BUILDING EMPLOYMENT READINESS
WDCSC ERS Data

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Over half of your clients are “Not Ready” . . .

“Not Ready”: Need help with at least 2 Supports & 3 Employability Dimensions
... and persons with disabilities are more likely to be “Not Ready”
“Not Ready” clients need the most help with . . .

92% Job search skills
85% Ongoing career management
73% Work history
68% Career decision-making
63% Skills enhancement
61% Self-efficacy
61% Social supports
51% Job maintenance

“soft skills”
and report the following Challenges:

- 79% Taking care of children
- 75% Needing more money
- 73% Needing more education
- 48% Needing proper clothes
- 41% Needing proper tools
Your clients’ Supports needs are similar to WA State averages

![Chart showing percentage of "Not Ready" clients needing help by various factors.]

- **Work history**: WDCSC is slightly higher than WA State.
- **Self-efficacy**: WDCSC is similar to WA State.
- **Social supports**: WDCSC is slightly higher than WA State.
- **Outcome expectancy**: WDCSC is lower than WA State.
Persons with disabilities & 46-65 years need help with Self-Efficacy & Outcome Expectancy, while 19-29 years need help with Work History & 30-65 years need help with Social Supports.
Each client group needs help more help with one or more of the Supports
Your clients need particular help with Job Maintenance compared with WA State averages.
Persons with disabilities need help with skills training, while 46-65 year olds need help with Career Decision-Making & Job Search.
Clients with less than Grade 12 need help with career direction & job search, while high school grads & couples with children need help with Job Maintenance.
Your clients have improved on all Supports, and more than the average for WA State

*Top factors on which the most clients need help

WDCSC WA State

Outcome expectancy

Percent of "Not Ready" Clients Improving

*Work history

*Self-efficacy

*Social supports

*Top factors on which the most clients need help
Your clients have improved significantly more than the WA State average on Job Maintenance, Career Decision-Making, & skills training.

*Top factors on which the most clients need help*
Overall, in “interventions to address challenges,” your clients have improved primarily on:

- Social supports
- Job search
- Career decision-making
- Job maintenance

![Bar chart showing the percent of all clients improving in different areas.]

- Social supports: 20%
- Job search: 18%
- Career decision-making: 16%
- Job maintenance: 10%
## Agencies Represented

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<tr>
<th>Agency</th>
<th># Clients</th>
<th># Retakes</th>
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