

WOTC Employee Survey

Initial Page

Thank you for logging into this survey. Our records show that **(Name of company)** hired you in **(month/year)**. The company qualified for a federal tax credit because they hired you. Now we want to hear from you about how well that job worked out for you. We will send you a \$10 gift card for taking the time to complete the survey. Please review the **Frequently Asked Questions** to get more information about this survey and why we are asking you to complete the survey. At the end of the survey, you will be asked to provide your contact information in order for us to send you the gift card.

Burden Disclosure. Public reporting burden for this survey is estimated to average 20 minutes per response. The burden estimate includes the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and submitting the survey. This collection of information is voluntary. You are not required to respond to this collection of information unless it displays a valid OMB control number. Please send comments regarding the burden estimate or any other aspect of this collection of information to EconSys at Survey@EconSys.com and reference OMB control number [1290-0NEW].

Participation. Your participation in this survey is voluntary. Your decision to participate, or not, will not have any impact on you or your employer. It is important that you do respond so that we get the full picture of how you experienced this job. The survey will take around 20 minutes to complete.

Saving Responses. You can save your responses by selecting "Next" at the bottom of each page. You do not need to complete the survey in one session. To return to your survey, simply click on the link in the text or email you received that asked you to complete the survey.

Click "Next" to begin the survey.

Questions about your job

This set of questions relates to your employment at (COMPANY) with that began on (MONTH/YEAR) . Please answer the following questions to the best of your knowledge.

1. Do you remember working this job?

- Yes
- No

Page entry logic:

This page will show when: #1 Question "Do you remember working this job?" is one of the following answers ("Yes")

LOGIC Show/hide trigger exists.

2. Was this your first job where you earned money?

- Yes
- No

LOGIC Hidden unless: #2 Question "Was this your first job where you earned money?" is one of the following answers ("No")

3. What was your job before working for (Insert Company)?

- I was working in the same type of job, but at another company.
- I was working in a similar job at another company
- I was working in a different job in a different company (Please describe that job, required answer)

LOGIC Show/hide trigger exists.

4. Did you get the job with assistance of any of the following: *(Select all that apply.)*

- American Job Center (AJC) or One-Stop
- Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program
- Another organization in your community that helps people find jobs
- Job fair
- Temp agency
- Other - Write In (Required)

*

- No, I applied for this position on my own

LOGIC Show/hide trigger exists. Hidden unless: #4 Question "Did you get the job with assistance of any of the following: (*Select all that apply.*)" is one of the following answers ("American Job Center (AJC) or One-Stop", "Supplemental Nutrition Assistance Program (SNAP) Employment and Training Program", "Another organization in your community that helps people find jobs", "Job fair", "Temp agency", "Other - Write In (Required)")

5. Before you were hired for this position, did this/these organization(s) help you prepare for this job, or help you to find this job? (*Select all that apply.*)

- Yes, they trained me or paid for training or certification so I could do this job.
- Yes, they helped me prepare a resume.
- Yes, they helped me complete the application for the job.
- Yes, they taught me job interview skills.
- Yes, they taught me how to dress when going to a job interview.
- Yes, they recommended that I apply specifically for this job.
- Yes, they helped me pay for child/dependent care so I could work.
- Yes, they helped me pay for transportation to work.
- No, I did not get any help in preparing for or finding this job.

LOGIC Hidden unless: #5 Question "Before you were hired for this position, did this/these organization(s) help you prepare for this job, or help you to find this job? (*Select all that apply.*)" is one of the following answers ("Yes, they trained me or paid for training or certification so I could do this job.", "Yes, they helped me prepare a resume.", "Yes, they helped me complete the application for the job.", "Yes, they taught me job interview skills.", "Yes, they taught me how to dress when going to a job interview.", "Yes, they recommended that I apply specifically for this job.", "Yes, they helped me pay for child/dependent care so I could work.", "Yes, they helped me pay for transportation to work.")

6. How satisfied were you with the assistance you got?

- Satisfied
- Neutral
- Not Satisfied

7. When hired for this position by (Insert Company), were you paid an annual salary or an hourly wage and what was that wage?

Annual Salary

Hourly Wage

8. On average, how many hours per week did you work in this position to start?

Hours per week

9. Please answer for each item below how work was assigned outside of working hours for your position (*Select all that apply.*):

	My job required this.	I was able to volunteer to work during this time.	I was pressured to work during these times.	This job did not operate during these times.
Working nights	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working weekends	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working holidays	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Working overtime	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

10. Do/did you get paid extra when you worked:

- Nights
- Weekends
- Holidays
- Overtime
- None of the above

11. Do/did your hours or days worked in this position fluctuate (change regularly)?

- Yes
- No

12. Was this position regular (permanent), temporary, or seasonal?

- Regular (permanent)
- Temporary
- Seasonal

LOGIC Show/hide trigger exists.

