisfied with their current or most recent job.

Respondents who reported on their most recent job (as opposed to a current job) were asked to identify why they no longer have that job. Over half of the respondents identified poor health or their disability as the main reason (56.8%). For people who experience episodic disabilities or whose experience with disability changes over time, a short-term health problem or other particularly difficult circumstance can result in permanent loss of their jobs.

Clearly many respondents have worked in the past, are currently working, are motivated to continue to work, or to return to work. Unfortunately, many are finding it difficult to maintain their employment at least in part due to health problems or their disability. The next section describes additional factors that limit respondents' ability to obtain and maintain stable employment.

BARRIERS TO WORK

Respondents identified many barriers to work. They are presented here in the following categories: loss of benefits, other job barriers, job-search related barriers, and role of service coordinator/s.

Important barriers to work identified by this group of respondents include: reform of Medicaid/Medicare policy to allow consumers to earn greater incomes while maintaining their health care benefits, improving access to transportation, providing job supports such as job coaching, and providing personal assistance services at home and work.⁶ In addition, this group felt that there are many barriers in the job-search process itself, including looking for a job, applying for it, and interviewing. These respondents also reported difficulty in finding jobs that match their skills or that accommodate their disability.

Loss of Benefits

When asked directly, **almost 72% of respondents fear losing both Medicaid and Medicare or losing just Medicaid or Medicare due to work.** Specifically, 39% of respondents fear losing both Medicaid and Medicare due to work. In addition, almost 22% fear losing Medicaid and 11% fear losing Medicare. Only 15% of respondents do not fear losing either Medicaid or Medicare and 13% of respondents currently do not receive either Medicaid or Medicare.

⁶ Nebraska's decision to allow Medicaid funds to pay for personal assistance services at home and at a worksite is an important step in eliminating this barrier to work.

Over 65% of respondents fear they may lose their cash assistance due to work.

Approximately 27% of respondents fear losing of housing assistance and/or food stamps.

For those respondents not currently working, almost 60% would consider getting a job if they could continue to receive Medicaid. Approximately 20% of respondents have turned down a job, turned down increased hours, or turned down salary raises because they feared losing Medicaid.

Other Job Barriers

In addition, **transportation, job supports, and personal assistance top the list of barriers to work.**

- Transportation (67.3%)
- Supports such as job coaching, family or peer support (47.9%)
- Personal assistance at home (24.8%)
- Personal assistance at work (13.2%)

Other barriers listed include disability accommodations, childcare, education/training, flexible scheduling, benefits, and chore services support.

Job-Search Related Barriers

For over half of respondents, **looking for a job, applying for a job, and interviewing for a job** are the most difficult job-search tasks. Over 50% of respondents reported each of those tasks as barriers. A smaller percentage reported difficulty getting to a job interview or finding the right clothing for a job interview.

Most respondents reported having problems **finding a job that matches their skills** (56.7%) or **finding a job that can accommodate their disability** (50.6%). Slightly fewer reported having problems **finding a job that they would be interested in having** (47.8%), **finding a job that pays enough** (43.6%) or **finding a job in the area they live** (39.7%). Just over 30% of respondents reported having trouble finding a work place where others accept their disability and/or have faced job discrimination when applying for a job.

Role of Service Coordinator/s

Approximately 65% of respondents reported that their service coordinator/s (or caseworkers) have been either very supportive or somewhat supportive of their working.⁷ Only 8% reported that their service coordinator/s (or caseworkers) have not been supportive of their working.

PERSONAL ASSISTANCE SERVICES

Thirty-eight percent of respondents identified needing PAS either at home or work in order to work (listed as a barrier to work). According to these data, **almost 40% of the**

⁷ This may be due to the fact that a significant number of surveys were completed by Vocational Rehabilitation clients. Respondents may have interpreted service coordinator to mean vocational rehabilitation counselor.

respondents use personal assistance services (PAS). The most common services include bathing or showering and/or dressing.

- Bathing or showering (54.3%)
- Dressing (50.0%)
- Moving into or out of bed (37.0%)
- Paying bills on time (36.2%)
- Toileting (29.7%)
- Grooming (26.8%)

Personal assistants (either trained or “untrained”) are most likely to provide PAS (58%), but a family member is also likely to provide PAS (56.5%). **Medicaid is the most common payer of respondents’ personal assistance services.** Almost 65% of respondents listed Medicaid, while only 21% listed personal funds. Clearly, these respondents rely on Medicaid for PAS and so are likely to be especially fearful of losing Medicaid due to increased earnings as a result of employment.

DEMOGRAPHICS

See Section III. SAMPLE CHARACTERISTICS for a description of the race/ethnicity, gender and age, education, family income, and geographic location for this sample.

Job Training

Just under half of respondents reported having job training beyond their formal education. This included job training in the following areas:

- Medical, health or dietary fields
- Computers, electronics, or technology
- Construction or trades
- Vocational Rehabilitation, workshops, or Goodwill

Marital Status and Children

Most respondents are single (38.8%), married (25.4%) or divorced (25.1%). On average one in every two households has a child under age 19. The number of children in all respondents’ households ranged from zero to four.

Social Contact

Most respondents enjoy social contact with family (92.7%), rehabilitation or medical professionals (64%), church or religious group members (63.5%), social workers or caseworkers (55.3%) or neighbors (55.0%).

