# **U.S. Department of Labor**

# Evaluating the Accessibility of American Job Centers for People with Disabilities

**Survey Instrument** 

**April 4, 2014** 

### Submitted to:

U.S. Department of Labor 200 Constitution Ave., NW Washington, DC 20210

# SURVEY OF AMERICAN JOB CENTER ACCESSIBILITY TO PERSONS WITH DISABILITIES

The OMB Control Number for this information collection is <insert number> and the expiration date is <insert date>.

According to the Paperwork Reduction Act of 1995, persons are not required to respond to this collection of information unless it displays a currently valid OMB control number and expiration date. Responding to this survey is voluntary. Public reporting burden for this collection of information is estimated to average 40 minutes per response, including time for reviewing instructions and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information to Dr. Stefanie Schmidt at schmidt.stefanie@dol.gov.

#### Introduction

You are being asked to participate in a survey about the accessibility of your American Job Center (AJC) and its programs and services to people with disabilities (PWD). The U.S. Department of Labor's Chief Evaluation Office has contracted with IMPAQ International and its partner the Burton Blatt Institute of Syracuse University to conduct this survey to assess the programmatic, communication and physical accessibility of the AJC system for individuals with all types of disabilities.

We are conducting this survey in order to develop a national estimate of the accessibility of the workforce system, which the U.S. Department of Labor will provide to Congress. This is not an audit for compliance with laws and regulations regarding accessibility for American Job Centers. Rather, the purpose of the study is to gather data to paint a broad picture about the degree to which AJCs as a whole are accessible to PWD. All the information you provide will be reported as aggregate or grouped data and will only be used for the purposes of this study.

We anticipate that the Center Director is the best person to complete the survey, but **please feel free to seek assistance from other staff members**. We understand that accessibility is a work in progress and that Centers make every effort to accommodate customers who seek program and services. Please answer all of the questions to the best of your ability.

### **Key Definitions & Acronyms**

Please note that throughout this survey we use the term:

- "PWD" to refer to a person (customer or potential customer) with a disability (e.g., physical, mental, cognitive, and sensory disabilities). The same acronym is used for the plural – people with disabilities
- "American Job Center" or "Center" to refer to what were formerly called "One-stop Career Centers" or "Job Centers"
- "All customers" to refer to <u>all</u> customers served by your AJC whether or not they have a disability

- "All types of disabilities" to refer to the full range of disabilities, including physical, communication (e.g., deafness, blindness), intellectual, and mental health or behavioral/emotional.
- "WIA" to refer to the Workforce Investment Act of 1998.

In addition, we have organized the types of accessibility addressed in the survey according to the following three common types:

- **Physical Accessibility**: The extent to which facilities are designed, constructed, or altered so that they are accessible and usable by PWD.
- **Programmatic Accessibility**: The extent to which PWD have access to the full range of services available to all AJC customers regardless of disability (e.g., core, intensive, and training).
- Communication Accessibility: The extent to which center staff and partner agencies are able to communicate with PWD as effectively as with others.

#### **Instructions for Completing the Survey**

- Each AJC has its own unique survey link, so we ask that you do not forward it to colleagues from other AJCs.
- We are interested in your responses as the person who knows best how your AJC operates
  overall and how your center serves its customers, including your customers with disabilities.
  However, there may be some questions on the survey that someone else on your staff may
  be able to answer more easily or completely. Please feel free to request assistance from
  others on your staff who may be able to help you in answering some of the questions.
- Please use only the Previous Page and Next Page buttons to go back to a previous question or move on to the next one. Please do not use the back and forward arrows in your browser for navigation.
- Because the file saves automatically each time you click "Next Page," it is possible to close the file and re-open it again at a future date. Just click on the link in your email again and it will take you to your partially completed survey with all completed pages saved. [Remember, the file is saved when you click on "Next Page," so information on a partially completed page will not be saved for a future session unless you click on "Next Page" before you close the file.]

#### **Questions?**

If you have any questions about completion of this survey or wish to receive your survey in an alternative format, please contact Ms. Amy Djangali of IMPAQ at 443.283.1648 or adjangali@impaqint.com.

If you have any questions about the overall study, please contact Dr. Stefanie Schmidt of the Chief Evaluator's Office, U.S. Department of Labor, at 202.693.5901 or schmidt.stefanie@dol.gov.

# **Returning Completed Surveys**

Please complete and submit your responses to this survey by **no later than Month/Date/Year**.

