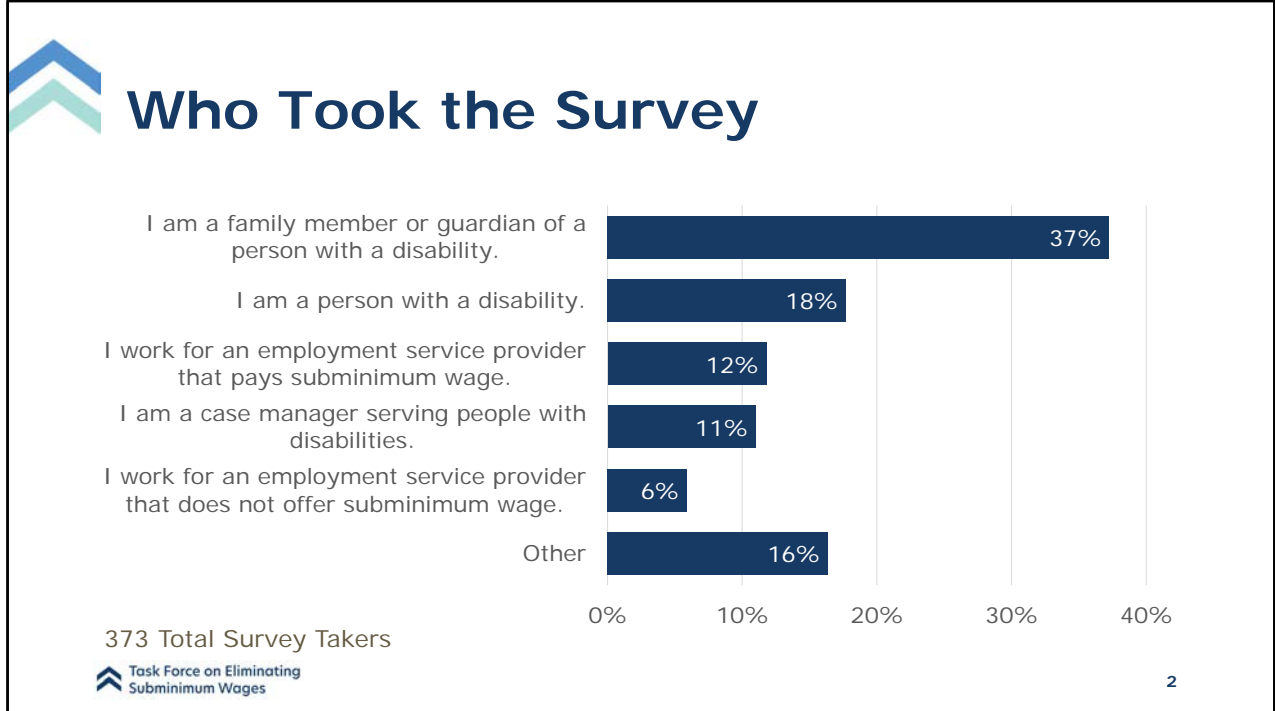




Subminimum Wage Survey Results

Prepared by Public Sector Consultants
September 1, 2022



373 people took the survey. Family members or guardians of people with disabilities represented 37 percent of survey takers. People with disabilities represented 18 percent of survey takers.

“Other” was one of the options. People who responded “other” said that they are advocates and community members, educators, employers and business owners, government employees, and several service providers.

Survey Takers with Disabilities

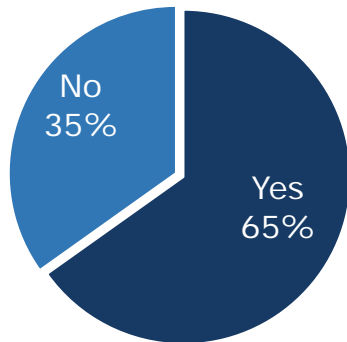
3

The following sections will share the answers of people with disabilities.

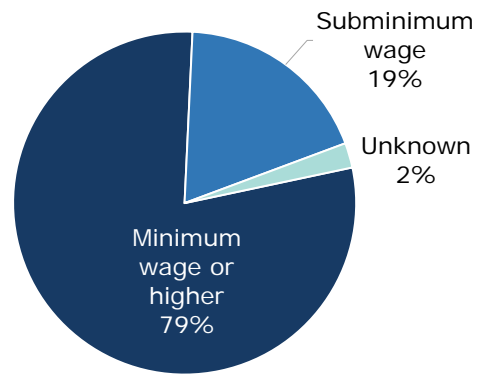


Employment of People with Disabilities

Currently Employed



Current Wage



Most of the people with disabilities who took the survey have jobs.