On average, respondents identified five people they consider close friends. In addition, they identified six relatives and family members they feel close to. Respondents talk to or see five of these friends and relatives at least once a week.

Health

Most respondents reported their health to be “good.”

- Excellent (12.6%)
- Very good (17.5%)
- Good (33.9%)
- Fair (23.1%)
- Poor (12.9%)

Respondents do experience many chronic health problems. These include:

- Mental health problems (e.g., depression) (47.4%)
- Chronic pain (40.4%)
- Overweight (26.3%)
- Stomach problems (26.0%)

Currently, **respondents are most likely to use Medicaid (67.3%) or Medicare (51.3%) for health insurance.** Fewer use private insurance (14.3%) or employer provided insurance (9.9%). **Five and a half percent do not have health insurance.**

Just over 40% of respondents are eligible for Medicaid under SSI Section 1611 or 1619a. Approximately 21% of respondents are eligible for Medicaid under SSI Section 1619b.

KEY FINDINGS

Based on a diverse sample of people with disabilities, data gathered from this Consumer Survey support the goals of Nebraska’s Medicaid Infrastructure Grant by improving the state’s understanding of people with disabilities’ experience with work in Nebraska, and by identifying barriers to obtaining and maintaining employment.

- **There is a potential workforce in Nebraska.** Many respondents have a work history, which shows that they have job skills and understand how to participate in a workforce. In addition, 82% of respondents who are not currently working, want to work.
- Unfortunately, respondents who are working or have worked in the past have done so in a sporadic manner. This has resulted in **irregular work histories**, which may prove to be an additional barrier to employment.
- Data indicate that difficulty obtaining and maintaining employment is tied to maintaining one’s health and the nature of one’s disability at a particular point in time. For people who experience episodic disabilities or whose experience with disability changes over time, a short-term health problem or other particularly difficult circumstance can result in permanent loss of their jobs. **Employer flexibility may prove key for people with disabilities to maintain stable employment.**
- There are **additional barriers** Nebraska needs to consider. Approximately 72% of respondents identified fear of losing Medicaid and/or Medicare due to work. In addition, lack of access to transportation; need for better job supports; need for personal assistance services at home and at work; and help with looking for,

applying for, and interviewing for a job were identified as significant barriers to work.

- With respect to **job search-related barriers**, respondents noted difficulty in finding jobs that match their skills and that accommodate their disability (again, as related to the nature of one's disability at a particular point in time).
- **Almost 40% of respondents use personal assistance services.** Most rely on Medicaid to pay for these services. Their providers are most likely to be personal assistants (i.e., independent contractors) or a family member.
- **These data support the need to reform Medicaid policy to ensure that people with disabilities maintain their Medicaid coverage while increasing their earnings as a result of employment.** Most respondents use Medicaid to pay for their health care, including personal assistance services, an important work support. In addition, respondents are fearful of losing Medicaid due to increased earnings.

Appendix A. Frequency Distributions For All Variables

This section contains frequency tables for all variables, in order as they appear in the actual survey instrument.

I. DISABILITY

Q1. Please circle all the disability categories that apply to you: (n=337)*

	“Yes” responses	Percent**
Physical	229	68.0
Psychiatric/mental health	134	39.8
Sensory	58	17.2
Cognitive/intellectual	42	12.5

*Data are based on 463 total responses from 337 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 68.0% of respondents reported having a physical disability.

Q2. When did you begin to think of yourself as having a disability? (n=343)

	“Yes” responses	Percent
I was born with a disability	54	15.7
During my childhood (ages 0-11)	38	11.1
During my teen-age years (ages 12-19)	50	14.6
During my young adulthood (ages 20-39)	135	39.4
During my middle age (ages 40-55)	55	16.0
After I turned age 55	11	3.2
Total	343	100.0

Q3-5. Impact of disability (n=344)

	“Yes” responses	Percent
Q3. Has your disability prevented you from getting the education you would like?	152	44.2
Q4. Has your disability prevented you from getting the job you would like?	273	79.4
Q5. Has your disability made it hard for you to have and keep friends?	165	48.4

II. EMPLOYMENT

	“Yes” responses	Percent
Q6. Were you working for pay when you became disabled? (n=335)	184	54.9

If you were working for pay when you became disabled...

Q6-A. What was your job title? (n=146)

	n	Percent of total responses
Managerial and professional specialty	26	17.3
<i>Executive, administrative and managerial</i>	5	
<i>Professional specialty</i>	18	
<i>Other professional specialty occupations</i>	3	
Technical, sales, and administrative support	35	23.3
<i>Technicians and related support</i>	7	
<i>Sales occupations</i>	12	
<i>Administrative support, including clerical</i>	16	
Service occupations	28	18.7
<i>Protective service</i>	2	
<i>Service, except for private household and protective</i>	26	
Precision production, craft and repair	16	10.7
<i>Mechanics and repairers</i>	4	
<i>Construction trades</i>	9	
<i>Other precision production, craft, and repair</i>	3	
Operators, fabricators, and laborers	29	19.3
<i>Machine operators, assemblers, and inspectors</i>	10	
<i>Transportation and material moving occupations</i>	8	
<i>Handlers, equipment cleaners, helpers, and laborers</i>	11	
Farming, forestry and fishing	6	4.0
<i>Farm operators and managers</i>	1	
<i>Other farming, forestry, and fishing occupations</i>	5	
Unknown	10	6.7
Total	150	100.0

Q6-B. Were you working full-time or part-time? (n=188)

	“Yes” responses	Percent
Full-time	165	87.8
Part-time	23	12.2
Total	188	100.0

Q6-C. Which of the following best describes your past work experience? (n=187)

	“Yes” responses	Percent
I have always worked	23	12.3
I continued to work after I became disabled, but then stopped and started working again at least once since then	52	27.8
I stopped working after I became disabled and have not worked again	74	39.6
I stopped working after I became disabled, but started working again since then	38	20.3
Total	187	100.0

If you were NOT working for pay when you became disabled...