13. Was this position part- or full-time?

- Part-time
- Full-time (30 hours per week or more)

LOGIC Hidden unless: #13 Question "Was this position part- or full-time?" is one of the following answers ("Part-time")

14. What reason(s) led to deciding to work part-time? (*Select all that apply.*)

- I can only work while the children are in school.
- I am taking classes so I can't work full-time.
- I would lose other benefits (like unemployment, Medicaid, or SNAP, for example) if working full-time.
- That is all the company offered.
- This job provides me with the training I need to eventually get a full-time position.
- I have other family/life obligations that only allow me to work part-time.
- Other - Write In (Required)

LOGIC Show/hide trigger exists.

15. Did you receive training that taught you how to do this job?

- Yes
- No

LOGIC Hidden unless: #15 Question "Did you receive training that taught you how to do this job?" is one of the following answers ("Yes")

16. Please select the option that best describes the training you received:

- Formal training program (such as classroom, structured videos, etc.).
- Peer-to-peer training (job shadowing, working closely with a peer).
- A mix of peer-to-peer and formal training.

LOGIC Hidden unless: #15 Question "Did you receive training that taught you how to do this job?" is one of the following answers ("Yes")

17. How long did the training last?

- 1-2 days
- 3-5 days
- 6-10 days
- Over 10 days

LOGIC Hidden unless: #15 Question "Did you receive training that taught you how to do this job?" is one of the following answers ("Yes")

18. How well did this training prepare you to fulfill your job requirements independently?

- Not at all
- Somewhat
- Very well

LOGIC Hidden unless: #15 Question "Did you receive training that taught you how to do this job?" is one of the following answers ("Yes")

19. How long after training did you feel that you were able to do the job well?

- As soon as training ended
 - 1-2 weeks later
 - 3 weeks later
 - 4 weeks later
 - 4 – 6 weeks later
 - More than 6 weeks later
 - I never felt I was able to do the job well
-

Page entry logic:

This page will show when: #1 Question "Do you remember working this job?" is one of the following answers ("Yes")

20. Did you receive any of the following benefits in addition to your base wages earned from this job? *(Select all that apply.)*

- Health insurance
- Paid vacation
- Paid sick leave
- Paid holidays
- Flexible work schedule
- Remote work
- Childcare subsidy
- Retirement account (such as a 401k or 403b)
- Tuition reimbursement (reimbursement of tuition costs for additional learning, aid with student loans, etc.)
- Transportation assistance/reimbursement (such as a bus pass or assistance with parking costs)
- Other benefits - please specify (Required)

*

21. How long does/did it take you to get to work when working for (Insert Company)? *(If you worked remotely, enter 0.)*

Minutes

22. How do/did you get to this job? (*Select the main method of transportation.*)

- Drive alone.
- Ride with others in a carpool.
- Family member takes/took me to work.
- Public transportation.
- Walk, bicycle, or scooter.
- Worked from home
- Other - Please specify (Required)

23. In the past 30 days how often did you feel bad because you did not have the transportation you needed?

- Often
- Sometimes
- Never

24. Was this a union job?

- Yes
- No
- Don't know

25. Were you required to sign any of the following agreements before beginning work? (*Select all that apply.*)

- Forced arbitration agreement.
- Non-compete agreement
- No agreements were signed
- Don't know

26. Did you encounter any unsafe workplace hazards while working in this position?

- Yes
- No

27. Did you face discrimination during your employment with this organization?

- Yes
- No

28. How satisfied were you with the following aspects of this job?

	Very Dissatisfied	Dissatisfied	Neither Satisfied nor Dissatisfied	Satisfied	Very Satisfied	Not applicable
The overall job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Training you received by the employer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Salary/hourly wage	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Schedule or hours/days you had to work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Total hours worked per week	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Benefits	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
How long you had the job	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

29. Do/did you feel valued by your employer working at this job?

- Yes
- No

30. Does/did this job provide: *(Select all that apply.)*

- Opportunity for a promotion.
- Opportunity for a pay raise.
- Skills that can prepare you to get a better job.
- None of the above

(untitled)

31. Are you working now?

- Yes
- No

Page entry logic:

This page will show when: #31 Question "Are you working now?" is one of the following answers ("Yes")

32. Do you still work for this company?

- Yes
- No

Page entry logic:

This page will show when: (#31 Question "Are you working now?" is one of the following answers ("No") OR #32 Question "Do you still work for this company?" is one of the following answers ("No"))

LOGIC Show/hide trigger exists.

33. Why do you no longer work for this company?

- Fired.
- Company layoffs.
- My position was short term.
- I chose to leave.

LOGIC Hidden unless: #33 Question "Why do you no longer work for this company?" is one of the following answers ("I chose to leave.")

