UNIVERSITY OF WISCONSIN
WHITEWATER

Annual Report

Interviews 2016-2017

Wisconsin WIOA Career Interview Project

September 1, 2017

Executive Summary

The 2016-17 interview cycle began with a pilot of 29 individual interviews at one 14(c) certified employer site. UW-Whitewater interviewers worked with the Division of Vocational Rehabilitation (DVR) to transition to group interviews as the default option based upon feedback from the pilot and initial interviews. This provided more comfort and peer support during interviews for the majority of those interviewed, while ensuring that all interviews were completed within the allowable timeframe.

The cycle included 6,509 interviews of subminimum wage employees from 75 14(c) certified employers in more than 100 unique locations across Wisconsin. Only seven (7) subminimum wage employees refused the interview when offered by the UW-Whitewater employee.

The majority of those interviewed were: male (58%), had a guardian (65%), and 25-64 years old (84%), with 7% under 25 years old and 9 % over 65 years old. Interviews primarily occurred in groups (88.7%) of up to five (5) subminimum wage employees. The majority (57%) did not include any additional guests. The northeastern areas of the state (Workforce Development Areas 4 and 5) had the most subminimum wage employee's interviewed.

The following data is based entirely on self-report of subminimum wage employees. Their responses may not be completely accurate or reliable.

A small percentage (9.5%) of the respondents report a current community job, however nearly one-third reported interest in working in the community (32.1%) and another 12% would consider it. Respondents had limited experience with post-secondary education and those who did primarily received it at their 14c site. Most had no experience with DVR (43%), although there appears to be a trend toward recent engagement with DVR services. Respondents have not experienced any classes or training on self-advocacy or self-determination skills (71%), but the majority provided examples demonstrating their self-advocacy (56%) and self-determination (53%) skills during their interviews.

The following pages include infographics of the key content areas required by the UW-Whitewater contract with DVR (see Index p.3). UW-Whitewater's professional interviewers engaged in semi-structured discussions, with both closed and open-ended questions, along with follow up and clarifying questions based upon provided responses and comprehension. Interviewers adapt their style of questioning and flow of discussion based upon the communication styles and topics of interest among those interviewed to best engage the individual or group and elicit their responses.

The following questions are listed in general categories and are not scripted questions asked of each worker. For example, Q4.5 represents interviewers asking a range of questions such as what the person is good at doing, what they like to do, what they are learning at their 14c site, etc. rather than asking "what are your prevocational/pre-employment skills." Likewise, the responses are categorized by the interviewers and are not quotes from those interviewed.

Index

1. Demographic data on the subminimum wage worker
   - Excel file provided to DVR
   - Infographics Questions: 1.6, 2.3, 2.5, 3.1, 3.2, 4.1

2. DVR history and dates
   - Infographic Questions: 3.3, 3.4

3. Current prevocational/pre-employment skill development and goals
   - Infographic Questions: 4.5, 4.6

4. Current and past community work experiences, paid jobs, on-the-job trainings, job shadows, supported and/or customized employment, Individual Placement and Support (IPS) experiences, etc.
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5. Participation in self-advocacy, self-determination and peer mentoring classes, trainings
   - Infographic Questions: 3.8, 4.3, 4.4

6. Post-secondary education certificates, credentials, classes
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7. Career interests and aptitudes provided by self-report
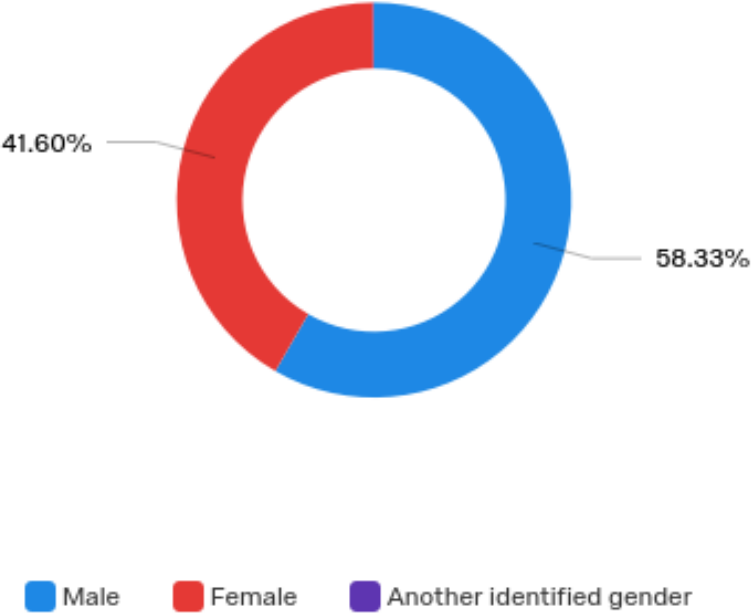   - Infographic Questions: 5.1, 5.2

1. Demographics

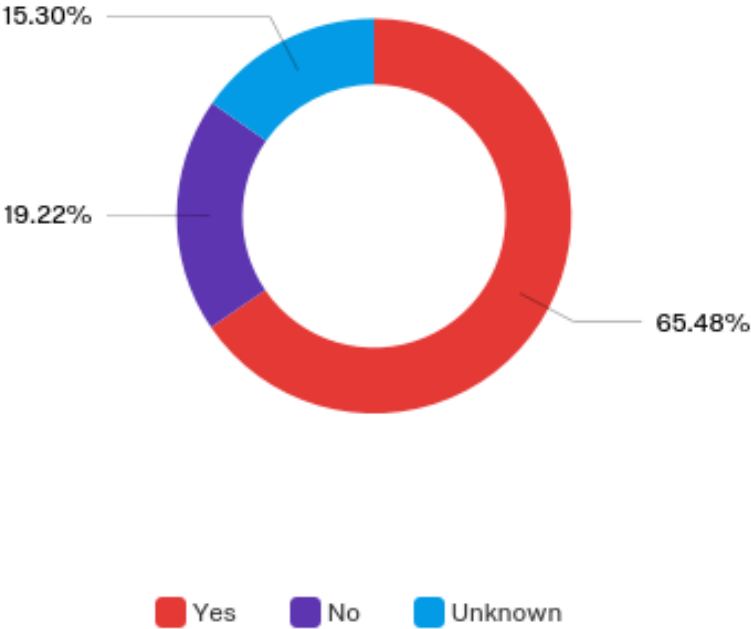## Q1.6 - Interview type (include hire date for 6 month interviews, if known)
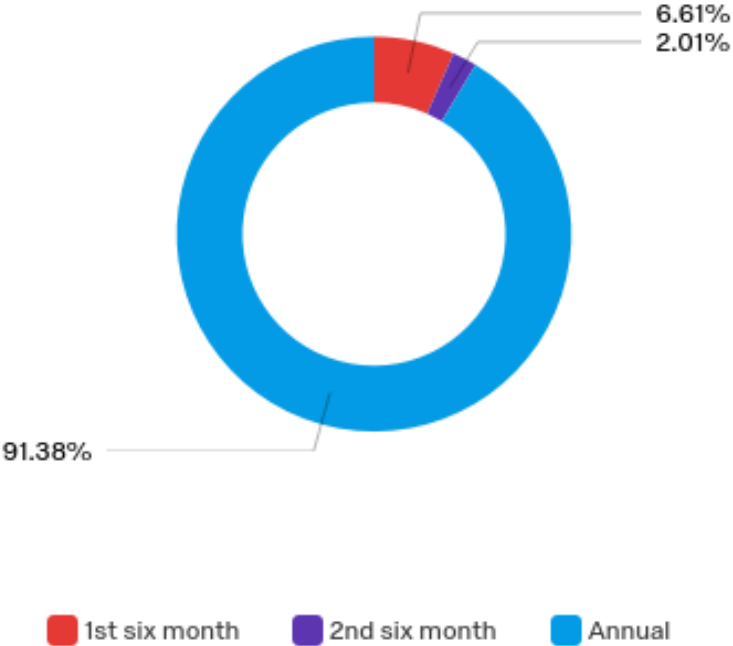
#	Answer	%	Count
1	1st six month	6.61%	430
2	2nd six month	2.01%	131
3	Annual	91.38%	5948
	Total	100%	6509

Q2.3 - Gender

#	Answer	%	Count
1	Male	58.33%	3797
2	Female	41.60%	2708
3	Another identified gender	0.06%	4
	Total	100%	6509

Q2.5 - Does the worker have a guardian?

