



Madison Area
Technical College

NOTICE OF VACANCY

CUSTODIAL WORKER II

#1221 (Job Share Position)

(One or more vacant positions)

See attached for position description and qualifications

February 19, 1999

LOCATION: Truax Campus

Beginning work #11.03

EMPLOYMENT CONDITIONS: Wage Schedule 02, Range 08 (\$13.55 per hour) plus a generous fringe benefit package. Benefits are prorated at 50%. Position is covered by the provisions of a collective bargaining agreement, including a fair share clause. Hours: currently, Monday through Friday, 7:00 pm - 11:00 pm; however, schedules are subject to change by the supervisor. The employee selected will serve a 12 month probationary period. This is a "Job Share" position working 20 hours per week which will run through April 4, 2000. This arrangement may be renewed thereafter.

STARTING DATE: As soon as possible.

APPLICATION MATERIALS: An application must contain all of the items listed below. Failure to provide any one of these materials will result in the candidate's disqualification.

1. Completed and Signed Application Form
 - * The application form itself must be completed. Indicating "see resume" in blanks does not constitute a complete application and may result in disqualification even when the information is provided in the resume or other application materials.
2. Affirmative Action Survey Form (included with application form)
 - * In compliance with the record keeping requirement of Title VII of the 1964 Civil Rights Act as amended, and in order to assist in the implementation of our Affirmative Action Plan, we request data on the race and sex of all applicants.

WHERE TO APPLY: Application forms are available by writing: MATC Human Resources Office, P.O. Box 7128, Madison, WI 53707-7128, or calling (608) 246-6900 between 8:00 am and 4:00 pm. Use this same address for returning application materials to the Human Resources Office.

CLOSING DATE: Application materials must be received in the designated office by 4:00 pm on **Friday, March 12, 1999**. It is the applicant's responsibility to meet this deadline. The date of receipt, **not the date of postmark**, will be used to determine the timeliness of an application.

SELECTION PROCESS: The Selection Committee will paper screen applications and select a limited number of candidates for an interview. This process will take approximately three weeks. Applicants selected for final consideration will be contacted for an interview. Meeting the minimum qualifications for a position does not assure the candidate an interview.

*For more information about Madison Area Technical College see our World Wide Web site at:
<http://www.madison.tec.wi.us>*

AN EQUAL OPPORTUNITY/AFFIRMATIVE ACTION EMPLOYER
MINORITIES, HANDICAPPED, AND WOMEN ARE ENCOURAGED TO APPLY

**UNITED STATES DEPARTMENT OF EDUCATION
OFFICE OF SPECIAL EDUCATION AND REHABILITATIVE SERVICES
REHABILITATION SERVICES ADMINISTRATION**

WASHINGTON D.C. 20302-2741

**DRAFT REPORT
OF
PERIODIC ON-SITE MONITORING REVIEW
FEDERAL FISCAL YEAR 1998**

**GRANTEE: WISCONSIN DEPARTMENT OF WORKFORCE DEVELOPMENT --
DIVISION OF VOCATIONAL REHABILITATION**

**§107 MONITORING AND REVIEW, TITLE I REHABILITATION ACT OF 1973, AS
AMENDED**

DECEMBER, 1998

EXECUTIVE SUMMARY

In order to assess the national health of the State-Federal VR program, RSA's monitoring strategy calls for annual reviews of certain materials in all State VR agencies, and periodic on-site reviews with selected State VR agencies each year. During FY 1998, RSA reviewed State VR agency performance in the following focus areas:

- Achievement of employment outcomes;
- Comprehensive System of Personnel Development;
- Designated State VR Unit;
- Informed Choice; and
- Streamlining.

Section 107 of the Act requires RSA to conduct annual reviews and periodic on-site monitoring of State VR agency programs to determine whether the State is complying substantially with the provisions of its State plan. The Act further mandates RSA to provide technical assistance to State VR agencies in order to improve the quality of VR services provided, and in the event a State VR agency fails to comply substantially with its State plan, to establish a corrective action plan.

