

Work At A Glance

Data From Background Information

- This information provided by agencies prior to visit (61.54% from case managers or service coordinators)
- In 2008, PAL substantially changed the employment questions

- Day programs and work for people averaged and rated for years 2005 through 2008, from highest to lowest:
 - Non-vocational, home and facility: 41.51% average -Vocational, facility based: 39.33% average
 - Group employment: 16.06% average -Volunteer, facility based: 9.05% average
 - Independent supported employment: 8.13% average -Competitive employment: 5.88% average
 - Volunteer, home based: 4.16% average -Don't know, no response, unclear response: 4.03% average

Data From Visits

•Top 5 non paid day activities people said they are doing in 2008 are:

- Community outings- 99.12% -Arts & Crafts- 54.87%
- Educational opportunities, classes- 35.40% -Volunteers- 30.97% -Errands- 29.20%

•When asked, do you like your job/day program? The 4 year average was:

- Yes: 82.82% -In between: 6.68% -No: 2.84% -Don't know, no response, unclear response: 1.45% -N/A, no job or day program: 6.21%

•When asked, do you want to work (go) some place else? The 4 year average was:

- Yes: 24.45% -No: 63.12% -Never been explained/offered: 0.20%
- Don't know, no response, unclear response: 6.01% -N/A, no job or day program: 6.21%

•When asked, do you want to do something different where you work (go to) now? The 4 year average was:

- Yes: 18.24% -No: 67.94% -Never been explained/offered: 0.59%
- Don't know, no response, unclear response: 7.01% -N/A, no job or day program: 6.21%

•When asked, are you ever afraid or scared at your job/day program? The 4 year average was:

- Yes: 3.17% -Sometimes: 6.28% -No: 81.63% -Don't know, no response, unclear response: 2.71% -N/A, no job or day program: 6.21%

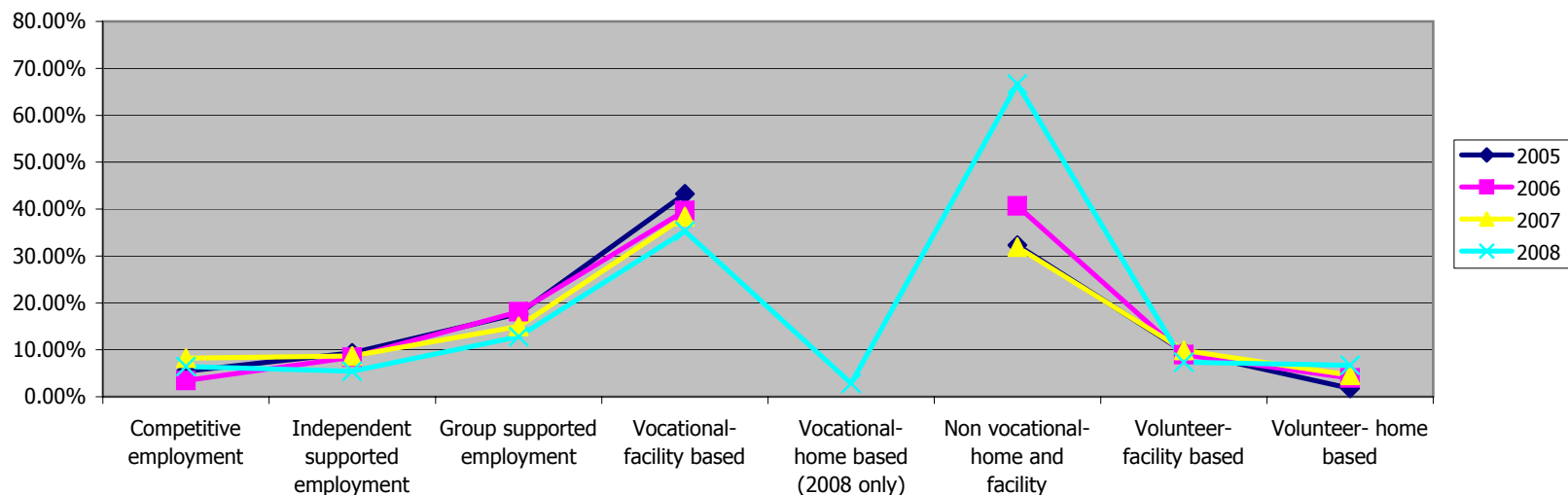
•Who takes paycheck or stipend check to the bank? Average of 3 years (2005-2007):

- Person: 25.40% -Family/staff: 35.80%

Types of Work & Day Activities People Participate In

What other paid supports and services does this person currently receive?