15.30%

19.22%

65.48%

Yes　　No　　Unknown

#	Answer	%	Count
1	Yes	65.48%	4262
2	No	19.22%	1251
3	Unknown	15.30%	996
	Total	100%	6509

## Q3.1 - Did you graduate high school? (diploma, GED, or HSED)

This category includes all who reported "completing" high school, inducing those who received a diploma, certificate of completion, or aged-out of school services
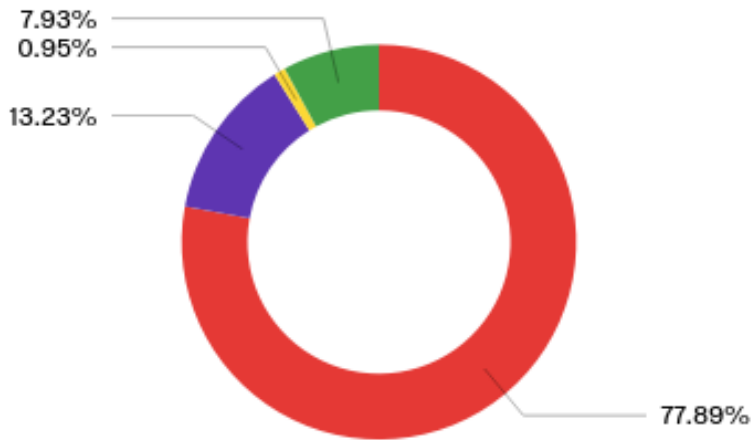
#	Answer	%	Count
1	Yes	77.89%	5070
2	No	13.23%	861
3	Don't know/remember	0.95%	62
4	Unknown	7.93%	516
	Total	100%	6509

Q3.2 - What type of high school(s) did you attend? (Choose all that apply)
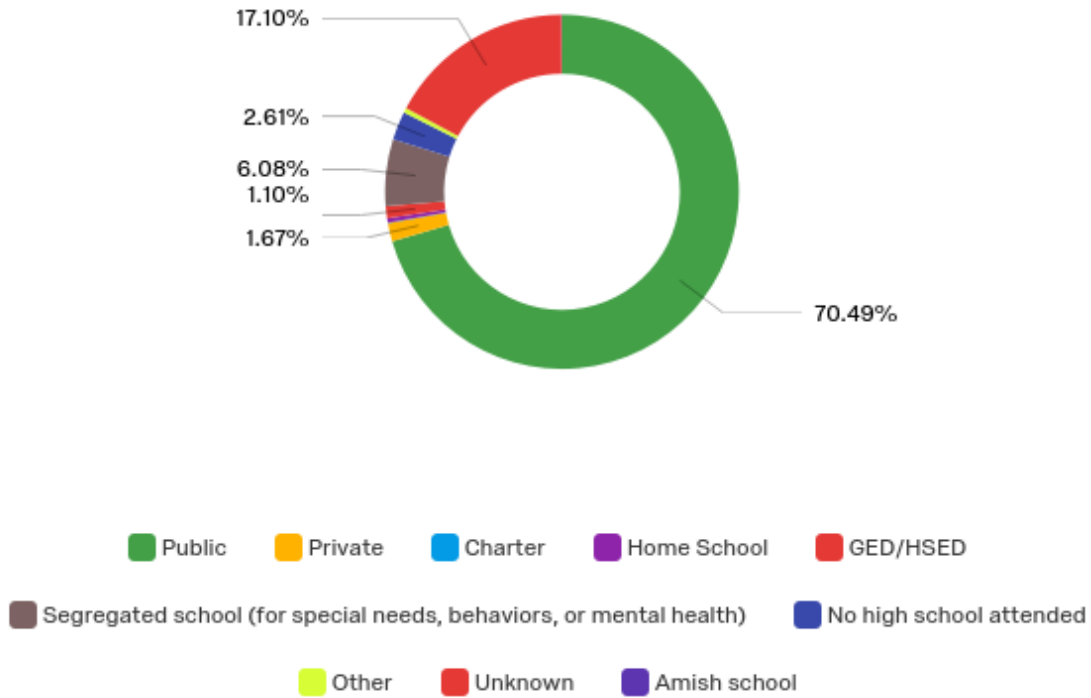
#	Answer	%	Count
1	Public	70.49%	4674
2	Private	1.67%	111
3	Charter	0.05%	3
4	Home School	0.41%	27
5	GED/HSED	1.10%	73
7	Segregated school (for special needs, behaviors, or mental health)	6.08%	403
8	No high school attended	2.61%	173
9	Other	0.44%	29
10	Unknown	17.10%	1134
11	Amish school	0.06%	4
	Total	100%	6631

Note: Percentages may be greater than 6509 or 100% due to multiple responses from a single person.

Q4.1 - Where are you living right now?
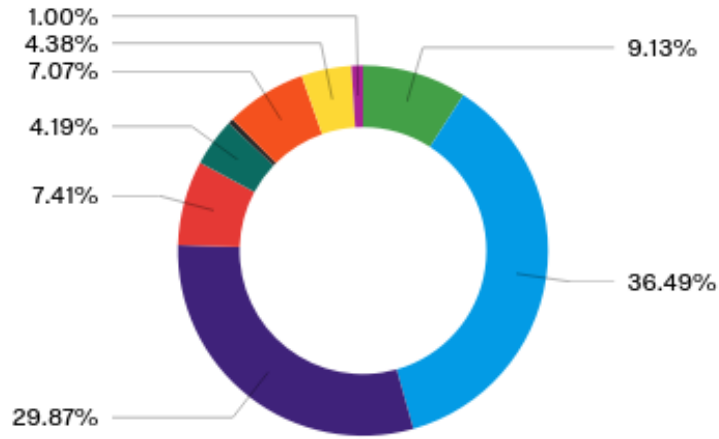
#	Answer	%	Count
1	On my own (no family or organized supports)	9.13%	594
2	With my family	36.49%	2375
3	Group home/assisted living	29.87%	1944
4	Supported community living (apartment/other) (consumer has their own home, with support staff available nearby to assist)	7.41%	482
5	Residential facility (campus or medical)	4.19%	273
6	Nursing home	0.48%	31
7	Adult foster care/unrelated family home	7.07%	460
8	Unknown	4.38%	285
9	Other	1.00%	65
	Total	100%	6509