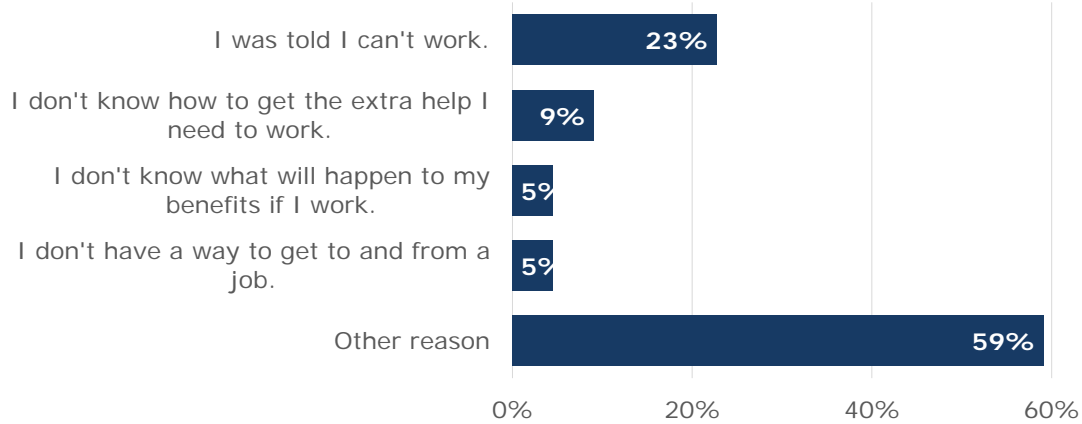
About 80 percent are earning minimum wage or higher and about 20 percent are earning subminimum wage. 66 people with disabilities finished this part of the survey.



Survey Takers with Disabilities Who Don't Have a Job Right Now



Main Reason People with Disabilities Said They Don't Have a Job



The survey asked people with disabilities who said they don't have a job why they don't have a job. Most people said the survey choices weren't the main reason. The next page tells the other reasons that people shared. Of the survey choices, the main reason people are not employed is that they were told they cannot work. PSC plans to try to find out more about where this message is coming from.



Main Reasons People with Disabilities Said that they Don't Have a Job

- Discrimination in the workplace and during interviews
- No stable housing
- Sickness
- On disability/unable to work
- Retired
- Searching for a job
- Starting a new job soon



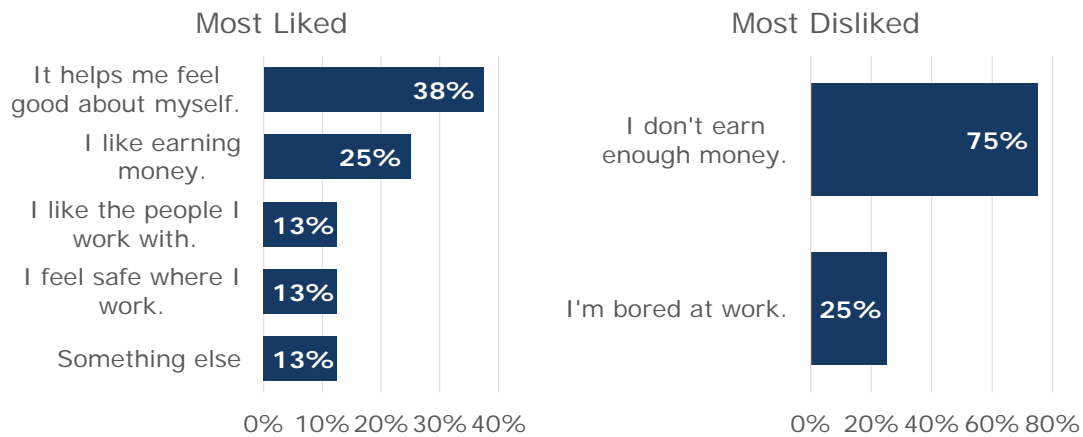
Survey Takers with Disabilities Currently Employed and Earning Subminimum Wage

For this section of the results, only eight people with disabilities earning subminimum wage took the survey. A survey is not the best way to reach people with disabilities earning subminimum wage. PSC is collecting their feedback in other ways.

Later on, there is information shared from people who used to work earning subminimum wage but work in their community now.



Opinions of Subminimum Wage Jobs

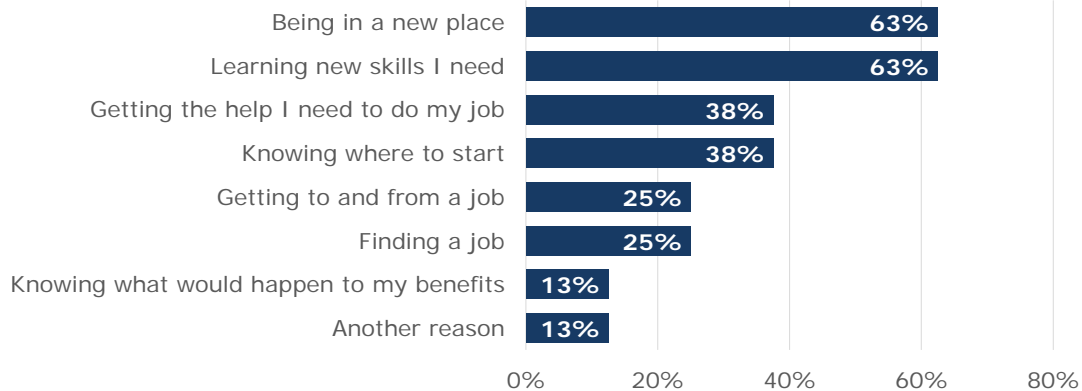


People who work subminimum wage jobs reported feeling good about themselves, liking earning money, liking the people they work with, and feeling safe where they work as reasons they most like their jobs.

Three quarters of survey takers identified not earning enough money (75 percent) and being bored at work (25 percent) as the top reasons they don't like their subminimum wage jobs.



Challenges to Finding a Job in the Community Paying Minimum Wage or More



People could choose more than one reason, so this list doesn't add up to 100 percent.