34. What were your reasons for leaving the job? (*Select all that apply.*)

- Found a better job.
- Job did not match my skillset.
- Job wage or salary did not meet my needs.
- Job hours or schedule did not meet my needs.
- Job did not provide adequate benefits.
- Job was stressful.
- I just didn't like the job.
- Transportation or commute issues.
- Child care issues.
- Personal health issues not related to the workplace.
- Other - Please Specify (Required)

35. Approximately how long did you work for the company? (*Fill out either weeks or months.*)

Weeks

Months

Page entry logic:

This page will show when: #32 Question "Do you still work for this company?" is one of the following answers ("No")

36. What kind of work do you do now?

- I am currently working in the same job.
- I am working in a similar job.
- I work a different job - please describe your current job (Required)

37. How much do you make at your current job?

Annual
Salary

Hourly Wage

38. Approximately how long have you worked in your current position? (*Fill out either weeks or months.*)

Weeks

Months

39. How many hours per week do you work at your current job?

Hours per week

Page entry logic:

This page will show when: #32 Question "Do you still work for this company?" is one of the following answers ("Yes")

40. Have you received a pay raise since you began working for this company?

Yes

No

41. What is your current annual salary or hourly wage?

Annual
Salary

Hourly Wage

42. How many hours per week do you work in your current job?

Hours per
week

LOGIC Show/hide trigger exists.

43. Do you plan to stay at this company for the next 6 months?

- Yes
- No

LOGIC Hidden unless: #43 Question "Do you plan to stay at this company for the next 6 months?" is one of the following answers ("No")

44. What are the primary reasons you are planning to leave the company?

(Select all that apply.)

- Found a better job.
- Job did not match my skillset.
- Job wage or salary did not meet my needs.
- Job hours or schedule did not meet my needs.
- Job did not provide adequate benefits.
- Job was stressful.
- I just didn't like the job.
- Transportation or commute issues.
- Child care issues.
- Health issues.
- Other - Please Specify (Required)

We now want to ask you about the questions you were asked during your job interview for your employment with INSERT COMPANY that began on INSERT DATE. Please answer the following questions to the best of your knowledge.

LOGIC Show/hide trigger exists.

45. Do you recall your employer asking you at the interview if you fit into any of these groups? *(Select all that apply.)*

- Are you between the ages of 16 and 25?
- Are you a Veteran?
- Did you receive Food Stamps/SNAP for a period of 3 months in the last 15 months?
- Are you a member of a family that has received TANF benefits for any of the last 9 months?
- In the past year have you been convicted of a felony or released from prison after a felony conviction?
- Do you live in a Federal Empowerment Zone or Enterprise Community?
- Have you received rehabilitation services through a State Rehabilitation Service or Veterans' Administration?
- Don't Recall

LOGIC Hidden unless: #45 Question "Do you recall your employer asking you at the interview if you fit into any of these groups? (*Select all that apply.*)" is one of the following answers ("Are you between the ages of 16 and 25?", "Are you a Veteran?", "Did you receive Food Stamps/SNAP for a period of 3 months in the last 15 months?", "Are you a member of a family that has received TANF benefits for any of the last 9 months?", "In the past year have you been convicted of a felony or released from prison after a felony conviction?", "Do you live in a Federal Empowerment Zone or Enterprise Community?", "Have you received rehabilitation services through a State Rehabilitation Service or Veterans' Administration?")

46. How comfortable were you about answering these questions?

- Very uncomfortable
- Uncomfortable
- Neutral
- Comfortable
- Very comfortable

LOGIC Hidden unless: #45 Question "Do you recall your employer asking you at the interview if you fit into any of these groups? (*Select all that apply.*)" is one of the following answers ("Are you between the ages of 16 and 25?", "Are you a Veteran?", "Did you receive Food Stamps/SNAP for a period of 3 months in the last 15 months?", "Are you a member of a family that has received TANF benefits for any of the last 9 months?", "In the past year have you been convicted of a felony or released from prison after a felony conviction?", "Do you live in a Federal Empowerment Zone or Enterprise Community?", "Have you received rehabilitation services through a State Rehabilitation Service or Veterans' Administration?")

47. Did the person interviewing you ask you to provide any documentation about the questions asked?

- Yes
- No
- Don't Recall

LOGIC Show/hide trigger exists. Hidden unless: #45 Question "Do you recall your employer asking you at the interview if you fit into any of these groups? (*Select all that apply.*)" is one of the following answers ("Are you between the ages of 16 and 25?", "Are you a Veteran?", "Did you receive Food Stamps/SNAP for a period of 3 months in the last 15 months?", "Are you a member of a family that has received TANF benefits for any of the last 9 months?", "In the past year have you been convicted of a felony or released from prison after a felony conviction?", "Do you live in a Federal Empowerment Zone or Enterprise Community?", "Have you received rehabilitation services through a State Rehabilitation Service or Veterans' Administration?")