2. Meeting Breakdowns

Q1.8 - Other(s) present for interview
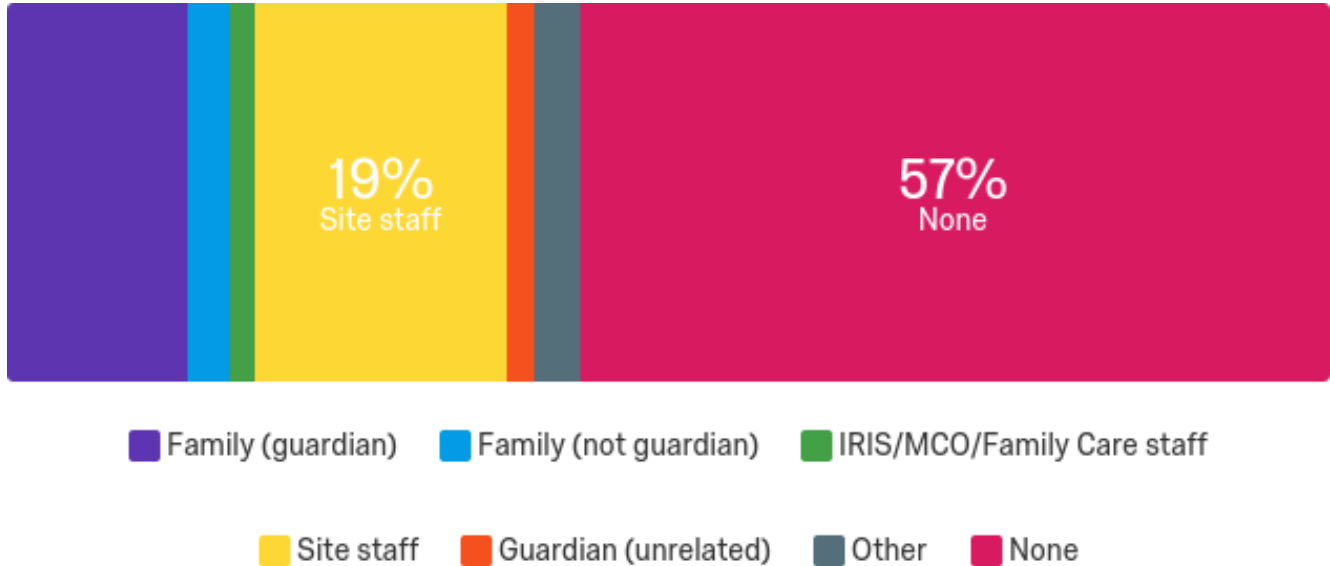
#	Answer	%	Count
1	Family (guardian)	13.57%	932
2	Family (not guardian)	3.04%	209
3	IRIS/MCO/Family Care staff	1.82%	125
4	Site staff	19.13%	1314
5	Guardian (unrelated)	2.17%	149
6	Other	3.49%	240
7	None	56.77%	3899
	Total	100%	6868

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.

Q1.5 Workforce Development Areas

Number of Interviews by WDA Region

■ #
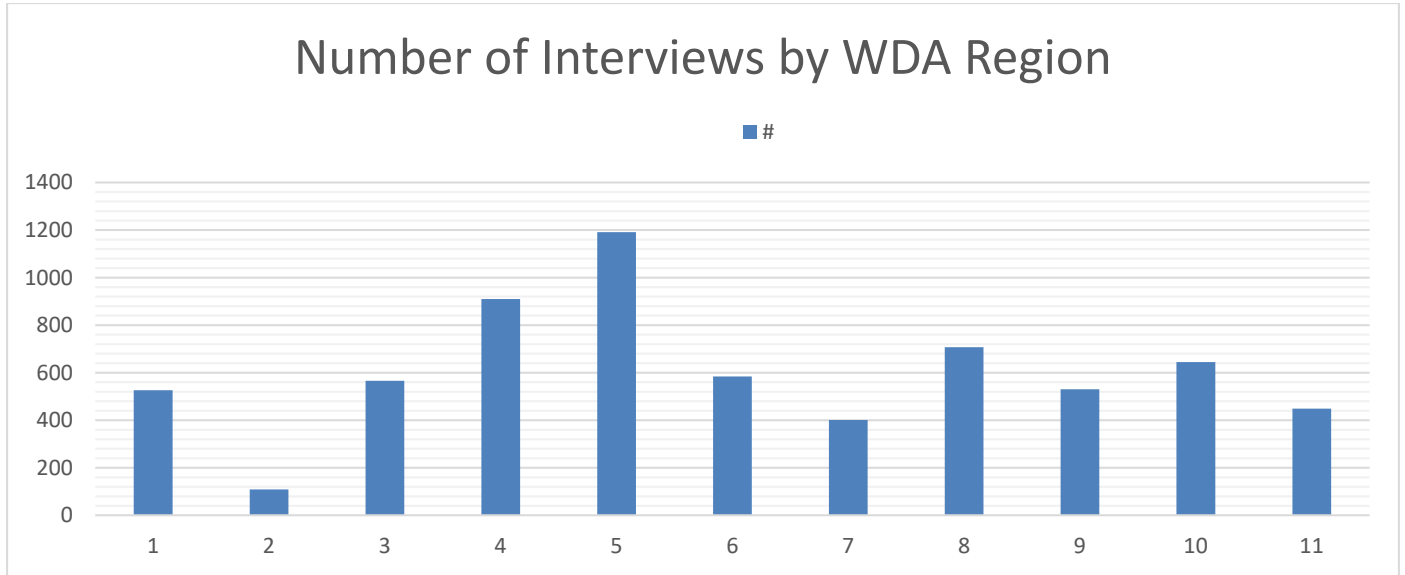
Q1.7 - Interview style

11.35%

88.65%
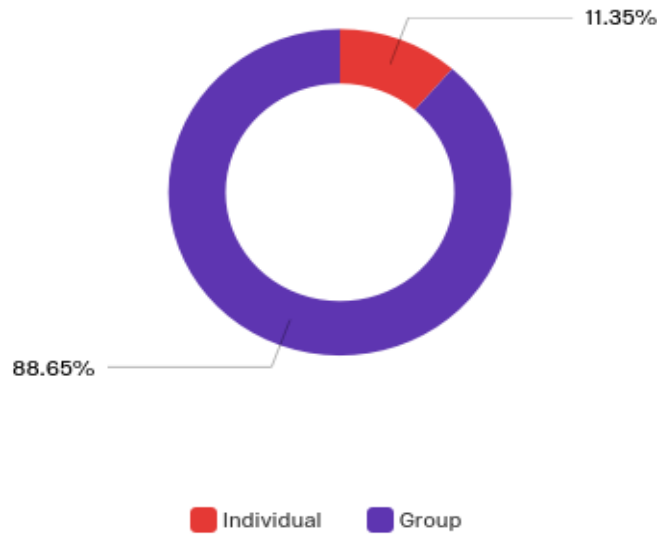
■ Individual   ■ Group

#	Answer	%	Count
1	Individual	11.35%	739
2	Group	88.65%	5770
	Total	100%	6509

3. DVR History

Q3.3 - How long have you worked at this site?

Length of Current Employment
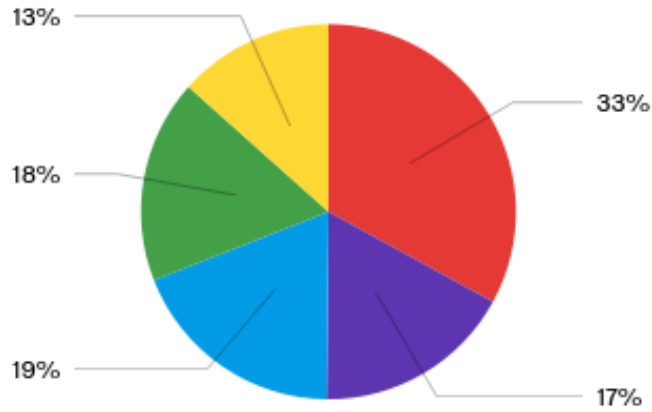
#	Answer	%	Count
1	0-5 years	32.97%	2146
2	6-10 years	17.18%	1118
3	11-20 years	18.90%	1230
4	21+ years	17.54%	1142
5	Unknown	13.41%	873
	Total	100%	6509