Q6-D. Which of the following best describes your past work experience? (n=129)

	“Yes” responses	Percent
I have never worked	13	10.1
I was not working when I became disabled, but I started working and then stopped working at least once since then	80	62.0
I was not working when I became disabled, but I started working afterwards and continue to work today	36	27.9
Total	129	100.0

Q7. Which of the following best describes your current employment status? (n=334)

	“Yes” responses	Percent
I am unemployed	146	43.7
I am working part-time	79	23.7
I am working full-time	38	11.4
I am participating in vocational rehabilitation	21	6.3
I am a full-time student or enrolled in job training	19	5.7
I am retired	17	5.1
I am a homemaker	14	4.2
Total	334	100.0

If you are NOT working right now...

	“Yes” responses	Percent
Q7-A. Have you worked in the last five years? (n=219)	106	48.4
Q7-B. Do you want to work? (n=210)	173	82.4

If you are currently working or have worked in the last five years...

Q8. What was the name of the company you work (worked) for?

Respondents listed a total of 184 different employers. A complete list of employers is not provided here for reasons of confidentiality.

Q9. What is (was) your occupation/job title?

	n	Percent of total responses
Managerial and professional specialty	10	5.4
<i>Executive, administrative and managerial</i>	2	
<i>Professional specialty</i>	2	
<i>Other professional specialty occupations</i>	6	
Technical, sales, and administrative support	59	31.7
<i>Technicians and related support</i>	4	
<i>Sales occupations</i>	33	
<i>Administrative support, including clerical</i>	22	
Service occupations	56	30.1
<i>Protective service</i>	1	
<i>Service, except for private household and protective</i>	55	
Precision production, craft and repair	9	4.8
<i>Mechanics and repairers</i>	1	
<i>Construction trades</i>	4	
<i>Other precision production, craft, and repair</i>	4	
Operators, fabricators, and laborers	29	15.6
<i>Machine operators, assemblers, and inspectors</i>	10	
<i>Transportation and material moving occupations</i>	11	
<i>Handlers, equipment cleaners, helpers, and laborers</i>	8	
Farming, forestry and fishing	3	1.6
<i>Farm operators and managers</i>	1	
<i>Other farming, forestry, and fishing occupations</i>	2	
Unknown	20	10.8
Total	186	100.0

Q10. Please list what you do (did) on a regular workday:

Responses to this question were duplications to responses to Q9 and so are not included in this report.

Q11. On average, how many hours a week do (did) you work? (n=212)

Average	30.32 hours
Range	4 to 88 hours
Std. Deviation	16.07

Q12. On average, how much money do (did) you make an hour? (n=185)

Average	\$8.79/hour
Range	\$1.87 to \$100.00
Std. Deviation	7.91

Q13. Are (were) you eligible to receive any employment benefits from your employer? (n=212)*

	“Yes” responses	Percent**
I don’t (didn’t) receive benefits	141	66.5
Paid holidays	58	27.4
Health insurance	57	26.9
Paid vacation	54	25.5
Paid sick leave	51	24.1
Retirement	43	20.3
Dental coverage	41	19.3
Vision coverage	31	14.6

*Data are based on 476 total responses from 212 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 66.5% of respondents reported not being eligible to receive any benefits from their employers.

	“Yes” responses	Percent
Q14. Is (was) this job part of a special project or workshop for people with disabilities? (n=215)	28	13.0
Q15. Does (did) your supervisor hire people without disabilities? (n=208)	190	91.3

Q16. How satisfied are (were) you with this job? (n=215)

	“Yes” responses	Percent
Very satisfied	84	39.1
Satisfied	96	44.7
Dissatisfied	23	10.7
Very dissatisfied	12	5.6
Total	215	100.0

If you are NOT working right now...

Q17. Why don't you have this job anymore? (n=95)

	n	Percent
Health/disability related	54	56.8%
Laid-off/fired	9	9.5%
Temporary/seasonal	7	7.4%
Job no longer available	5	5.3%
Conflict with management/co-workers	4	4.2%
Fear of loss of benefits	3	3.2%
Returned to school	3	3.2%
Moved	3	3.2%
Work schedule	2	2.1%
Other	5	5.3%
Total	95	100.0%

III. BARRIERS TO WORK

Q18. If you are employed or were to work, do you worry that you might lose government health care coverage (e.g., Medicaid or Medicare)? (n=342)

	"Yes" responses	Percent
Medicaid only	75	21.9
Medicare only	38	11.1
Both Medicaid and Medicare	133	38.9
No	51	14.9
I don't receive either Medicaid or Medicare	45	13.2
Total	342	100.0

Q19-21. If you are employed or were to work, do you worry that you might lose...

