

Employer Results 2015

(Completion rate: 94.44%)

Name of person completing the survey

The 18 response(s) to this question can be found in the appendix.

Company Name

The 18 response(s) to this question can be found in the appendix.




1. Do you feel that SACL appropriately considers the following criteria when matching a Person Supported to an Employer;

	Yes	No	Unsure	Total Responses
The preferences of the Person Supported	17 (100.0%)	0 (0.0%)	0 (0.0%)	17
Work history and experience of the Person Supported	13 (76.5%)	0 (0.0%)	4 (23.5%)	17
Strengths and abilities of the Person Supported	17 (100.0%)	0 (0.0%)	0 (0.0%)	17
Previous training, education and life experiences of the Person Supported	12 (70.6%)	0 (0.0%)	5 (29.4%)	17
Benefits available to the Person Supported	12 (70.6%)	0 (0.0%)	5 (29.4%)	17
Options for advancement in hours, responsibility, or wages	12 (70.6%)	1 (5.9%)	4 (23.5%)	17
Availability of transportation	16 (94.1%)	0 (0.0%)	1 (5.9%)	17
Legal history (if applicable)	9 (52.9%)	0 (0.0%)	8 (47.1%)	17

1a. Suggestions or Comments:

The 3 response(s) to this question can be found in the appendix.

2. Do you feel that the Person Supported has had input and has approved the position with your company?

Response	Chart	Percentage	Count
Yes		88.2%	15
Somewhat		5.9%	1
No		0.0%	0
Unsure		5.9%	1
		Total Responses	17

2. Do you feel that the Person Supported has had input and has approved the position with your company? (Yes)

#	Response
1.	Yes, he's very happy with the position
2.	
3.	
4.	J. is always happy to be here
5.	
6.	
7.	
8.	
9.	
10.	
11.	
12.	
13.	
14.	
15.	

2. Do you feel that the Person Supported has had input and has approved the position with your company? (Somewhat)

#	Response
1.	Communication can be an issue at times





2. Do you feel that the Person Supported has had input and has approved the position with your company? (No)

Response

2. Do you feel that the Person Supported has had input and has approved the position with your company? (Unsure)

Response
1.

3. Was SACL Staff available to help the Person Supported to fully understand their duties and obligations of the employment position with your company?

Response	Chart	Percentage	Count
Yes		88.2%	15
No		0.0%	0
Somewhat		5.9%	1
Unsure		5.9%	1
Total Responses			17

3. Was SACL Staff available to help the Person Supported to fully understand their duties and obligations of the employment position with your company? (Yes)

Response
1. Julie is very independent and hasn't needed much support in regard to her duties

3. Was SACL Staff available to help the Person Supported to fully understand their duties and obligations of the employment position with your company? (No)

Response





3. Was SACL Staff available to help the Person Supported to fully understand their duties and obligations of the employment position with your company? (Somewhat)

Response

3. Was SACL Staff available to help the Person Supported to fully understand their duties and obligations of the employment position with your company? (Unsure)

Response

4. Do you feel SACL Staff helped the Person Supported to know and understand your obligations and duties as an employer?

Response	Chart	Percentage	Count
Yes		82.4%	14
Somewhat		5.9%	1
No		0.0%	0
I don't know		11.8%	2
		Total Responses	17

4. Do you feel SACL Staff helped the Person Supported to know and understand your obligations and duties as an employer? (Yes)

Response

4. Do you feel SACL Staff helped the Person Supported to know and understand your obligations and duties as an employer? (Somewhat)

Response



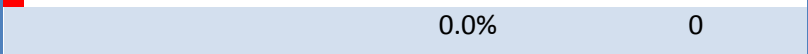

4. Do you feel SACL Staff helped the Person Supported to know and understand your obligations and duties as an employer? (No)

Response

4. Do you feel SACL Staff helped the Person Supported to know and understand your obligations and duties as an employer? (I don't know)

Response

5. Did/Does SACL Staff provide appropriate support to the Person Supported to enable them to fulfill the required duties to the best of their abilities?

Response	Chart	Percentage	Count
Yes		88.2%	15
Somewhat		5.9%	1
No		0.0%	0
Unsure		5.9%	1
		Total Responses	17

5. Did/Does SACL Staff provide appropriate support to the Person Supported to enable them to fulfill the required duties to the best of their abilities? (Yes)

#	Response
1.	J. is self motivated

5. Did/Does SACL Staff provide appropriate support to the Person Supported to enable them to fulfill the required duties to the best of their abilities? (Somewhat)

#	Response
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5. Did/Does SACL Staff provide appropriate support to the Person Supported to enable them to fulfill the required duties to the best of their abilities? (No)

#	Response
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5. Did/Does SACL Staff provide appropriate support to the Person Supported to enable them to fulfill the required duties to the best of their abilities? (Unsure)