People earning subminimum wage said the biggest challenge to finding a job is being in a new place and learning the new skills they need. Many said the biggest challenge is getting the help they need to do the job and knowing where to start. Transportation and finding a job are other big challenges. The person who chose “another reason” said their biggest challenges included “finding a boss/company that lets them work limited hours with all their limitations.”

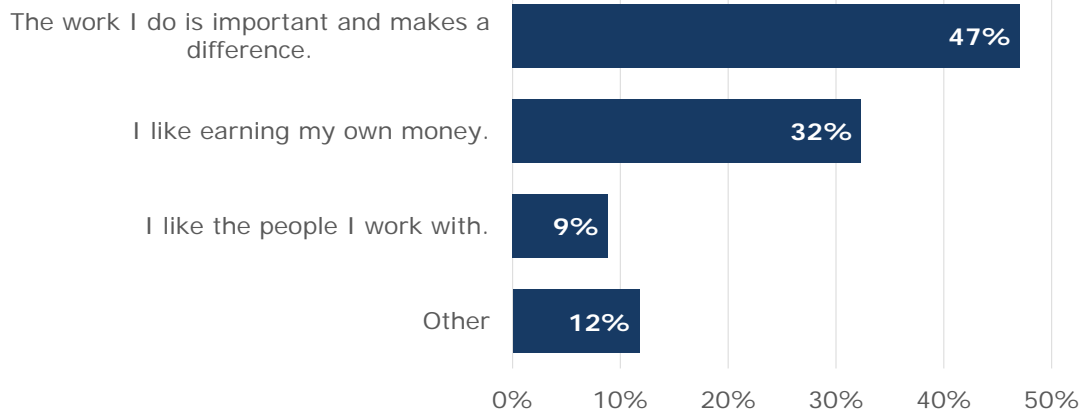


Survey Takers with Disabilities Currently Employed in their Community and Earning Minimum Wage or Higher

The following pages are about people who are working in competitive integrated employment (CIE), which means the job is working in the community alongside non-disabled people and they earn at least minimum wage.



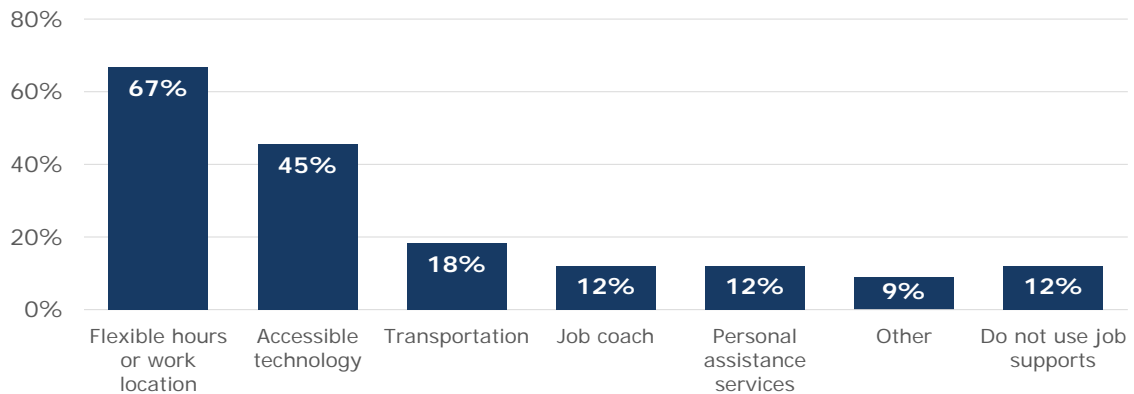
What They Like Most About Working in the Community



Almost half of the survey takers with disabilities working in their community said the thing they like most is that the work they do is important and makes a difference. Many of them said they like earning their own money the most.



Commonly Used Job Supports



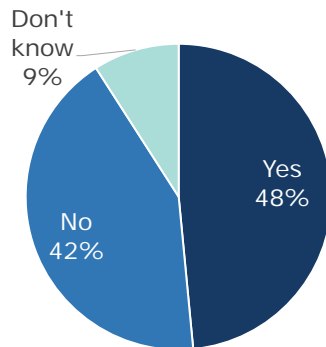
People could choose more than one reason, so this list doesn't add up to 100 percent.

These are the most common job supports used by survey takers with disabilities who work in competitive integrated employment. The top three job supports are flexible work hours or location, accessible technology, and transportation. Some people don't use any job supports.



People With Disabilities Who Have Worked in a Subminimum Wage Job Before

Previously Earned Subminimum Wage



Most Helpful Thing in Moving to a Competitive Wage

- Being a strong self-advocate
- Getting help from others
- Building skills
- Using assistive technology
- Finding supportive places to work

Almost half of the people with disabilities who responded to the survey have worked a subminimum wage job in the past. They shared some things that were helpful to them when they moved to community-based jobs.



Advice for People Who Are Transitioning from Subminimum Wage to Community-Based Employment

- Advocate for yourself
- It is possible
- It is tough
- It takes time
- The paychecks are great
- Work to improve your skills

People with disabilities who are now working in CIE shared some advice for people making a transition from subminimum wage.



Things that Would Make the Transition Easier

- Being more aware of social security income limits
- Better job opportunities
- Changes in the law
- More job opportunities in rural communities
- More employers looking past disabilities
- Training to improve skills
- Jobs that use specific skill sets of a person with a disability

People with disabilities who are now working in CIE shared some ideas about what would make a transition from subminimum wage to community-based employment easier.