	"Yes" responses	Percent
Q19. ...housing assistance (e.g., Section 8)? (n=344)	92	26.7
Q20. ...food stamps? (n=343)	93	27.1
Q21. ...cash assistance (e.g., SSI and/or SSDI) (n=342)	225	65.8

Q22. Which of the following items do you need in order to work? (n=303)*

	“Yes” responses	Percent**
Transportation	204	67.3
Supports such as job coaching, family or peer support	145	47.9
Personal care aide at home	75	24.8
Personal care aide at work	40	13.2
Disability accommodations	30	9.9
Childcare	29	9.6
Education or training	11	3.6
Flexible scheduling	6	2.0
Benefits	4	1.3
Chore services support	2	0.7

*Data are based on 570 total responses from 303 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 67.3% of respondents reported needing “transportation” in order to work.

Q23. Which of the following job-search tasks are difficult for you? (n=258)*

	“Yes” responses	Percent**
Looking for a job	148	57.4
Applying for a job	147	57.0
Interviewing for a job	138	53.5
Getting to a job interview	118	45.7
Finding the right clothing for a job interview	79	30.6

*Data are based on 630 total responses from 258 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 57.4% of respondents reported having difficulty with “looking for a job.”

Q24. Please circle all statements that you believe apply to you: (n=312)

	“Yes” responses	Percent
I have had problems finding a job that matches my skills.	177	56.7
I have had trouble finding a job that can accommodate my disability.	158	50.6
I have had problems finding a job that I would be interested in having.	149	47.8
I have had trouble finding a job that pays enough.	136	43.6
There aren’t very many jobs in the area I live.	124	39.7
I have had trouble finding a work place where others accept my disability.	105	33.7
I have faced job discrimination when applying for a job.	97	31.1

*Data are based on 946 total responses from 312 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 56.7% of respondents reported having difficulty “finding a job that matches their skills.”

Q25. How supportive have your service coordinator/s (or caseworkers) been with respect to you working? (n=330)

	“Yes” responses	Percent
Very supportive	150	45.5
Somewhat supportive	63	19.1
Not supportive	26	7.9
I don’t have a service coordinator	91	27.6
Total	330	100.0

Q26. If you are not currently working, would you consider getting a job if you could continue to receive Medicaid? (n=286)

	n	Percent
Yes	164	57.3
No	37	12.9
I don’t receive Medicaid	85	29.7
Total	286	100.0

Q27. Have you ever turned down a job, turned down increased hours, or turned down salary raises because you feared losing Medicaid? (n=338)

	n	Percent
Yes	70	20.7
No	182	53.8
I don't receive Medicaid	86	25.4
Total	338	100.0

IV. PERSONAL ASSISTANCE SERVICES

Q28. For which of the following activities do you need personal assistance? (n=138)

	"Yes" responses	Percent
Bathing or showering	75	54.3
Dressing	69	50.0
Moving into or out of bed	51	37.0
Paying bills on time	50	36.2
Using the toilet	41	29.7
Grooming	37	26.8
Skin care	32	23.2
Keeping a daily schedule	32	23.2
Eating, food preparation/clean-up	18	13.0
Housekeeping/chore tasks	13	9.4
Other	8	5.8
Transportation	7	5.1
Shopping	2	1.4

*Data are based on 435 total responses from 138 individuals.

**Percents do not sum to 100% because respondents were asked to mark "all that apply." A correct interpretation of the first item is: 54.3% of respondents reported needing personal assistance with "bathing or showering."

Q29. Who provides your personal care needs? (n=138)

	"Yes" responses	Percent
Family	78	56.5
A certified Personal Care Aide (PCA)	51	37.0
Friends or neighbors	30	21.7
An uncertified Personal Care Aide (PCA)	29	21.0
A nurse	23	16.7
Other	6	4.3
Other medical professional	2	1.4

*Data are based on 219 total responses from 138 individuals.

**Percents do not sum to 100% because respondents were asked to mark "all that apply." A correct interpretation of the first item is: 56.5% of respondents reported that "family" provides their personal care needs.

Q30. Which of the following sources pays for your personal care assistance? (n=130)

	“Yes” responses	Percent
Medicaid	84	64.6
Personal funds	27	20.8
Other	13	10.0
Medicaid waiver	10	7.7
Private insurance	7	5.4
Medicare	5	3.8

*Data are based on 146 total responses from 130 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 64.6% of respondents reported that Medicaid pays for their personal care assistance.

V. DEMOGRAPHICS

Q31. How old are you? (n=339)

Average	42.6 years
Range	18 to 80 years
Std. Deviation	12.06

Q32. What is your gender? (n=342)

	“Yes” responses	Percent
Male	155	45.3
Female	187	54.7
Total	342	100.0

Q33. What is your race or ethnicity? (n=346)

	“Yes” responses	Percent
White	307	88.7
African American	19	5.5
Native American	8	2.3
Asian American	3	0.9
Hispanic/Latino	6	1.7
Other	6	1.7

*Data are based on 349 total responses from 346 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 88.7% of respondents claimed “white” race.