#	Response
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6. Do you feel that the Person Supported has done any of the following since becoming employed with your organization;

	Yes	Somewhat	No	Unsure	Total Responses
Gained independence	12 (70.6%)	2 (11.8%)	0 (0.0%)	3 (17.6%)	17
Gained self-confidence	16 (94.1%)	1 (5.9%)	0 (0.0%)	0 (0.0%)	17
Gained self-worth	16 (94.1%)	0 (0.0%)	0 (0.0%)	1 (5.9%)	17
Gained some financial independence	9 (52.9%)	3 (17.6%)	1 (5.9%)	4 (23.5%)	17
Increased skill-set	12 (70.6%)	4 (23.5%)	1 (5.9%)	0 (0.0%)	17
Increased life-skills	12 (70.6%)	4 (23.5%)	0 (0.0%)	1 (5.9%)	17
Increased community inclusion	12 (70.6%)	3 (17.6%)	0 (0.0%)	2 (11.8%)	17

7. Do you feel that the Person Supported working for you may gain any of the following with your company? (Please include any comments you may feel helpful);

	Yes	Possibly	No	Total Responses
Increase in responsibilities	4 (23.5%)	9 (52.9%)	4 (23.5%)	17
Increased in hours worked	1 (5.9%)	10 (58.8%)	6 (35.3%)	17
Increase in wages or benefits	4 (23.5%)	8 (47.1%)	5 (29.4%)	17
Option for advancement	0 (0.0%)	7 (41.2%)	10 (58.8%)	17



7a. Comments or Suggestions:

The 3 response(s) to this question can be found in the appendix.

8. If any of the answers to question 7 were "No", would you provide a brief description as to why these items are not available within your organization for the Person Supported?

The 10 response(s) to this question can be found in the appendix.

9. Do you feel SACL Staff are available to meet your needs and concerns as an employer?

Response	Chart	Percentage	Count
Yes		88.2%	15
Somewhat		11.8%	2
No		0.0%	0
Total Responses			17

9. Do you feel SACL Staff are available to meet your needs and concerns as an employer? (Yes)

#	Response
1.	Vicki provides excellent support.

9. Do you feel SACL Staff are available to meet your needs and concerns as an employer? (Somewhat)

Response

9. Do you feel SACL Staff are available to meet your needs and concerns as an employer? (No)

Response

10. When SACL Staff provide on-site support to Persons Supported, do you feel the following criteria is met;



	Yes	Somewhat	No	Not Applicable	Total Responses
Support Staff has sufficient knowledge of the industrial and programmatic aspects of the assignment.	12 (70.6%)	0 (0.0%)	1 (5.9%)	4 (23.5%)	17
An appropriate back-up plan exists if Support Staff are absent or tardy.	11 (64.7%)	0 (0.0%)	0 (0.0%)	6 (35.3%)	17
Support Staff is able to communicate effeciently and effectively with all levels within the employment site.	12 (70.6%)	1 (5.9%)	0 (0.0%)	4 (23.5%)	17

11. Do you feel that Persons Supported have been instructed and encouraged to demonstrate the following expectation with your organization?

	Yes	Somewhat	No	Not Applicable	Total Responses
Attendance & punctuality expectations	16 (94.1%)	0 (0.0%)	0 (0.0%)	1 (5.9%)	17
Appropriate grooming & work attire	15 (88.2%)	0 (0.0%)	0 (0.0%)	2 (11.8%)	17
Job safety practices	15 (88.2%)	0 (0.0%)	0 (0.0%)	2 (11.8%)	17
On the job performance skills (quality control)	13 (76.5%)	1 (5.9%)	0 (0.0%)	3 (17.6%)	17

Communication requirements	16 (94.1%)	0 (0.0%)	0 (0.0%)	1 (5.9%)	17
Work ethics & practices	15 (88.2%)	1 (5.9%)	0 (0.0%)	1 (5.9%)	17
Health & medication management	8 (47.1%)	0 (0.0%)	0 (0.0%)	9 (52.9%)	17
Coporate or work culture & hierarchy (understanding of the chain of command and grievance procedures)	13 (76.5%)	2 (11.8%)	0 (0.0%)	2 (11.8%)	17
Functional literary skills	10 (58.8%)	1 (5.9%)	1 (5.9%)	5 (29.4%)	17
Work related academic skills	6 (35.3%)	3 (17.6%)	0 (0.0%)	8 (47.1%)	17
Work related technology	5 (29.4%)	3 (17.6%)	0 (0.0%)	9 (52.9%)	17
Assertiveness & self-advocacy skills	7 (41.2%)	6 (35.3%)	0 (0.0%)	4 (23.5%)	17

12. Do the Community Employment Services seem to meet the needs of the Persons Supported?

Response	Chart	Percentage	Count
Yes		82.4%	14
Somewhat		17.6%	3
No		0.0%	0
		Total Responses	17

12. Do the Community Employment Services seem to meet the needs of the Persons Supported? (Yes)

Response

12. Do the Community Employment Services seem to meet the needs of the Persons Supported? (Somewhat)



Response

1. Ben doesn't ever have anyone come out and check on him. Sometimes a phone call. We haven't had any issues though.
2. I don't know?