Thank you for your assistance in this effort to assess the accessibility of the national AJC system. The information you provide will help improve AJC services not only to people with disabilities, but to all customers.

### **SECTION A. BACKGROUND INFORMATION**

First, we will begin with some questions about your American Job Center. Please tell us about the make-up of your American Job Center and its operations.

A1.	Which best describes the area served by your center?
	O Mostly urban
	O Mostly suburban
	O Mostly rural
A2.	What type of center is your AJC?
	O Comprehensive center
	O Affiliate or satellite center
	O Other (Please specify):
A3.	Who operates your center?
	O A government entity (e.g., county or special district) or consortium
	O A private non-profit organization or consortium
	O A private <u>for-profit</u> organization or consortium
	O A "mixed" consortium of government and private entities
	O Other
A4.	Which types of services does your center offer "on site"? (Check all that apply)
	O Wagner-Peyser Services
	O WIA Core Services
	O WIA Intensive Services
	O WIA Training Services
	O Jobs for Veterans State Grants
	O AJC Partner Services (e.g., other Veterans' Services, Unemployment Insurance)
	O Supportive services
A5.	Is Vocational Rehabilitation (VR) co-located (e.g., located in the same office or building) with your AJC?
	O Yes
	O No

A6.	Is you	r center an Em	ployment Network (EN) in the Ticket-to-Work program?
	O Ye	es .	[Go to A6a]
	O No	o	[Go to A6b]
	O Do	o not know	[Go to A7]
	A6a.	If yes, is you	center currently accepting tickets?
		O No	
		O Do not k	now
	A6b.	If no, does ye	our center work with another local EN?
		O Yes	
		O No	
		O Do not k	now
A7.	Does	your center <u>cu</u>	rently have one or more of the following types of staff? (Check all that
	apply		
	O Di	sability Prograi	n Navigator
	O Di	sability Resour	ce Coordinator
	O Di	sability service	s specialist
	O Sp	ecialist for vet	erans with disabilities
	O No	one of the abov	ve

#### SECTION B. PROGRAMMATIC AND COMMUNICATION ACCESSIBILITY

Next, we ask questions about your center's communication and service delivery to customers and training provided to center staff.

#### **Initial Contacts between Customers and Your Center**

B1.	Does your	center	currently	conduct	outreach?
-----	-----------	--------	-----------	---------	-----------

Yes [Go to B2]
 No [Go to B3]
 Do not know [Go to B3]

B2. When your center conducts outreach activities, does it:	1 Rarely or not at all	2 Some of the time	3 Most of the time	4 Always
a. Provide information about alternative ways to contact your center (e.g., the address of an accessible website, a TDD/TTY number, or the number for the telephone relay service)?	0	0	0	0
b. Indicate whether communication aids and services for persons with disabilities (PWD) are available?	0	0	0	0
c. Indicate whether assistive technology for PWD is available?	0	0	0	0
d. Include images or language about PWD receiving services with other customers in outreach materials?	0	0	0	0
e. Consult with disability and other stakeholder groups about how to improve outreach to PWD?	0	0	0	0

D.O.	Harris office do south many comparisons a sub-of-the	4	2	0	4		
В3.	How often do customers experience each of the following when they <u>first</u> visit your center?	1 Rarely or	2 Some of	3 Most of	4 Always		
	following when they <u>mist</u> visit your center:	not at all	the time	the time	Aiways		
	We are asking about <u>all</u> customers, whether they	not at an					
	are PWD or not.						
a.	Customers are provided with information on center	0	0	0	0		
	services and programs for PWD.						
D.	Customers are provided with information on how to seek accommodations and communication aids and	0	0	0	$\circ$		
	services.				O		
c.	Information is presented in ways that can be	0	0	0	0		
	understood by people with all types of disabilities.						
d.	There are notices outlining rights and protections for	0	0	0	0		
	PWD posted in high visibility areas in the Center.  Customers are offered assistance in filling out forms						
.	and application materials.	0	0	<b>O</b>	0		
f.	There is time for questions and explanations during	0	0	0	0		
	introductions or orientations.						
B4.	Does your AJC offer online access to Center service	ac?					
<b>D</b> 7.		o to B4a]					
		_					
	•	o to B4a]					
	O No services are available online [Go	o to B5]					
	B4a. Does the website for your center provide?	(Check all t	hat apply.)				
	O Text descriptions of graphics or picture:		,,				
	O Equivalent alternatives for information presented in audio or video formats						
	O Online forms that can be filled out using	g assistive te	echnology				
	O Information on center services and pro						
	O Information on how to seek accommod	lations and o	communicat	ion aids and	services		
	O None of the above						
B5.	How does your center determine whether or not a disability? (Check all that apply.)	customer o	or prospecti	ve customer	has a		
	O We ask all customers whether they have a disal	bility					
	O A customer/potential customer identifies him o	or herself as	a PWD				
	O Through a referral from another agency or disal	bility service	organizatio	n			
	O Through assessments given to all customers rec	ceiving servi	ces				
	O Through assessments given to select individuals	s based on s	taff judgmei	nt			
	- <u>-</u>						