(multiple responses possible)



Comments:

- Competitive Employment has had some minor ups & downs over 2005-08, with an average of 5.57% of the people visited working in the community without supports.

- Comparison of averages of type of employment from years:

	2000-2004	2005-2008	
Supported Employment	30.60%	6.31%	
Group Employment	14.70%	12.47%	
Facility Based Employment	50.00%	30.54%	
Non-vocational day support	27.40%	45.64%	(Includes non vocational home & facility and volunteer)

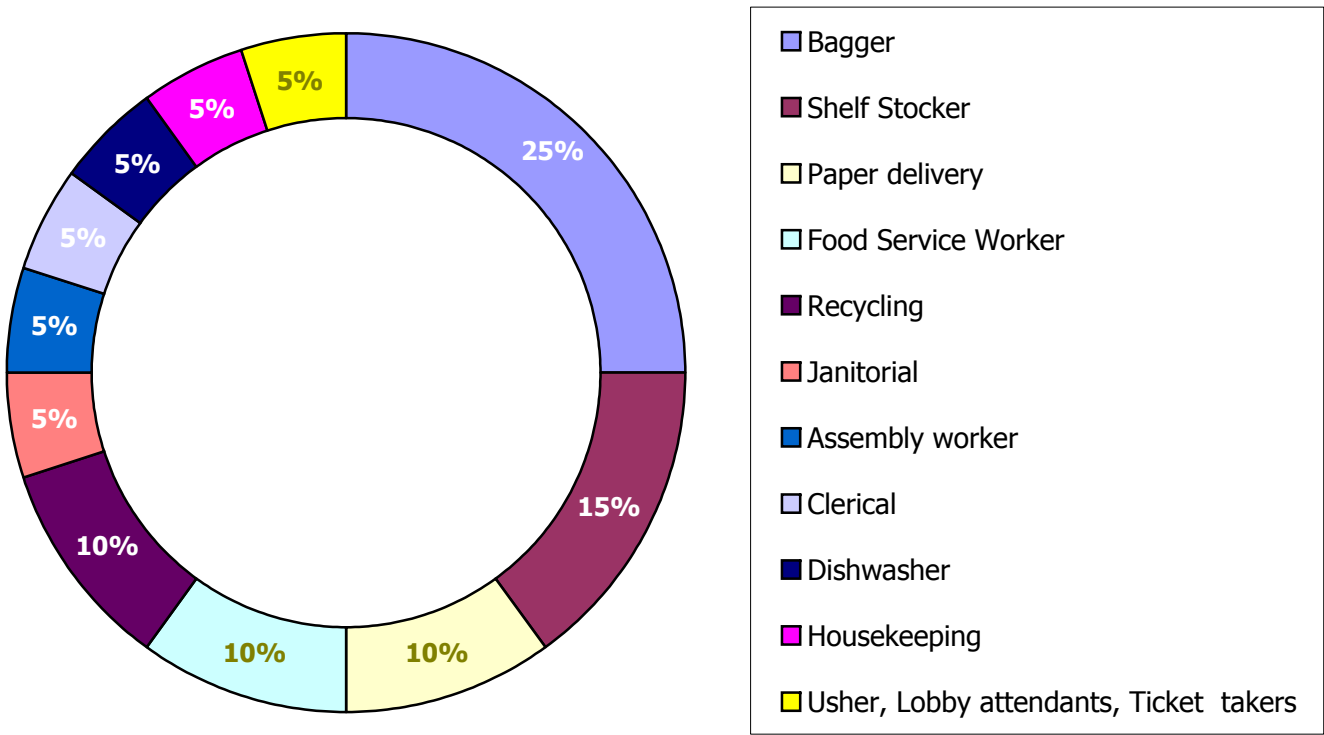
- It is clear that people work substantially less and earn less because non vocational day programs are on the increase.

- Our visitors feel many people we visit have not had the chance to explore other work opportunities.