Family Members or Guardians of a Person with a Disability

17



Most family members or guardians of people with disabilities aren't sure about employment resources for people with disabilities.



Most Important Things When Helping a Family Member Find a Job

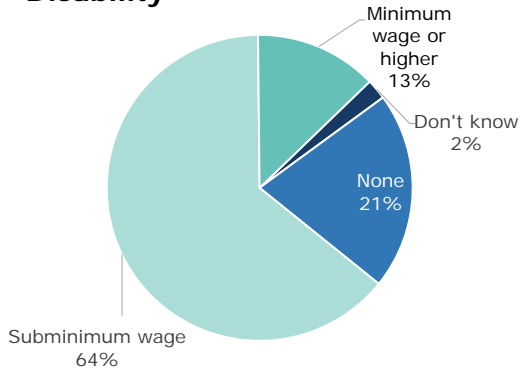
- Safety on the job
- Skills and strengths
- Transportation to and from work
- Keeping benefits
- Limits because of their disability
- Access to supports
- Minimizing changes to routine
- Wage

Families and Guardians of people with disabilities said these were the most important things when they help a family member find a job. The first four on the list were almost equally important. Wage was the least important thing for family members and guardians.

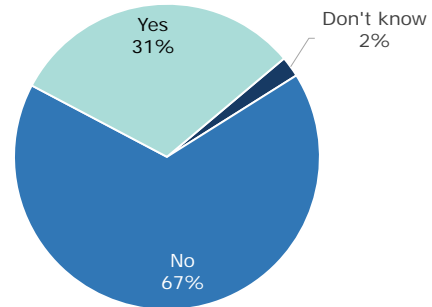


Disabilities and Job Experience Shared by Family Members and Guardians

Current Wage of Person with Disability



Experience with Both Subminimum and Community-Based Jobs



When family members or guardians were asked about the job experience of their person, 64 percent are earning subminimum wage now. 31 percent have experience with both minimum wage and subminimum wage jobs.



Most Helpful Thing in Moving to a Competitive Wage

- Access to housing and transportation
- Day programs
- Experience and personal ability
- Good communication about what to expect
- Employer support
- Family support
- Job coaches
- Job that fits their skills and interests
- Training

These were some of the responses from the family members of people with disabilities who have experience moving from subminimum wage jobs to community-based jobs. Things that are more important include having a sense of purpose, being safe and supported at work, being valued as an employee, being with peers, and receiving pay regardless of the amount.



Things that Would Ease the Transition According to Family Members or Guardians

- Having supportive employers and families
- Offering employer incentives
- Making sure that the person with a disability keeps their benefits
- Making sure there are job opportunities, options, and personal choice
- Providing job coaches, support staff, and other supportive services
- Providing access to safe transportation

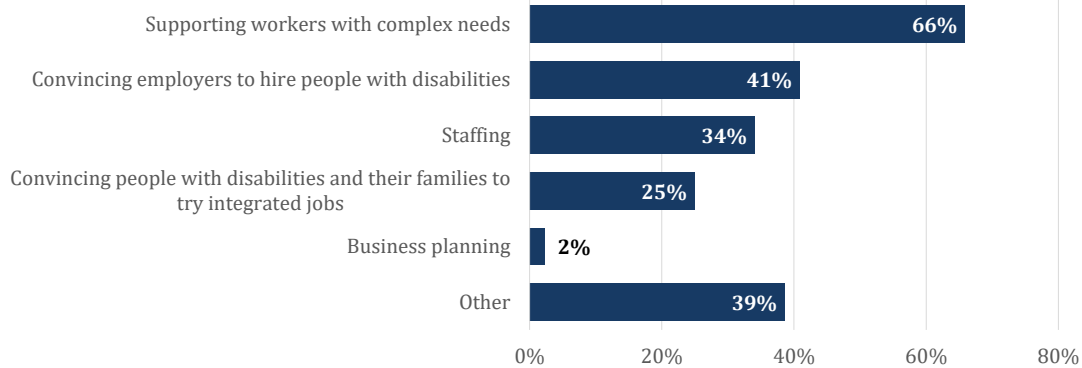
Employment Service Provider Staff



Employment Service Provider Staff Organizations Paying Subminimum Wage



Barriers to Transitioning Away From Subminimum Wage



People could choose more than one, so this list doesn't add up to 100 percent.

These were the most common challenges employment service providers shared about transitioning away from subminimum wage.

Nearly 40 percent said there was a barrier other than those listed. Of those, there was a common disbelief that all people with disabilities can work at competitive rate jobs. Additionally, some said a barrier exists in convincing employers to hire people who are not able to work as productively as other workers.

