

Employment Measures

First, I have some general questions about employment that I would like to ask you.

Section 1: Job Status (for all participants, except retired)

JS1. What is your current job status?	If yes, check here.	And if yes, please go to the following survey section.
Employed		Experience seeking employment (Section 2) and Job Experience Survey (Section 3) and Retirement Planning Experiences (Section 4b)
Unemployed		Experience seeking employment (Section 2) and Retirement Planning Experiences (Section 4b)
Unable to Work/Other* Other: _____		Experience seeking employment (Section 2) and Retirement Planning Experiences (Section 4b)
Retired		Retirement (Section 4a)

*[Please provide note as to why this category chosen.]

JS1a. [If employed is selected in JS1 only]

	Yes	No	Don't know	NR
JS1a. Do you get paid at least \$7.25 per hour (minimum wage)?				

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Yes	No	NR
JS2 If employed, are you self-employed?			

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

JS3. [<i>If unemployed or unable to work/other is selected in JS1 only</i>]	No	Yes	NR
JS3 Have you ever had a job that pays minimum wage or above?			

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Section 2: Experiences Seeking Employment (for all participants, except retired)

First, I have some general questions about your experience and thoughts of looking for and wanting a job.

Please tell me how often you think the following statements are true.

Global Item 1	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
G1. You had bad experiences looking for paid work in the past.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Please tell me how much you agree with the following statements.

Global Item 2	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
G2. To keep a job (or the job you have), you would need more support than you currently have.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Global Item 3	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
G3. You could find a job (or a different job) if you wanted one.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

[If participant exhibits frustration over being asked about employment, seeking jobs etc., discontinue this measure.]

Next, I have some questions that will be a little more specific about your experience and thoughts of looking for and wanting a job that I would like to ask you. You may have answered some of these questions already, but I am asking them again because I want to be certain that I understand and record your responses correctly.

	No	Yes	NA (employed)	NR
S1. Are you currently looking for a job (or a different job) that pays you?				

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Yes	No	NA	NR
S2. Have you given up looking because you could not find a job? [<i>if employed</i> , different job]?				

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

Please tell me how often you experience the following things.

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S3. You have had the training/education you need to find a paid job.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S4. In the past, you got the support you needed to keep working.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

[If agree or strongly agree to item 4, please proceed to question S4a. For all other responses, proceed to S5]

S4a. Who gave you the support you needed to keep working?	Check all that apply
Family	
Friends	
Staff	
Case Manager/Service Coordinator	
Other:	Note response here:
NR	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S5. [If employed, read:] You are able to get to work on time. [If unemployed, read:] You would be able get to work on time if you had a job.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Please tell me how much you agree with the following statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
S6. <i>[If employed, read:]</i> You would like to continue to work for pay. <i>[If unemployed, read:]</i> You would you like to work for pay.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S7. You do not have opportunities to get a job that pays you.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S8. You have opportunities to work at the type of paid jobs you would like.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S9. You might lose important services if you are paid for work.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S10. <i>[if employed, read:]</i> Too much of the money you earn is used to pay for your staff. <i>[if unemployed, read:]</i> Too much of the money you earn would be used to pay for your staff.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

Experiences Seeking Employment Technology Items

Next, I am going to ask you some questions about how technology may be helping you find a job. In this case, I am talking about technology that helps you overcome challenges due to your disability when looking for work. For example, some people need special equipment to apply for a job or special equipment to get to job interviews. So, when answering the following questions I want you to think only about technology you use to find a job that is helping you overcome problems due to your disability. Can you tell me about any technology you use like this?

	No	Yes	I don’t know	NR
ESET1. Do you use or have you used this kind of technology to help you find a job?				

[If the participant answers NO, skip to questions ESET5-ESET6. If the participant answers I don’t know or NR, skip to the end of the section.]

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

[Reminder, only ask questions ESET2-4 for those answering YES to question 12]

Please tell me how much you agree with the following statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
ESET2. When you need it, you have access to this kind of technology to find a job.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
ESET3. It is easy for you to use this technology to find a job.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
ESET4. This technology is useful for you to find a job.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

[Reminder, only ask question ESET5 for those answering NO to question ESET1]

	No	Yes	I don’t know	N R	
ESET5. Did you answer no because you do not need this kind of technology to find a job?					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

[Only ask question ESET6 for those answering NO to question ESET5]

	No	Yes	I don’t know	NA	NR
ESET6. Do you think this kind of technology would help you find a job?					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

Section 3: Job Experience Measure

[Administer only to those selecting ‘Employed’ for Job Status]

Introductory Questions for Job Experience Measure

[Interviewer will strike up a conversation about employment using the following introductory questions to get the participant thinking about their experiences doing paid work or looking for and wanting it and how you feel about your services.

Questions will be at the beginning of each of the measures after Section I]

Job Experiences Introductory Questions:

Let’s get started with a general question about your current job.
What kind of things do you do for your job?