Competitive Employment

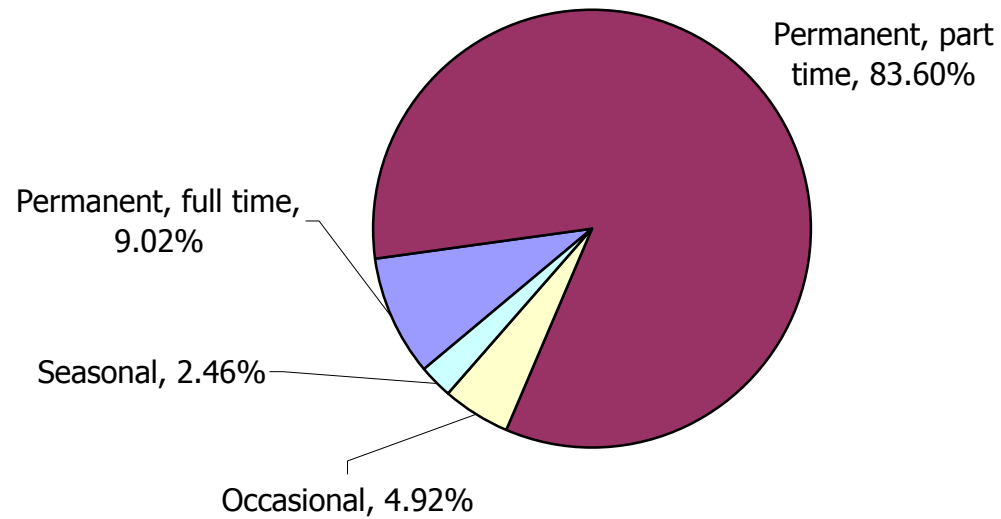
In 2008, if a person is competitively employed, how many hours per week do they work? Average- 14 hours per week.

What is their job title (2008 competitive employment only)



Supported Employment

If this person receives supported employment, how would you describe their work?



If this person receives supported employment, how many hours per week do they work?

	2005	2006	2007	2008	4 Year Average
	#	#	#	#	#
Average hours per week	15.9	14.5	13.8	12.96	14.29

Supported Employment- Continued

What is their job title? (supported employment)