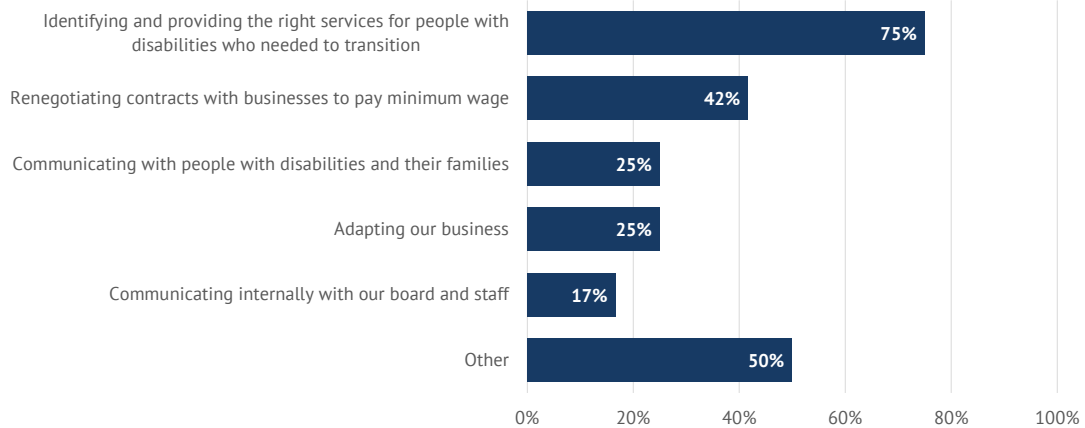
Despite these expressions of limiting beliefs, 66 percent of service providers said supporting workers with complex needs is the most significant barrier to transitioning away from subminimum wage.



Employment Service Provider Staff Organizations Not Offering Subminimum Wage



Challenges to Transitioning Away From Subminimum Wage



People could choose more than one, so this list doesn't add up to 100 percent.

These were the challenges to transitioning away from subminimum wage according to organizations that already transitioned away from it.

Out of 12 respondents, 50 percent identified another challenge not listed. The next slide shares more about those answers.

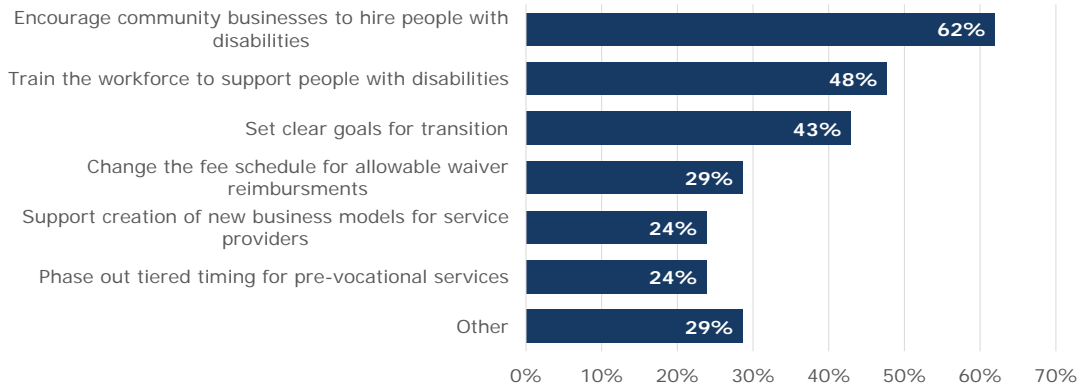


Challenges to Transitioning Away From Subminimum Wage

- Other challenges identified by providers that had transitioned
 - Ensuring the person with a disability did not lose their sense of community if they don't go into community-based employment
 - Finding work for individuals with higher needs
 - Finding employers willing to hire individuals with disabilities at minimum wage or higher



Recommendations to Help Other Organizations Transition



People could choose more than one, so this list doesn't add up to 100 percent.

Over 60 percent of survey takers working for employment service providers that do not currently offer subminimum wage said the task force should encourage community business to hire people with disabilities in order to help other organizations transition away from offering subminimum wage. Almost half said the task force should train the workforce to support people with disabilities.

Again, nearly 30 percent of survey takers said they had a recommendation other than those listed. Those who chose other said that education should be provided to support staff, case managers, and individuals with disability and their families regarding what services exist and the transition plan. Additionally, survey takers said that support staff needs to be well-paid and flexible with work hours.

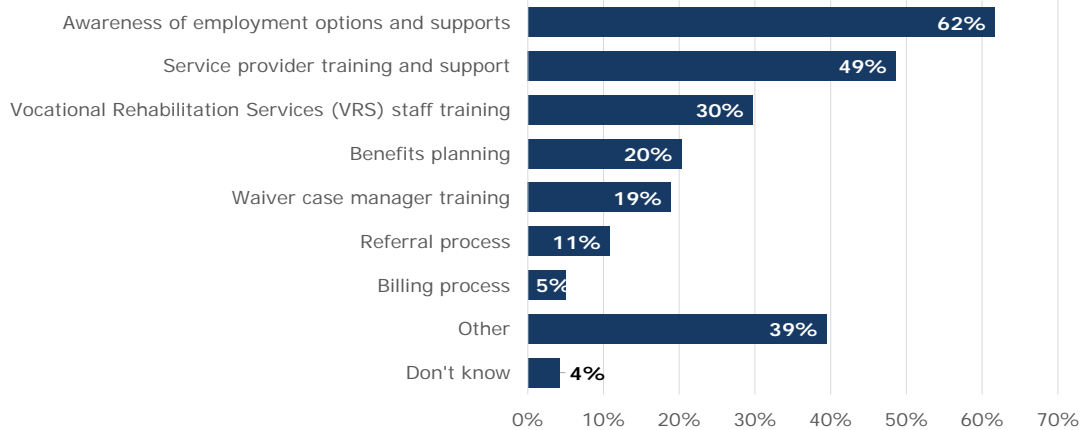


Employment Service Provider Staff

All survey takers



Strengthening the Employment System – All Survey Takers



More than 60 percent of survey takers said that awareness of employment options and supports is one of the most important parts to strengthen for people to move from subminimum wage to jobs in their community earning at least minimum wage. Nearly half said that strengthening service provider training and support was one of the most important aspects, and 30 percent said it was important to strengthen vocational rehabilitation service staff training.

