

Attachment D: Debriefing Items

**Instructions/Transition:** I'd like to begin by asking you about your general reactions to the survey.

1. What was it like for you to participate in this survey?
  - i. Were there any questions you found difficult or confusing?
  - ii. Were there any questions you found sensitive or personal?

**Q4.** Now I'd like to talk about some of the specific questions you answered. The first one asked about barriers to employment:

4	<p>The purpose of this next question is to identify barriers to employment faced by persons with difficulties. What would you say the main barriers to employment are for (you/Name)?</p>	<ol style="list-style-type: none"> <li>1. Education or training</li> <li>2. Job counseling</li> <li>3. Transportation</li> <li>4. Loss of government assistance</li> <li>5. Need special features at the job</li> <li>6. Employer and coworker attitudes</li> <li>7. Other</li> <li>8. Not interested in working</li> <li>9. None</li> <li>10. Don't Know</li> <li>11. Refused</li> <li>12. Own Disability</li> </ol>
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1. What types of things did you think of when you heard the phrase "barriers to employment?"
2. What are some terms you would use other than "barriers to employment"?
3. **(if 1-6)** You answered \_\_\_\_\_. Can you tell me more about that?
4. **(if 8 or 9)** I am going to read you some categories of possible barriers to employment, please tell me if any have applied to (you/Name) in the past.
5. One of the barriers we identified is "employer and coworker attitudes." What does this mean to you?

6. Do you consider discrimination a barrier to employment?
  - a. Do you think that discrimination is the same as ‘employer and coworker attitudes’?

**Q6.** Another question asked about sources that help people prepare for work or advance on the job:

6	<p>The purpose of this next question is to find out if (you have/Name has) taken advantage of any of the following sources that help people prepare for work or advance on the job. In the past 5 years, [(Have you)/(Has Name)] received assistance from:</p> <ol style="list-style-type: none"> <li>1. Vocational Rehabilitation Centers</li> <li>2. One Stop Career Centers</li> <li>3. Ticket to Work Program</li> <li>4. Assistive Technology Act Program</li> <li>5. Center for Independent Living for Individuals with Disabilities</li> <li>6. Client Assistance Program</li> <li>7. Any other employment assistance program</li> </ol>	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>3. Haven’t heard of this program</li> <li>4. Don't Know</li> <li>5. Refused</li> <li>6. No Assistance</li> </ol>
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1. What does “received assistance from” mean to you? (*Probe if necessary: What things come to mind?*)
  - a. Are there any types of assistance you think the question is NOT referring to?
2. You said you have received assistance from \_\_\_\_\_. When was the last time you received assistance from (this/these) organization(s)?
3. The question listed six specific organizations which provide assistance. Are you familiar with each?
  - a. Vocational Rehabilitation Centers
  - b. One Stop Career Centers
  - c. Ticket to Work Program
  - d. Assistive Technology Act Program
  - e. Center for Independent Living for Individuals with Disabilities
  - f. Client Assistance Program



**Q8 and Q9.** Now I'd like to talk about the question which asked:

8	Have (you/NAME) ever requested any change in your current workplace to help you do your job better?	1. Yes 2. No 3. Don't Know 4. Refused
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1. This question asks about changes in your current workplace to help you do your job better. What types of changes did you think about when answering this question?

a. What types of changes do you think the question is NOT referring to?

2. **(if proxy report)** Would you know if (NAME) requested a change at work?

9	What change did (you/Name) request? (record all responses)	1. New or modified equipment 2. Physical changes to the workplace 3. Policy changes to the workplace 4. Changes in work tasks, job structure or schedule 5. Changes in communication or information sharing 6. Changes to comply with religious beliefs 7. Accommodations for family or personal obligations 8. Training 9. Other changes 10. Don't Know 11. Refused
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1. Could you describe this change/the changes in more detail (*Probe if necessary: How was that change made?*)

2. What do you think this question is asking for? (*Probe if necessary: most recent change?, all changes?, largest change?*)

**Q16.** Another question asked about working at home:

16	What is the main reason why (you work/Name works) at home?	<ol style="list-style-type: none"> <li>1. Less commuting</li> <li>2. Reduce expenses for transportation, food, clothing, etc.</li> <li>3. Coordinate work schedule with work and family needs</li> <li>4. More control over own life</li> <li>5. Illness, disability, health reasons</li> <li>6. Mandated by employer to reduce employer costs</li> <li>7. Managed by employer to meet local transportation management and pollution abatement requirement</li> <li>8. More productive</li> <li>9. Self employed/Business at home</li> <li>10. Other</li> <li>11. Don't Know</li> <li>12. Refused</li> </ol>
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1. Are there any other reasons why you work from home? Anything else?

2. **(if proxy report)** Do you feel you have a good sense of why (Name) works from home? **YES NO**

a. Why is that?

**Q19 and Q20.** Finally, I want to talk about the questions which asked about financial assistance programs:

19	<p>There are a variety of programs designed to provide financial assistance to people. In the PAST YEAR did (you/Name) receive assistance from any of the following programs?</p> <ol style="list-style-type: none"> <li>1. Workers Compensation</li> <li>2. Social Security Disability Income</li> <li>3. Supplemental Security Income</li> <li>4. Veterans Disability compensation</li> <li>5. Disability Insurance Payments</li> <li>6. Other disability payments</li> <li>7. Medicaid</li> <li>8. Medicare</li> <li>9. Other</li> </ol>	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>3. Don't Know</li> <li>4. Refused</li> </ol>
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1. Can you please tell me in your own words what this question is asking?
2. (for each yes) when did you last receive assistance from this program?
3. (for each yes) is this assistance program for people who cannot work?
4. (if no) are there limits on how much you can work or earn while still receiving assistance?
5. Do you think financial assistance is a sensitive topic? (*Probe if necessary: Do you think others would consider this a sensitive topic?*)

20	<p>Some financial assistance programs include limitations on the amount of work you can do. Did (this program/any of these programs) cause you to work less than you would otherwise?</p>	<ol style="list-style-type: none"> <li>1. Yes</li> <li>2. No</li> <li>3. Don't Know</li> <li>4. Refused</li> </ol>
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1. Could you explain what this question is asking?
2. (if yes) how did this program change the amount you worked?

3. (if yes) how much would you have worked if you did not receive financial assistance from this program?
4. (if yes) how much did you actually work?
5. (if no) did this program affect the amount you worked at all?

Do you have any other comments?