Q3.4 - DVR history
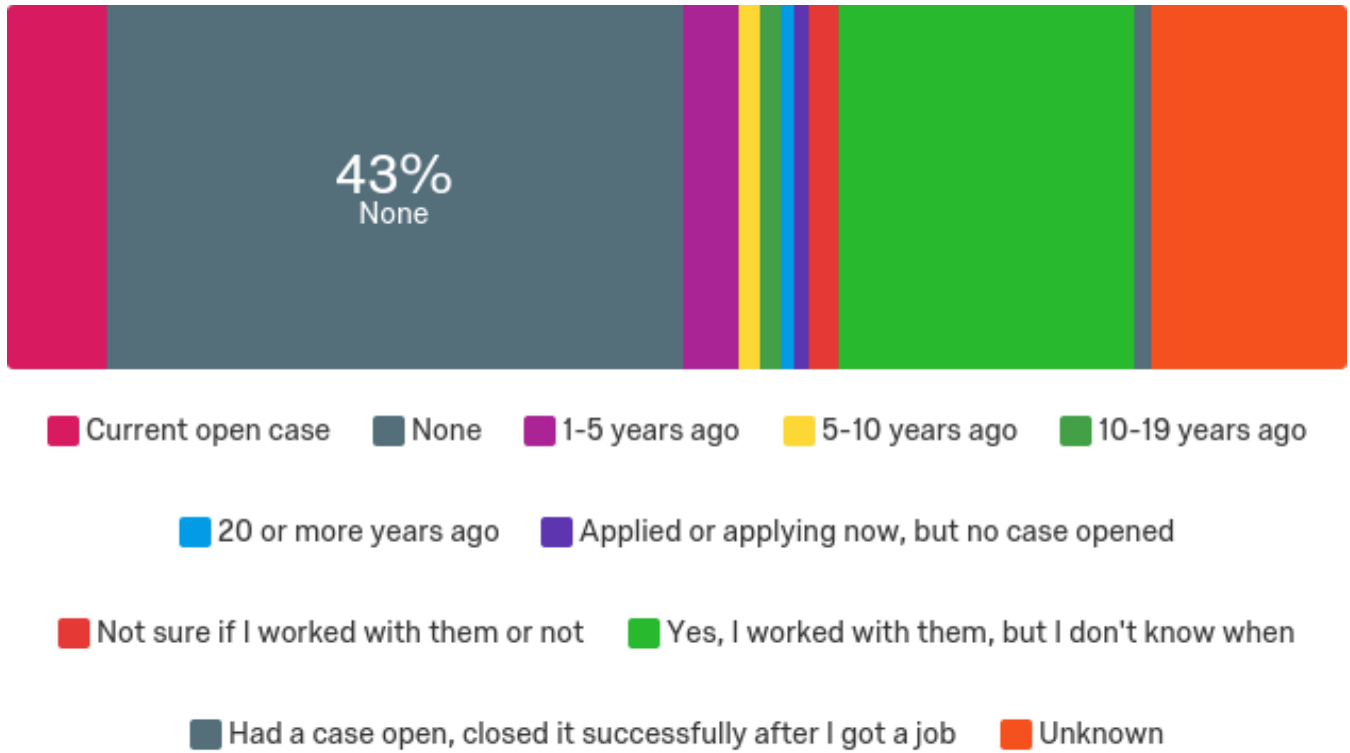
#	Answer	%	Count
1	Current open case	7.44%	489
2	None	42.96%	2823
3	1-5 years ago	3.99%	262
4	5-10 years ago	1.49%	98
5	10-19 years ago	1.52%	100
6	20 or more years ago	0.96%	63
7	Applied or applying now, but no case opened	1.16%	76
8	Not sure if I worked with them or not	2.37%	156
9	Yes, I worked with them, but I don't know when	22.10%	1452
10	Had a case open, closed it successfully after I got a job	1.37%	90
11	Unknown	14.64%	962
	Total	100%	6571

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.

4. Current Prevocational Skills and Goals

Q4.5 - What are your current prevocational skills? What do you do best and what are your favorite jobs? (Check all that apply)
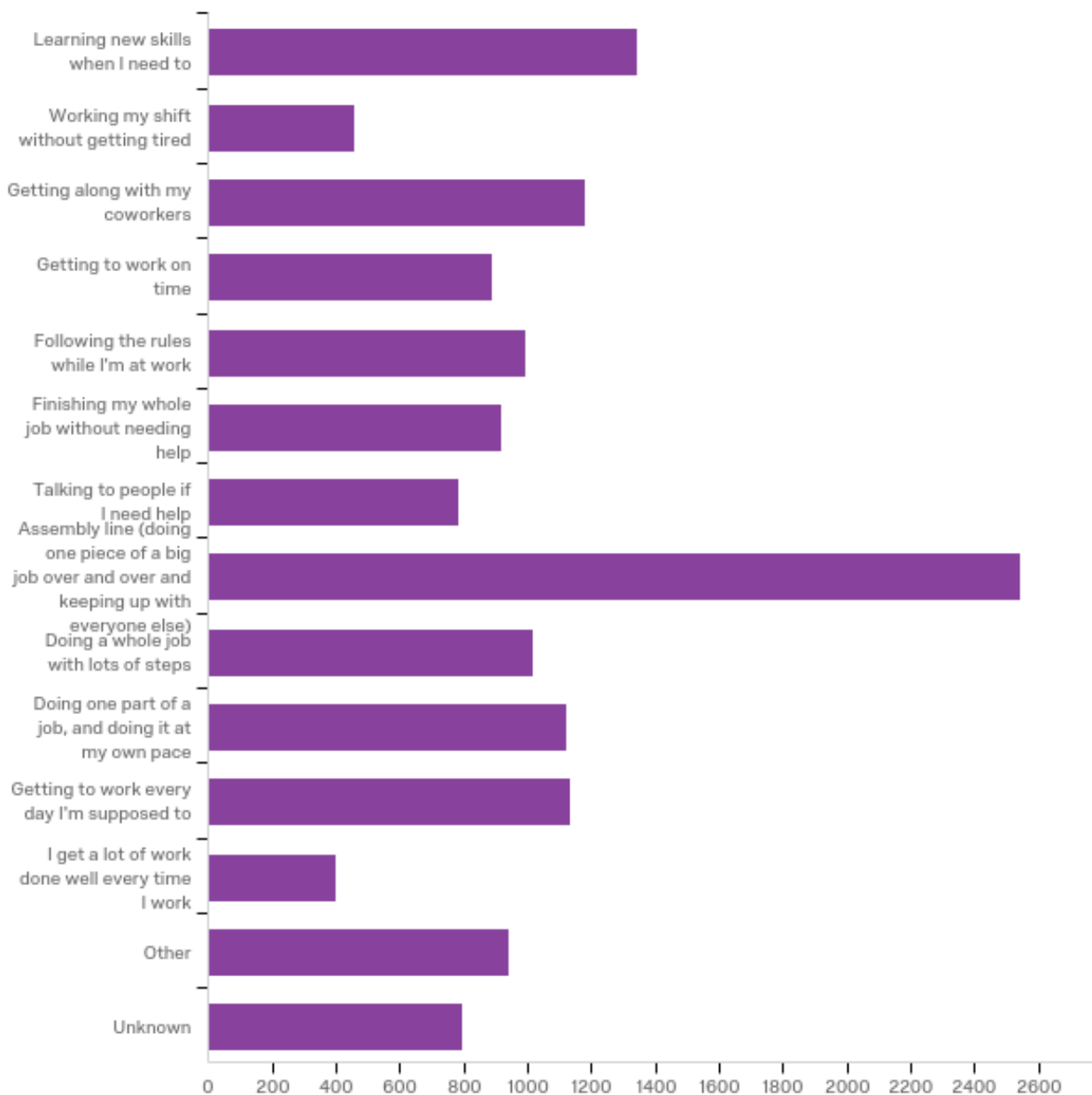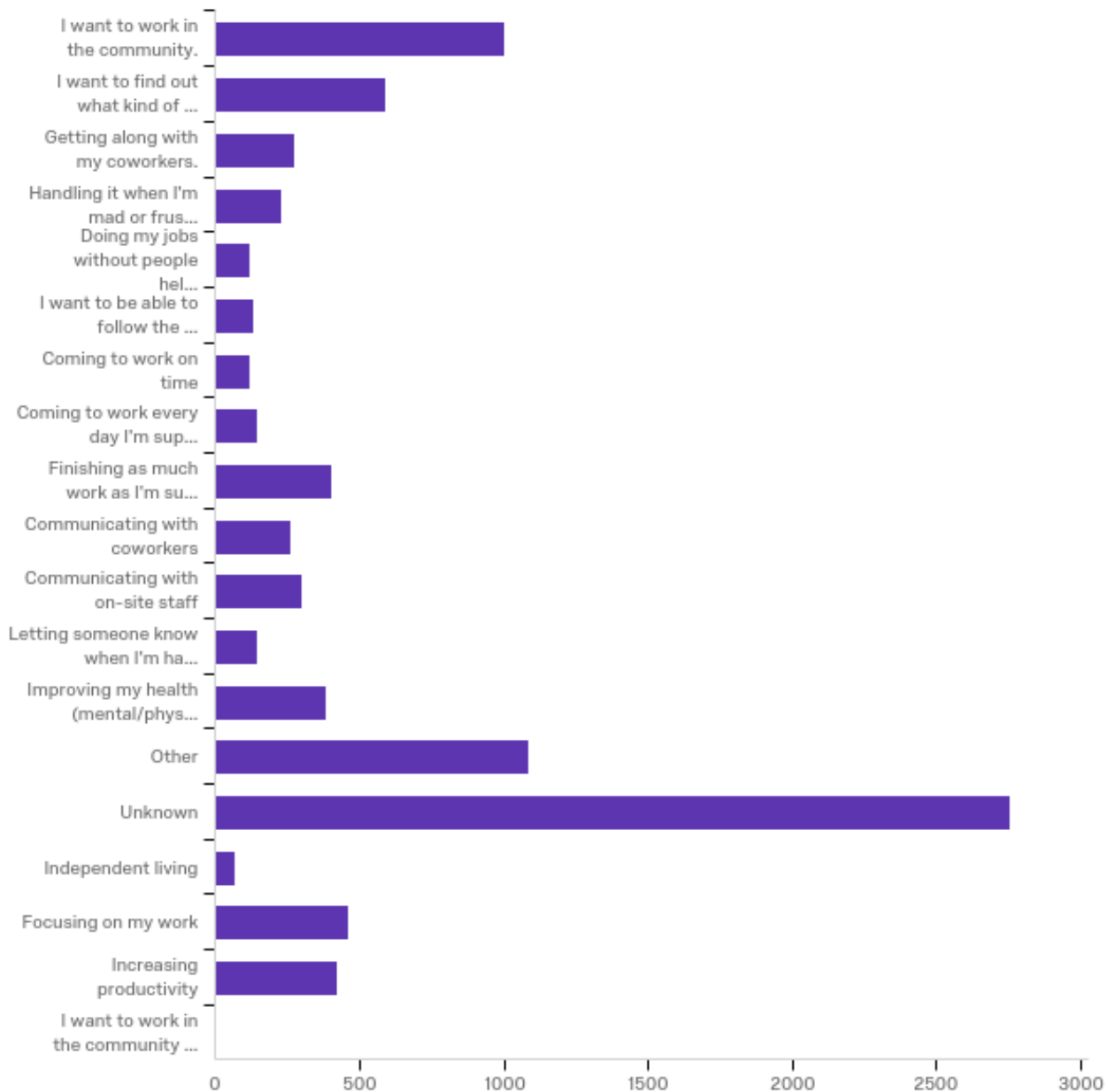