Many survey takers said there was another thing to strengthen.

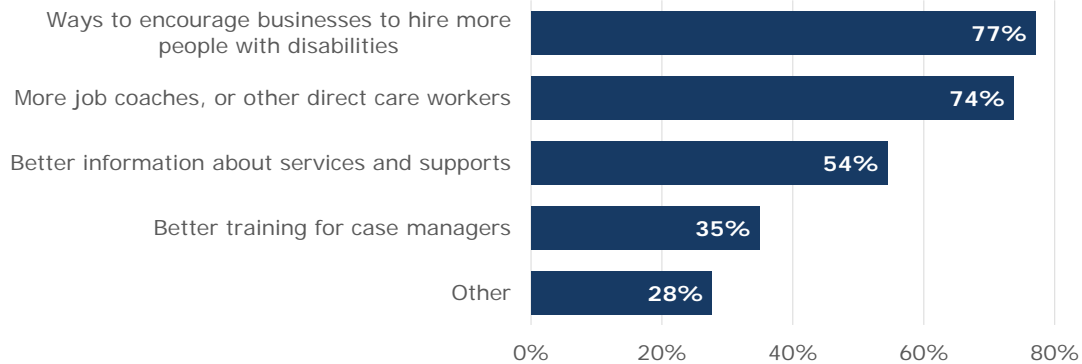


Strengthening the Employment System—Other Needs

- Fund more support staff and services for people with disabilities working in the community
- Educate and incentivize employers to hire people with disabilities, find ways to address employer discrimination against people with disabilities
- Make sure safe transportation is covered so people can get to jobs across the state



Needed Resources – All Survey Takers



People could choose more than one, so this list doesn't add up to 100 percent.

Over three-quarters of survey takers said that ways to encourage businesses to hire more people with disabilities would need more resources for people to move from subminimum wage to minimum wage, and nearly three-quarters said more job coaches or other direct care workers were needed. Over half said better information about services and supports was needed and over one-third said there was a need for better training for case managers. Nearly 30 percent said that resources other than those listed were needed.



Needed Resources—Other

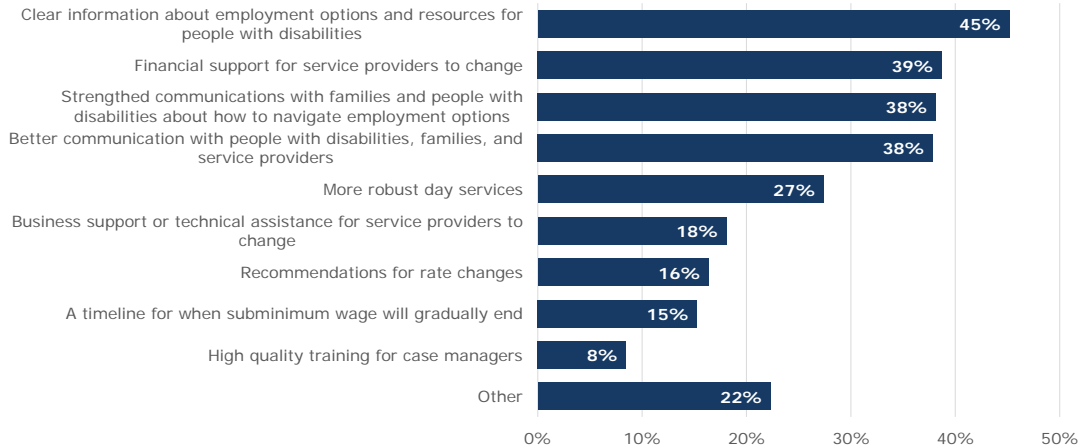
- 75 percent of survey takers who responded with ‘other’ suggested:
 - Funding and better wages for support staff
 - Employer incentives
 - Training and job opportunities that suit individual needs
 - Supportive employers
 - Increased funding and policy changes
 - Transportation
 - Education on the needs of people with disabilities

When asked what resources would be needed to transition away from subminimum wage, three-quarters of survey takers suggested specific ideas.

About 5 percent of all survey takers (24 individuals) selected ‘other’ and shared their belief that subminimum wage should continue as an option. None of these were people working subminimum wage jobs.



Important Considerations



People could choose more than one, so this list doesn't add up to 100 percent.