48. Did the company's representative ask you to sign a document to give the company permission to get the documentation about the questions asked?

- Yes
- No
- Don't Recall

LOGIC Hidden unless: #48 Question "Did the company's representative ask you to sign a document to give the company permission to get the documentation about the questions asked?" is one of the following answers ("Yes")

49. Did the company's representative ask you to sign a document to give the company permission to get the documentation about the questions asked?

- Very uncomfortable
- Uncomfortable
- Neutral
- Comfortable
- Very comfortable

50. Do you know anyone else who was interested in this job but lost interest because they were turned off by the questions asked about the groups they fit into or providing documentation?

- Yes
- No
- Not Sure

51. Is there anything else you want to tell us about the job you worked for NAME OF COMPANY?

Questions About You

52. How old are you?

- Under 18 years old
- 18-24 years old
- 25-34 years old
- 35-44 years old
- 45-54 years old
- Over 54 years old

53. What is the highest degree or level of school you have completed?

- Less than a high school degree
- Regular high school diploma
- GED or alternative credential
- Some college credit, but less than 1 year of college
- 1 or more years of college credit, no degree
- Associate's degree (for example: AA, AS)
- Bachelor's degree (for example: BA, BS)
- Master's degree (for example: MA, MS, MEng, MEd, MSW, MBA)
- Professional degree beyond bachelor's degree (for example: MD, DDS, DVM, LLB, JD)
- Doctorate degree (for example, PhD, EdD)

54. Are you: *(Select all that apply)*

- Female
- Male
- Transgender, non-binary, or another gender
- Prefer not to answer

55. Are you Hispanic or Latino? (A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race.)

- Yes
- No

56. What is your race and/or ethnicity? *(Select all that apply.)*

- American Indian or Alaska Native – For example, Navajo Nation, Blackfeet Tribe of the Blackfeet Indian Reservation of Montana, Native Village of Barrow Inupiat Traditional Government, Nome Eskimo Community, Aztec, Maya, etc.
- Asian – For example, Chinese, Asian Indian, Filipino, Vietnamese, Korean, Japanese, etc.
- Black or African American – For example, African American, Jamaican, Haitian, Nigerian, Ethiopian, Somali, etc.
- Hispanic or Latino – For example, Mexican, Cuban, Puerto Rican, Salvadoran, Dominican, Guatemalan, etc.
- Middle Eastern or North African – For example, Lebanese, Iranian, Egyptian, Syrian, Iraqi, Israeli, etc.
- Native Hawaiian or Pacific Islander – For example, Native Hawaiian, Samoan, Chamorro, Tongan, Fijian, Marshallese, etc.
- White – For example, English, German, Irish, Italian, Polish, Scottish, etc.
- Prefer not to answer

57. Is English your first language?

- Yes
- No

58. What is your marital status?

- Single, never married
- Married or living with a partner
- Separated
- Divorced
- Widowed
- Prefer not to answer

59. Are you a parent or have you served in a parenting role (including both your own biological children and other children for whom you have parenting responsibilities)?

- Yes
- No
- Prefer not to answer

60. Counting yourself and all members of your household, how many people live in your household?

61. Including yourself, how many people in your household are employed?

62. How many children live in your household (including both your own biological children and other children for whom you have parenting responsibilities)?

Under 5 years old (Required)

*

Age 5 through 12 years old (Required)

*

Age 13 through 18 years old (Required)

*

Age 19 through 26 years old (Required)

*

27+ years old (Required)

*

Prefer not to answer

63. What is your current living situation?

- Rent an apartment, house, or room.
- Own an apartment or house.
- Live with a friend or relative and not paying rent.
- Live in a dormitory at school.
- Live in a medical or assisted living facility, such as a hospital or rehab center.
- Live in transitional housing (e.g., a halfway house).
- Live in a car, on the street, or in a homeless shelter.
- Somewhere else - Specify (Required)
- Prefer not to answer

64. In the past 12 months, was there a rent or mortgage increase that made it difficult to pay?

- Yes
- No

65. In the past 12 months, did you not pay or underpay your rent or mortgage?

- Yes
- No

66. In the past 12 months, did you not pay the full amount of a gas, oil, or electricity bill?

- Yes
- No

67. Are you currently enrolled in any education and/or training programs?
(Select all that apply.)

- Education at a college or university, full-time
- Education at a college or university, part-time
- Technical or vocational training/obtain license or certificate, full-time
- Technical or vocational training/obtain license or certificate, part-time
- Apprenticeship
- Other - Specify (Required)

*

68. Do you have a physical or mental impairment or serious health condition that substantially limits one or more of your major life activities?

- Yes
- No

Thank You!

Thank you for taking our survey. Your response is very important to us.