Q34. What is the highest level of formal education you've completed? (n=344)

	"Yes" responses	Percent
Less than high school	11	3.2
Some high school	16	4.7
High school diploma/GED	103	29.9
Some college	97	28.2
Associates Degree (AA)	46	13.4
Bachelors Degree (BA, BS)	37	10.8
Some graduate school	17	4.9
Graduate degree (MA, MS, PhD)	17	4.9
Total	344	100.0

Q35. Do you have any additional job training? (n=342)

	N	Percent
Yes-please describe	151	44.2

Job training described:

	"Yes" responses
Medical/health/dietary	28
Computers/electronics/technology	23
Other	18
Construction/trades	15
VR/workshops/Goodwill	15
Clerical/office	9
Business management	9
Truck driving	6
Auto mechanic	4
Food service	4
Sales	3
Factory/assembly work	2
Agriculture	2
Law enforcement	2
Education/child care/teaching	2
Military	2
Mechanical	1

Q36. What is your marital status? (n=343)

	“Yes” responses	Percent
Single, never married	133	38.8
Living together	11	3.2
Married	87	25.4
Separated	12	3.5
Divorced	86	25.1
Widowed	14	4.1
Total	343	100.0

Q37. Which of the following groups of people do you have meaningful social contact with at least once a month? (n=342)

	“Yes” responses	Percent
Family	317	92.7
Rehabilitation or medical professionals	219	64.0
Church or religious group	217	63.5
Social workers or caseworkers	189	55.3
Neighbors	188	55.0
Co-workers	152	44.4
Clubhouse or support group	134	39.2
School or education-related group	100	29.2
Gym, workout facility or rehabilitation center	78	22.8
Hobby group	66	19.3
Roommates	28	8.2
Friends	28	8.2
Other	18	5.3

*Data are based on 1,734 total responses from 342 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 92.7% of respondents reported that “family” is a group they have meaningful social interaction with.

Q38. How many close friends do you have (people you feel at ease with, can talk to about private matters, and can call on for help)? (n=326)

Average	5 people
Range	0 to 50 people
Std. Deviation	6.08

Q39. How many relatives and family members (including those you live with) do you have that you feel close to? (n=321)

Average	6 people
Range	0 to 60 people
Std. Deviation	6.57

Q40. How many of these friends and relatives do you see or talk to at least once a week? (n=325)

Average	5 people
Range	0 to 35 people
Std. Deviation	4.92

Q41. Please list the number of children in your household that are under age 19: (n=340)

Average	0.52 children
Range	0 to 4 children
Std. Deviation	0.96

Q42. How would you describe your health? (n=342)

	“Yes” responses	Percent
Excellent	43	12.6
Very good	60	17.5
Good	116	33.9
Fair	79	23.1
Poor	44	12.9
Total	342	100.0

Q43. Do you have any chronic health problems? (n=312)

	“Yes” responses	Percent
Mental health problems (e.g., depression)	148	47.4
Chronic pain	126	40.4
Overweight	82	26.3
Stomach problems	81	26.0
Nervous system	74	23.7
Paralysis	67	21.5
Heart problems	57	18.3
Chronic infections	42	13.5
Diabetes	39	12.5
Other	128	41.0

*Data are based on 864 total responses from 312 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 47.4% of respondents reported experiencing mental health problems.

Q44. What kind of health insurance do you have? (n=343)

	“Yes” responses	Percent
Medicaid	231	67.3
Medicare	176	51.3
Private	49	14.3
Employer provided insurance	34	9.9
I don’t have any health insurance	19	5.5
V.A.	9	2.6
Other	8	2.3
CHAMPUS	1	0.3

*Data are based on 527 total responses from 343 individuals.

**Percents do not sum to 100% because respondents were asked to mark “all that apply.” A correct interpretation of the first item is: 67.3% of respondents reported having Medicaid health insurance.

Q45-46. SSI and Medicaid Eligibility

	“Yes” responses	Percent
Q45. Are you eligible for Medicaid under SSI Section 1611 or 1619a? (n=335)	145	43.3
Q46. Are you eligible for Medicaid under SSI Section 1619b? (n=332)	70	21.1

Q47. Which of the following categories describes your total annual household income?
Please estimate all sources of income from all family members. (n=331)

	“Yes” responses	Percent
\$7500 or less	124	37.5
\$7501 to \$15,000	108	32.6
\$15,001 to \$25,000	43	13.0
\$25,001 to \$35,000	29	8.8
\$35,001 to \$50,000	16	4.8
\$50,001 or more	11	3.3
Total	331	100.0

Q48. Please circle the Health and Human Service System service area you live in:
(n=344)

	“Yes” responses	Percent
Eastern	125	36.3
Southeast	66	19.2
Northern	47	13.7
Western	44	12.8
Central	54	15.7
Southwest	8	2.3
Total	344	100.0

Appendix B. Frequency Distributions By Disability Type For Select Variables

The following tables show the relationship between disability type and various other variables. These calculations are limited to cases where respondents selected only one disability type, decreasing the sample size. Additional analysis on disability types as subgroups was not conducted due to the very small size of some subgroups.

Relationship between disability type (Q1) and employment at disability onset (Q6).

Q6. Were you working for pay when you became disabled? (n=204)

		Cognitive/ intellectual	Physical	Psychiatric/ Mental health	Sensory	Total
Were you working for pay when you became disabled?	Yes	1	84	33	0	118
	No	7	44	23	12	86
	Total	8	128	56	12	204

One of the eight (12.5%) people who selected only “cognitive/intellectual” was working for pay when he/she became disabled. Eighty-four of the 128 (65.6%) people who selected only “physical” were working for pay when they became disabled. Thirty-three of the 56 (59.0%) people who selected only “psychiatric/mental health” were working for pay when they became disabled. None of the 12 (0%) people who selected only “sensory” was working for pay when becoming disabled.

Relationship between disability type (Q1) and employment status (Q7).