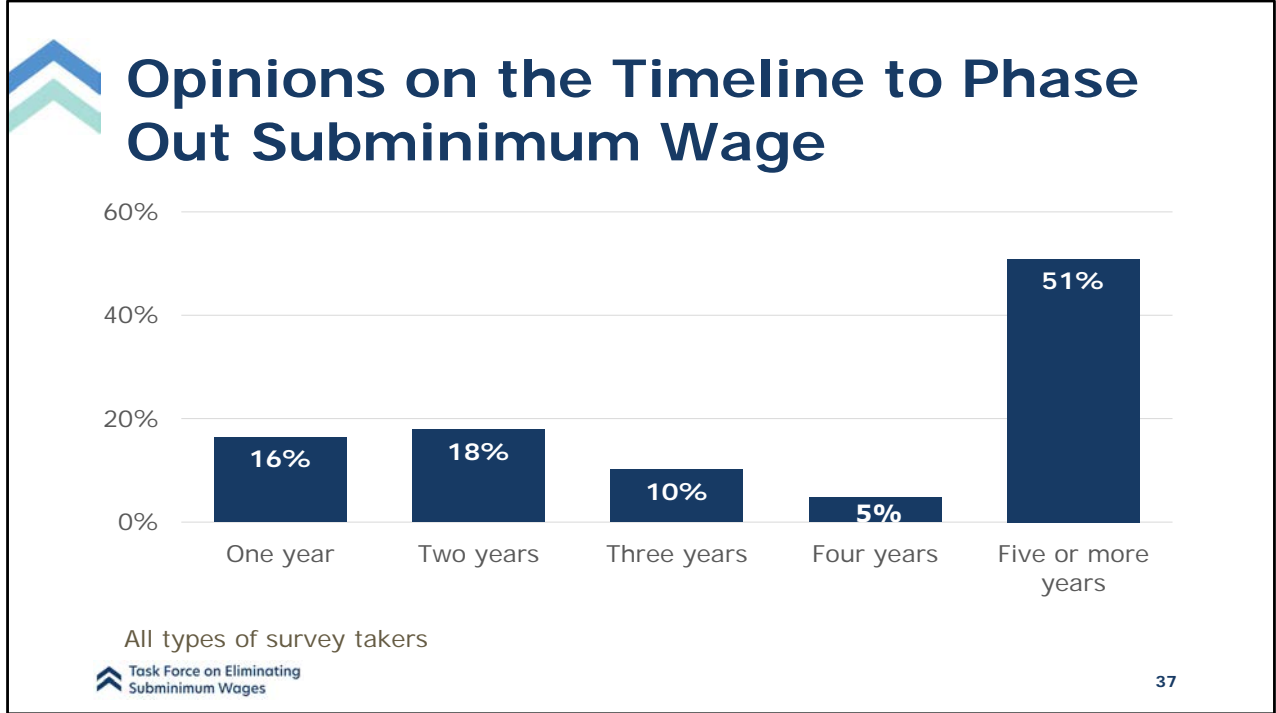
These are the most important things for the task force to consider in making a plan to transition away from subminimum wage according to all survey takers.



Important Considerations—Other

- Minnesota needs incentives for employers to hire people with disabilities.
- Service providers need more support staff and service availability.
- More job options are needed.
- People need to understand how working a minimum wage job or higher might impact their benefits.

These are some of the ideas suggested that were not represented in the survey's existing options.



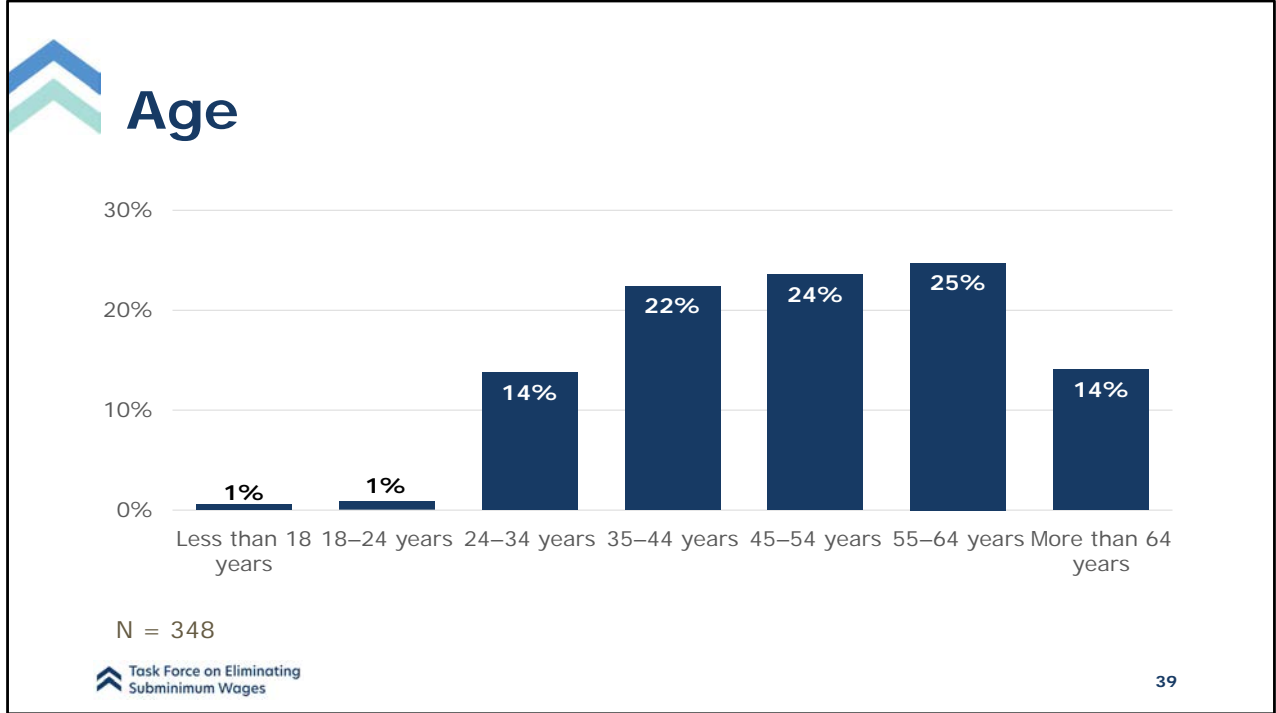
Over half of survey takers said that five or more years would be a good timeline to phase out subminimum wage if the plan offers a phase out. 18 percent said two years would be a good timeline, and 16 percent said one year.