As noted above, periodic on-site monitoring reviews are conducted yearly with selected State VR agencies with consideration given to: population; size of grant; results of past monitoring; identified technical assistance needs; Regional Office recommendations; time since previous reviews/monitoring; and other factors. In this regard, the Division of Vocational Rehabilitation (DVR) within the Wisconsin Department of Workforce Development (DWD) was selected for a FY 1998 periodic on-site monitoring review in Region V.

This review was conducted in five phases.

- In Phase One, the RSA held public hearings in Milwaukee, Madison, and Wausau, Wisconsin; interviewed DVR counselors, district supervisors, and senior managers; interviewed staff at three community rehabilitation programs; interviewed staff associated with the Business Enterprise Program; interviewed Mr. Melvin Sheire, a consumer of DVR; reviewed DVR policy and procedures; interviewed Impartial Hearing Officers and reviewed overturned IHO decisions; interviewed members of the SRPAC; and, interviewed the coordinator of the Wisconsin Client Assistance Project.
- In Phase Two, RSA staff and DVR staff reviewed a sample of DVR case service records.
- During Phase Three, the RSA Review Team examined DVR cooperative agreements and conducted an administrative and financial review.

- DVR is using third-party cooperative agreements to match federal funds to compensate for reductions in general purpose revenue. RSA found this practice an unsatisfactory alternative to using discretionary case service funds. Further, RSA found that DVR had, and, planned to expand, a practice of using cooperative agreements with non-profit community rehabilitation programs. The use of third party agreements with non-profit entities is an illegal use of that authority to match federal funds.
- DVR is a partner in the State of Wisconsin's workforce development initiative. As partners, DVR field staff are being relocated to join their other partners in so-called "one-stop" Job Centers. RSA commends the participation of DVR in a program designed to simplify job securement for unemployed Wisconsin citizens, including citizens with disabilities. RSA is supportive of DVR's partnership, but shares the concerns of some members of the disability community in Wisconsin and some staff of DVR that clients receive individualized attention and receive services and enter jobs and careers consistent with their capacities, skills, interests and their specific choices.
- The Business Enterprise Program (BEP), a DVR-administered program which provides jobs for persons who are blind, operates in general conformance with federal statute and regulations. RSA found areas where this program can be strengthened. One of the participants in the BEP, Mr. Melvin Sheire, alleged he was poorly served by, and even discriminated against by staff of the BEP. A thorough investigation by RSA concluded that the relationship between Mr. Sheire and the BEP was flawed by miscommunications and misunderstandings which led to unwise decisions by both parties. RSA recommends a fresh start for both parties leading to successful employment for Mr. Sheire.
- The administrative and financial review revealed few problems. The most significant exception was the illegal use of a third party agreement with a non-profit community rehabilitation program. RSA finds that Wisconsin is at risk for a cost disallowance of \$376,547. RSA requested corrective action by DVR. If the corrective action is not implemented, RSA is prepared to initiate a Notice of Disallowance Determination.

- During Phase Four, the Assistant Secretary for the Office of Special Education and Rehabilitative Services and the Region V Commissioner of the RSA met with a group of individuals representing advocacy organizations and programs serving persons with disabilities; the purpose of that meeting was to hear comments about alleged conservancy methods DVR was using which the groups alleged were delaying, denying and disrupting services to persons with disabilities.
- The Final Phase was a call for public comments from persons alleging denial, delays or disruptions of services reportedly due to a shortage of DVR case service funds.