#	Answer	%	Count
1	Learning new skills when I need to	9.25%	1343
2	Working my shift without getting tired	3.17%	460
3	Getting along with my coworkers	8.14%	1181

4		Getting to work on time	6.13%	889
5		Following the rules while I'm at work	6.83%	991
6		Finishing my whole job without needing help	6.32%	917
7		Talking to people if I need help	5.42%	786
8	Assembly line (doing one piece of a big job over and over and keeping up with everyone else)		17.51%	2542
9		Doing a whole job with lots of steps	7.00%	1016
10		Doing one part of a job, and doing it at my own pace	7.74%	1123
11		Getting to work every day I'm supposed to	7.79%	1131
12		I get a lot of work done well every time I work	2.75%	399
13		Other	6.48%	940
14		Unknown	5.48%	796
		Total	100%	14514

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.

Q4.6 - What are your current prevocational goals? What are you trying to get better at? (Check all that apply)

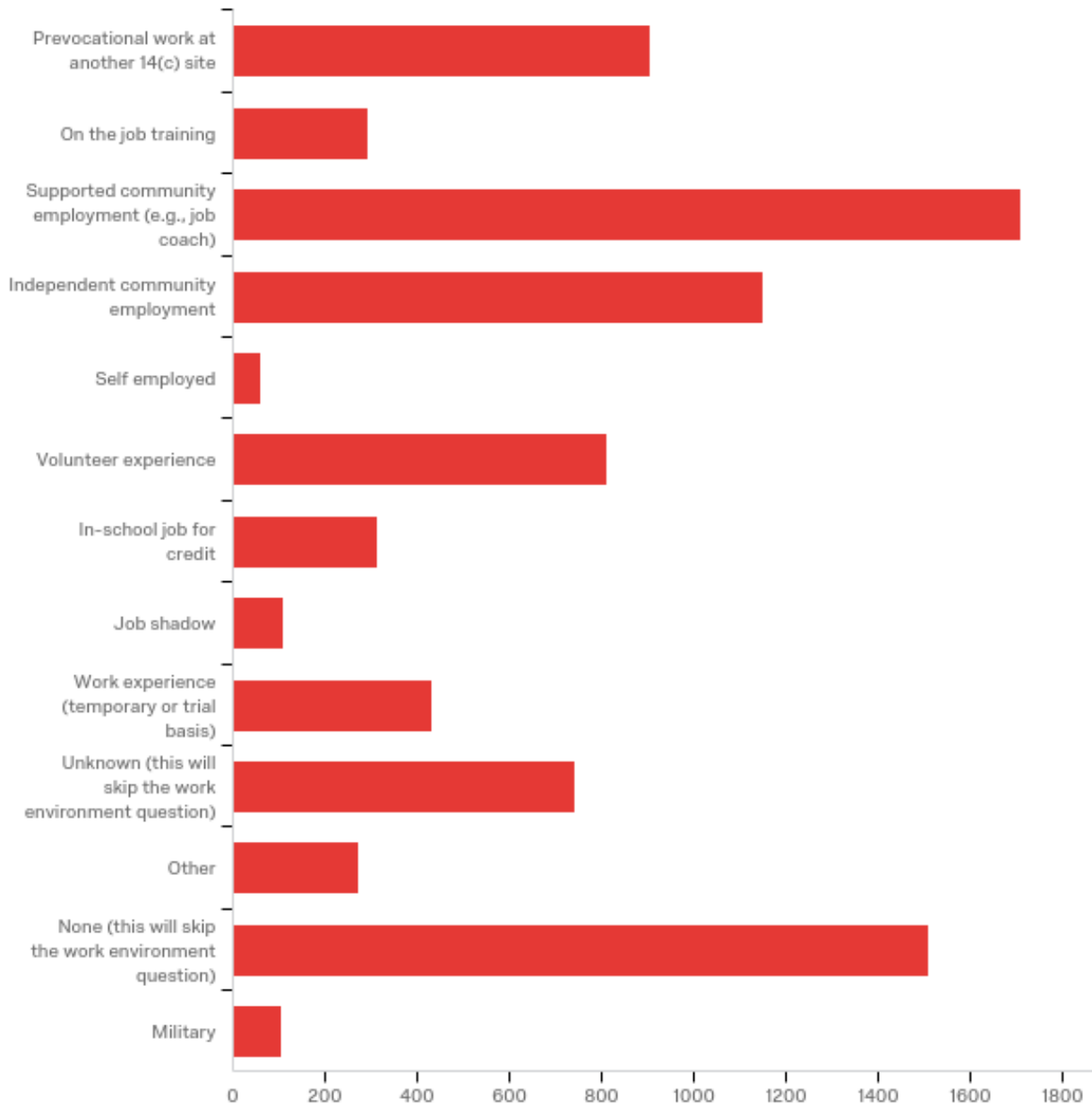| #	Answer	%	Count
1	I want to work in the community.	11.24%	1000
2	I want to find out what kind of jobs I might do in the community.	6.63%	590
3	Getting along with my coworkers.	3.08%	274
4	Handling it when I'm mad or frustrated.	2.57%	229
5	Doing my jobs without people helping me.	1.37%	122

