**DRAFT 4/14/2014**

**Maine Employment First Business Engagement Survey**

Introduction:

Hi my name is \_\_\_\_\_\_\_ and I am representing the Employment First Maine Coalition that has been developed as part of a new law in Maine to assist DHHS, DOL and DOE with aligning services and funding to increase the employment of their clients who have disabilities. In each of the next three years we will be gathering information which will be used to make recommendations to The Governor, The Legislature and the three Commissioners that would increase the employment of Mainers with disabilities.

Today I am hoping you will be willing to answer a short survey for businesses to provide input about disability and employment. It won’t take more than 10 minutes.

(Optional): Name of business: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name/Title of Person completing survey: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**1. How would you describe the general industry/industries in which your company works?**

Choose all that apply.

o Accommodation and Food Services

o Agriculture, Forestry, Fishing & Hunting

o Arts, Entertainment & Recreation

o Construction

o Educational Services

o Finance & Insurance

o Health Care

o Information Technology

o Manufacturing

o Professional, Scientific & Technical Services

o Government

o Real Estate

o Retail Trade

o Transportation & Warehousing

o Utilities

o Wholesale Trade

o Other (Write in.)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**2. Approximately how many of your company’s employees work in Maine? \_\_\_\_\_\_\_\_\_\_\_\_**

**3. Which counties does your business operate within (check all that apply):**

|  |  |  |  |
| --- | --- | --- | --- |
| * **Androscoggin**
 | * **Hancock**
 | * **Oxford**
 | * **Somerset**
 |
| * **Aroostook**
 | * **Kennebec**
 | * **Penobscot**
 | * **Waldo**
 |
| * **Cumberland**
 | * **Knox**
 | * **Piscataquis**
 | * **Washington**
 |
| * **Franklin**
 | * **Lincoln**
 | * **Sagadahoc**
 | * **York**
 |

**4. What is your approximate position in your company?**

Choose one.

o Management or Operations

o Human Resources

o Other (Write in.)­­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**5. How long have you worked with this company? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**6.** **How would you describe your company's interest, achievements, and best practices in workplace diversity?**

Choose all that apply.

o My company states no interest in these areas.

o My company states its position as an equal opportunity employer.

o My company states an interest in disability-diversity and inclusion throughout the enterprise.

o My company actively pursues disability-diversity and inclusion throughout the enterprise. (Please describe): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

o My company has made progress and achievements in establishing a disability-diverse and inclusive enterprise. (Please Describe) \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

o My company applies best practices in the following ways. Describe: (open ended)\_\_\_\_\_\_\_\_\_\_\_\_\_
\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

o Other (Write in.)\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

These next two questions will assist us in making recommendations for realignment of funding and changes to existing policies and laws that may be barriers to you as a Business employing people with disabilities or taking the next step.

**7. Rate how much of a challenge a particular area is for your Business in the hiring of employees with disabilities:**

Use a 0-7 scale (0 being no challenge, and 7 being an extreme challenge)

\_\_\_\_ Unfamiliarity or discomfort with people with visible disabilities

\_\_\_\_ Attitudes of other employees, managers about people with disabilities

\_\_\_\_ Perception of an applicant’s abilities and production ability

\_\_\_\_ Cost and knowledge of accommodations for the disability

\_\_\_\_ Legal aspects of hiring and termination of people with disabilities

\_\_\_\_ Concern for increased Workers Compensation premiums

\_\_\_\_ No positions available within the business

\_\_\_\_ Inability to find qualified applicants with disabilities

\_\_\_\_ Other (please describe): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**8. What strategies would assist your company with reducing the barriers to the hiring of employees with disabilities?**

Use the 0-7 scale (0 being the least helpful to 7 being the most helpful)

\_\_\_\_ Employer tax credits and financial incentives

\_\_\_\_ Business specific technical assistance that includes suggestions for changes

\_\_\_\_ Visible Corporate/management commitment to disability-diversity

\_\_\_\_ Access to assistive technology resources and support

\_\_\_\_ On site employee training/support to debunk myths about disability

\_\_\_\_ Financial resources (up to 5,000) to purchase new equipment

\_\_\_\_ Business to Business conversation and support that share ideas and how-to’s

\_\_\_\_ Short term employment coaches for new employees and supervisors

Any other input that would assist us in moving forward in meeting your business needs and increasing the employment of people with disabilities?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

* Please check here in you are interested in more information about Employment First
* Please check here if you are interested in assistance to employ an individual with a disability or to retain a current employee with a disability.

Thank you for taking the time to talk to me today. Your input will assist us in changing employment in Maine.

Date\_\_\_\_\_\_\_\_\_\_\_\_

Location/event information gathered at\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

EFM Member \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Employment First Business Engagement Survey Distribution Plan**

**Goal = survey 200 Maine-based businesses**

**Target Timeframe Method Who**

ME HR Convention May 6-9, 2014 Face-to-face EF staff/exhibitors

BRS Business Partners May 2014 Phone BR Specialist

Members of ME State May + June 2014 Random/phone EF BE workgroup

Local Chamber Groups May + June 2014 Face-to-face EF BE workgroup

ME-BLN, State Chamber May + June 2014 Survey Monkey EF BE workgroup