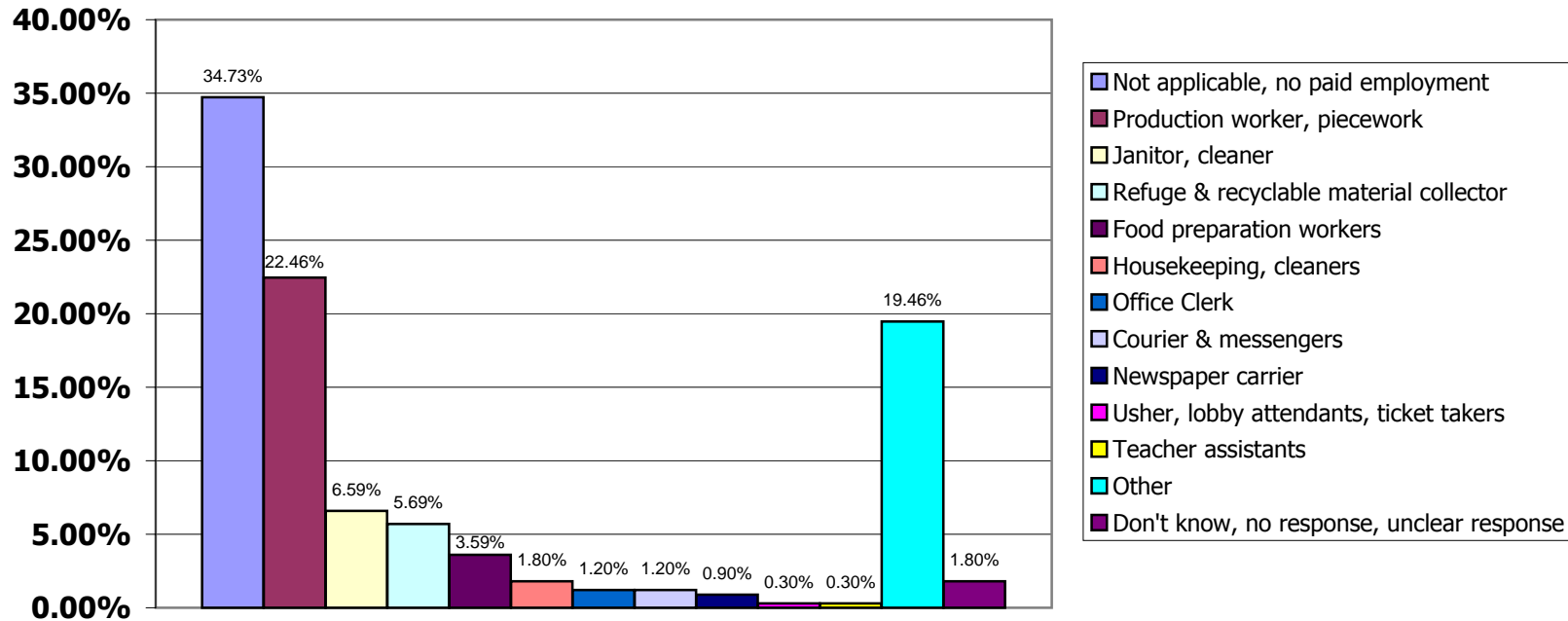
	2005		2006		2007		2008		4 Year Average	
	#	%	#	%	#	%	#	%	#	%
Janitorial, maintenance	19	17.76%	21	19.09%	22	22.45%	8	14.04%		18.82%
Assembly worker	8	7.48%	6	5.45%	5	5.10%	4	7.02%		6.18%
Mess Attendant	7	6.54%	9	8.18%	4	4.08%	0	0.00%		5.38%
Dishwasher	6	5.61%	4	3.64%	3	3.06%	0	0.00%		3.49%
Kitchen staff, Food Service Worker	6	5.61%	3	2.73%	4	4.08%	4	7.02%		4.57%
Clerical	5	4.67%	6	5.45%	12	12.24%	5	8.77%		7.53%
Bagger	5	4.67%	5	4.55%	4	4.08%	2	3.51%		4.30%
Paper delivery	4	3.74%	5	4.55%	5	5.10%	1	1.75%		4.03%
Landscaping	3	2.80%	3	2.73%	2	2.04%	1	1.75%		2.42%
Laundry attendant	2	1.87%	5	4.55%	1	1.02%	2	3.51%		2.69%
Daycare	2	1.87%	2	1.82%	3	3.06%	0	0.00%		1.88%
Housekeeping	2	1.87%	2	1.82%	2	2.04%	3	5.26%		2.42%
Shelf Stocker	2	1.87%	2	1.82%	2	2.04%	2	3.51%		2.15%
Artist	2	1.87%	2	1.82%	0	0.00%	5	8.77%		2.42%
All around help	2	1.87%	1	0.91%	0	0.00%	0	0.00%		0.81%
Varies/day	2	1.87%	0	0.00%	0	0.00%	0	0.00%		0.54%
Greenhouse laborer	2	1.87%	0	0.00%	0	0.00%	1	1.75%		0.81%
Recycling	1	0.93%	1	0.91%	2	2.04%	4	7.02%		2.15%
Dog walking	1	0.93%	1	0.91%	0	0.00%	6	10.53%		2.15%
Delivery	0	0.00%	0	0.00%	2	2.04%	1	1.75%		0.81%
Teacher's assistant	0	0.00%	0	0.00%	2	2.04%	0	0.00%		0.54%
RHD	0	0.00%	0	0.00%	2	2.04%	0	0.00%		0.54%
Don't know	11	10.28%	12	10.91%	7	7.14%	0	0.00%		8.06%
Other	15	14.02%	20	18.18%	14	14.29%	8	14.04%		15.32%
Total	107	100%	110	100%	98	100%	57	100%		100%

Comments:

- Steady decline in full-time supported employment:
2003-16% 2008- 7.02%
- Significant increase in permanent part-time supported employment:
2003- 60% 2004- 4.2% 2005- 80.77% 2006- 84.11% 2007-90.82% 2008-75.44%
- 4 year average of hours per week of supported employment- 14.29 hours
- 4 year average of top 6 jobs in supported employment:
 1. Janitorial/maintenance- 18.82% (70)
 2. Clerical- 7.53% (28)
 3. Assembly- 6.18% (23)
 4. Mess Attendant- 5.38% (20)
 5. Kitchen staff, food service worker- 4.57% (17)
 6. Bagger- 4.30% (16)
- The Naval Base is a strong employer of people visited with supported employment.
- The types of employment that have increased for the people we visited over 4 years are dog walking, recycling, housekeeping, and artists being paid for their works.

Types of Jobs People Are Doing

2008 only- What is your job? What do you do to earn money? (multiple responses possible)