# **Service Delivery**

B6.		During the service planning process, does center staff offer customers accommodations when completing skills assessments or other planning activities?					
	0	Yes, to all customers					
	0	Yes, to customers who have been identified as having a disability					
	0	Yes, to customers who seem to need them, based on staff judgment					
	0	No, staff does not offer accommodations for skills assessments or service plann	ning activities				
В7.		service planning with individual customers, how are strategies for overcoming ated barriers addressed? (Check all that apply.)	disability-				
	0	We do not discuss strategies for overcoming disability related barriers with customers.	[Go to B8]				
	0	Staff reviews strategies for overcoming disability related barriers informally with customers	[Go to B7a]				
	0	Staff record strategies for overcoming disability related barriers in their case notes	[Go to B7a]				
	0	Staff incorporates strategies for overcoming disability related barriers in a formal planning tool such as an IEP	[Go to B7a]				
	В7	<ul> <li>How often are strategies for overcoming disability-related barriers discus they have been developed? (Check all that apply.)</li> </ul>	sed after				
		<ul> <li>Staff does not discuss strategies for overcoming disability-related barrichave been initially developed</li> </ul>	ers after they				
		<ul> <li>Strategies for overcoming disability-related barriers are discussed when reach specific employment or training-related milestones</li> </ul>	n customers				
		O Strategies for overcoming disability-related barriers are discussed on a	regular basis				
		O Strategies for overcoming disability-related barriers are discussed as ne requested by the customer	eeded or as				

B8.	Does center staff modify eligibility criteria for WIA intensive services to accommodate the specific needs of PWD?							
	0							
	0	No						
В9.			staff mak needs of I	ce changes to eligibility criteria for WIA training services to a PWD?	accommodate			
	0	Yes						
	0	No						
B10.				et describes how your center works with other agencies and and programs to PWD? [Choose only one]	organizations			
				our center, often working together with other agencies and serve PWD.	[Go to B10a]			
			nity, so we	WD are better served by other disability agencies in the e refer PWD to other agencies and organizations to receive	[Go to B11]			
	B10	a. Wh	ich statem	nent best describes how your center provides services for cu	ıstomers with			
				Choose only one]				
		0	Services f	or PWD are provided in the same setting as other customers				
		0	Some serv	vices are provided to PWD at a time or location separate or d tomers	ifferent from			
		o quest vices to		bout the AJC's relationship with external training providers	which may			
B11.		s your s ds of PV	_	rible training provider list include training providers that add	dress the			
	0	Yes						
	0	No						
	0	Do not l	know					
B12.	Doe	s your c	enter con	tract with external training providers?				
	0	Yes		[Go to B12a]				
	0	No		[Go to B13]				
	0	Do not l	know	[Go to B13]				

B12a.	Do these external training providers adequately address the needs of PWD?
	O Yes
	O No
	O Do not know
B13.	Does your center provide benefits counseling (e.g. SSI/SSDI, Medicaid, Medicare) as part of the Core Services offered to PWD?
	O Yes [Go to B13a]
	O No [Go to B14]
	B13a. Who provides the benefits counseling to PWD?
	O Benefits counseling is provided by center staff
	<ul> <li>Benefits counseling is provided by an offsite benefits counselor or other consultant or through partnerships</li> </ul>
B14.	Does your center provide benefits counseling for service disabled veterans (e.g., VA Benefits, VRE, Veterans' disability compensation)?
	O Yes
	O No

B15. During the service delivery process, does your center:	Yes	No	Do Not Know
a. Routinely ask all customers if they need accommodations or assistance?	0	0	0
b. Communicate clear instructions to customers for requesting reasonable accommodations and modifications?	0	0	0
c. Include supervisory staff members who know how to proceed if a PWD customer requests an accommodation?	0	0	0
d. Maintain or have ready access to personnel who can install, set-up and maintain adaptive equipment and materials?	0	0	0
e. Consult with organizations such as the Job Accommodation Network or Vocational Rehabilitation that provide assistance with job accommodations for PWD?	0	0	0

In this section, we ask about the procedures for protecting the confidentiality of the center's PWD customers.

