

## Appendix A. Evaluation Questionnaires

### ADA Competency Assessment: Adelante

**1) 3-digit Trainee ID:** \_\_\_\_\_ **2) Date:** \_\_\_\_\_

**Instructions:** Thank you participating in the Southwest ADA Centers customized ADA training. All responses will remain anonymous and the **Trainee ID** is not connected to your name. If you might be willing to be queried by our project evaluator regarding this training, please answer "yes" and provide an e-mail where you may be reached.

\_\_\_ **Yes, I might participate.** (Please include e-mail address in comment line below)

**Email Address:** \_\_\_\_\_

**3) About You.** Please tell us a little about your work on federal contracts and yourself. Your answers will help us understand who benefits from our training. Which statement best describes your work on federal contracts. (Choose One)

- \_\_\_ Manage one or more federal contract
- \_\_\_ Provide human resource support to contracts
- \_\_\_ Develop work contracts
- \_\_\_ Supervise workers on contracts
- \_\_\_ Train workers (with and without disabilities)
- \_\_\_ Other (please describe): \_\_\_\_\_

**4) Number of years you have been on staff with this organization?** \_\_\_\_\_

(Enter as number and decimal; e.g., 25.5)

**5) Number of years you have worked on federal contracts?** \_\_\_\_\_

(Enter as number and decimal; e.g., 25.5)

**6) Your highest level of education (Please check one)?**

- \_\_\_ Less than high school completion
- \_\_\_ High school diploma or GED
- \_\_\_ Some colleges or technical school training
- \_\_\_ Completed apprenticeship or certificate program
- \_\_\_ Completed bachelor degree
- \_\_\_ Completed master's degree
- \_\_\_ Completed post-masters education

**7) Knowledge and Ability to Apply ADA/Section 503 on Federal Contracts:**

1. The ADA definition of disability should be construed (Please enter one)? \_\_\_\_\_

- a. In favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis.
- b. To the extent that an individual has a record of an impairment and is regarded as having such an impairment.
- c. As requiring documentation of medical evidence of disability.

- d. Indicating a person is unable to perform the essential functions of a job without accommodations.

(Turn page over to complete questionnaire)

- 2. How would proposed Section 503 regulations of the Rehabilitation Act increase employment opportunities for individuals with disabilities (Please enter one)? \_\_\_\_\_
  - a. Require that all job openings are advertised in a statewide newspaper
  - b. Provide job training and work adjustment for individuals with disabilities that are not able to meet production standards
  - c. Increase state and federal contracts that require hiring individuals with disabilities
  - d. Require employment targets for federal contractors to hire a certain percentage of individuals with disabilities
- 3. The Americans with Disabilities Act as amended (ADAAA) replaces the term "qualified individual with a disability" with the term "qualified individual" to provide? (Please enter one)? \_\_\_\_\_
  - a. This new term omits the words "with a disability," thus emphasizing that the assessment of whether a person is qualified for a job is distinct from the assessment of whether the person has a disability.
  - b. The definition in the Americans with Disabilities Act as originally enacted only allowed individuals with disabilities protection. The Amendments expanded to the definition so that all individuals are now protected under the ADA.
  - c. The term qualified individual reduces the need to provide job accommodations for job applicants such as those individual with disabilities who require accommodation during the job interview.
  - d. The definition explains that a qualified individual no longer needs to provide a record or documentation of "disability" if the qualified individual self identifies as having a disability.
- 4. Which of the following statements regarding ADAAA is **not** correct? \_\_\_\_\_
  - a. Mitigating measures shall never be considered.
  - b. Clarifies that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.

- c. Provides that individuals covered only under the "regarded as" prong are not entitled to reasonable accommodation.
- d. Changes the definition of "regarded as" so that it no longer requires a showing that the employer perceived the individual to be substantially limited in a major life activity.
5. Under the current Section 503 requirements a Policy Statement must include which of the following (Check all that apply)?
- The CEO's attitude on the subject matter;
  - an Audit and Reporting system;
  - assign appropriate managers' affirmative action activities;
  - how the contractor will recruit, hire, train, & promote persons all job titles.
6. Where such barriers exist, reasonable accommodation is required to ensure equal access to the application process, which can include (check all that apply)?
- conducting the interview somewhere that is accessible;
  - providing a sign language interpreter for someone who is deaf;
  - asking the job applicant what accommodations are needed;
  - asking if the job applicant for medical information on their disability;
7. True \_\_\_ or False \_\_\_? The current Section 503 scope of the contractor's outreach and recruitment efforts shall depend upon circumstances, including the contractor's size and resources and the extent to which existing employment practices are adequate.
8. True \_\_\_ or False \_\_\_? The current Section 503 requires he contractor hold special meetings with all employees to discuss the Affirmative Action policy and publicize the policy.
9. The current Section 503 regulations require which of the following audit and reporting measures (check all that apply)?
- Program effectiveness of the AAP;
  - Need for remedial action;
  - Attainment of objectives;
  - Participation in educational, training, recreational, and social activities;

10. True \_\_\_ or False \_\_\_? The proposed Section 503 regulations will mandate previously recommended steps contractors must take to review their personnel processes.