Tier 1 Global Items:

[Interviewer will read these items and the response options as written, then record participant responses. Examples in parentheses () will only be used if participant requests clarification. Show emoji response card if participant ID is even. Refer to definition of terms sheet for further clarification if necessary.]

Next, I have some general questions about your experience doing paid work.

For a few questions in this section, you will be asked about your staff. By staff, we are talking about people who are paid to provide you with services or supports in your home or community. These people could be family or friends, but are often people who work for an agency that provides you with supports.

Please tell me how often you think the following statements are true.

Global Item 1	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
G1. You are happy with your current job.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

Global Item 2	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
G2. Your staff helped you get paid work.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Global Item 3	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
G3. Your staff help you keep working.						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Tier 2 Specific Items:

[Interviewer will read these items and the response options as written, then record participant responses. Examples in parentheses () will only be used if participant requests clarification. Show emoji response card if participant ID is even. Refer to definition of terms sheet for further clarification if necessary.]

Next, I have some questions that will be a little more specific about your experience doing a paid job that I would like to ask you. Again, you may have answered some of these questions already, but I am asking them again because I want to be certain that I understand and record your responses correctly.

	Less than 3 months	3- 6 months	Between 6- 12 months	1- 3 years	More than 3 years	NR
S1. How long have you worked at your current job?						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

		NR
S2. How many hours did you work last week?	[Text]	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

	No, I typically work less hours	No, I typically work more hours	Yes	NR
S2a. Was that a typical week in terms of working hours?				

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

Please tell me how often you think the following statements are true.

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S3. You work the number of hours you want to work.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S4. Your pay from work helps you buy the things you need.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S5. You get to learn new skills at your job that are valuable to you.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S6. You feel respected by the people you work for.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S7. You feel accepted by your coworkers.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

	Never/Rarely	Sometimes	Often	Almost Always/Always	NA	NR
S8. You have the accommodations you need to succeed at your job. (EXAMPLES OF ACCOMMODATIONS: flexible scheduling, adaptive computer technology, other needed equipment/modifications)					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

Please tell me how much you agree with the following statements.

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S9. Most of the people you work with have a disability						

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S10. You are happy with the benefits, such as paid time off, vacation time, and health insurance, you receive from your job.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NA	NR
S11. You have chances for advancement or promotion at your job.					NA	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

Job Experience Technology Items

Now, I would like to hear about how technology may be helping you perform your job. I'd like you to think about things that help you overcome challenges due to your disability at work. For example, some people may need special equipment at work because they need help to move around their workspace or special equipment to use a computer. I want to hear about any technology you use that is helping you overcome problems due to your disability at work. Can you tell me about any technology you use like this?

	No	Yes	I don't know	N R	
JET1. Do you use this kind of technology to help you perform your job?					

[If the participant answers NO, skip to question JET5-JET6. If the participant answers I don't know or NR, skip to the end of the section.]

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

[Reminder, only ask questions JET 2-4 for those answering YES to question 1]

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
JET2. When you need it, you have access to this technology to perform your job.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
JET3. It is easy for you to use this technology to perform your job.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

	Strongly Disagree	Disagree	Agree	Strongly Agree	NR
JET4. This technology is useful for you to perform your job.					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

[Reminder, only ask question JET5 for those answering NO to question JET1]

	No	Yes	I don’t know	NR
JET5. Did you answer no because you do not need this kind of technology to perform your job?				

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

[Only ask question JET6 for those answering NO to question JET5]

	No	Yes	I don’t know	NA	NR
JET6. Do you think this kind of technology would help you perform your job?					

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response

• Other (describe) _____

Section 4: Retirement/Retirement Experiences (All participants)**Section 4A: Retirement (only those retired)**

		Guessed?	Cannot recall	NR
S1. At what age did you retire?	_____ years old			

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

	Yes	No	NR
S2. Did you have a plan for what you would do when you retired/chose to no longer work?			

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

[if no on item S2 END SURVEY, if yes, please proceed to item S3a]

S3. Did anyone assist you in planning your retirement? [if yes, ask “who assisted you?”]	Check all that apply
Friends and family	
Support staff	
Case manager during service plan meetings	
Other	
Nobody	
NR	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

S4. What did you plan for about your retirement?	Check all that apply
Finances (money)	
What activities you will do	
Where you will live	
Other:	
NR	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe)_____

Section 4B: Retirement Planning Experience (for All participants except retired)

	Yes	No	NR
S1. Do you have a plan for what you will do when you retire/choose to no longer work?			

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

[If yes, please proceed to question S2-S3.]