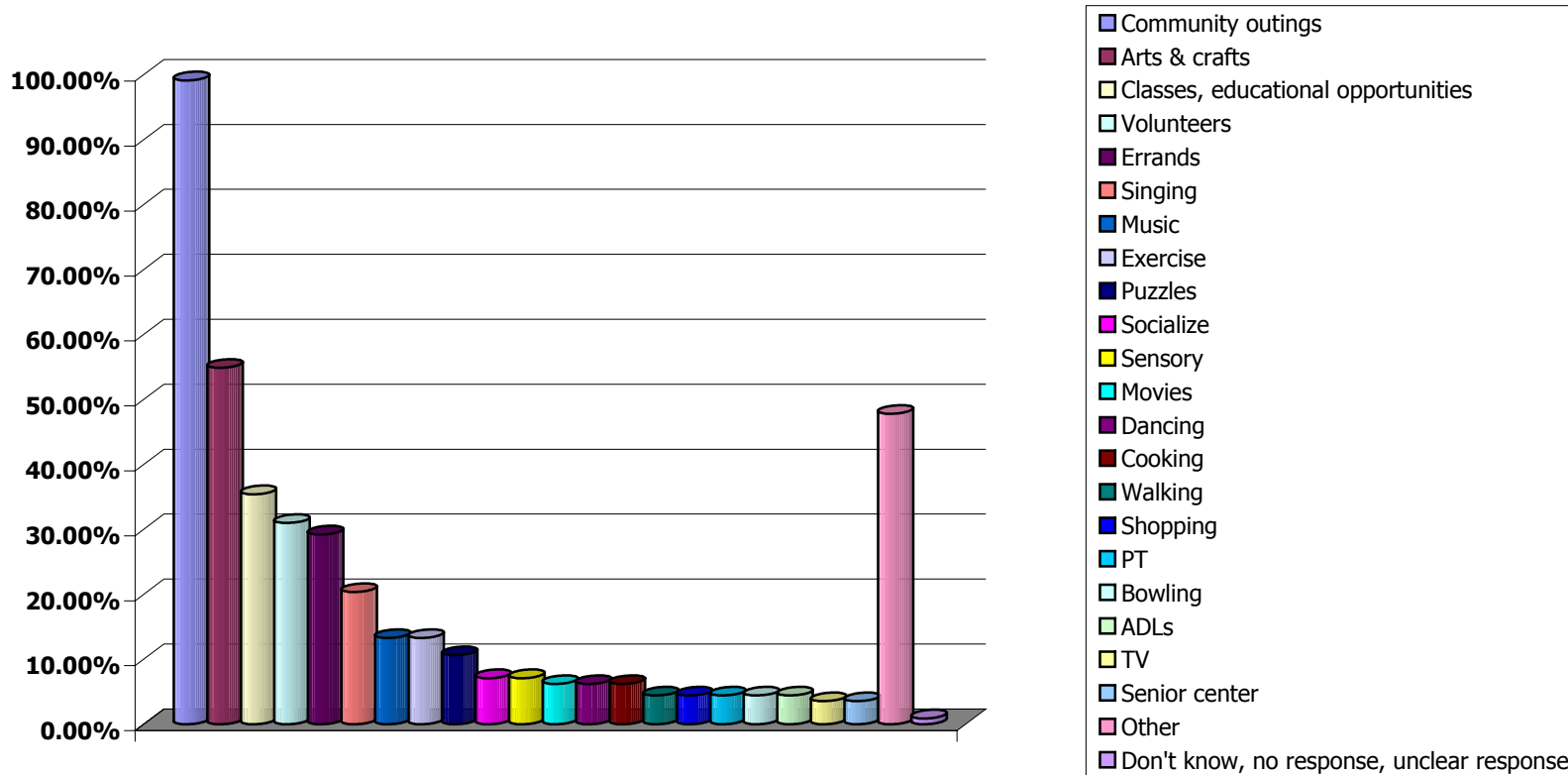
Comments:

- These responses represent all types of paid employment, competitive and supportive employment.
- There has been a sincere effort put into finding more individualized jobs for people by various support agencies, including dog walker, snack businesses, artists selling their works, shredding etc.
- The Newport Naval base has provided people with supported employment opportunities and their earnings increase as job performance increases. •People seem satisfied and they earn competitive wages.
 - Artists selling their work has not only helped people earn money but has improved people's lives by creating opportunities for them to do what they love and expand their community.
 - Top Drawer Art Studio, RHD, The Artist Exchange and Galchi Jewelry are examples of agency art programs.
- The Artist Exchange has provided opportunities for art, acting and teaching. One woman started expressing herself through art. She helped teach children who came into the Artist Exchange for art classes and now goes to a school to teach crafts at an after school program!
- Although there is effort in finding or expanding individualized jobs, the lack of jobs overall continues to be problem for people.
 - People want to earn more money and be proud of their job.
 - Many people have not worked anywhere else, so they don't know what the possibilities are.

-Expertise is needed to assist individuals in finding satisfying community employment.