RSA found that:

- Employment outcomes for DVR are at or above the average of all State VR agencies; however, DVR is spending less for persons with severe disabilities and that is a negative departure from national trends.
- DVR has developed a Comprehensive System of Personnel Development, in accord with federal statute and regulations; however, the salary for the qualified rehabilitation counselors of DVR is so low, compared with other State VR agencies, that staff morale is low, recruitment is difficult, and, DVR is losing counselors.
- Not too long ago, a large Department of Workforce Development was created in Wisconsin and DVR was placed as a major organizational unit in that Department which, in large part, consists of the State's job services programs and the welfare to work program. There is public concern and concern among DVR staff that the "work first" philosophy of the Department will be a disservice to the applicants and clients of DVR; specifically, that the highly individualized competencies, career interests and choices of applicants and clients of DVR (especially, persons with severe and the most severe disabilities) will be disregarded.
- DVR has undertaken an ambitious and sophisticated initiative to "streamline" its policies, programs, and services. There are some commendable principles underlying that initiative (e.g., persons with disabilities are "customers" who want a simple and consumer-friendly process leading to services and jobs); however, there are some expressed concerns in the disability community and among some DVR staff, that the "reengineered" process may be so expedited that persons with disabilities, especially with severe and the most severe disabilities, will receive abbreviated and trimmed-down services, leading to undesired jobs.
- DVR is in an Order of Selection, a policy designed to first serve persons with severe and the most severe disabilities, when resources are limited. DVR is currently providing services to all persons except those with the most minimum limitations and service needs. Evidence was found that DVR resources were very limited; that DVR was using illegal methods to match federal funds; that Wisconsin was delaying, denying and disrupting services to avoid "closing off" lower Order of Selection categories and thus avoiding serving only those persons with severe and the most severe disabilities.

**UNIVERSITY OF
WISCONSIN
MADISON**

February 25, 1999

**Peter Fox
Secretary
Department of Employment Relations
345 W. Washington Avenue
Madison, WI 53703**

**Linda Stewart
Secretary
Department of Workforce Development
201 E. Washington Avenue
Madison, WI 53703**

Dear Secretaries Stewart and Fox:

We are writing to convey our strong support for current efforts to adjust the salary structure for rehabilitation counselors employed by the Division of Vocational Rehabilitation (DVR), Department of Workforce Development. We are convinced that the current salary structure for rehabilitation counselors is substantially below the salaries of the corresponding state vocational rehabilitation (VR) agencies in other states and also substantially below the salaries in other government and private agencies and programs that compete with Wisconsin DVR in the employment of rehabilitation counselors. Because of the low salaries, it is difficult if not impossible for DVR to recruit and retain highly competent rehabilitation counselors, and the provision of services to Wisconsin citizens with disabilities is adversely affected.

We are faculty in the graduate program at the University of Wisconsin-Madison that trains rehabilitation counselors. Graduate programs offering master's degrees in rehabilitation counseling are the primary sources of trained rehabilitation counselors who are employed by Wisconsin DVR, corresponding state VR agencies in other states, and other government and private rehabilitation agencies and programs. In addition to our graduate program at the University of Wisconsin-Madison, the University of Wisconsin-Milwaukee and the University of Wisconsin-Stout also offer nationally accredited graduate programs in rehabilitation counseling.

School of Education

In July 1994, nearly five years ago, a survey of current students and recent 1993-94 graduates in rehabilitation counseling from UW-Madison, UW-Milwaukee, and UW-Stout was conducted by a task force, comprised of DVR staff and faculty from the graduate programs at the three universities. The difficulties faced in the recruitment of rehabilitation counselors was recognized by DVR, and the purpose of the survey was to obtain information that might facilitate the recruitment of master's degree graduates in rehabilitation counseling to accept positions with the agency. A summary of relevant results of the survey is enclosed with this letter. The mean salary in employment found by the recent graduates was \$27,980. Even if beginning salaries increased less than 2% per year since the time of that survey, mean salaries of recent graduates would currently exceed \$30,000, well above the \$23,051 annual salary currently paid by DVR for master's degree graduates who have not yet completed two years of post-master's professional experience. Further, the gap between DVR and other competing agencies is probably even greater when comparing the salaries of experienced DVR counselors with experienced rehabilitation counselors employed by other agencies and programs.

Other results of the survey indicate the importance of a competitive salary in recruiting and retaining professional staff at DVR. In rating 20 factors in professional employment, "a reasonable and fair salary" ranked second in importance. In addition, 56% of respondents rated salaries as a disadvantage of employment with Wisconsin DVR, while only 11% rated salaries as an advantage. These results suggest that salaries paid to rehabilitation counselors by Wisconsin DVR are a significant barrier to recruiting master's degree graduates for employment with the agency, and this conclusion is supported by our own personal experiences with our students and graduates.

