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TITLE: Striving to Work and Overcoming Employment Barriers Among Veterans with Spinal Cord Injury

PRINCIPAL INVESTIGATOR: John O'Neill, PhD

CONTRACTING ORGANIZATION: Kessler Foundation

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14. ABSTRACT

The research intent was to guide care provided in Veterans Health Administration (VHA) and Spinal Cord Injury Model Systems (SCIMS) that improves functioning and reduces handicap, so Veterans can resume meaningful social participation in competitive integrated employment. We examined the social validity of the 2015 Kessler Foundation National Employment Survey (KFNEDS) survey questions and findings in a sample of Veterans with an SCI who were striving to work. Next, we focused on understanding the perceptions and experiences of Veterans with SCI who are striving to work while confronting employment barriers and finding strategies used to overcome these barriers. Staff intended to compare the employment barriers and strategies used among Veterans with an SCI who are striving to work with the 2015 KFNEDS nationally representative sample of persons with disabilities. The last phase targeted the development of consumer informed recommendations and actions-plans for evidenced-based VA employment intervention initiatives and civilian vocational rehabilitation programs serving Veterans with SCI.

During the first year staff, with input from the members of the Community Advisory Board (CAB), made changes to protocols for Veteran focus groups, amending the inclusion/exclusion criteria, and the focus group procedures. CAB input allowed us to clarify that two focus groups will be held at each site, with the goal of seating 10 participants between both groups, and the option was added to hold a remote focus group if participants are not able to attend a focus group in-person.

Year two and three involved research staff completing two focus groups at both study sites and analyzing results to create a KFNEDS for Veterans and semi-structured interviews and procedures to cognitively-test the new Kessler Foundation National Employment Survey-Veterans Survey (KFNEDS-VS). Staff conducted nine cognitive interviews (five at Kessler and four at Tampa VHA) pretesting the KFNEDS-VS and semi-structured interview questions. The no-cast-extension year was devoted to administering the cognitively tested KFNEDS-VS and semi-structured interviews to a cohort of Veterans with SCI and using the results to begin developing employment program guidelines for program development/improvement and dissemination.

15. SUBJECT TERMS

Spinal Cord Injury; Employment; Employment Barriers; Employment Facilitators; Striving to Work;

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1. INTRODUCTION

While it is well documented that persons with Spinal Cord Injury (SCI), including Veterans, experience multiple barriers while job seeking, the research has almost exclusively focused on the barriers or factors that hinder achieving employment goals rather than strategies that lead to employment. Kessler Foundation and University of New Hampshire recently conducted the population based 2015 Kessler Foundation National Employment and Disability Survey (KFNEDS) to examine ways that people with disabilities seek and maintain employment. KFNEDS findings indicate that people with disabilities are striving to work and overcoming barriers to work. Since these results are reported across all disability conditions, how they translate to a population of Veterans with SCI is unknown. Few SCI employment studies have examined strategies used by Veterans with SCI to overcome employment barriers. The goal of this project is to extend the KFNEDS to Veterans with SCI and further the understanding of the KFNEDS findings by exploring employment barrier experiences encountered by Veterans with SCI who are striving to work and the strategies used to overcome employment barriers. This mixed-method study will bring together scientists from Kessler Foundation and James A. Haley Veterans Hospital to: 1) examine how Veterans with SCI strive to work and overcome employment barriers and 2) compare ways in which Veterans with SCI treated in the VHA and SCIMS strive to work and overcome employment barriers.

2. KEYWORDS

Spinal Cord Injury; Employment; Employment Barriers; Employment Facilitators; Striving to Work

3. ACCOMPLISHMENTS

a. What were the major goals of the project?

Please see *Table 1: Statement of Work 2018 - 2021*

b. What was accomplished under these goals? Please

See *Table 1: Statement of Work: 2018 – 2021 and narrative that follows*

Table 1: Statement of Work (SOW): 2018-2021 Tasks

	Timeline	Research Sites	
		KF	JAH
Aim 1: Examine the social validity of the 2015 KFNEDS questions and findings in a sample of Veterans with an SCI who are striving to work.			
Major Task 1: Preparing to launch study			
Subtask 1: Obtain IRB approval			
Submit amendments, adverse events and protocol deviations		Ongoing	Ongoing
Major Task 2: Develop and pre-test KFNEDS-VS survey and semi-structured interview questions			
Subtask 1: Recruit participants for focus groups			
<i>Milestone Achieved: screened, recruited and enrolled 10 per focus group (1-2 focus group per site)</i>	12/31/2018	Completed	Completed
Subtask 2: Conduct 1 focus group per site and analyze transcripts			

<i>Milestone Achieved: focus groups conducted</i>	04/01/2019	Completed	Completed
<i>Milestone Achieved: focus group data analyzed</i>	09/29/2019	Completed	Completed
Present focus group results at professional conference(s)	11/08/2019	Completed	Completed
Subtask 3: Prepare and pre-test KFNEDS-VS survey and semi-structured interview questions			
KFNEDS-VS survey and semi-structured interview questions drafted by study team	09/01/2019	Completed	Completed
Pre-test KFNEDS-VS survey and semi-structured interview questions with CAB members	09/15/2019	Completed	Completed
Finalize KFNEDS-VS and semi-structured interview questions for cognitive testing	10/22/2019	Completed	Completed
<i>Milestone Achieved: KFNEDS-VS and semi-structured interview questions approved by IRBs for cognitive testing (Ph2)</i>	11/01/2019	Completed	Completed
Subtask 4: Recruit participants and complete cognitive interviews			
Screen, recruit, and enroll 5 participants per site for cognitive interviews	12/31/2019	Completed	Completed
<i>Milestone Achieved: Cognitive interview of the VS survey and semi-structured interview questions conducted</i>	12/31/2019	Completed	Completed
<i>Milestone Achieved: Cognitive interview of the VS survey and semi-structured interview questions analyzed</i>	01/31/2020	Completed	Completed
CAB reviews results of focus groups and cognitive interview	01/31/2020	Completed	Completed
Subtask 5: Update/revise KFNEDS-VS survey and semi-structured interview questions (for Phase 3)			
Study team update and revise KFNEDS-SCI survey and semi-structured interview questions	02/15/2020	Completed	Completed