If Not Working, What are People Doing During the Day? 2008 Only

If no paid work, what activities do you do during the day?
(113 respondents with unpaid employment, multiple responses possible)



Other answers include hiking, computer, reading, and other single answers

Comments:

•Top 5 non paid day activities in 2008 are:

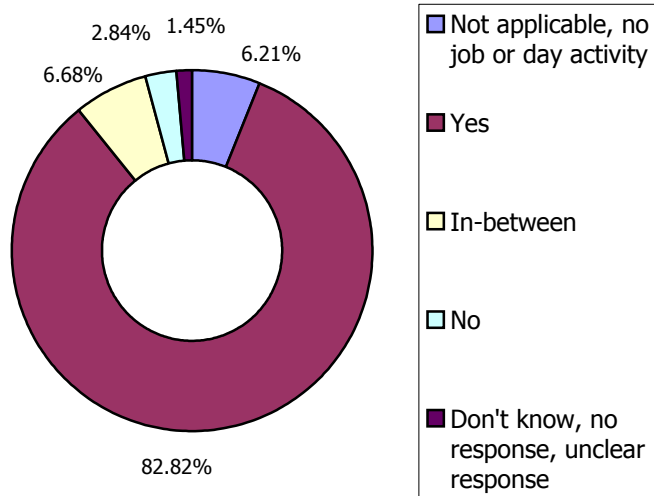
1. Community outings- 23.73%
2. Arts & Crafts- 13.14%
3. Classes, educational opportunities- 8.47%
4. Volunteers- 7.42%
5. Errands- 6.99%

•In the background information, there were 252 entries for people having non-vocational home/facility and volunteer day programs. In the data from visits, there were 586 entries of activities done. Though the data does not truly correlate, it does give credence to what our visitor's witness; many people are often unengaged at home and in workshops.

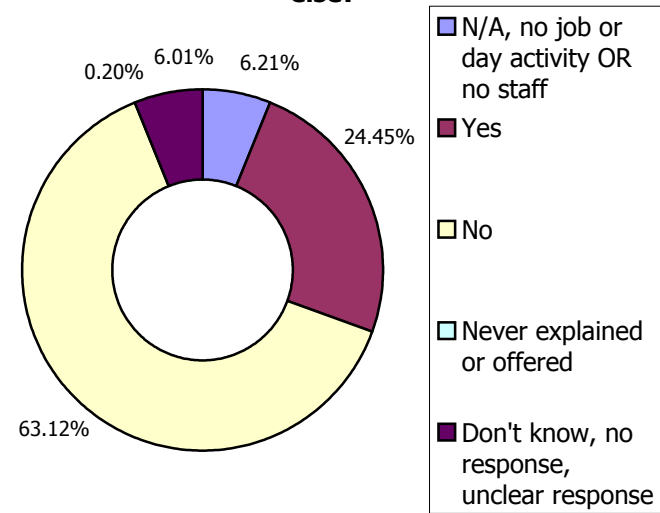
•Is it the shortage of staff, the lack of resources to provide opportunities, not having enough creative planning tools that get better information about what a person's passion is, the need for training and knowledge for staff, to help people define what is important to them....?

Satisfaction of Job/Day Program

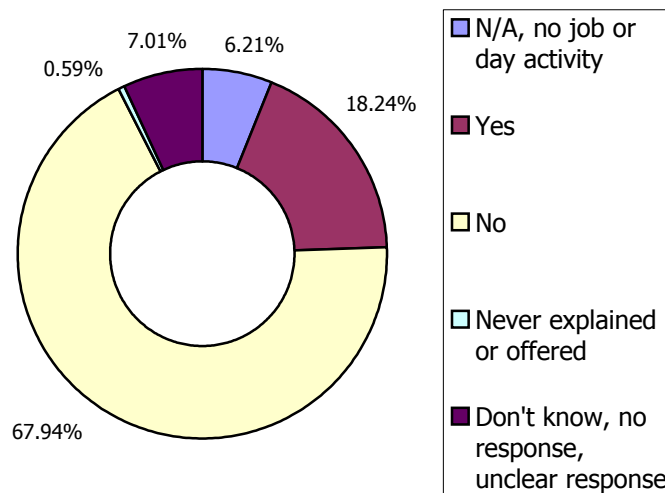
Do you like working (going) there?



Do you want to work (go) somewhere else?