**11) Quality of Training. Please rate the quality and value of this training.**

	Strongly Disagree	Disagree Somewhat	Neutral	Agree Somewhat	Strongly Agree
The presenter(s) had adequate knowledge of the topic	.	.	.	.	.
The content was organized to promote learning	.	.	.	.	.
I would recommend this training to someone else	.	.	.	.	.

**Thank you. You are now finished.**

## ADA Competency Assessment: Tresco

1) Name: (optional) \_\_\_\_\_ 2) Date: \_\_\_\_\_

Instructions: All responses will remain anonymous. Are you willing to be queried by our project evaluator regarding this training, \_\_\_ Yes, I might participate. (Email Address below):

3) About You. Please tell us a little about your work on federal contracts and yourself.

Which statement best describes your work on federal contracts. (Choose One)

Manage one or more federal contract  Provide human resource support to contracts

Develop work contracts  Supervise workers on contracts  Train workers

Other (please describe) \_\_\_\_\_

4) Number of years you have been on staff with this organization? \_\_\_\_\_

5) Number of years you have worked on federal contracts? \_\_\_\_\_

6) Your highest level of education (Please check one)?  Less than high school completion

High school diploma or GED  Some colleges or technical school training

Completed apprenticeship or certificate program  Completed bachelor degree

Completed master's degree  Completed post-masters education

1) Knowledge and Ability to Apply ADA/Section 503 on Federal Contracts:

11. The ADA definition of disability should be construed? (Please enter one) \_\_\_\_\_

- e. In favor of broad coverage of individuals to the maximum extent permitted by the terms of the ADA and generally shall not require extensive analysis.
- f. To the extent that an individual has a record of an impairment and is regarded as having such an impairment.
- g. As requiring documentation of medical evidence of disability.
- h. Indicating a person is unable to perform the essential functions of a job without accommodations.

12. How would proposed Section 503 regulations of the Rehabilitation Act increase employment opportunities for individuals with disabilities?

(Please enter one) \_\_\_\_\_

- e. Require that all job openings are advertised in a statewide newspaper
- f. Provide job training and work adjustment for individuals with disabilities that are not able to meet production standards
- g. Increase state and federal contracts that require hiring individuals with disabilities
- h. Require employment targets for federal contractors to hire a certain percentage of individuals with disabilities.

13. The Americans with Disabilities Act as amended (ADAAA) replaces the term "qualified individual with a disability" with the term "qualified individual" to provide? (Please enter one)? \_\_\_\_\_

- e. This new term omits the words "with a disability," thus emphasizing that the assessment of whether a person is qualified for a job is distinct from the assessment of whether the person has a disability.
- f. The definition in the Americans with Disabilities Act as originally enacted only allowed individuals with disabilities protection. The Amendments expanded to the definition so that all individuals are now protected under the ADA.
- g. The term qualified individual reduces the need to provide job accommodations for job applicants such as those individual with disabilities who require accommodation during the job interview.
- h. The definition explains that a qualified individual no longer needs to provide a record or documentation of "disability" if the qualified individual self identifies as having a disability.

14. Which of the following statements regarding ADAAA is **not** correct? \_\_\_\_\_
- e. Mitigating measures shall never be considered.
  - f. Clarifies that an impairment that is episodic or in remission is a disability if it would substantially limit a major life activity when active.
  - g. Provides that individuals covered only under the "regarded as" prong are not entitled to reasonable accommodation.
  - h. Changes the definition of "regarded as" so that it no longer requires a showing that the employer perceived the individual to be substantially limited in a major life activity.
15. Under the current Section 503 requirements a Policy Statement must include which of the following (Check all that apply)?
- ✓ the CEO's attitude on the subject matter;
  - ✓ an Audit and Reporting system;
  - ✓ assign appropriate managers' affirmative action activities;
  - ✓ how the contractor will recruit, hire, train, & promote persons all job titles.
16. Where such barriers exist, reasonable accommodation is required to ensure equal access to the application process, which can include (check all that apply)?
- ✓ conducting the interview somewhere that is accessible;
  - ✓ providing a sign language interpreter for someone who is deaf;
  - ✓ asking the job applicant what accommodations are needed;
  - \_\_\_ asking if the job applicant for medical information on their disability;
17. True ✓ or False \_\_\_? The current Section 503 scope of the contractor's outreach and recruitment efforts shall depend upon circumstances, including the contractor's size and resources and the extent to which existing employment practices are adequate.
18. True ✓ or False \_\_\_? The current Section 503 requires he contractor hold special meetings with all employees to discuss the Affirmative Action policy and publicize the policy.
19. The current Section 503 regulations require which of the following audit and reporting measures (check all that apply)?
- ✓ Program effectiveness of the AAP;
  - ✓ Need for remedial action;
  - ✓ Attainment of objectives;
  - ✓ Participation in educational, training, recreational, and social activities;
20. True ✓ or False \_\_\_? The proposed Section 503 regulations will mandate previously recommended steps contractors must take to review their personnel processes.

**11) Quality of Training. Please rate the quality and value of this training.**

	Strongly Disagree	Disagree Somewhat	Neutral	Agree Somewhat	Strongly Agree
The presenter(s) had adequate knowledge of the topic	12%	.	.	16%	72%
The content was organized to promote learning	7%	.	7%	28%	58%
I would recommend this training to someone else	7%	.	9%	23%	61%

**Thank you. You are now finished.**

