Employer Results 2015

(Completion rate: 100.0%)

# Name of person completing the survey

The 7 response(s) to this question can be found in the appendix.

# Company Name

The 7 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 Employee | 5 (71.4%) | 0 (0.0%) | 2 (28.6%) | 7 |
| Work history and experience of the Employee | 6 (85.7%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Strengths and abilities of the Employee | 7 (100.0%) | 0 (0.0%) | 0 (0.0%) | 7 |
| Previous training, education and life experiences of the Employee | 5 (71.4%) | 0 (0.0%) | 2 (28.6%) | 7 |
| Benefits available to the Employee | 5 (71.4%) | 0 (0.0%) | 2 (28.6%) | 7 |
| Options for advancement in hours, responsibility, or wages | 4 (57.1%) | 0 (0.0%) | 3 (42.9%) | 7 |
| Availability of transportation | 6 (85.7%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Legal history (if applicable) | 2 (28.6%) | 0 (0.0%) | 5 (71.4%) | 7 |

# 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 |  | | |  | 71.4% | 5 |
| Somewhat |  |  | | | 0.0% | 0 |
| No |  |  | | | 0.0% | 0 |
| Unsure |  | |  | | 28.6% | 2 |
|  | **Total Responses** | | | | | **7** |

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

|  |  |
| --- | --- |
| # | Response |
| 1. |  |
| 2. |  |
| 3. |  |
| 4. |  |
| 5. |  |

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

|  |  |
| --- | --- |
| # | Response |

## 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. | Have not yet had enough work to have an employee come in |
| 2. |  |

# 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 |  | | |  | 71.4% | 5 |
| No |  |  | | | 0.0% | 0 |
| Somewhat |  |  | | | 0.0% | 0 |
| Unsure |  | |  | | 28.6% | 2 |
|  | **Total Responses** | | | | | **7** |

## 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. | this is excellent |

## 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 |
| 1. | I wasn't involved with LASS when the employee was hired. |
| 2. | Have not yet had an employee in |

# 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 |  | | |  | 71.4% | 5 |
| Somewhat |  |  | | | 0.0% | 0 |
| No |  |  | | | 0.0% | 0 |
| I don't know |  | |  | | 28.6% | 2 |
|  | **Total Responses** | | | | | **7** |

## 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 |
| 1. | Have not yet had an employee in |

# 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 |  | | |  | 71.4% | 5 |
| Somewhat |  |  | | | 0.0% | 0 |
| No |  |  | | | 0.0% | 0 |
| Unsure |  | |  | | 28.6% | 2 |
|  | **Total Responses** | | | | | **7** |

## 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 |

## 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 |

## 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 |

## 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 |
| 1. | Have not yet had an employee in |

# 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 | 3 (42.9%) | 0 (0.0%) | 0 (0.0%) | 4 (57.1%) | 7 |
| Gained self-confidence | 3 (42.9%) | 0 (0.0%) | 0 (0.0%) | 4 (57.1%) | 7 |
| Gained self-worth | 3 (42.9%) | 0 (0.0%) | 0 (0.0%) | 4 (57.1%) | 7 |
| Gained some financial independence | 1 (14.3%) | 2 (28.6%) | 0 (0.0%) | 4 (57.1%) | 7 |
| Increased skill-set | 3 (42.9%) | 1 (14.3%) | 0 (0.0%) | 3 (42.9%) | 7 |
| Increased life-skills and/or social skills | 3 (42.9%) | 1 (14.3%) | 0 (0.0%) | 3 (42.9%) | 7 |
| Increased community involvement | 3 (42.9%) | 2 (28.6%) | 0 (0.0%) | 2 (28.6%) | 7 |

# 7. Do you feel that the Person Suported 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 responsibilites | 4 (57.1%) | 2 (28.6%) | 1 (14.3%) | 7 |
| Increased in hours worked | 1 (14.3%) | 4 (57.1%) | 2 (28.6%) | 7 |
| Increase in wages or benefits | 2 (28.6%) | 3 (42.9%) | 2 (28.6%) | 7 |
| Option for advancement | 1 (14.3%) | 2 (28.6%) | 4 (57.1%) | 7 |

# 7a. Comments or Suggestions:

You have selected an invalid data source for this report item.