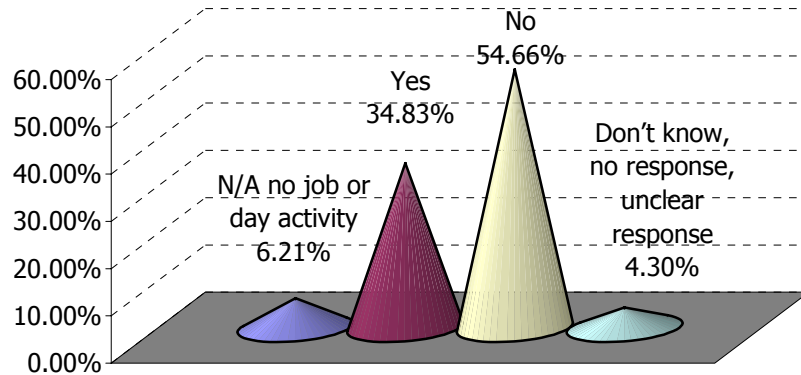


Do you want to do something different where you work (spend your day) now?



Satisfaction of Job/Day Program (continued)

Are there any changes you want to make at _____?



If yes, what would you like to change about it?
(multiple responses possible)

More money	25.05%
Wants a community job	9.30%
More hours	5.50%
No work at workshop	3.98%
Other work/duties at current job	5.12%
Bored at the workshop	7.40%
Co-worker problems	21.44%
Environmental concerns, e.g. noise, space	7.97%
Staffing	1.52%
Quit/reduce hours	5.88%
Increase recreational options	1.90%
Lack of respect	3.42%
Other	41.75%
Don't know, no response, unclear response	3.42%

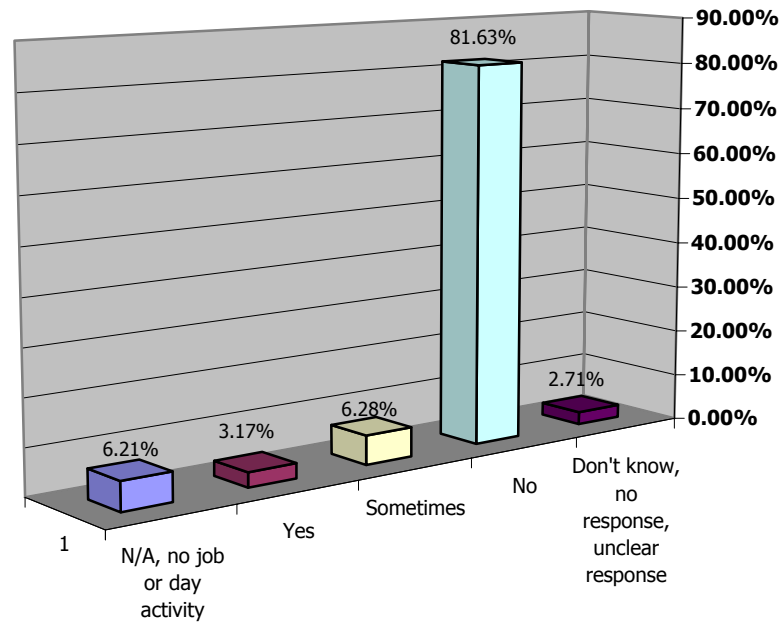
Comments:

- Indicators of job/day program, averaged over 4 years:
 - People who say they like their job: 82.82% (1253 people of 1513 total)
 - People who say they do not want to work someplace else: 63.12% (955 people of 1513 total)
 - People who say they want to do something different where they are now: 67.94% (1028 people of 1513 total)
 - People who say they do not want to make any changes at work: 54.66% (827 people of 1513 total)
- By averaging the above 4 indicators, 67.14 % of people are fully satisfied with their job/day program.
- When asked, are there any changes you want to make at your job/day program? The average response over the past 4 years was:
 - Yes: 34.83%
 - No: 54.66%
 - Don't know, no answer, unclear answer: 3.83%
 - N/A, no job or day program: 6.68%
- Top 5 changes people want to make at job/day program averaged over past 4 years are:
 1. Earn more money
 2. Want a community job
 3. More Hours
 4. No work at workshop
 5. Bored at workshop

•Most people (82.82%) say they like their job/day program; however there are indicators of dissatisfaction for 32.78% of the people visited in the past 4 years. People want to earn money, have satisfying employment but they do not seem to be aware of all possibilities and/or they do not have the supports to pursue satisfying employment.

Afraid at Work/Day Program

Do you ever feel afraid or scared at work?

