

People with Disabilities Wage Subsidy Scheme Survey

Summary

The views and experiences of disabled people are needed to successfully review the Wage Subsidy Scheme for People with Disabilities. Please complete this short anonymous survey of 13 to 16 questions to include your views in the review.

The Wage Subsidy Scheme aims to support people with disabilities to enter full-time paid employment in the open labour market.

About the scheme: Sometimes, regardless of a person's ability to do a job, the nature of their disability can restrict the employee's productivity in comparison with other staff. In such situations, the Wage Subsidy Scheme for disabled people allows the employer to claim a wage subsidy.

Asterisk (*) marks questions that require an answer in the survey.

***1. Who is completing this survey?** Please select one answer only.

- Person with a disability
- Parent, family member, carer, or friend on behalf of the person with a disability

***2. What is your age?** Please select one answer only.

- 16-25
- 26-35
- 36-50
- 51-66
- Over 66



***3. Where do you live?** Please select one answer only.

- | | |
|--|------------------------------------|
| <input type="checkbox"/> Leinster (Outside Dublin) | <input type="checkbox"/> Connaught |
| <input type="checkbox"/> Leinster (Dublin) | <input type="checkbox"/> Ulster |
| <input type="checkbox"/> Munster | |

***4. Do you have any of the following long-lasting conditions or difficulties?** Please select all the options that apply to you.

- | | |
|---|--|
| <input type="checkbox"/> Blindness or a serious vision impairment | <input type="checkbox"/> A speech impediment that requires interpretation assistance |
| <input type="checkbox"/> Deafness or hard of hearing | <input type="checkbox"/> A psychological or emotional condition or a mental health issue |
| <input type="checkbox"/> A developmental disability like autism or ADHD | <input type="checkbox"/> A physical disability |
| <input type="checkbox"/> Any other chronic illness or condition | |



***5. Have you experienced any of these barriers when you are looking for a job or working?** You can select more than one answer.

- | | |
|---|--|
| <input type="checkbox"/> Employer attitudes, they don't hire people with a disability | <input type="checkbox"/> I cannot work the hours required by an employer |
| <input type="checkbox"/> I can't work as fast as others | <input type="checkbox"/> I need reasonable accommodations that employers don't provide |
| <input type="checkbox"/> Employers think I can't work as fast as others | <input type="checkbox"/> None of the above |
| <input type="checkbox"/> I need extra support and mentoring at work | |

***6. Have you heard of the Wage Subsidy Scheme for people with disabilities?**

- Yes, I have participated in the Wage Subsidy Scheme
- Yes, I have heard of it but haven't participated
- No, I have not heard of it

➔ If you selected **Yes, I have participated in the Wage Subsidy Scheme**, please continue with **question 7**.

➔ If you selected **any other answer**, please continue with **question 9** on page 5.



***7. Has a Wage Subsidy Scheme employment ever NOT worked out for you? You can select more than one answer.**

- No, it works well for me
- Yes, work wasn't meaningful
- Yes, I didn't feel part of the team/company
- Yes, I couldn't keep up with the workload
- Yes, my needs were not accommodated
- Other (please specify)

***8. As a current or previous Wage Subsidy employee, do you think that the productivity levels agreed at the annual review accurately reflect your productivity? Please select one answer only.**

- Yes, very much so
- Yes, to some extent
- Not sure
- No, I have higher productivity than levels agreed
- No, I have lower productivity than levels agreed
- I have never had a review



***9. Are you currently working?** Please select one answer only.

- Yes, my job is supported by the Wage Subsidy Scheme
- Yes, my job is NOT supported by Wage Subsidy Scheme
- No, I am looking for work
- No, I am unable to work due to my disability

➔ If you selected **YES**, please continue with **question 10**.

➔ If you selected **NO**, please continue with **question 13** on page 7.

***10. What sector do you work in?** Please select one answer only.

- Accommodation and Food Services
- Manufacturing (Industry)
- Public Administration
- Information and Communication
- Agriculture, Forestry and Fishing
- Professional, Scientific, Technical and Support Services
- Construction
- Retail, Wholesale and Trade
- Education
- Transport and Storage
- Health and Social Work
- Financial, Insurance and Real Estate
- Other (please specify)



***11. Please tell us about your current job. Please select one answer per row only.**

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
I find purpose in my work	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My workload is manageable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I use my skills and abilities effectively	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I have opportunities to learn new skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
There are opportunities to get promoted	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
I feel included and part of a team	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
My manager is supportive of my disability	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



***12. How many hours per week can you work?** Please select one answer only.

- | | |
|--|--|
| <input type="checkbox"/> Less than 8 hours | <input type="checkbox"/> 16 to 21 hours |
| <input type="checkbox"/> 8 to 12 hours | <input type="checkbox"/> Greater than 21 hours |
| <input type="checkbox"/> 13 to 15 hours | |

Please continue to **question 15** on page 8.

***13. What sector would you like to work in, if any?** Please select one answer only.

- | | |
|--|---|
| <input type="checkbox"/> Accommodation and Food Services | <input type="checkbox"/> Information and Communication |
| <input type="checkbox"/> Public Administration | <input type="checkbox"/> Professional, Scientific, Technical and Support Services |
| <input type="checkbox"/> Agriculture, Forestry and Fishing | <input type="checkbox"/> Retail, Wholesale and Trade |
| <input type="checkbox"/> Construction | <input type="checkbox"/> Transport and Storage |
| <input type="checkbox"/> Education | <input type="checkbox"/> Financial, Insurance and Real Estate |
| <input type="checkbox"/> Health and Social Work | |
| <input type="checkbox"/> Manufacturing (Industry) | |
| <input type="checkbox"/> Other (please specify) | |



***14. How many hours per week would you be able to work?** Please select one answer only.

- I cannot work
- Less than 8 hours
- 8 to 12 hours
- 13 to 15 hours
- 16 to 21 hours
- Greater than 21 hours

***15. Tell us if you agree that the following can help disabled people to get a job?**
Please select one answer per row only.

	Strongly agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree
Funding employers to help them pay the wages of disabled people	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Funding employers to help them hire a support person for disabled employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



Funding employers to help them provide accommodations such as equipment or adaptations	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability awareness training for managers and co-workers	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Support for you to prepare for interview	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Jobs that can be done from home	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Rules that mean employers must employ a certain number of people with disabilities	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



***16. The Wage Subsidy Scheme is only paid for an employee who, due to their disability, produces about 20% less work when compared to an employee doing the same work in the same time who does not have a disability. The words used to describe this are “20% productivity deficit”. What do you think of this term? Please select one answer only.**

- Very satisfied Dissatisfied
- Satisfied Very dissatisfied
- Neither satisfied nor dissatisfied

***17. As a person with a disability, what do you think of the following parts of the Wage Subsidy Scheme? Please select one answer per row only.**

	Very good	Good	Acceptable	Bad	Very bad
The hourly rate increases the more people you hire from €6.30 for 2 employees to €9.45 for 23+ employees	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
When an employer hires 25+ employees under the scheme, they get €30,000 a year to hire an Employment Assistance Officer	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



An employee must have a minimum 20% productivity deficit to avail of the scheme	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
A review is carried out every year to reassess employee's productivity and terms of employment	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Existing employees are not eligible for the scheme if they are employed in a job for over 12 months	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



***18. How would you improve the Wage Subsidy Scheme?** You can select more than one answer.

- Lower the minimum 21 hour per week contract requirement
- Introduce a higher subsidy rate for people with a greater productivity deficit
- Introduce a higher subsidy rate when people work more hours
- Remove the productivity deficit requirement
- Increase the subsidy rate but put a limit of two years on the scheme
- Allow voluntary and community sector employees to use the scheme
- Allow employees in a job for over 12 months who acquire a disability to use the scheme
- Tell more people about the scheme
- Allow employers to employ an Employee Assistance Officer with fewer employees
- Other (please specify)

This is the end of the survey.