Many agencies and programs in Wisconsin and throughout the nation recruit graduates of our master's degree program in rehabilitation counseling. Salaries paid by the other agencies, including state vocational rehabilitation agencies in other states, other government agencies (e.g., county departments of human services and the U. S. Department of Veterans Affairs), private nonprofit, and private-for-profit agencies, consistently offer starting salaries that are \$5,000-\$10,000 per year higher than those paid by DVR. Students are often shocked when they first learn of the salary structure at Wisconsin DVR. In a few instances, prospective students have even changed their plans about pursuing graduate study in rehabilitation counseling upon learning about the low salaries paid by the agency, and good people have thus been dissuaded from entering our profession.

Even looking at salaries within Wisconsin state government, the salaries of rehabilitation counselors employed by DVR seem clearly out of line in relation to other positions. For example, Social Service Specialist I positions start at \$31,608, and Range 11 and 12 Office Support Workers start at \$24,835 and 26,874, respectively. Neither the Social Services Specialist nor Office Support Worker

positions require master's degrees, and the salaries are substantially higher than the starting salaries of \$23,051 for rehabilitation counselors who have completed master's degrees but have not yet achieved two years of post-master's degree experience. It is entirely possible that an office support worker, employed by DVR or another Wisconsin state agency, might return to college for the six years required to earn a bachelor's degree, followed by a master's degree in rehabilitation counseling, and then have to take a pay cut to accept a position as a rehabilitation counselor with DVR.

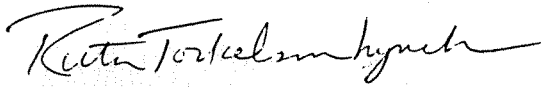
In addition to adversely affecting recruitment of rehabilitation counselors, the low salaries have also contributed to high turnover among DVR staff. We have seen results of a statewide survey of DVR counselors conducted in Spring 1998, demonstrating the problem. Responding counselors indicated that, if they were to leave employment at DVR, the reason would be the low pay. Of those counselors employed by the agency for less than three years, more than two-thirds indicated that they planned to leave the agency within the next two years, citing low pay as the reason. According to a highly publicized article, critical of DVR, that was published in Milwaukee Magazine in August 1997, staff turnover at DVR was 40% in 1996, including resignations, retirements, and transfers. This turnover was cited as the greatest complaint on the part of clients of the agency, resulting in disruption and lack of continuity in services, and much of this turnover was likely due to low salaries.

Again, our personal observations are consistent with the conclusion that turnover is a major problem at DVR and that it is largely due to low salaries. A number of our graduates, who are highly competent and dedicated professionals, obtained positions with DVR following completion of their master's degrees but soon left their positions after two to three years. In fact, DVR has become a "stepping stone" for many rehabilitation counselors, working at the agency to complete the two years of post-master's degree experience required for state certification as a professional counselor, and then moving on to employment in other government and private agencies and programs in Wisconsin and other states.

We see the need to restructure salaries of rehabilitation counselors as one of the most significant issues facing DVR and the citizens of Wisconsin who have disabilities. In our opinion, the effectiveness of the rehabilitation counselor is the single most important factor in the effectiveness of DVR in serving people with disabilities and helping them maximize their employment potential and improve the quality of their lives. Given the current salary structure, it is difficult if not impossible for DVR to recruit and retain the best rehabilitation counselors available. In our experience, individuals who enter the profession of rehabilitation counseling are not looking for exorbitant salaries, as they tend to be motivated primarily by the desire to be of service to people with disabilities. However, personal sacrifice can only go so far, and DVR staff must be compensated fairly, at

a level that is competitive with other agencies and programs that employ rehabilitation counselors. Thus, we see it as critical that salaries for rehabilitation counselors employed by DVR be increased substantially, so that the agency can recruit and retain a stable corps of qualified rehabilitation counselors. Historically, Wisconsin DVR has been highly respected nationally as a model agency in providing progressive, high quality rehabilitation services. However, high quality services can be maintained only if the agency can recruit and retain a competent and dedicated staff of rehabilitation counselors. The citizens of Wisconsin with disabilities deserve nothing less.