12. Do the Community Employment Services seem to meet the needs of the Persons Supported? (No)

Response

13. Do the Community Employment Services meet your needs as an Employer?

Response	Chart	Percentage	Count
Yes		94.1%	16
Somewhat		5.9%	1
No		0.0%	0
Total Responses			17

13. Do the Community Employment Services meet your needs as an Employer? (Yes)

Response

13. Do the Community Employment Services meet your needs as an Employer? (Somewhat)

Response

13. Do the Community Employment Services meet your needs as an Employer? (No)

Response

14. What do you like best about having a SAFL Person Supported as an employee?

The 18 response(s) to this question can be found in the appendix.

15. Please provide any comments or suggestions that may help us improve our Community Employment Services for the Employer.

The 2 response(s) to this question can be found in the appendix.

Appendix

Company Name |

#	Response
1.	Shuswap Children's Association
2.	Shuswap Veterinary Clinic
3.	Salmon Arm Downtown Improvement Association
4.	Aspiral Youth Partners at the DAC
5.	Shuswap Childrens Association
6.	Grass Root Dairies
7.	Shuswap Childrens Association
8.	Literacy Alliance of the Shuswap Society
9.	Buckerfield's
10.	Shoppers Drug Mart
11.	Dairy Queen
12.	Landers Lodge
13.	Fischer's Funeral Services & Crematorium Ltd.
14.	Bowers Funderal Service Ltd.
15.	Salmon Arm A&W
16.	RJ Haney Heritage Village and Museum
17.	Jacobson Ford
18.	Weight Watchers

1a. Suggestions or Comments: |

#	Response
1.	Legal is history is not applicable but this was not an option on questionnaire. J. is a good fit. So happy when she gets her pay cheque. Always on time.
2.	Legal History - not applicable
3.	The job that B. has with us was shown and explained to him and offered to him and he took it- Re:#1

7a. Comments or Suggestions: |

#	Response
1.	E. is gaining experience and confidence and has been given assignments with increased responsibility.

2. Wasn't able to move M. up to more challenges; but would have liked to have had the option.
3. We try to increase her responsibilities in little steps. She does more and more all of the time.

8. If any of the answers to question 7 were "No", would you provide a brief description as to why these items are not available within your organization for the Person Supported? |

#	Response
1.	We have a limited budget
2.	Other positions require academic or previous experience
3.	We had a temporary job that needed fulfilling. There may or may not be more of these opportunities.
4.	wAGE INCREASE HERE IS EXTREMELY RARE
5.	Funding
6.	E. still requires assistance with some activities for accuracy. Only advancement available would be as a cashier and E. may not be able to advance to that level for speed and accuracy.
7.	Advancement require the skill sets that employee does not possess.
8.	Non-profit, no advancement, etc. Receive a donation from a community member for W.'s earnings. He receives no benefits.
9.	Typically have low staff turn over. Depends on business/economy.
10.	The job "is what it is" and there is no advancement available

14. What do you like best about haveing a SACL Person Supported as an employee? |

#	Response
1.	They remind me of how we should all act.
2.	He is extremely happy and eager to come to work each day.
3.	Provides opportunity to learn different skills for the SACL Person Supported
4.	HE IS A HIGHLY VALUED PERSON OF OUR STAFF AND WE ALL LOVE HIM
5.	J. is happy and motivated. She is always excited to see us and share her week with us.
6.	They are pleasant people who are proud to do their job
7.	J. has been a great addition to our program. She has established a relationship with many families
8.	E. loves her job and is a very hard worker. She is part of the LASS team and she is a great asset to our organization.
9.	E. is currently off work as it is a seasonal position but we will be having her back in the Spring. She is a great team player and we are happy to have her here.

10.	E. is very dedicated and conscientious. She is always concerned if she has to miss a shift and wants to make her time up. When she is assigned a task she will always do her best.
11.	We are always looking to employ a SACL Person to help them learn to work in our community and to start earning a wage.
12.	Makes me feel good that I'm giving back to the community; everyone deserves a chance.
13.	The satisfaction the employee feels when being a part of a team.
14.	His ability to get along well with others.
15.	The customers love B.
16.	Adds dimension
17.	His availability. One to one contact from support staff (connections)
18.	Gives B. independence

15. Please provide any comments or suggestions that may help us improve our Community Employment Services for the Employer. |

#	Response
1.	I don't have time for a questionnaire like this. The questions are repetitious. This could be condensed into such a shorter questionnaire. I rarely check my email.
2.	Nothing to improve.