It is important to note that the legislation creating the task force requires the plan to “make recommendations to phase out payment of subminimum wages to people with disabilities on or before August 1, 2025”, under three years from now.

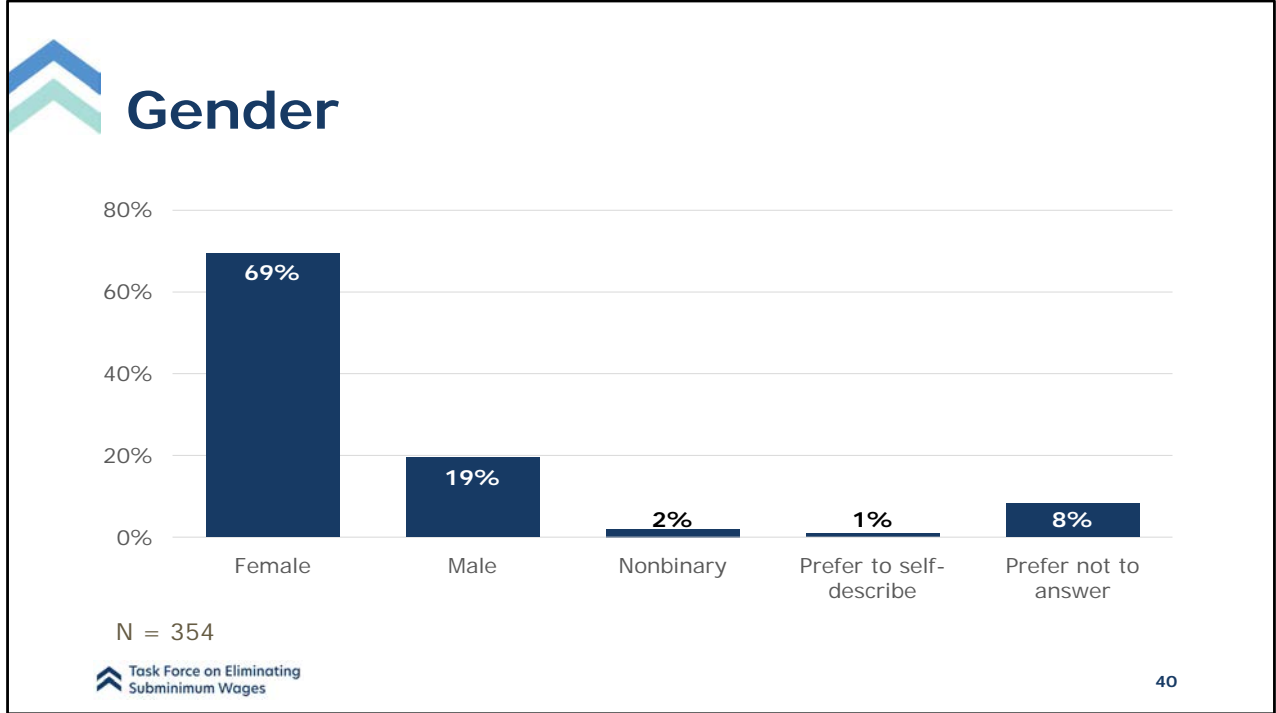
The large number of responses that state the phase out should happen over five years or more tells us we need to do more research to find out if five or more years was selected by so many people as a way to have subminimum wage longer or if there are technical or other reasons subminimum wage could take longer to phase out.

Demographics

All Survey Takers



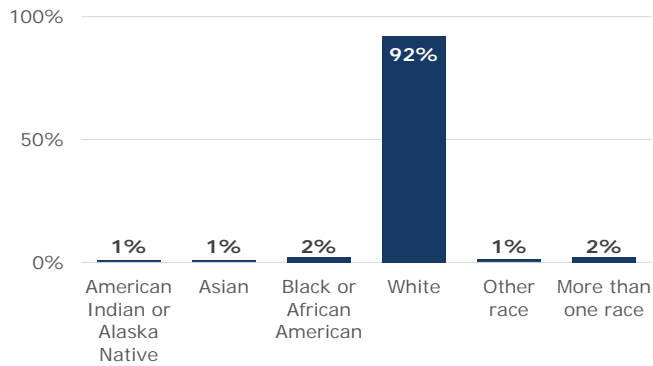
Most survey takers were between the ages of 35 and 64 and female.



Most survey takers were between the ages of 35 and 64 and female.



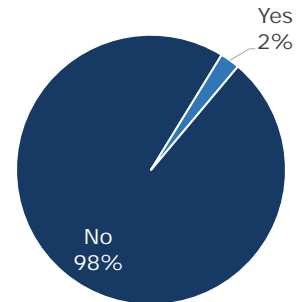
Race and Ethnicity



N = 344

 Task Force on Eliminating
Subminimum Wages

Of Hispanic, Latino, or Spanish Origin



N = 343

41

Survey takers were mostly white and non-Hispanic.