Q7. Which of the following best describes your current employment status? (n=203)

	Cognitive/ intellectual	Physical	Psychiatric/ Mental health	Sensory	Total
Working full-time	1	16	4	6	27
Working part-time	2	28	16	3	49
Unemployed	3	57	23	4	87
Retired	0	3	2	0	5
Homemaker	1	10	1	0	12
Full-time student or enrolled in job training	1	6	4	0	11
Participating in vocational rehab	0	6	6	0	12
Total	8	126	56	13	203

With the notable exception of people who reported experiencing “sensory” disability, within disability type subgroups, respondents were also most likely to report being unemployed. People who reported “sensory,” however, were most likely to be working full-time (6 out of 11=54.5%).

Relationship between disability type (Q1) and fear of losing Medicaid/Medicare (Q18).

Q18. If you are employed or were to work, do you worry that you might lose government health care coverage (e.g., Medicaid or Medicare)? (n=207)

	Cognitive/ intellectual	Physical	Psychiatric/ Mental health	Sensory	Total
Yes, Medicaid	2	28	14	1	45
Yes, Medicare	0	14	5	1	20
Yes, both Medicaid and Medicare	3	44	28	4	79
No	2	21	6	3	32
I don't receive either Medicaid or Medicare	1	22	4	4	31
Total	8	129	57	13	207

Two of the eight (25.0%) people who selected only “cognitive/intellectual” fear losing health care coverage. Twenty-eight of the 129 (21.7%) people who selected only “physical” fear losing health care coverage. Fourteen of the 57 (24.6%) people who selected only “psychiatric/mental health” fear losing health care coverage. One of the 13 (7.7%) people who selected only “sensory” fears losing health care coverage.

Relationship between disability type (Q1) and barriers to work (Q26, Q27).

Q26. If you are not currently working, would you consider getting a job if you could continue to receive Medicaid?

	Cognitive/ intellectual	Physical	Psychiatric/ Mental health	Sensory	Total
Yes	3	66	32	4	105
No	1	11	5	0	17
I don't receive either Medicaid	3	34	12	6	55
Total	7	111	49	10	177

Three of the seven (42.9%) people who selected only “cognitive/intellectual” would consider getting a job if they could continue to receive Medicaid. Sixty-six of the 111 (59.5%) people who selected only “physical” would consider getting a job if they could continue to receive Medicaid. Thirty-two of the 49 (65.3%) people who selected only “psychiatric/mental health” would consider getting a job if they could continue to receive Medicaid. Four of the 10 (40.0%) people who selected only “sensory” would consider getting a job if they could continue to receive Medicaid .

Q27. Have you ever turned down a job, turned down increased hours, or turned down salary raises because you feared losing Medicaid?

	Cognitive/ intellectual	Physical	Psychiatric/ Mental health	Sensory	Total
Yes	0	19	21	1	41
No	6	70	27	5	108
I don't receive either Medicaid	2	38	10	7	57
Total	8	127	58	13	206

None of the eight (0%) people who selected only “cognitive/intellectual” limited work because they feared losing Medicaid. Nineteen of the 127 (15%) people who selected only “physical” limited work because of they feared losing Medicaid. Twenty-one of the 58 (36.2%) people who selected only “psychiatric/mental health” limited work because they feared losing Medicaid. One of the 13 (7.7%) people who selected only “sensory” limited work because he/she feared losing Medicaid.

Appendix C. Consumer Survey Instrument

Survey of Disability and Employment in Nebraska

FALL 2001

MEDICAID INFRASTRUCTURE GRANT
Department of Health and Human Services
301 Centennial Mall South, 5th Floor
PO Box 95044
Lincoln, NE 68508-9954

LEAGUE OF HUMAN DIGNITY
1701 P Street
Lincoln, NE 68508

PUBLIC POLICY CENTER
University of Nebraska
121 S. 13th Street, Suite 303
Lincoln, NE 68588-0228

This project is funded through a Ticket to Work and Work Incentives Improvement Act (1999) Medicaid Infrastructure Grant, which was awarded to the Nebraska Health and Human Services System in 2000 and 2001.

BACKGROUND

The State of Nebraska has received grant funds from the federal government to direct a five-year study of Nebraska's Medicaid program serving persons with disabilities who work, or want to work, in competitive work settings.

This survey is an activity of a Statewide Consumer Network, which is being developed by the League of Human Dignity. The survey will help Nebraska identify barriers and supports for employment for persons with disabilities.

Other major grant activities include:

- 1) Developing a Statewide Consumer Network
- 2) Improving the Buy-In for the Working Disabled program
- 3) Improving personal care services in Nebraska
- 4) Improving services for youth transitioning to work
- 5) Improving integration of existing employment services

**THANK YOU FOR TAKING THE TIME
TO ANSWER THE FOLLOWING
QUESTIONS!**

PLEASE CIRCLE THE BEST ANSWER FOR EACH QUESTION
I. DISABILITY

Q1. Please circle all the disability categories that apply to you:

- 1...Cognitive/intellectual (e.g., mental retardation or other developmental disability)
- 2...Physical
- 3...Psychiatric/mental health
- 4...Sensory (e.g., low vision, hard of hearing)
- 5...Other-please describe _____

Q2. When did you begin to think of yourself as having a disability?