# 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 4 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 |  | |  | 100.0% | 7 |
| Somewhat |  |  | | 0.0% | 0 |
| No |  |  | | 0.0% | 0 |
|  | **Total Responses** | | | | **7** |

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

|  |  |
| --- | --- |
| # | Response |

## 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. | 5 (71.4%) | 0 (0.0%) | 0 (0.0%) | 2 (28.6%) | 7 |
| An appropriate back-up plan exists if Support Staff are absent or tardy. | 4 (57.1%) | 0 (0.0%) | 0 (0.0%) | 3 (42.9%) | 7 |
| Support Staff is able to communicate effeciently and effectively with all levels within the employment site. | 5 (71.4%) | 0 (0.0%) | 0 (0.0%) | 2 (28.6%) | 7 |

# 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 | 6 (85.7%) | 0 (0.0%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Appropriate grooming & work attire | 5 (71.4%) | 0 (0.0%) | 0 (0.0%) | 2 (28.6%) | 7 |
| Job safety practices | 6 (85.7%) | 0 (0.0%) | 0 (0.0%) | 1 (14.3%) | 7 |
| On the job performance skills (quality control) | 6 (85.7%) | 0 (0.0%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Communication requirements | 6 (85.7%) | 0 (0.0%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Work ethics & practices | 6 (85.7%) | 0 (0.0%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Health & medication management | 4 (57.1%) | 0 (0.0%) | 0 (0.0%) | 3 (42.9%) | 7 |
| Coporate or work culture & hierarchy (understanding of the chain of command and grievance procedures) | 3 (42.9%) | 2 (28.6%) | 0 (0.0%) | 2 (28.6%) | 7 |
| Functional literary skills | 5 (71.4%) | 1 (14.3%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Work related academic skills | 4 (57.1%) | 2 (28.6%) | 0 (0.0%) | 1 (14.3%) | 7 |
| Work related technology | 3 (42.9%) | 2 (28.6%) | 0 (0.0%) | 2 (28.6%) | 7 |
| Assertiveness & self-advocacy skills | 3 (42.9%) | 2 (28.6%) | 0 (0.0%) | 2 (28.6%) | 7 |

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

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Response | Chart | | | Percentage | Count |
| Yes |  | |  | 100.0% | 7 |
| Somewhat |  |  | | 0.0% | 0 |
| No |  |  | | 0.0% | 0 |
|  | **Total Responses** | | | | **7** |

## 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 |

## 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 |  | |  | 100.0% | 7 |
| Somewhat |  |  | | 0.0% | 0 |
| No |  |  | | 0.0% | 0 |
|  | **Total Responses** | | | | **7** |

## 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 haveing a SACL Person Supported as an employee?

The 7 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.

Fine as is

# Appendix

## Name of person completing the survey |

|  |  |
| --- | --- |
| # | Response |
| 1. | Darcy Calkins |
| 2. | Valerie McMillen |
| 3. | Jeff Covey |
| 4. | Susan Robinson |
| 5. | John Currie |
| 6. | Lindsay Wong |
| 7. | Brenda |

## Company Name |

|  |  |
| --- | --- |
| # | Response |
| 1. | Literacy Alliance of the Shuswap Society |
| 2. | Salmon Arm Observer |
| 3. | King's Christian School |
| 4. | Sunrise Business Development |
| 5. | Shoppers Drug Mart |
| 6. | Salmon Arm Downtown Improvement Association |
| 7. | SCRC |

## 1a. Suggestions or Comments: |

|  |  |
| --- | --- |
| # | Response |
| 1. | We really appreciate the support we receive |
| 2. | Current selection process is fine |
| 3. | our situation is slightly different as the individual is not an employee, but a sub-contractor |

## 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. | Reality of a non-profit. Not much funding... |
| 2. | Only advancement option would be as a cashier and she would be out of her element for that job. |
| 3. | We are a non-profit society, so funding is limited and budget is tight |
| 4. | individual does not have sufficient training knowledge experience or education to take on another postion. This is the only entrylevel position we have |

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

|  |  |
| --- | --- |
| # | Response |
| 1. | Positive attitude and consistent work. |
| 2. | Dedicated, and reliable! |
| 3. | It feels like King's is experiencing the fullness of our community |
| 4. | Have not yet had an employee in |
| 5. | Ellen is very dedicated and enthusiastic |
| 6. | Being able to provide work experience for individuals that may have difficulty finding work through normal channels |
| 7. | consistency |