

Improving Existing Employment Services - Provider Survey

Invitation to Participate in Survey on Improving Employment Services

Improving Existing Employment Services for Disabled People is an action point in the government's Disability Action Plan. To progress this work MSD has convened a group of representatives from the disability and mental health sectors, as well as officials from MSD and ACC. Together we are all jointly developing and informing the process to improve employment outcomes for disabled people.

The first step in this work is to survey both organisations that provide employment support services and disabled people themselves. We hope to gain a comprehensive understanding of the types of employment support that are currently being offered (both contracted and not-contracted) and what you think the barriers and trends are. If you are an organisation that provides support which contributes to employment outcomes then we want to hear from you too.

We invite you to participate in the Provider Survey. The survey data will be analysed by an independent contractor, who will provide a summary report to the representative's group. You do not have to provide identifying information if you do not wish to. A summary of the key results will be made available to you.

The survey takes approximately 10 – 15 minutes to complete, and we ask that each organisation provides ONE response only. If you are an organisation that provides services nationwide please make use of the comment boxes if you wish to highlight any regional variations.

Responses are due by Friday 2 August 2013.

Please feel free to forward this survey on to anyone you think may be interested in participating. We apologise for any cross-postings.

If you have any questions about the survey please contact:

For information about the survey questions: Tess Casey (tess@nzvass.org.nz)

For technical information about filling in the survey: Clare Teague (clareteague@nzdsn.org.nz)

Yours sincerely,

Members of the Improving Existing Employment Services Working Group.

Association of Blind Citizens

ASENZ

CCS Disability Action

Deaf Aotearoa

DPA

IHC Advocacy

NZDSN

People First

Platform

VASS

Workbridge

MSD

ACC

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1. Do you provide services both Government funded and unfunded that meet the following needs:

- ☐ Personal and social skills development (e.g. self-esteem, self-management, work expectations, etc.)
- ☐ Community building (e.g. expanding person's networks, skills for participating in community, etc.)
- ☐ Working with families to increase employment expectations.
- ☐ Employment skills development
- ☐ Work experience (both paid and unpaid)
- ☐ Gaining a qualification
- ☐ Preparation for employment (e.g. CV preparation, interview techniques)
- ☐ Finding a job
- ☐ Support to take up and keep a job, e.g. transport, adapting to work, etc.
- ☐ Support in the workplace
- ☐ Career development
- ☐ Support for self-employment
- ☐ Other (please specify)

Other (please specify)

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2. What specific group or age group (if any) of people do you provide these services to?

Personal and social skills development (e.g. self-esteem, self-management, work expectations, etc.)

Community building (e.g. expanding person's networks, skills for participating in community, etc.)

Working with families to increase employment expectations.

Employment skills development

Work experience (both paid and unpaid)

Gaining a qualification

Preparation for employment (e.g. CV preparation, interview techniques)

Finding a job

Support to take up and keep a job, e.g. transport, adapting to work, etc.

Support in the workplace

Career development

Support for self-employment

Other (please specify)

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3. If you are contracted to provide this service(s) please state the name of the contract (s) and the funder(s).

Personal and social skills development (e.g. self-esteem, self-management, work expectations, etc.)	<input type="text"/>
Community building (e.g. expanding person's networks, skills for participating in community, etc.)	<input type="text"/>
Working with families to increase employment expectations.	<input type="text"/>
Employment skills development	<input type="text"/>
Work experience (both paid and unpaid)	<input type="text"/>
Gaining a qualification	<input type="text"/>
Preparation for employment (e.g. CV preparation, interview techniques)	<input type="text"/>
Finding a job	<input type="text"/>
Support to take up and keep a job, e.g. transport, adapting to work, etc.	<input type="text"/>
Support in the workplace	<input type="text"/>
Career development	<input type="text"/>
Support for self-employment	<input type="text"/>
Other (please specify)	<input type="text"/>

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Societal attitudes can be barriers to people gaining and keeping employment. We are interested in understanding what services and activities, both funded and unfunded, you are providing that help address some of these barriers.

4. Do you provide services both Government funded and unfunded that address the following barriers?

- ☐ Flexible working conditions
- ☐ Difficulties getting to and from work
- ☐ Workplace accommodations
- ☐ Access to adaptive equipment/technology
- ☐ Lack of natural supports in the workplace
- ☐ Attitudes of medical professionals about work capabilities
- ☐ Attitudes and awareness of employers
- ☐ Attitudes of other employees
- ☐ Personal costs related to taking up employment
- ☐ Other (please specify)

Other (please specify)

5. If you provide any services that help address these barriers please briefly outline what this involves in the comment box below.

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6. If you provide this service(s) as part of a contracted service, please state the name of the contract and the funder.

Flexible working conditions	<input type="text"/>
Difficulties getting to and from work	<input type="text"/>
Workplace accommodations	<input type="text"/>
Access to adaptive equipment/technology	<input type="text"/>
Lack of natural supports in the workplace	<input type="text"/>
Attitudes of medical professionals about work capabilities	<input type="text"/>
Attitudes and awareness of employers	<input type="text"/>
Attitudes of other employees	<input type="text"/>
Personal costs related to taking up employment	<input type="text"/>
Other	<input type="text"/>

7. Please give any further comments you would like to make about the services you provide, in relation to the personal needs and environmental barriers questions above.

8. What changes have you noticed in the labour market in your area in the last four years?

	Fewer Jobs	No change	More Jobs
Casual employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Part-time employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Full-time employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Contracting	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Employers outsourcing recruitment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

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9. What changes have you noticed in the types of skills and experience most commonly required by employers?

	Decreased demand	No change	Increased demand
Computer literacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Previous work experience	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Specialised skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Higher levels of literacy and numeracy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Minimum qualification levels	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
People who can work changing shifts/flexible hours	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Other (please specify)

10. What changes to government contracts would help you achieve greater employment outcomes for the people you support? (e.g, changes to contract outcomes, eligibility criteria, being funded in different ways, etc.)

11. What changes to government agencies' processes would help you to achieve greater employment outcomes for the people you support? (e.g. Work and Income processes, cross-government alignment and co-ordination etc).

12. Please provide below any other comments you would like to make.

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13. Where do you provide services?

- ☐ Nationwide
- ☐ Northland
- ☐ Auckland
- ☐ Waikato
- ☐ Bay of Plenty
- ☐ Taranaki
- ☐ Whanganui
- ☐ Hawke's Bay
- ☐ Manawatu / Horowhenua
- ☐ Wairarapa
- ☐ Wellington / Hutt
- ☐ Nelson Marlborough
- ☐ West Coast
- ☐ Canterbury
- ☐ Otago
- ☐ Southland

14. We are interested in understanding more about innovative approaches to achieving employment outcomes and may want to obtain more information about some of your responses. If you are happy to be contacted please provide your details here:

Name:

Organisation:

Email Address:

Phone Number: