

Pre and Post Course Survey Report: Summary of Findings



C2C – Bridging the Gap
from College to Careers
Disability and Professional Development



Submitted to SDSU Interwork Institute, PolicyWorks and
Kessler Foundation

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World ENABLED



Pre and Post Course Survey Report

Summary of Findings

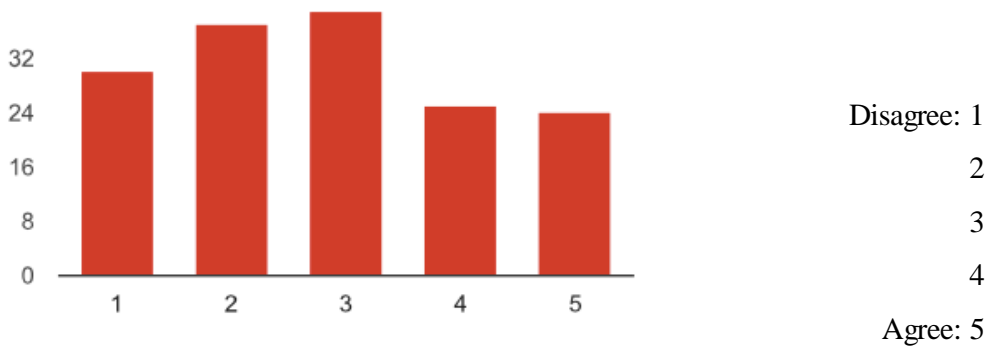
Construct	Before	After
Disability is an asset to employers	31.6%	90.9%
Feeling unprepared or not having a career plan	51.6%	10.7%
Able to Answer "what work do you hope for?"	46.8%	92.3%
Knowledge of workplace values	34.6%	76.3%
Feel comfortable in job interviews	19.9%	86.0%
Unequally treated vs Ask for accommodation		87.6%
Comfortable working with people	38.5%	87.1%
Comfort with speaking about accomplishments	24.2%	87.1%
Comfort with sharing thoughts freely	34.4%	88.6%
Understanding what employer is looking for	32.5%	93.8%
Hard to get job with disability (yes)	67.5%	19.1%
Leadership skills are improving	44.2%	84.6%
Comfortable discussing needs with employer	26.6%	85.1%
Understand employer fears about hiring persons with disabilities.	28.2%	94.6%
Knowledge of laws	26.3%	93.9%
Employer will want to hire me	29.1%	93.1%
Disability is a source of pride	65.5%	91.6%



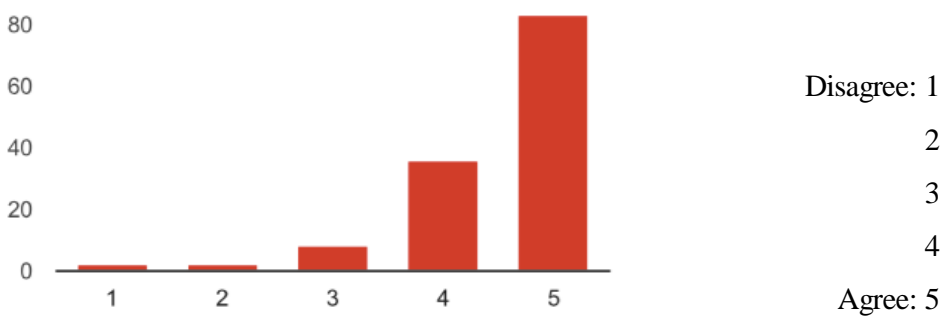
Pre and Post Course Survey Report

Pre and Post Course Survey Question 1: Disability is an asset to employers

Pre: My disability can be an asset in my career.



Post: As a result of this course, I now understand that a disability can be an asset in my career.



Impact Analysis:

The construct being measured was "disability can be an asset."

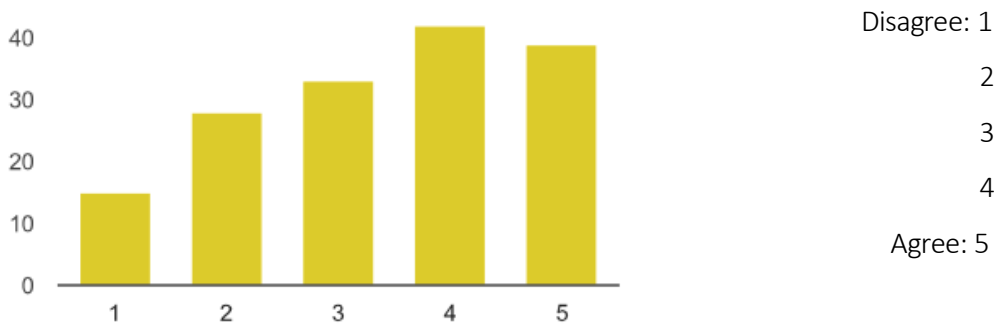
The percentage of people who either agree or strongly agree with this construct increased by 59.3% (from 31.6% before the course to 90.9% after the course).



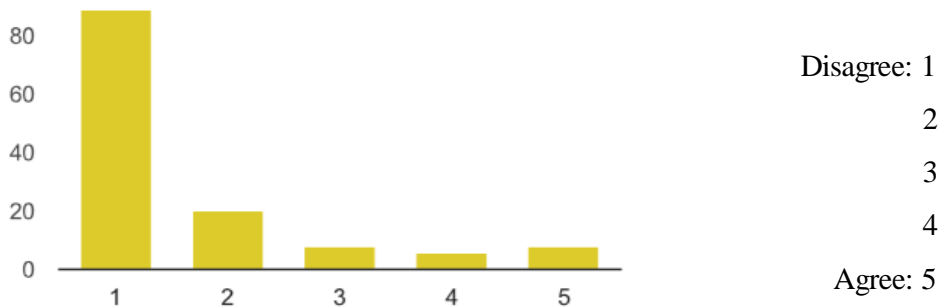
Pre and Post Course Survey Report

Pre and Post Course Survey Question 2: Feeling unprepared or not having a career plan

Pre: I don't have a well thought out career plan.



Post: This course did little to help me plan out a career plan.



Impact Analysis:

The construct being measured was feeling unprepared or "not having a thought out career plan."

The percentage of people who either agree or strongly agree with this construct DECREASED by 40.9% (from 51.6% before the course to 10.7% after the course).

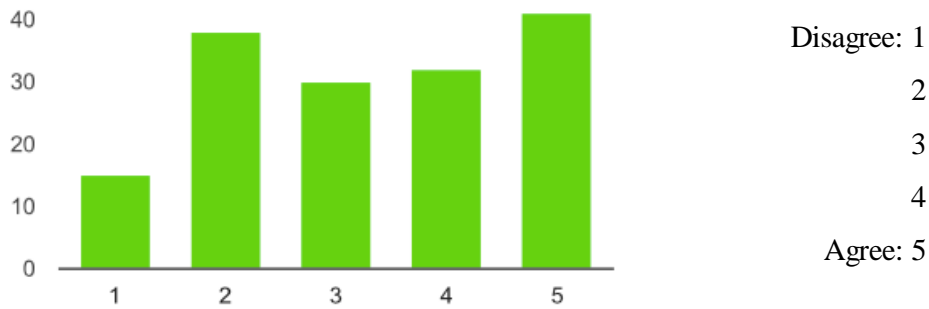
This indicates that respondents showed an increase in the number who had career plans.



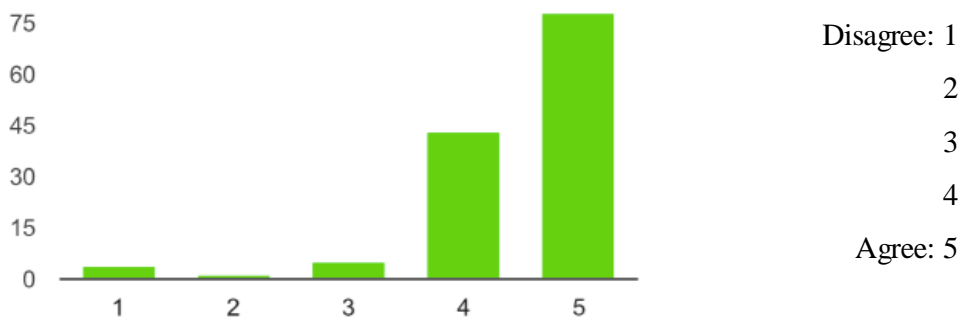
Pre and Post Course Survey Report

Pre and Post Course Survey Question 3: Able to Answer "what work do you hope for?"

Pre: My family and friends often ask me, "what work do you hope to do for your career?"



Post: As a result of this course, I feel more confident in answering the questions like "what work do you hope to do for your career?"



Impact Analysis:

The construct being measured was different in pre and post survey, so these results should be assessed

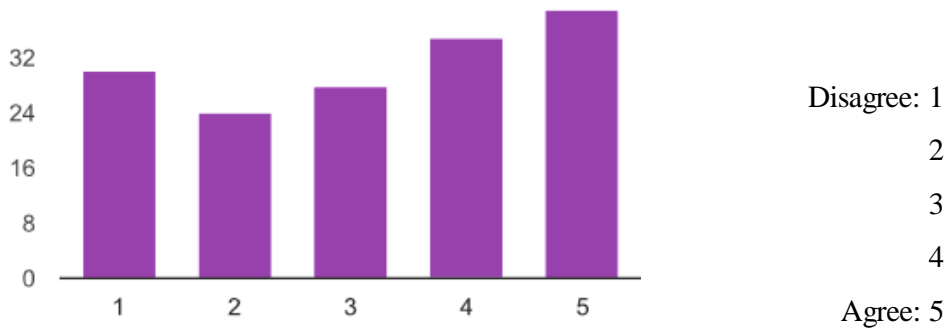
separately. Before the course 46.8% of respondents noted that their family and friends ask about their career plans.

After the course 92.3% felt confident to respond to these inquiries.

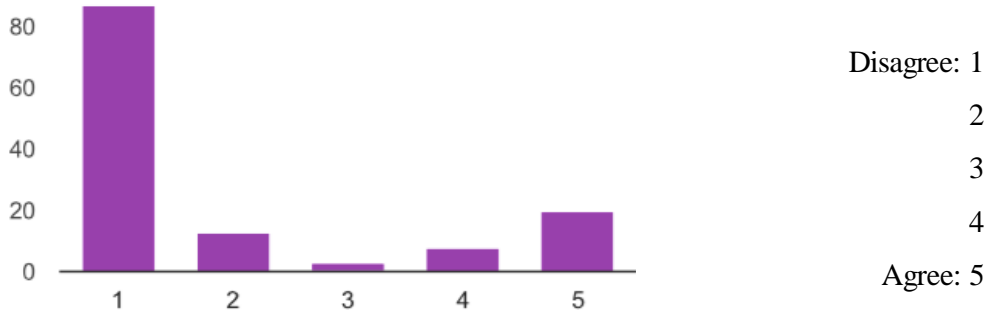
No comparison can be made from pre-post as these are separate constructs.

Pre and Post Course Survey Question 4: Knowledge of workplace values

Pre: I have little knowledge of workplace values, cultures and practices.



Post: The course did not help me gain knowledge of workplace values, cultures and practices.



Impact Analysis:

The construct being measured was “having knowledge of workplace values, cultures, and practices.”

The percentage of people who either disagree or strongly disagree with this construct increased by 41.7% (from 34.6% before the course to 76.3% after the course).

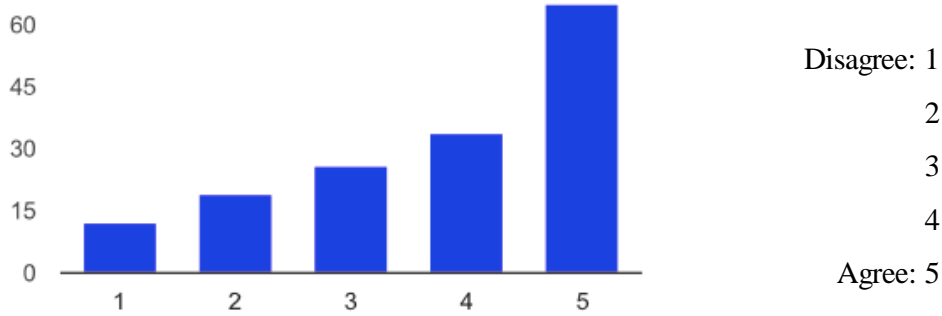
By disagreeing, respondents note that they have gained substantial insights into workplace values, cultures, and practices.



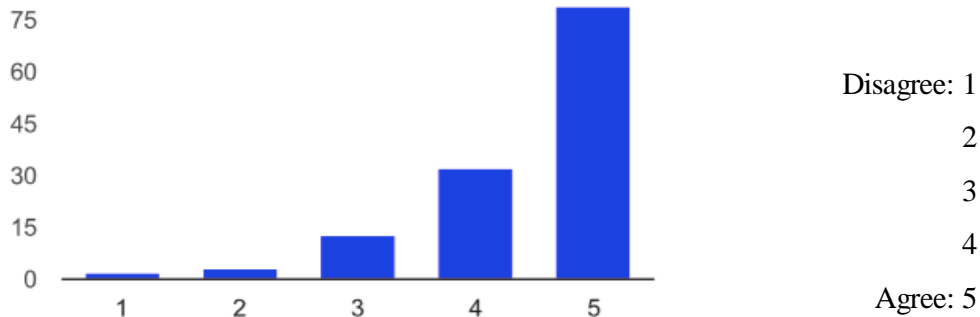
Pre and Post Course Survey Report

Pre and Post Course Survey Question 5: Feel comfortable in job interviews

Pre: I feel uncomfortable during job interviews.



Post: As a result of this course, I feel more comfortable during job interviews.



Impact Analysis:

The construct being measured was “feeling comfortable during job interviews”

The percentage of people who either agree or strongly agree with this construct increased by 66.1% (from 19.9% who felt comfortable in interviews before the course to 86% who felt more comfortable with interviews after the course).

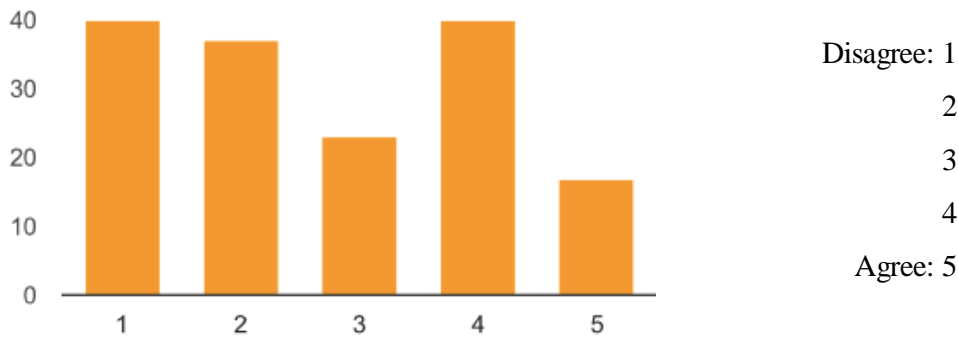
Note: The pre-survey question was inverted to match the post-course construct



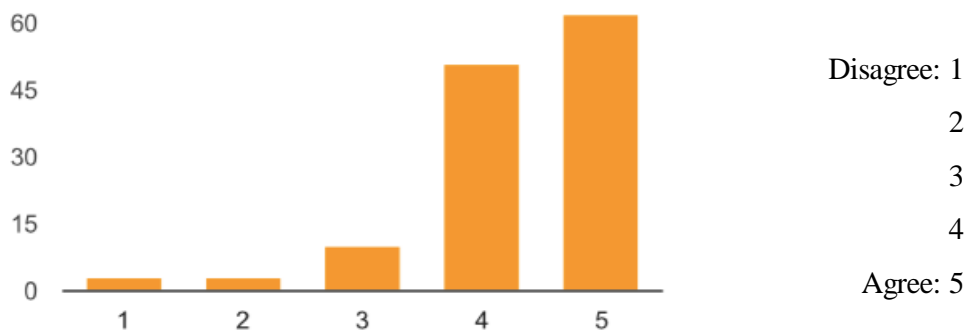
Pre and Post Course Survey Report

Pre and Post Course Survey Question 6: Unequally treated vs. Ask for accommodation

Pre: During my previous work assignment (paid or volunteer) I felt like I was treated unequally relative to my peers.



Post: As a result of this course I am more prepared to ask for reasonable accommodations.



Impact Analysis:

The construct being measured was different in pre-post survey and cannot be compared.

36.3% of respondents before the course said they were treated unequally.

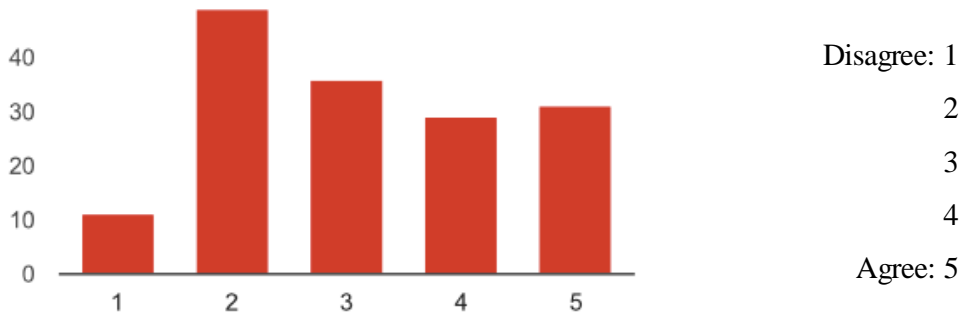
87.6% of respondents after the course are more prepared to ask for reasonable accommodations.



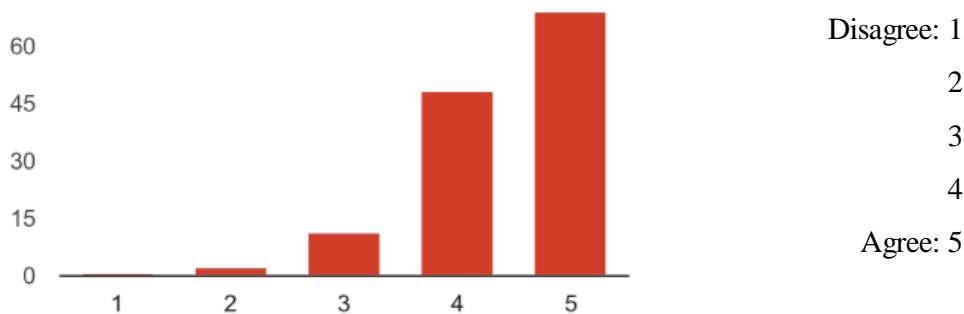
Pre and Post Course Survey Report

Pre and Post Course Survey Question 7: Comfortable working with people

Pre: I feel comfortable working/interacting with people I don't know.



Post: As a result of this course, I feel more comfortable working/interacting with people I don't know.



Impact Analysis:

The construct being measured was "being at ease working/interacting with new people"

The percentage of people who either agree or strongly agree with this construct increased by 51.5% (from 38.5% before the course to 90% after the course).

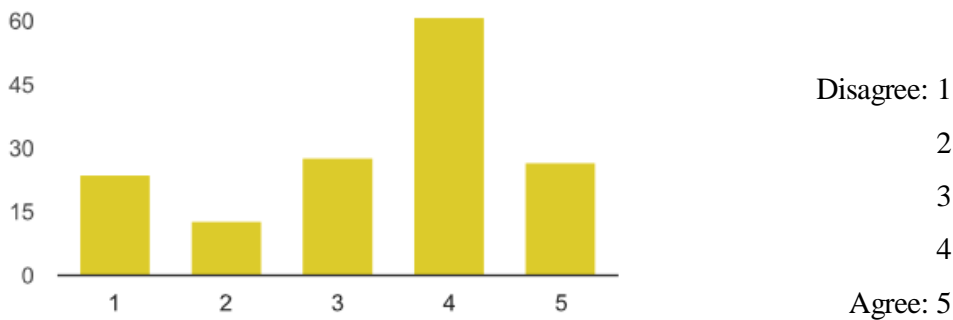
Note: As a result of the course, an overwhelming majority (90%) of respondents feel more comfortable interacting with people they don't know.



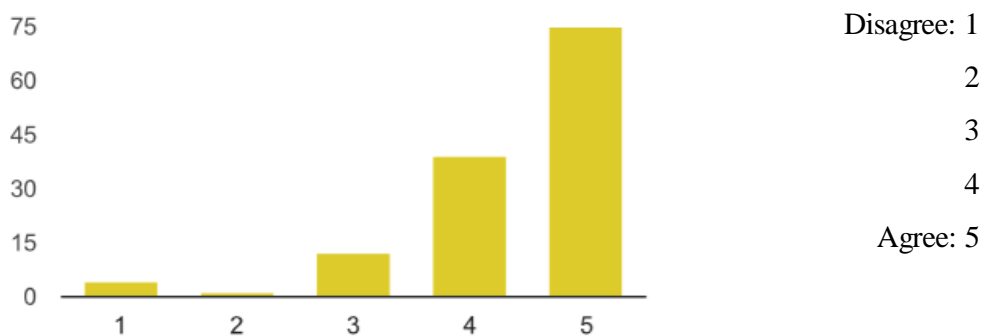
Pre and Post Course Survey Report

Pre and Post Course Survey Question 8: Comfortable working with people

Pre: I don't feel comfortable telling new people about myself and my accomplishments.



Post: As a result of this course I feel more comfortable telling new people about myself and my accomplishments.



Impact Analysis:

The construct being measured was "feeling comfortable telling new people about yourself and your accomplishments"

The percentage of people who either agree or strongly agree with this construct increased by 62.9% (from 24.2% before the course to 87.1% after the course).

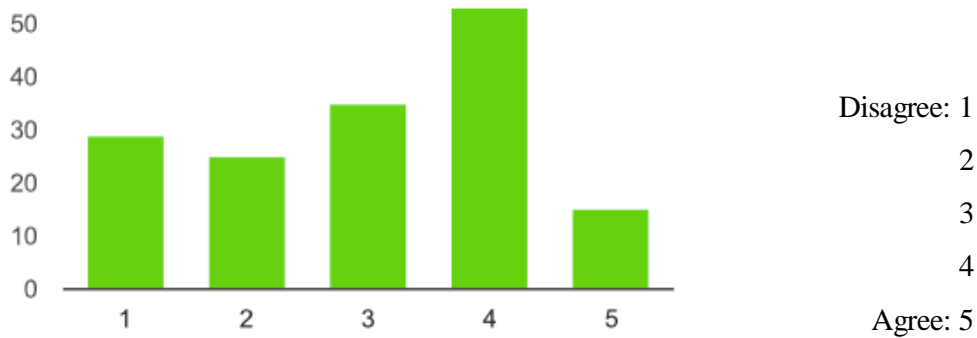
Note: The pre-survey question was inverted to match the post-course construct "feeling comfortable about telling new people about yourself and your accomplishments."



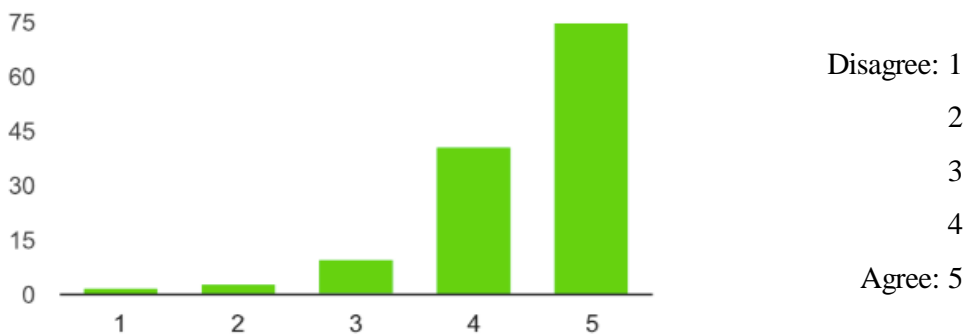
Pre and Post Course Survey Report

Pre and Post Course Survey Question 9: **Comfort with speaking about accomplishments**

Pre: I don't feel comfortable sharing my thoughts.



Post: As a result of this course, I feel more comfortable sharing my thoughts.



Impact Analysis:

The construct being measured was “feeling comfortable sharing one’s thoughts”

The percentage of people who either agree or strongly agree with this construct increased by 54.2% (from 34.4% before the course to 88.6% after the course).

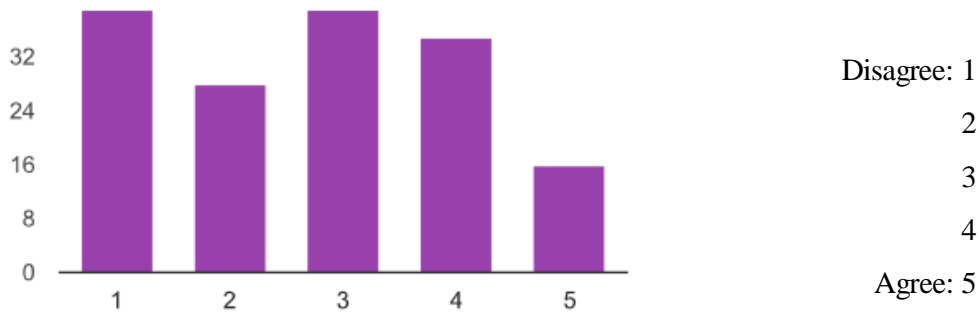
Note: The pre-survey question was inverted to match the post-course construct



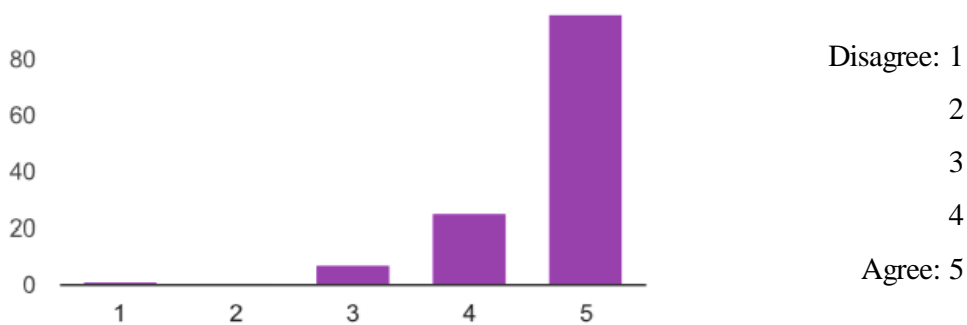
Pre and Post Course Survey Report

Pre and Post Course Survey Question 10: Understanding what employer is looking for

Pre: I understand what an employer is really looking for in a potential job candidate.



Post: As a result of this course, I have a better understanding of what an employer is really looking for in a potential job candidate.



Impact Analysis:

The construct being measured was "understood what an employer looks for in a potential job candidate"

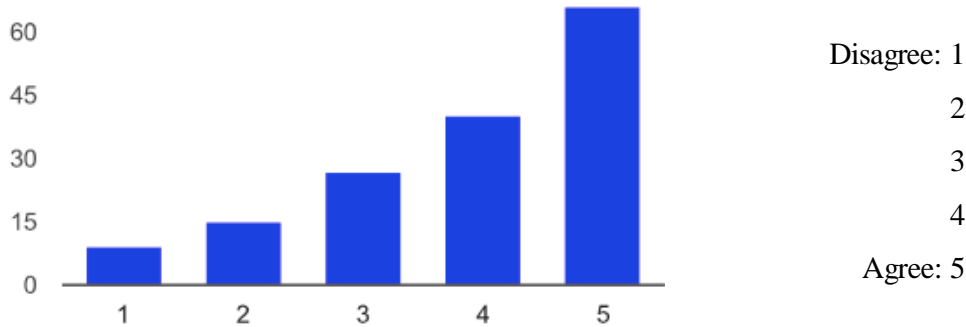
The percentage of people who either agree or strongly agree with this construct increased by 61.3% (from 32.5% before the course to 93.8% after the course).



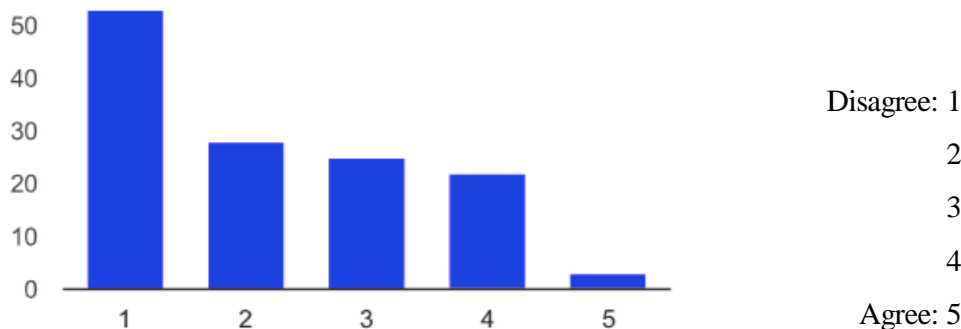
Pre and Post Course Survey Report

Pre and Post Course Survey Question 11: Hard to get job with disability (yes)

Pre: Obtaining employment after graduation will be harder for me than for my peers.



Post: I still think that obtaining employment after graduation will be harder for me than for my peers.



Impact Analysis:

The construct being measured was “obtaining employment will be more difficult than my peers”

The percentage of people who either agree or strongly agree with this construct decreased by 48.4% (from 67.5% before the course to 19.1% after the course).

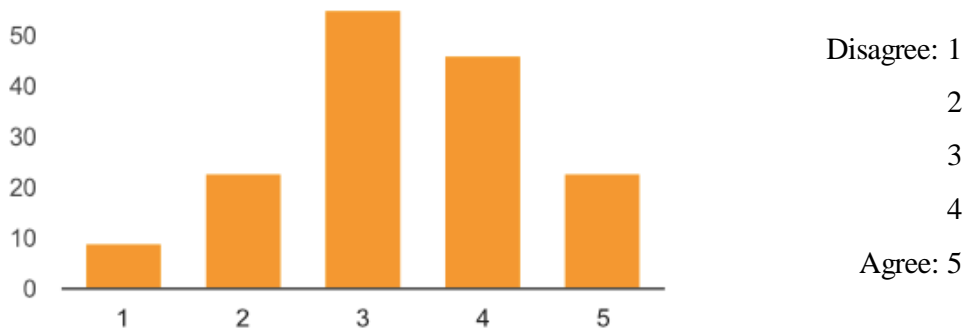
Note: Although 19.1% still feel that “obtaining employment will be more difficult for them than their peers” other measures note that students overall felt more prepared to address the perceived difficulties that ahead (for example asking for reasonable accommodations Q6).



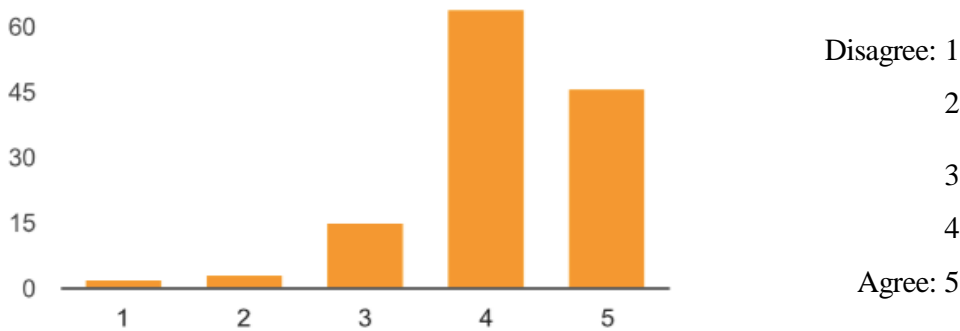
Pre and Post Course Survey Report

Pre and Post Course Survey Question 12: Leadership skills are improving

Pre: Relative to my peers, my leadership skills are strong and improving.



Post: Relative to my peers, my leadership skills are strong and improving.



Impact Analysis:

The construct being measured was “my leadership is strong and improving”

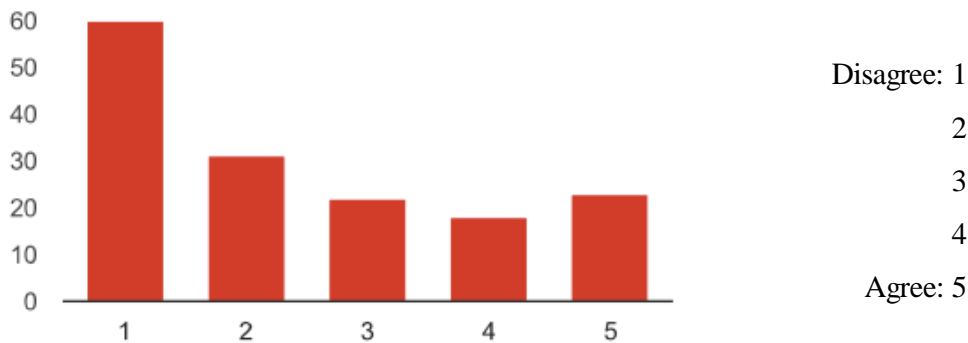
The percentage of people who either agree or strongly agree with this construct increased by 40.4% (from 44.2% before the course to 84.6% after the course).