6	I want to be able to follow the rules at my job.	1.51%	134
7	Coming to work on time	1.32%	117
8	Coming to work every day I'm supposed to	1.60%	142
9	Finishing as much work as I'm supposed to every day	4.55%	405
10	Communicating with coworkers	2.93%	261
11	Communicating with on-site staff	3.36%	299
12	Letting someone know when I'm having a problem	1.63%	145
13	Improving my health (mental/physical)	4.29%	382
14	Other	12.23%	1088
15	Unknown	30.97%	2755
16	Independent living	0.78%	69
17	Focusing on my work	5.16%	459
18	Increasing productivity	4.73%	421
19	I want to work in the community but criminal history might prevent it.	0.03%	3
	Total	100%	8895

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5. Current or Past Work Experiences and Volunteering

Q3.6 - What past work or volunteer experiences have you had? (Check all that apply)

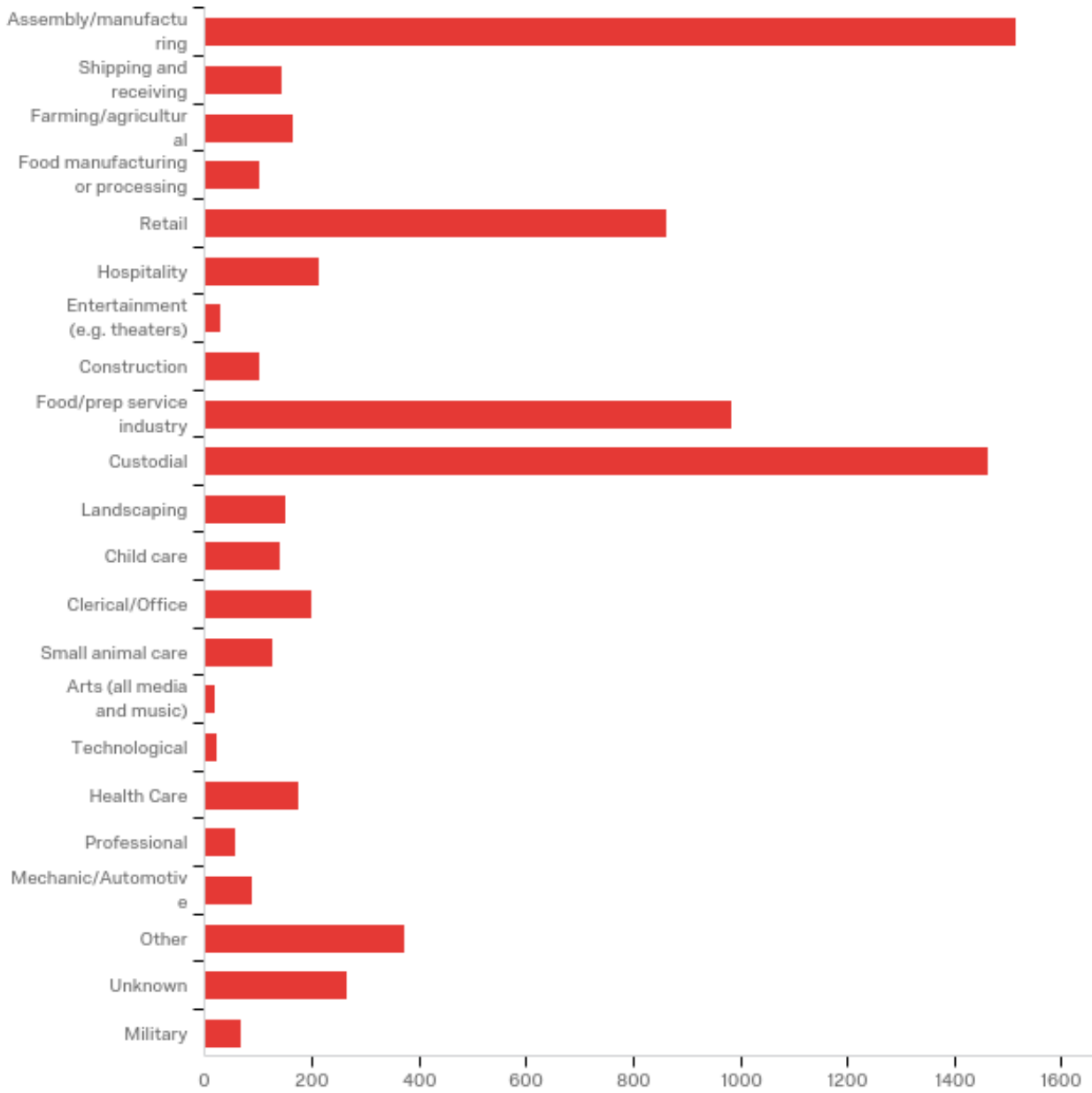| #	Answer	%	Count
1	Prevocational work at another 14(c) site	10.78%	906
2	On the job training	3.47%	292
3	Supported community employment (e.g., job coach)	20.31%	1707
4	Independent community employment	13.68%	1150

5		Self employed	0.73%	61
6		Volunteer experience	9.65%	811
7		In-school job for credit	3.72%	313
8		Job shadow	1.31%	110
9		Work experience (temporary or trial basis)	5.12%	430
10		Unknown (this will skip the work environment question)	8.83%	742
11		Other	3.21%	270
12		None (this will skip the work environment question)	17.93%	1507
13		Military	1.25%	105
		Total	100%	8404

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.

Q3.7 - Past work environment(s) (Check all that apply)

#		Answer	%	Count
1		Assembly/manufacturing	20.86%	1515
2		Shipping and receiving	1.98%	144
3		Farming/agricultural	2.26%	164
4		Food manufacturing or processing	1.43%	104
5		Retail	11.90%	864
6		Hospitality	2.95%	214

7		Entertainment (e.g. theaters)	0.39%	28
8		Construction	1.40%	102
9		Food/prep service industry	13.54%	983
10		Custodial	20.13%	1462
11		Landscaping	2.07%	150
12		Child care	1.91%	139
13		Clerical/Office	2.75%	200
14		Small animal care	1.74%	126
15		Arts (all media and music)	0.25%	18
16		Technological	0.30%	22
17		Health Care	2.42%	176
18		Professional	0.78%	57
19		Mechanic/Automotive	1.23%	89
20		Other	5.12%	372
21		Unknown	3.64%	264
22		Military	0.95%	69
		Total	100%	7262

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.
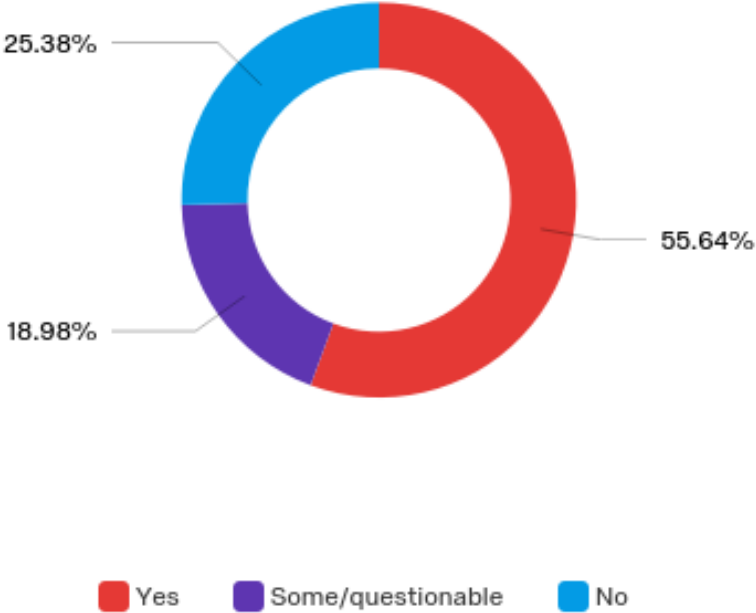
6. Self-advocacy and Self-Determination