B1	6. How does your center address confidentiality of disability information?	Yes	No	Do Not Know
a.	All customers are asked in writing whether they have a disability.	0	0	0
b.	Customers are informed that information about their disability will be kept confidential.	0	0	0
c.	Customers are informed <u>both</u> verbally and in writing that the decision to share disability information is strictly voluntary.	0	0	0
d.	Staff obtains the customer's permission before discussing his or her disability with other individuals.	0	0	0
e.	Information concerning a person's disability is limited to staff who require this information for service delivery.	0	0	0
f.	If a customer needs help in filling out registration or intake forms, this is done one-on-one in a private room.	0	0	0
g.	Staff discusses with PWD the pros and cons of talking about their disability with employers and/or potential employers.	0	0	0

## **Staff Training and Knowledge**

The next set of questions will explore the kind of training, technical assistance or professional development the staff at your center are provided.

B17. Please indicate those areas for which your center provides training or technical assistant the center staff. (Check all that apply)	ce to
a. Orientation to serving PWD for new employees	0
b. Basic disability etiquette	0
c. Procedures for arranging communication aids and services for PWD	0
d. Specific employment strategies for PWD (e.g., supported employment, Ticket to Work, customized employment)	0
e. How to help PWD use the assistive technologies currently available in your center	0
f. Knowledge of specific types of disabilities and implications for service delivery	0
g. Application of "universal design" principles to center programs and services	0
h. Community resources and center resources that can support PWD	0
<ul> <li>i. Avoiding assumptions about the capabilities of PWD when evaluating skills or job opportunities</li> </ul>	0
j. Emergency evacuation procedures for PWD	0
k. Other areas:	0
I. None of the above	0

# Adaptive and Assistive Technology

B18. Does your center have at least one computer work station(s) for PWD with:	Yes	No
a. A large monitor (at least 19") with a moveable mounting arm	0	0
b. Screen enlargement capability	0	0
c. Screen reading software	0	0
d. Voice output capability	0	0
e. Large keyboard caps and keyboard orientation aids	0	0
f. Word prediction software	0	0
g. A height adjustable table	0	0

## **Involvement of PWD at the Center**

B19. Are PWD involved in your center in any of the following ways?	Yes	No	Do Not Know
a. PWD are consulted to help <u>identify</u> accessibility issues at your center.	0	0	0
b. PWD are consulted to help <u>resolve</u> accessibility issues at your center.	0	0	0
c. One or more PWD sit on the WIB or center governing team.	0	0	0
d. PWD serve as advisors to center staff regarding center operations.	0	0	0

# Addressing the Needs of PWD with Specific Disabilities

B20. For customers who are deaf or hard of hearing:	Yes	No	Do Not Know
<ul> <li>a. Is center staff familiar with how to use telephone or web-based options for communicating (e.g., telephone relay service, TDD/TTY)?</li> </ul>	0	0	0
b. Is center staff familiar with the etiquette of a text-based telephone call?	0	0	0
c. Does your center have technology-based options available for customers to <i>call into</i> your center?	0	0	0
d. Does your center provide technology-based options for customers to make <i>outgoing calls</i> from your center?	0	0	0
e. Does your center have a hands-free speaker phone with large keypad available for customers?	0	0	0
f. Does your center provide Portable Assistive Listening Devices for customers?	0	0	0
g. Does your center provide Computer Assisted Real-Time (CART) captioning for customers?	0	0	0
h. Does center staff make information that is presented orally to customers also available in writing?	0	0	0

B21. For customers who are blind or visually-impaired:	1 Rarely or not at all	2 Some of the time	3 Most of the time	4 Always
a. If customers request materials in accessible formats (e.g., Braille, large print, audio recorded), is staff able to arrange for these without significant delay?	0	0	0	0
b. If your center has videos/DVDs for public use, do they include audio descriptions?	0	0	0	0