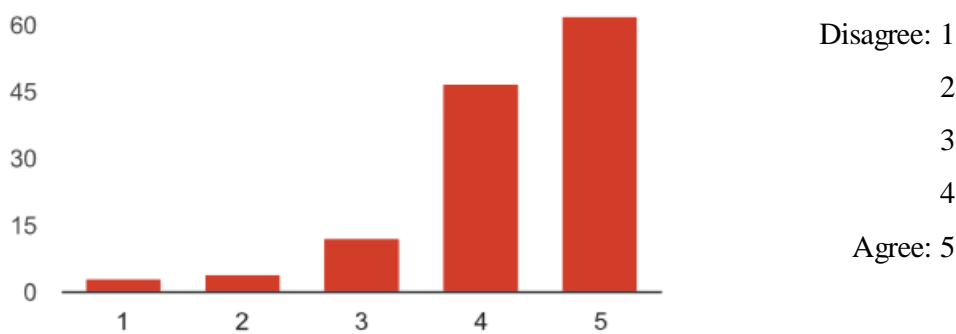
Pre and Post Course Survey Report

Pre and Post Course Survey Question 13: Comfortable discussing needs with employer

Pre: I feel confident discussing my disability related needs to a potential employer, supervisor or co-worker (assuming you have a disability).



Post: I feel more confident discussing my disability related needs to a potential employer, supervisor or co-worker (assuming you have a disability).



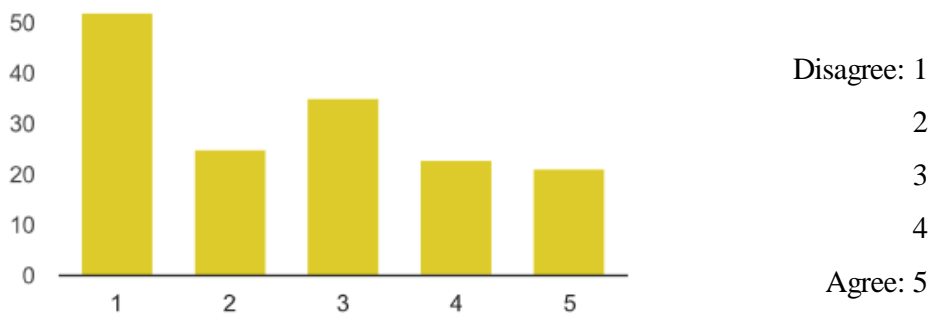
Impact Analysis:

The construct being measured was "confidence in discussing one's disability"

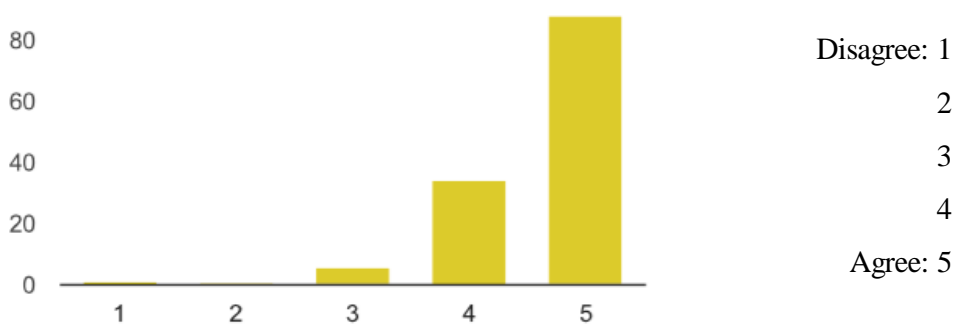
The percentage of people who either agree or strongly agree with this construct increased by 58.5% (from 26.6% before the course to 85.1% after the course).

Pre and Post Course Survey Question 14: Understand employer fears about hiring persons with disabilities.

Pre: I understand an employer's fears about hiring a person with a disability and I am prepared to respond effectively.



Post: As a result of participating in this course, I understand an employer's fears about hiring a person with a disability and I am prepared to respond effectively.



Impact Analysis:

The construct being measured was "understood employer's fears of hiring a PWD and one's preparedness to respond effectively"

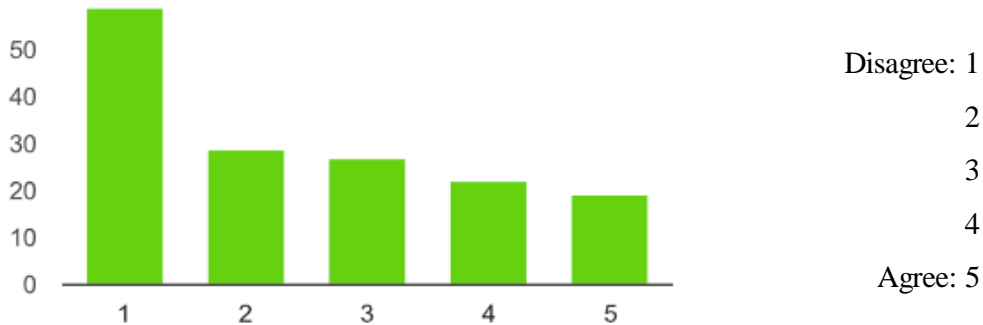
The percentage of people who either agree or strongly agree with this construct increased by 66.4% (from 28.2% before the course to 94.6% after the course).



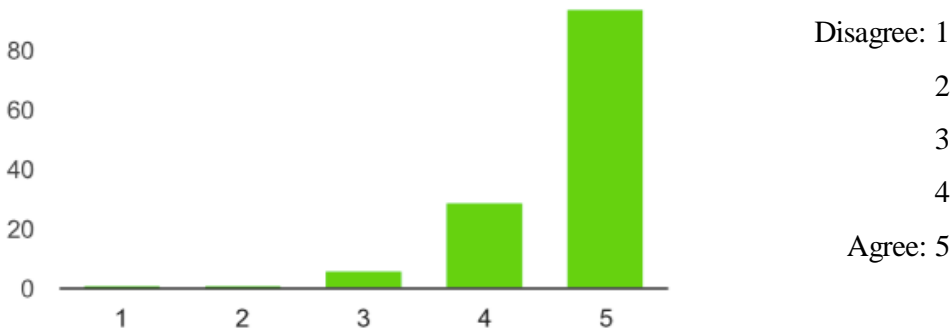
Pre and Post Course Survey Report

Pre and Post Course Survey Question 15: Knowledge of laws

Pre: I know about disability employment nondiscrimination laws and the history of the employment of people with disabilities in the USA.