- 1...I was born with a disability
- 2...During my childhood (ages 0-11)
- 3...During my teen-age years (ages 12-19)
- 4...During my young adulthood (ages 20-39)
- 5...During middle age (ages 40-55)
- 6...After I turned age 55

Q3. Has your disability prevented you from getting the education you would like?

- 1...Yes
- 2...No

Q4. Has your disability prevented you from getting the job you would like?

- 1...Yes
- 2...No

Q5. Has your disability made it hard for you to have and keep friends?

- 1...Yes
- 2...No

II. EMPLOYMENT

Q6. Were you working for pay when you became disabled?

- 1...Yes *[GO TO QUESTION 6-A]*
- 2...No *[SKIP TO QUESTION 6-D]*

IF YES TO Q6:

Q6-A. What was your job title?

Q6-B. Were you working full-time or part-time?

- 1...Full-time
- 2...Part-time

Q6-C. Which of the following best describes your past work experience?

- 1...I have always worked
- 2...I CONTINUED TO WORK AFTER I BECAME DISABLED, BUT STOPPED AND STARTED WORKING AGAIN AT LEAST ONCE SINCE THEN**
- 3...I stopped working after I became disabled and have not worked again
- 4...I stopped working after I became disabled, but started working again since then

IF NO TO Q6:

Q6-D. Which of the following best describes your past work experience?

- 1...I have never worked
- 2...I WAS NOT WORKING WHEN I BECAME DISABLED, BUT I STARTED WORKING AND THEN STOPPED WORKING AT LEAST ONCE SINCE THEN**
- 3...I was not working when I became disabled, but I started working afterwards and continue to work today

Q7. Which of the following best describes your current employment status?

- 1...I am working full-time
- 2...I am working part-time
- 3...I am unemployed
- 4...I am retired
- 5...I am a homemaker
- 6...I am a full-time student or enrolled in job training
- 7...I am participating in vocational rehabilitation

IF you are NOT working right now –

Q7-A. Have you worked in the last five years?

- 1...Yes
- 2...No

Q7-B. Do you want to work?

- 1...Yes
- 2...No

IF YOU HAVE NOT WORKED ANYWHERE IN THE LAST FIVE YEARS, SKIP TO Q18 IN SECTION III. BARRIERS TO WORK

The next series of questions refers to the job you have right now or the last job you had. If you have more than one job, answer these questions for the job you think of as your main job.

Q8. What is the name of the company you work (worked) for?

Q9. What is (was) your occupation/job title? _____

Q10. Please list what you do (did) for your job on a regular workday:

Q11. On average, how many hours a week do (did) you work? _____

Q12. On average, how much money do (did) you make an hour? _____

Q13. Are (were) you eligible to receive any employment benefits from your employer? *[CIRCLE ALL THAT APPLY]*

- 1...Health insurance
- 2...Dental coverage
- 3...Vision coverage
- 4...Paid vacation
- 5...Paid holidays
- 6...Paid sick leave
- 7...Retirement
- 8...I don't (didn't) receive benefits

Q14. Is (was) this job part of a special project or workshop for people with disabilities?

- 1...Yes
- 2...No

Q15. Does (did) your supervisor hire people without disabilities?

- 1...Yes
- 2...No

Q16. How satisfied are (were) you with this job?

- 1...Very satisfied
- 2...Satisfied
- 3...Dissatisfied
- 4...Very dissatisfied

IF you are NOT working right now –

Q17. Why don't you have this job anymore? _____

EVERYONE SHOULD ANSWER THE FOLLOWING QUESTIONS

III. BARRIERS TO WORK

Q18. If you are employed or were to work, do you worry that you might lose government health care coverage (e.g., Medicaid or Medicare)?

- 1...Yes, Medicaid
- 2...Yes, Medicare
- 3...Yes, both Medicaid and Medicare
- 4...No
- 5...I don't receive either Medicaid or Medicare

Q19. If you are employed or were to work, do you worry that you might lose housing assistance (e.g., Section 8)?

- 1...Yes
- 2...No
- 3...I don't receive housing assistance

Q20. If you are employed or were to work, do you worry that you might lose food stamps?

- 1...Yes
- 2...No
- 3...I don't use food stamps

Q21. If you are employed or were to work, do you worry about losing cash assistance (e.g., SSI and/or SSDI)?

- 1...Yes
- 2...No
- 3...I don't receive any cash assistance

Q22. Which of the following items do you need in order to work?

[CIRCLE ALL THAT APPLY]

- 1...Transportation
- 2...Personal care aide at *home*
- 3...Personal care aide at *work*
- 4...Childcare
- 5...Supports such as job coaching, family or peer support
- 6...Other-please describe _____

Q23. Which of the following job-search tasks are difficult for you?

[CIRCLE ALL THAT APPLY]

- 1...Looking for a job
- 2...Applying for a job (e.g., filling out an application, creating a resume, etc.)
- 3...Finding the right clothing for a job interview
- 4...Getting to a job interview
- 5...Interviewing for a job

Q24. Please circle ALL statements that you believe apply to you:

- 1...There aren't very many jobs in the area I live.
- 2...I have had problems finding a job that matches my skills.
- 3...I have had problems finding a job that I would be interested in having.
- 4...I have had trouble finding a job that can accommodate my disability.
- 5...I have had trouble finding a work place where others accept my disability.
- 6...I have had trouble finding a job that pays enough.
- 7...I have faced job discrimination when applying for a job.

Q25. How supportive have your service coordinator/s (or caseworker/s) been with respect to you working?