S2. Did anyone assist you in planning your retirement?	Check all that apply
Friends and family	
Support staff	
Case manager during service plan meetings	
Other	
Nobody	
NR	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

S3. What have you planned for about your retirement?	Check all that apply
Finances (money)	
What activities you will do	
Where you will live	
Other:	
NR	

[INTERVIEWER ONLY SECTION] Reason for no response: • “I Don’t Know” (participant could not determine a response) • Refused • Unclear/No Response
 • Other (describe) _____

RTCOM Participant Demographics Form

Participant ID NUMBER: _____

Date: _____ / _____ / _____

Interviewer ID: _____

1) What is your Age? _____

2) With what gender do you identify? *[circle one]*

€ Male

€ Female

€ Other

€ Prefer not to answer

3) What is your race or ethnicity? *[check all races/ethnicities with which participant identifies]*

American Indian or Alaska Native	
Asian (Hmong, Asian Indian, Chinese, Filipino, Japanese, Korean, Vietnamese, Other)	
Black or African-American	
Pacific Islander (Native Hawaiian, Guamanian, Chamorro, Samoan, or Other)	
White (Non-Hispanic)	
Hispanic/Latino (Mexican-American, Chicano, Puerto Rican, Cuban, or Other Hispanic)	
Other race not listed	
Don't know/Prefer not to answer	

4) What Zip Code do you live in? _____

5) Where do you live?

Alone in own (or rented) home or apartment	
Alone in own (or rented) home or apartment with a paid support person(s)	
With others in own (or rented) home or apartment	
With others in own (or rented) home or apartment with a paid support person(s)	
In a group home (residential home) with other people with disabilities supported by paid staff	
In an assisted living facility or semi-independent setting (e.g. assistance from paid staff with preparing meals, activities of daily living, managing finances, shopping)	

Other: *(please describe)*

- 6) How often **in the last three months** have you seen a healthcare professional in the emergency room, clinic/office, hospital, or at home? Some examples of healthcare professionals are a doctor, occupational therapist, physical therapist, psychiatrist/psychologist, therapist, physician assistant, nursing staff, chiropractor).

Not at all	
Less than once a month	
Once a month	
Weekly	
Daily	
24-hour care	

- 7) Do you have any of the following disabilities? *[Select all that apply]*

Physical disability (e.g. Spina Bifida, Muscular Dystrophy, spinal cord injury)	
Intellectual or developmental disability (e.g. autism, Down's Syndrome, Fragile X Syndrome, Rhett Syndrome, fetal alcohol syndrome)	
Serious mental health condition (e.g. depression, anxiety, PTSD, schizophrenia)	
Traumatic brain injury	
Age-related (e.g. Alzheimer's, dementia, mobility limitations related to aging)	
Other: (Specify)	

- 8) Now, I am going to ask you a few questions about difficulties you (they) may face on a daily basis.

Do you (they) have difficulty ...	No, no difficulty	Yes, some difficulty	Yes, a lot of difficulty	Cannot do it at all
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a. seeing, even if wearing glasses?	1	2	3	4
b. hearing, even if using a hearing aid?	1	2	3	4
c. walking or climbing steps?	1	2	3	4
d. remembering or concentrating?	1	2	3	4
e. (with self-care such as) washing all over or dressing?	1	2	3	4
f. Using your preferred language, do you (they) have difficulty communicating (for example understanding or being understood by others)?	1	2	3	4
g. using your hands?	1	2	3	4
h. understanding directions?	1	2	3	4
i. interacting with others?	1	2	3	4
j. learning at the same pace as others?	1	2	3	4

Adapted from the WHO.

9) What disability do you receive all or most of your services or supports for? *[repeat list and select only one, interviewer should also take into account participant's agency/provider]*

Physical disability (e.g. Spina Bifida, Muscular Dystrophy, spinal cord injury)	
Intellectual or developmental disability (e.g. autism, Down's Syndrome, Fragile X Syndrome, Rhett Syndrome, fetal alcohol syndrome)	
Serious mental health condition (e.g. depression, anxiety, PTSD, schizophrenia)	
Traumatic brain injury	
Age-related (e.g. Alzheimer's, dementia, mobility limitations related to aging)	

Services and Supports Section

Now, I am going to review some of the most common types of supports (Home and Community Based Services - HCBS) that people receive. I'd like to find out how often you receive each type of support. *[Use examples only if participant requests clarification]*

	Daily	Weekly	Monthly	Less than Monthly	Not at all	I don't know.	NR
10. How often do you receive support related to your disability at your job? (EXAMPLES: job training, coaching)							
11. How often do you receive support from a Personal Care Assistant (not a paid family member)?							

12. How often do you receive Health or Nursing support (if provided outside of an institution in person's home)?							
13. How often do you receive support from a family member(s) paid to provide the support?							
14. How often do you receive support from staff in your home (group home, assisted living facility or apartment)?							
15. How often do you receive support to take part in activities in the community?							
16. How often do you receive transportation support to get to where you need to go?							
17. How often do you receive support in your home from family or friends who are not paid to help you?							