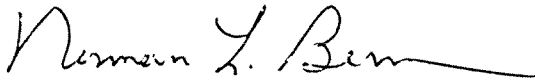
Sincerely,



Ruth Torkelson Lynch, Ph.D.
Associate Professor and Chair
Rehabilitation Psychology Program Area



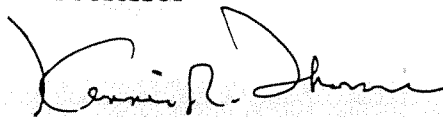
Edna Mora Szymanski, Ph.D.
Professor and Department Chair



Norman L. Berven, Ph.D.
Professor



Fong Chan, Ph.D.
Professor



Kenneth R. Thomas, Ed.D.
Professor

Table 1

Description of Respondents ("Survey of Students and Graduates of Master's Degree Programs in Rehabilitation Counseling in Wisconsin")

University in which graduate study has been pursued:

UW-Madison	46.6%	(55)
UW-Milwaukee	38.1%	(45)
UW-Stout	15.3%	(18)

Point in Graduate Study

1993 graduate	33.3%	(37)
2nd year or May 1994 graduate	51.4%	(57)
1st year	15.3%	(17)

Current age

M = 31.6 SD = 8.3 Range = 22 to 53

Gender

Male	28.8%	(34)
Female	69.5%	(82)

Racial or Ethnic Background

African-American	3.4%	(4)
Asian/Pacific Islander	0.8%	(1)
Hispanic/Latino/Latina	3.4%	(4)
White	91.5%	(108)

Table 1 (continued)

Prior contact with Wisconsin DVR

received services from the agency as a client	16.1%	(19)
employment with the agency	6.8%	(8)
practicum or internship placement	46.6%	(55)
visit to a Wisconsin DVR office	60.2%	(71)
presentation by agency staff in class	49.2%	(58)
conversations with agency clients	67.8%	(80)
conversations with fellow students who have had employment or field experience with the agency	72.0%	(85)
none of the above	7.6%	(9)

Have you ever applied for employment with Wisconsin DVR?

Yes	29.7%	(35)
No	70.3%	(83)

Approximate annual salary (for those having completed degrees)

M = \$27,980 SD = \$9,291 Range = \$8,500 to \$65,000

Table 2

"It is important to me that my own professional employment provide . . ."

Aspects of Professional Employment	<u>M</u> (<u>SD</u>)	<u>%</u> (<u>n</u>)
g. opportunities to work with clients or consumers in positive and helpful ways	4.74 (0.46)	45.8 (54)
j. a reasonable and fair salary	4.72 (0.49)	49.2 (58)
e. work demands that do not conflict with moral and ethical principles	4.69 (0.53)	36.4 (43)
b. work activities that provide a sense of accomplishment	4.68 (0.49)	33.9 (40)
i. reasonable caseload size and paper work demands that allow for doing high quality work	4.64 (0.59)	44.1 (52)
n. meaningful and enjoyable work activities	4.60 (0.60)	25.4 (30)
c. organizational policies that are fair and supportive	4.57 (0.59)	23.7 (28)
t. competent and supportive colleagues	4.55 (0.70)	28.0 (33)
s. opportunities for professional growth and development	4.52 (0.69)	32.2 (38)
l. opportunities for advancement	4.53 (0.62)	14.4 (17)
m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)	4.52 (0.64)	17.8 (21)
k. good working conditions	4.49 (0.64)	9.3 (11)
d. opportunities to be creative in fulfilling responsibilities	4.44 (0.64)	12.7 (15)
h. variety in work activities	4.38 (0.65)	14.4 (17)