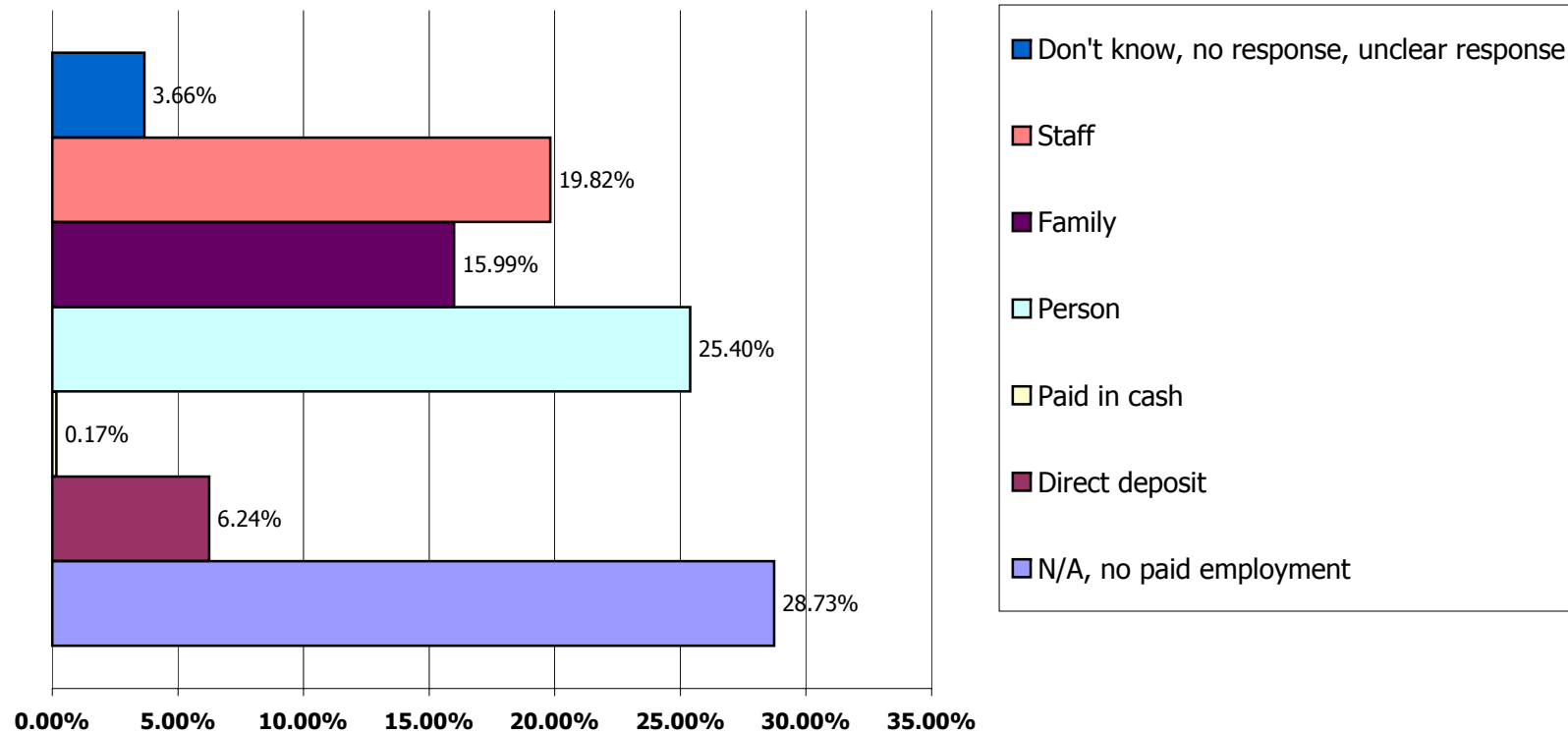


Comments:

- Of the 3.71% of people who said they were afraid at work, the top 5 reasons are:
 1. Co-worker's behavior
 2. Don't know, no response, unclear response
 3. Too noisy
 4. People yell
 5. Too crowded

Paychecks & Banking

Who takes your paycheck to the bank? (2005-2007 Only)



Comments:

- Who takes your paycheck to the bank? The average of 3 years (2005, 2006 & 2007) is:
Family/staff: 35.80% Person: 25.40% Direct deposit: 6.24% Paid in cash: 0.17%
Don't know, no response, unclear response: 3.66% N/A, no paid employment: 28.73%
- We added the banking question for 3 years to see what level of participation people have in the banking process. We felt it was important for people to do as much as they can to learn and handle their money. Even to cash a stipend check and purchase a small desired item increases awareness of how money works for us and how the bank provides a service.
- In 2008, PAL eliminated the banking question because new work questions were added (i.e. type of work a person does to earn money and one regarding activity based day programs).