B22. For customers with cognitive and/or psychiatric disabilities:	1 Rarely or not at all	2 Some of the time	3 Most of the time	4 Always
a. Do staff members offer assistance with the completion of forms?	0	0	0	0
b. Is a quiet environment made available for people to read materials?	0	0	0	0
c. Does the staff present information so that it is understandable to people with different language/cognitive abilities?	0	0	0	0
d. Do staff members offer breaks or the option to continue the session on another day, if needed?	0	0	0	0

B23. For customers with speech impairments:	1 Rarely or not at all	2 Some of the time	3 Most of the time	4 Always
a. If a staff member does not understand a customer, does he or she ask the customer to repeat their statement or question, and then say it back to the customer?	0	0	0	0
b. Do staff members ask questions that require only short answers or a nod of the head?	0	0	0	0
c. Are customers offered the option to respond to a question in writing or on a computer?	0	0	0	0
d. If no solution to a communication problem can be worked out, does the staff member ask the customer if there is someone who could interpret on the customer's behalf?	0	0	0	0

#### **SECTION C. PHYSICAL ACCESSIBILITY**

This section focuses on the physical accessibility of your center including exterior and interior access as well as specific facilities at your center, such as elevators and public restrooms.

## **Parking**

C1.	ls park	king available for AJC customers on the street or in local parking lots/garages?				
	O Ye	:S	[Go to	C1a]		
	O No	)	[Go to	C2]		
	C1a.	Are	disabi	lity accessible parking spaces provided?		
		0	Yes	[Go to C1b]		
		0	No	[Go to C1c]		
	C1b.	Are	the dis	sability accessible parking spaces the ones closest to the main entrance?		
		0	Yes			
		0	No			
	C1c.	ls "	van acc	cessible" parking provided with an access aisle?		
		0	Yes			
		0	No			

#### **Exterior Accessible Routes**

C2.	Are "curb ramps" provided between the facility entrance and the following areas?	Yes	No	Not Applicable
a.	Center parking area	0	0	0
b.	Public parking area	0	0	0
c.	Public transportation	0	0	0
d.	Public sidewalk	0	0	0

C3.	Is the route to the facility entrance from the following areas at least 36" wide?	Yes	No	Not Applicable
a.	Center parking area		0	0
b.	Public parking area	0	0	0
c.	Public transportation		0	0
d.	Public sidewalk		0	0

	following areas stable, firm and slip resistant:	Applicable						
a.	Center parking area	0	0	0				
b.	Public parking area	0	0	0				
c.	Public transportation	0	0	0				
d.	Public sidewalk O O O							
C5.	Does your center have at least one ramp that al Center?  • Yes [Go to C5a]	llows acces	s to the !	main entrance	of your			
	<b>○</b> No [Go to C6]							
	C5a. Are <u>all</u> ramps at least 36" wide?  O Yes							
	O No							
C6.	<ul><li>If a main entrance is not accessible for PWD, is there another accessible entrance?</li><li>Yes</li></ul>							
	O No							
C7.	<ul><li>Is there an International Symbol of Accessibility</li><li>Yes</li><li>No</li></ul>	/ [ ] loca	ted at th	ne accessible e	ntrance(s)?			
C8.	Is there at least one entrance with a power ope operates by a push button that is easy to reach?		that eith	ner opens auto	omatically or			
	O Yes							
	O No							
C9.	Is space available for a wheelchair/scooter user your center?	to approac	ch, mane	euver and opei	n the door to			
	O Yes							

C4. Is the route to the facility entrance from the

O No

following areas stable, firm and slip resistant?

Not

Applicable

Yes

No

# **Interior Accessible Routes**

C10. Can PWD get to the follo your center without diffi	Yes	No
a. Toilet facilities	O	O
b. Resource/computer room	0	
c. Training/meeting room	0	0
d. Other public areas	0	0

u. (	Strict public areas						
Eme	rgency Evacuation Systems						
C11.	Does your center have emergency alert systems with audio <u>and</u> visual signals (e.g., loud bells and flashing lights) that direct customers safely out of the building during an emergency?  O Yes O No						
Publ	ic Areas						
C12.	Is there sufficient space in the reception or waiting area at your center to accommodate a wheelchair or electric scooter user?						
	O Yes						
	O No						
C13.	Does your center have a lowered counter or some other way that PWD can sign-in/register?  O Yes						
	O No						
Rest	rooms						
C14.	Is there at least one wheelchair or electric scooter accessible restroom stall available in your public restroom?						
	O Yes [Go to C14a]						
	O No [Go to C15]						
	C14a. Are <u>both</u> side and rear grab bars provided?  O Yes						
	O No						

C15.		east one mirror in your center's public restroom accessible (e.g., low enough and within nable sight distance) to customers who are seated or of short stature?									
	O Ye	) Yes									
	O No										
	O The center's public restroom does not have mirrors										
Eleva	tors										
C16.	Does	your center have an elevator?									
	O Y6	es [Go to C16a]									
	O N	Go to C17]									
	C16a.	Is there a raised letter & Braille sign on each side of each elevator door jamb?  • Yes									
		O No									
	C16b.	Is at least one elevator large enough for a wheelchair/scooter user to enter, turn to reach the controls, and exit?									
		O Yes									
		O No									
	C16c.	Do the buttons on the control panel inside the elevator have Braille or raised characters?									
		O Yes									
		O No									

C17. In the past year, how frequently has your center received complaints about the accessibility of the following areas of your Center?	1 Have Not Received Any Complaints	2 Have Received <u>At Least</u> <u>One</u> Complaint	3 Have Received <u>More Than</u> <u>One</u> Complaint
a. Parking	0	0	O
b. Exterior route into the center	0	0	O
c. Pathways inside the center	0	0	0
d. Reception area	0	0	0
e. Customer work stations	0	0	0
f. Public telephones	0	0	0
g. Elevators <sup>1</sup>	0	0	0

<sup>1</sup> Item C17g will only appear if the respondent answers "Yes" to item C16.

### SECTION D. OVERALL CENTER ACCESSIBILITY

This section asks about the accessibility of certain aspects of your Center.

Please use a scale of 1 to 4 with: 1 being completely inaccessible and 4 being fully accessible.

D1. Please rate your center as to its level of

accessi dimens		of the following		pletely cessible			Fully Accessible
a. Overall A	Accessibility			1	2	3	4
b. Program	matic (Service	Delivery) Accessibili	ty	1	2	3	4
c. Commun	ication Accessi	bility		1	2	3	4
d. Physical	Accessibility			1	2	3	4
D2. Does	your center ha	ve a mobile unit?					
OY	'es	[Go to D2a]					
0 N	lo	[Go to E1]					
0 0	o not know	[Go to E1]					
D2a.		the accessibility of y letely inaccessible a				ale of 1 to 4	l, with 1
	Completely Inaccessible			Fully .	Accessible		
	1	2	3		4		
D2b.	<ul><li>adaptive ted</li><li>Yes</li><li>No</li></ul>	e unit has one or mo chnology for PWD? Dile unit(s) does not				at least on	e have
D2c.	If the mobile O Yes O No	e unit has training e	quipment, is	s it acces	sible for PW	D?	
	Our mol	oile unit(s) does not	have training	g equipn	nent		

#### SECTION E. ADDITIONAL INFORMATION ABOUT THE AJC

#### **AJC Customer Information**

This final section asks questions regarding the numbers of customers served at your center for the last reporting year. Please include customers served at all center locations (primary, satellite and mobile locations).

If you do not know exact numbers, please use your best estimate.

E1.	Custo	mers served at your center last reporting year (no duplicates)?	#
	E1a.	Percentage of customers who received <u>supportive</u> services?	%
	E1b.	Percentage of customers who received WIA <u>intensive</u> services?	%
	E1c.	Percentage of customers who received WIA <u>training</u> services?	%
E2.	Numb	per of customers who disclosed a disability?	#
	E2a.	Percentage of customers with disabilities who received <a href="mailto:supportive">supportive</a> services?	%
	E2b.	Percentage of customers with disabilities who received WIA <a href="intensive">intensive</a> services?	%
	E2c.	Percentage of customers with disabilities who received WIA <a href="mailto:training">training</a> services?	%
E3.	Numb	per of customers identified as veterans with disabilities?	#

_			
	-	HANIK YOLII	
	'	HANK YOU!	
	you provided will be reported oses of this study.	d as aggregate or grouped data a	and will only be used
Please provid this survey.	le the following information abo	out any staff members who have ass	sisted you to complete
	Job	# of Years	
	Title	At your Center	
1			
3			

If you have any questions about completion of this survey or wish to receive your survey in an alternative format, please contact Ms. Amy Djangali of IMPAQ International at 443.283.1648 or adjangali@impaqint.com.

If you have any questions about the overall study, please contact Dr. Stefanie Schmidt of the Chief Evaluator's Office, U.S. Department of Labor, at 202.693.5901 or schmidt.stefanie@dol.gov.