Post: I know about disability employment nondiscrimination laws and the history of the employment of people with disabilities in the USA.



Impact Analysis:

The construct being measured was “knowledge about employment non-discrimination laws and history of employment of PWD in USA”

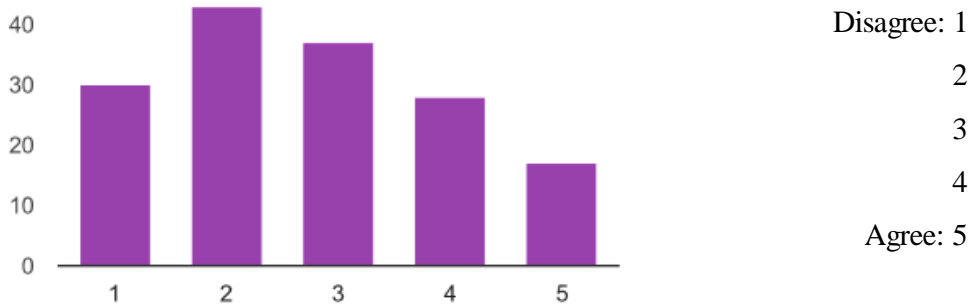
The percentage of people who either agree or strongly agree with this construct increased by 67.6% (from 26.3% before the course to 93.9% after the course).



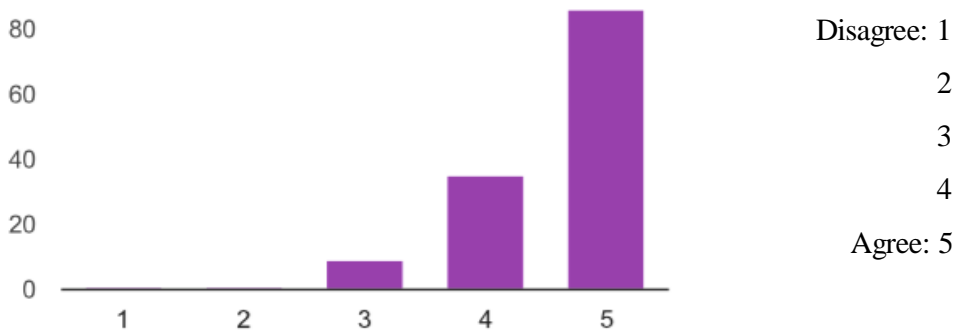
Pre and Post Course Survey Report

Pre and Post Course Survey Question 16: Employer will want to hire me

Pre: I am confident that an employer will want to hire me.



Post: I am confident that an employer will want to hire me.



Impact Analysis:

The construct being measured was "confidence that oneself will be wanted to be hired"

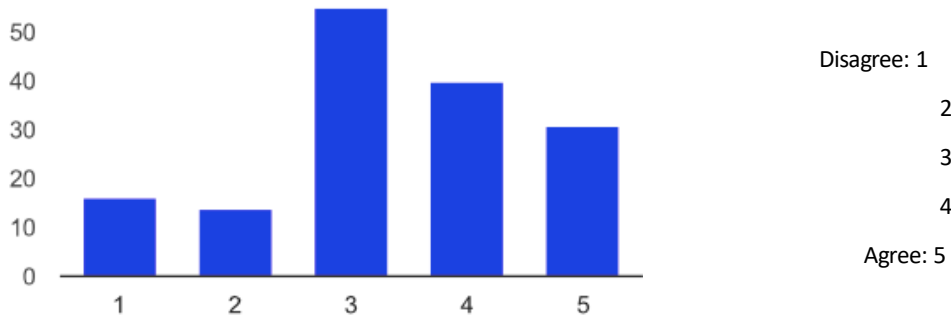
The percentage of people who either agree or strongly agree with this construct increased by 64% (from 29.1% before the course to 93.1% after the course).



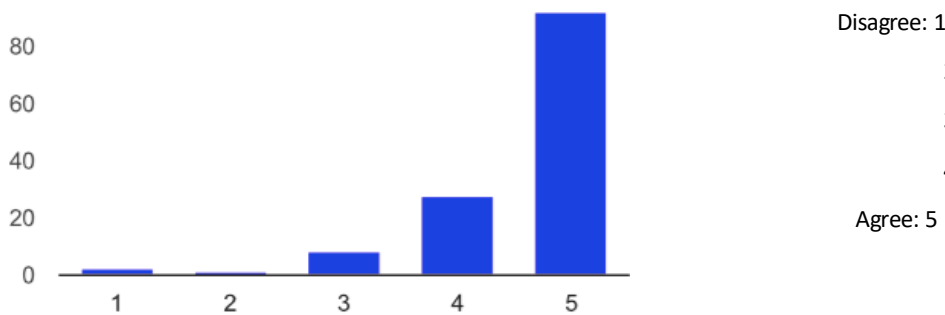
Pre and Post Course Survey Report

Pre and Post Course Survey Question 17: Disability is a source of pride

Pre: I am proud of being a person with a disability.



Post: I am proud of being a person with a disability.



Impact Analysis:

The construct being measured was "being disabled and proud"

The percentage of people who either agree or strongly agree with this construct increased by 46.1% (from 45.5% before the course to 91.6% after the course).



Pre and Post Course Survey Report