Q3.8 - Have you ever participated in self-advocacy, self-determination or peer mentoring classes/trainings?
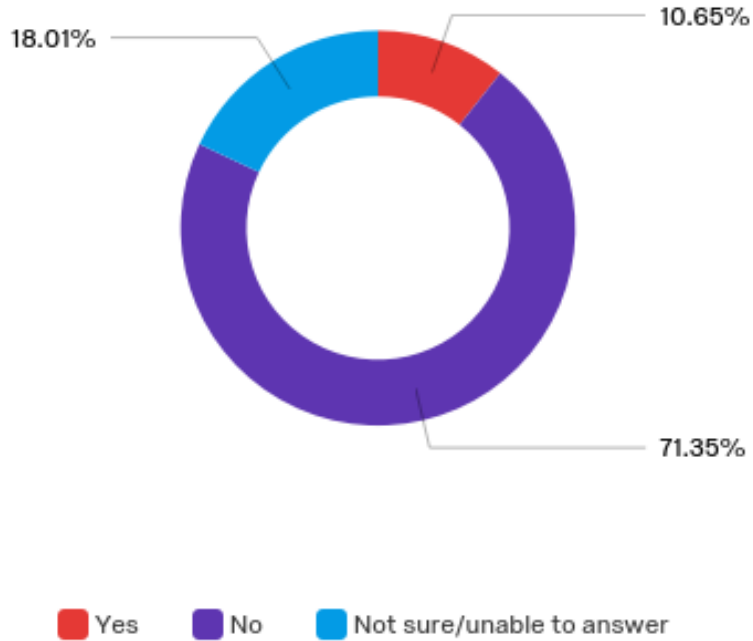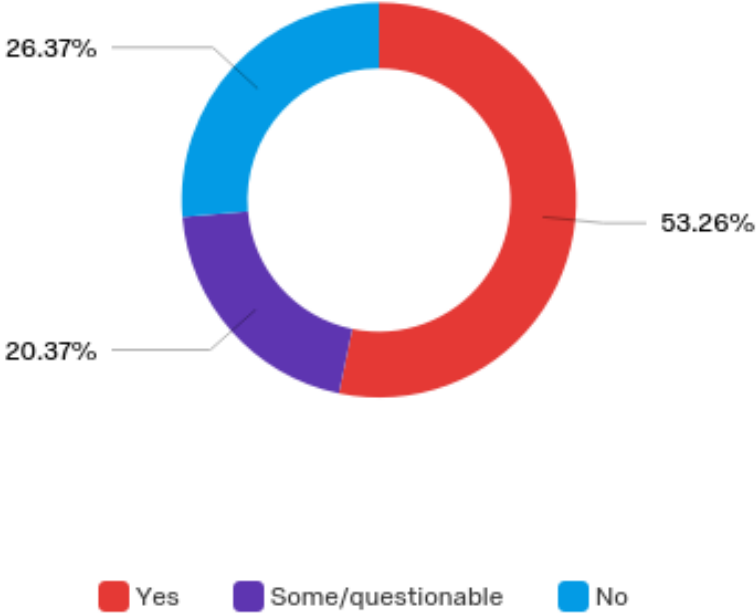

#	Answer	%	Count
1	Yes	10.65%	693
2	No	71.35%	4644
3	Not sure/unable to answer	18.01%	1172
	Total	100%	6509

Q4.3 - Able to provide examples of self-advocacy

#	Answer	%	Count
1	Yes	55.64%	3621
2	Some/questionable	18.98%	1235
3	No	25.38%	1652
	Total	100%	6508

Q4.4 - Able to provide examples of self-determination

26.37% —

53.26%

20.37% —

Yes   Some/questionable   No

#	Answer	%	Count
1	Yes	53.26%	3466
2	Some/questionable	20.37%	1326
3	No	26.37%	1716
	Total	100%	6508

7. Post-Secondary Education and Training

Q3.5 - Post-secondary education/training (Check all that apply)
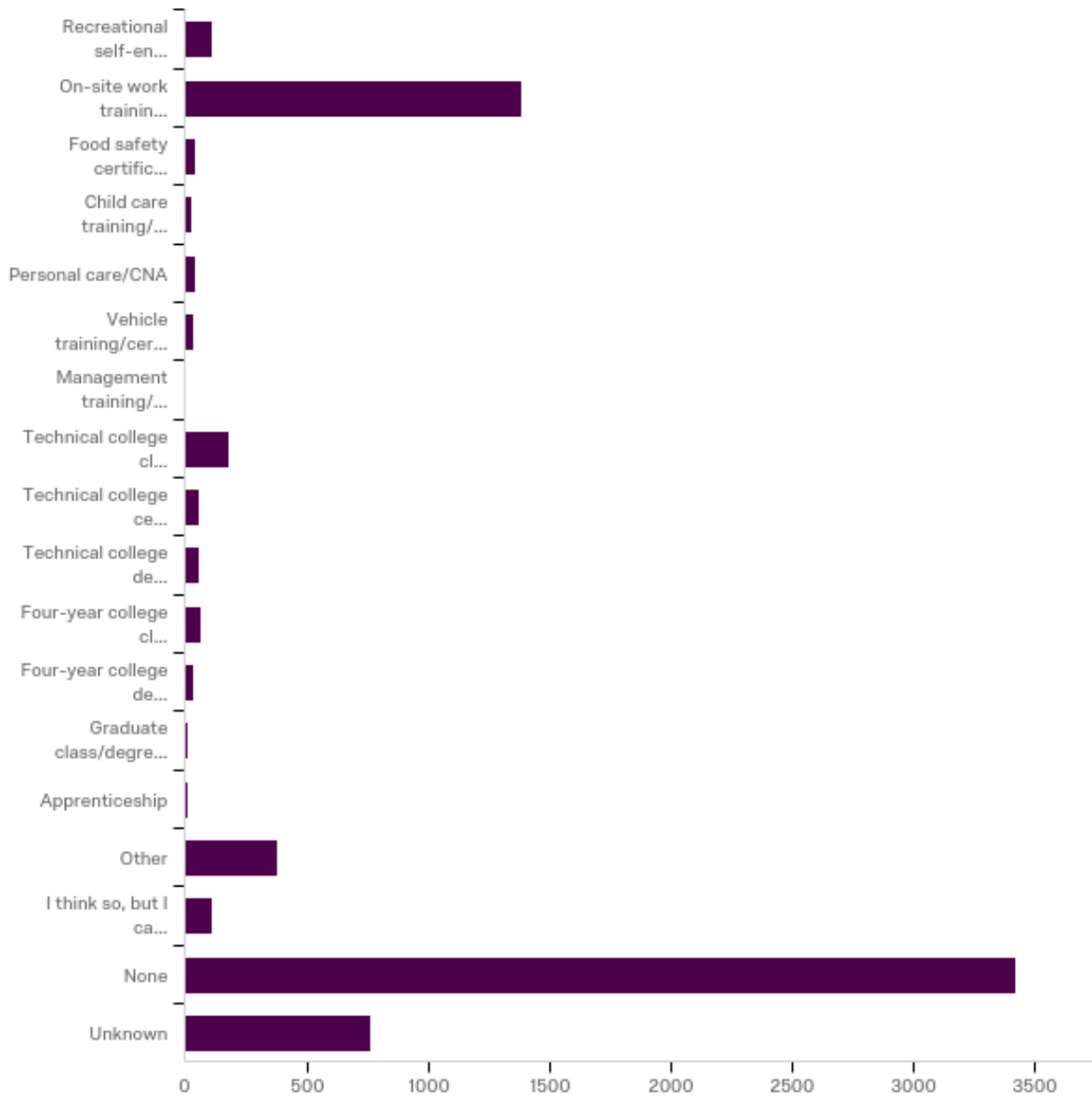
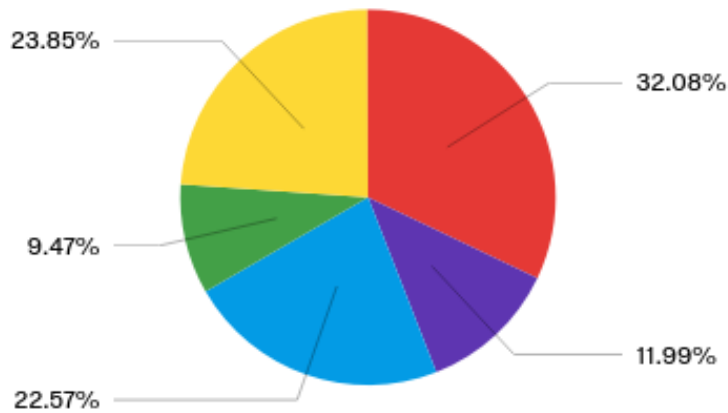| #	Answer	%	Count
1	Recreational self-enhancement	1.66%	112
2	On-site work training/certificate	20.59%	1388
3	Food safety certificate	0.61%	41
4	Child care training/certificate	0.39%	26