- 1...Very supportive
- 2...Somewhat supportive
- 3...Not supportive
- 4...I don't have a service coordinator (or caseworker)

Q26. If you are not currently working, would you consider getting a job if you could continue to receive Medicaid?

- 1...Yes
- 2...No
- 3...I don't receive Medicaid

Q27. Have you ever turned down a job, turned down increased hours, or turned down salary raises because you feared losing Medicaid?

- 1...Yes
- 2...No
- 3...I don't receive Medicaid

IV. PERSONAL CARE ASSISTANCE

**IF YOU DON'T NEED PERSONAL CARE, PLEASE
SKIP TO Q31 IN SECTION V. DEMOGRAPHICS**

Q28. For which of the following activities do you need personal assistance?
[CIRCLE ALL THAT APPLY]

- 1...Feeding
- 2...Bathing or showering
- 3...Dressing
- 4...Moving into or out of bed
- 5...Grooming
- 6...Skin care
- 7...Using the toilet
- 8...Keeping a daily schedule
- 9...Paying bills on time
- 10...Other-please describe_____

Q29. Who provides your personal care needs?
[CIRCLE ALL THAT APPLY]

- 1...Family (e.g., spouse, child, parent, etc.)
- 2...Friends or neighbors
- 3...A certified Personal Care Assistant (PCA)
- 4...An uncertified Personal Care Assistant (PCA)
- 5...A nurse
- 6...Other-please describe_____

Q30. Which of the following sources pays for your personal care assistance?
[CIRCLE ALL THAT APPLY]

- 1...Personal funds
- 2...Private insurance
- 3...Medicaid
- 4...Other-please describe_____

EVERYONE SHOULD ANSWER THE FOLLOWING QUESTIONS

V. DEMOGRAPHICS

Q31. How old are you? _____

Q32. What is your gender?

1...Male

2...Female

Q33. What is your race or ethnicity?

[CIRCLE ALL THAT APPLY]

1...White

2...African American

3...Native American

4...Asian American

5...Hispanic/Latino

6...Other-please describe _____

Q34. What is the highest level of formal education you've completed?

1...Less than high school

2...Some high school

3...High school diploma/GED

4...Some college

5...Associates Degree (AA)

6...Bachelors Degree (BA, BS)

7...Some graduate school

8...Graduate degree (MA, MS, PhD)

Q35. Do you have any additional job training?

1...Yes-please describe _____

2...No

Q36. What is your marital status?

- 1...Single, never married
- 2...Living together
- 3...Married
- 4...Separated
- 5...Divorced
- 6...Widowed

Q37. Which of the following groups of people do you have meaningful social contact with at least once a month?

[CIRCLE ALL THAT APPLY]

- 1...Family
- 2...Neighbors
- 3...Church or religious group
- 4...Gym, workout facility or rehabilitation center
- 5...Co-workers
- 6...School or education-related group
- 7...Rehabilitation or medical professionals
- 8...Social workers or caseworkers
- 9...Clubhouse or support group
- 10...Hobby group
- 11...Roommates
- 12...Other-please describe _____

Q38. How many close friends do you have (people you feel at ease with, can talk to about private matters, and can call on for help)?

Q39. How many relatives and family members (including those you live with) do you have that you feel close to? _____

Q40. How many of these friends and relatives do you see or talk to at least once a week? _____

Q41. Please list the number of children in your household that are under age 19: _____

Q42. How would you describe your health?

- 1...Excellent
- 2...Very good
- 3...Good
- 4...Fair
- 5...Poor

Q43. Do you have any chronic health problems?

[CIRCLE ALL THAT APPLY]

- 1...Heart problems
- 2...Paralysis
- 3...Chronic infections
- 4...Chronic pain
- 5...Stomach problems
- 6...Nervous system
- 7...Seizures
- 8...Liver disease
- 9...Overweight
- 10...Mental health problems (e.g., depression)
- 11...Drug or alcohol abuse
- 12...Other-please specify _____

Q44. What kind of health insurance do you have?

[CIRCLE ALL THAT APPLY]

- 1...Medicaid
- 2...Private
- 3...Employer provided insurance
- 4...Medicare
- 5...CHAMPUS
- 6...V.A.
- 7...Other-please describe _____
- 8...I don't have any health insurance

Q45. Are you eligible for Medicaid under SSI Section 1611 or 1619a (i.e., you receive a SSI check and Medicaid)?

- 1...Yes
- 2...No
- 3...I don't know

Q46. Are you eligible for Medicaid under SSI Section 1619b (i.e., you receive only Medicaid)?

- 1...Yes
- 2...No
- 3...I don't know

Q47. Which of the following categories describes your total annual household income? Please estimate all sources of income from all family members.

- 1...\$7,500 or less
- 2...\$7,501 to \$15,000
- 3...\$15,001 to \$25,000
- 4...\$25,001 to \$35,000
- 5...\$35,001 to \$50,000
- 6...\$50,001 or more

Q48. Please circle the Health and Human Service System service area you live in:

- 1...Eastern (Douglas and Sarpy counties, including Omaha)
- 2...Southeast (Lincoln and surrounding communities)
- 3...Northern (including Norfolk, Valentine)
- 4...Western (including Scottsbluff, Chadron, Sidney)
- 5...Central (including Grand Island, Kearney)
- 6...Southwest (including Ogallala, North Platte)

**THANK YOU FOR YOUR TIME AND
COOPERATION!**