Table 2 (continued)

o. autonomy and independence in making decisions and performing responsibilities	4.37 (0.65)	29.7 (35)
a. work activities that make full use of knowledge and skills in rehabilitation counseling	4.32 (0.73)	23.7 (28)
f. job security	4.32 (0.74)	23.7 (28)

p. recognition for work well done	4.06 (0.84)	6.8 (8)
q. flexible work hours	4.03 (0.83)	15.3 (18)
r. opportunities for job sharing	3.52 (1.01)	2.5 (3)

Note. Means and standard deviations are based on the following scale: 5 = "strongly agree"; 4 = "agree"; 3 = "neutral"; 2 = "disagree"; and 1 = "strongly disagree." Percentages and frequencies indicate the numbers of respondents identifying each component as one of the five aspects of professional employment that were most important to them.

Table 3

"I see professional employment with Wisconsin DVR as providing . . ."

Aspects of Professional Employment	<u>M</u> (<u>SD</u>)	Identifying as	
		Advantage <u>%</u> (<u>n</u>)	Disadvantage <u>%</u> (<u>n</u>)
g. opportunities to work with clients or consumers in positive and helpful ways	4.00 (0.84)	48.3 (57)	6.8 (8)
j. a reasonable and fair salary	2.56 (1.09)	11.0 (13)	55.9 (66)
e. work demands that do not conflict with moral and ethical principles	3.70 (0.98)	29.7 (35)	8.5 (10)
b. work activities that provide a sense of accomplishment	3.62 (0.83)	30.5 (36)	14.4 (17)
i. reasonable caseload size and paper work demands that allow for doing high quality work	1.97 (1.05)	1.7 (2)	82.2 (97)
n. meaningful and enjoyable work activities	3.46 (0.79)	16.1 (19)	18.6 (22)
c. organizational policies that are fair and supportive	3.29 (0.81)	8.5 (10)	22.9 (27)
t. competent and supportive colleagues	3.54 (0.87)	20.3 (24)	15.3 (18)
s. opportunities for professional growth and development	3.63 (0.81)	36.4 (43)	11.9 (14)
l. opportunities for advancement	3.35 (0.82)	14.4 (17)	23.7 (28)
m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)	4.01 (0.85)	53.4 (63)	5.1 (6)
k. good working conditions	3.32 (0.91)	15.3 (18)	13.6 (16)

Table 3 (Continued)

d. opportunities to be creative in fulfilling responsibilities	3.11 (1.00)	6.8 (8)	35.6 (42)
h. variety in work activities	3.37 (0.96)	18.6 (22)	29.7 (35)

o. autonomy and independence in making decisions and performing responsibilities	3.22 (1.02)	21.2 (25)	28.0 (33)
a. work activities that make full use of knowledge and skills in rehabilitation counseling	3.83 (0.94)	45.8 (54)	10.2 (12)
f. job security	4.22 (0.72)	66.9 (79)	3.4 (4)

p. recognition for work well done	3.07 (0.71)	1.7 (2)	23.7 (28)
q. flexible work hours	3.09 (0.95)	7.6 (9)	22.9 (27)
r. opportunities for job sharing	3.04 (0.78)	1.7 (2)	12.7 (15)

Note. Items are ordered in terms of the mean importance ratings on those same items, as reported in Table 2. Means and standard deviations are based on the following scale: 5 = "strongly agree"; 4 = "agree"; 3 = "neutral"; 2 = "disagree"; and 1 = "strongly disagree." Percentages and frequencies indicate those respondents identifying each component as one of the five greatest advantages and five greatest disadvantages, respectively, of professional employment with Wisconsin DVR.

SURVEY OF STUDENTS AND GRADUATES OF MASTER'S DEGREE PROGRAMS IN
REHABILITATION COUNSELING IN WISCONSIN

1. We are interested in aspects of professional employment that are important to you personally. The beginning of a sentence is given below, followed by a number of statements completing the sentence. Please indicate the extent of your agreement with each by writing the corresponding rating in the space provided, using the following scale:

- 5 = Strongly Agree
4 = Agree
3 = Neutral
2 = Disagree
1 = Strongly Disagree

"It is important to me that my own professional employment provide . . ."