5	Personal care/CNA	0.58%	39
6	Vehicle training/certificate/license	0.50%	34
7	Management training/certificate	0.10%	7
8	Technical college class(es)	2.67%	180
9	Technical college certificate	0.82%	55
10	Technical college degree	0.82%	55
11	Four-year college class(es)	0.98%	66
12	Four-year college degree	0.46%	31
13	Graduate class/degree	0.13%	9
14	Apprenticeship	0.15%	10
15	Other	5.67%	382
16	I think so, but I can't remember	1.69%	114
17	None	50.83%	3426
18	Unknown	11.35%	765
	Total	100%	6740

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.
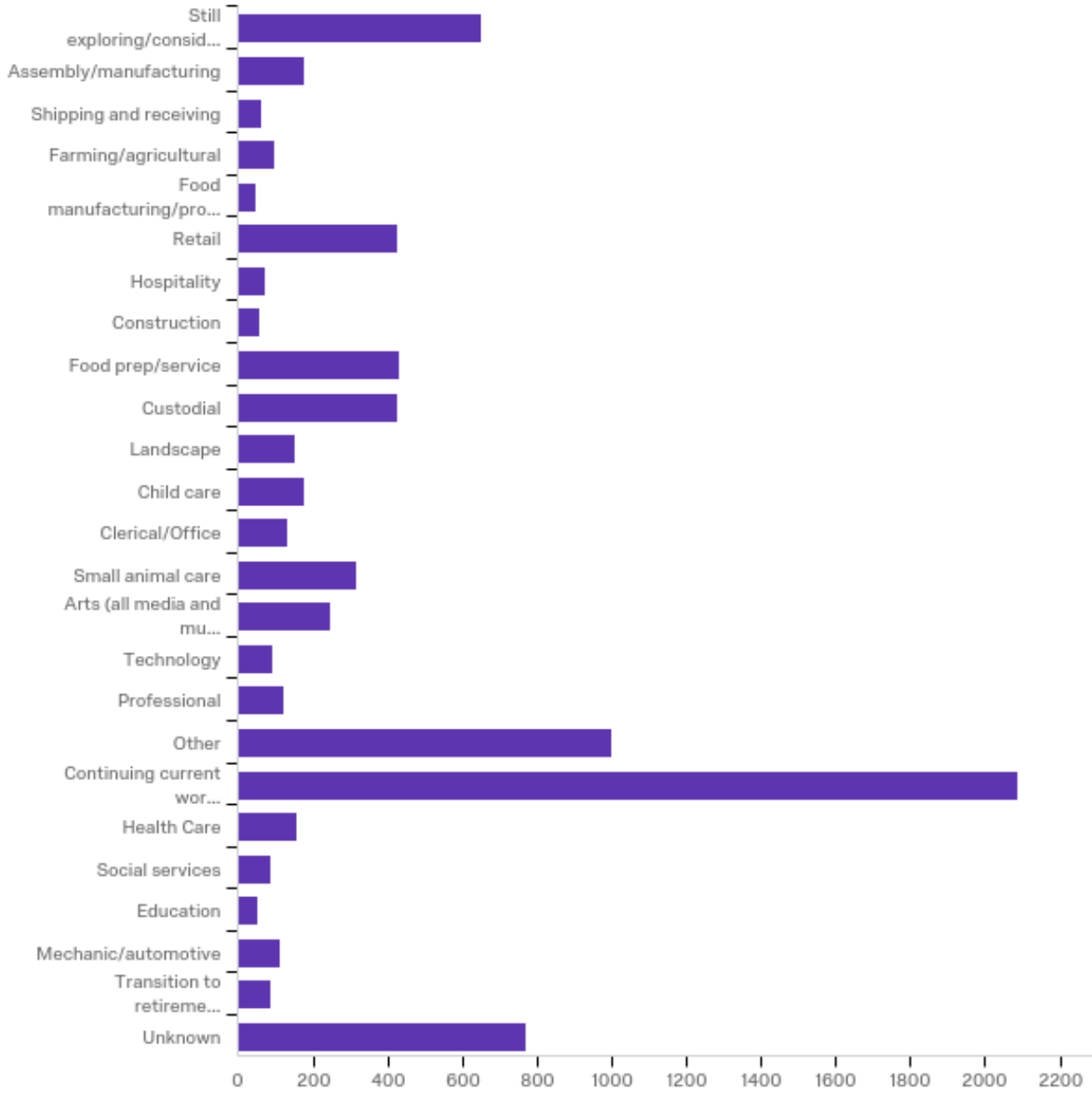
8. Career Interests

Q5.2 - Would you ever like to try a job out in the community?

	Answer	%	Count
1	Yes	32.08%	2088
5	Unknown	23.85%	1552
6	Unable for legal reasons	0.05%	3
3	No	22.57%	1469
2	Maybe	11.99%	780
4	Already have one	9.47%	616
			6508

Q5.1 - Future career interests (Check all that apply)

#	Answer	%	Count
1	Still exploring/considering	8.09%	650
2	Assembly/manufacturing	2.18%	175
3	Shipping and receiving	0.77%	62
4	Farming/agricultural	1.18%	95
5	Food manufacturing/processing	0.57%	46
6	Retail	5.31%	427

7		Hospitality	0.92%	74
8		Construction	0.70%	56
9		Food prep/service	5.39%	433
10		Custodial	5.30%	426
11		Landscape	1.87%	150
12		Child care	2.22%	178
13		Clerical/Office	1.64%	132
14		Small animal care	3.92%	315
15		Arts (all media and music)	3.07%	247
16		Technology	1.16%	93
17		Professional	1.54%	124
18		Other	12.42%	998
19		Continuing current work	25.96%	2086
20		Health Care	1.97%	158
21		Social services	1.10%	88
22		Education	0.66%	53
23		Mechanic/automotive	1.38%	111
24		Transition to retirement	1.06%	85
25		Unknown	9.62%	773
		Total	100%	8035

Note: Percentages may be greater than 6509 people or 100% due to multiple responses from a single person.