- ___ a. work activities that make full use of knowledge and skill in rehabilitation counseling
- ___ b. work activities that provide a sense of accomplishment
- ___ c. organizational policies that are fair and supportive
- ___ d. opportunities to be creative in fulfilling responsibilities
- ___ e. work demands that do not conflict with moral and ethical principles
- ___ f. job security
- ___ g. opportunities to work with clients or consumers in positive and helpful ways
- ___ h. variety in work activities
- ___ i. reasonable caseload size and paper work demands that allow for doing high quality work
- ___ j. a reasonable and fair salary
- ___ k. good working conditions
- ___ l. opportunities for advancement
- ___ m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)
- ___ n. meaningful and enjoyable work activities

- ___ o. autonomy and independence in making decisions and performing responsibilities
- ___ p. recognition for work well done
- ___ q. flexible work hours
- ___ r. opportunities for job sharing
- ___ s. opportunities for professional growth and development
- ___ t. competent and supportive colleagues

2. Please identify the five aspects of professional employment listed above that are most important to you by writing the corresponding letters in the spaces below.

3. We are also interested in the extent to which you see Wisconsin DVR as providing each of those same aspects of professional employment. The beginning of a sentence is again given below, followed by a number of statements completing the sentence. Please indicate the extent of your agreement with each by writing the corresponding rating in the space provided, using the same scale:

- 5 = Strongly Agree
- 4 = Agree
- 3 = Neutral
- 2 = Disagree
- 1 = Strongly Disagree

"I see professional employment with Wisconsin DVR as providing . . ."

- ___ a. work activities that make full use of knowledge and skill in rehabilitation counseling
- ___ b. work activities that provide a sense of accomplishment
- ___ c. organizational policies that are fair and supportive
- ___ d. opportunities to be creative in fulfilling responsibilities
- ___ e. work demands that do not conflict with moral and ethical principles
- ___ f. job security
- ___ g. opportunities to work with clients or consumers in positive and helpful ways

- h. variety in work activities
- i. reasonable caseload sizes and paper work demands that allow for doing high quality work
- j. a reasonable and fair salary
- k. good working conditions
- l. opportunities for advancement
- m. good fringe benefits (e.g., vacation, sick leave, insurance, retirement)
- n. meaningful and enjoyable work activities
- o. autonomy and independence in making decisions and performing responsibilities
- p. recognition for work well done
- q. flexible work hours
- r. opportunities for job sharing
- s. opportunities for professional growth and development
- t. competent and supportive colleagues

4. Please identify the five aspects of professional employment listed above that represent the greatest advantages of employment with Wisconsin DVR, by writing the corresponding letters in the spaces below.

5. Please identify the five aspects of professional employment listed above that represent the greatest disadvantages of employment with Wisconsin DVR, by writing the corresponding letters in the spaces below.

6. Please indicate any prior contact that you have had with Wisconsin DVR (check all that apply)

received services from the agency as a client

employment with the agency

practicum or internship placement

visit to a Wisconsin DVR office

- presentation by agency staff in a class
- conversations with agency clients
- conversations with fellow students who have had employment or field experience with the agency
- none of the above

7. Have you ever applied for employment with Wisconsin DVR?
 Yes No

If no, please indicate the factors that have contributed to your decision not to apply, writing in the space below:

8. If you have completed your master's degree, please indicate the general type of agency where you are now employed

What is your approximate annual salary? _____

What were the major factors that influenced your decision to accept this position (please respond in the space below)?

9. Please indicate your current age _____

10. Please indicate your gender female male

11. Please indicate your racial or ethnic background

- African-American Hispanic/Latino
- Asian/Pacific Islander White
- Native American/American Indian

12. Please indicate the university in which you have pursued your graduate study in rehabilitation counseling

- UW-Madison UW-Milwaukee UW-Stout

13. Please indicate the point you have reached in your graduate study toward the master's degree

- 1993 graduate second year or 1994 grad first year