CAB review and pre-test Phase 3 materials/protocol (questionnaires, KFNEDS-SCI survey, and semi-structured interview questions)	02/28/2020	Completed	Completed
<i>Milestone Achieved: Phase 3 materials approved by IRBs</i>	03/31/2020	Completed	Completed
Present cognitive interview results at professional conference(s)	TBD		
Aim 2: Understand experiences of Veterans with SCI who are striving to work and overcoming barriers.			
Major Task 3: Conduct KFNEDS-SCI survey & semi-structured interviews			
Subtask 1: Identify and screen participants to assess striving status for KFNEDS-VS survey and semi-structured interview			
<i>Milestone Achieved: identified and screened approximately 20-25 Veterans per site to complete the KFNEDS-VS survey and semi-structured interviews</i>	12/30/2021	Completed	Completed
Subtask 2: Conduct KFNEDS-VS surveys and semi-structured interviews			
<i>Milestone Achieved: 20-25 KFNEDS-VS surveys and semi-structured interviewed conducted (at each site)</i>	12/30/2021	Completed	Completed
Subtask 3: Conduct qualitative analyses stratified on specific research questions to examine potential group differences in experiences, and strategies associated with overcoming employment barriers.			
<i>Milestone Achieved: Qualitative analyses completed</i>	9/30/2020	Pending	Pending
CAB reviews results of qualitative analyses and proposal of professional presentations	11/30/2020	Pending	Pending
Present results of qualitative analyses at professional conference(s)	TBD		
Aim 4: Develop consumer informed actions-plans for evidenced-based VA employment intervention and civilian vocational rehabilitation programs serving Veterans with SC			
Major Task 5: Employment Program Guideline Development and Dissemination			
Subtask 1: Triangulate qualitative and quantitative data from all of the study phases			
<i>Milestone Achieved: Triangulation analyses completed; most frequently cited barriers identified, best strategies identified, etc.</i>	12/30/2020	Completed	Completed
Subtask 2: Conduct 1 follow-up focus group per site with 6- 8 per site to evaluate most frequently cited employment barriers and strategies to overcome barriers for Veterans with an SCI.			
Study team develops and finalizes materials for follow-up focus group	12/30/2020	Completed	Completed
<i>Milestone Achieved: follow-up focus group materials approved by IRBs</i>	01/15/2021	Completed	Completed
<i>Milestone Achieved: Follow-up focus group conducted with approximately 6-8 previous participants from each site</i>	01/31/2021	Completed	Completed
<i>Milestone Achieved: Follow-up focus groups data analyzed</i>	02/28/2021	Completed	Completed
Subtask 3: Develop consumer informed action-plans [with CAB]			
CAB reviews results of follow-up focus group data and begins development of action plan with study team	03/30/2021	Completed	Completed
Study team drafts action plans and practice and policy recommendations	04/30/2021	Pending	Pending

Accomplishment Narrative: 2018-2021

Year 1

During this period, minor changes were made to protocols for Phase 1 – focus groups, amending the inclusion/exclusion criteria, and the procedures for Phase 1 – Focus groups. The inclusion/exclusion criteria across all phases was refined to specify that Veterans with both traumatic and non-traumatic SCIs may participate, and those with progressive SCI disorders/diseases were excluded. Additionally, Veterans must have either received clinical services or previously participated in research at an SCI Model system site (Kessler or other) or the collaborating site, James A. Haley Veterans' Hospital, to be eligible to participate. The striving to work criteria was also refined to include that workplace experience must have occurred after the year 2000, as well as after participants' SCIs occurred. For the Phase 1- Focus groups, it was clarified that one to two focus groups will be held at each site, with the goal of seating 10 participants between both groups, and the option was added to hold a remote focus group if participants are not able to attend a focus group in-person.

Year 2

Focus groups were also completed at both study sites, completing 2 groups per site (all were completed by 04/01/2019). In total, 17 participants completed focus groups across both sites (n=9 at Kessler, n=8 at Tampa). Phase 1 data analysis was completed for Phase 1. Outcomes from the qualitative data analysis includes developing semi-structured interview questions. Based on focus groups findings the research team generated key content that was included in the semi-structured interviews. For example, some Veterans who participated in the focus group responded differently to the demographic question "Are you employed?" in comparison to focus group to the question "What is current employment status?". In order to understand why Veterans might respond differently to these questions, the research team decided to develop semi-structured interview questions to probe Veterans understanding of what it means to be "employed": "What does being employed mean to you?" Materials to be used for Phase 2 were also developed, pre-tested, and submitted for approval to local IRBs (Kessler and Tampa). These materials included the revised version of the KFNEDS – SCI Veteran Specific Question Set, the Cognitive Interview Script for the KFNEDS – SCI Veteran Specific Question Set, the Semi-Structured Interview questions, and the Cognitive Interview Script for the Semi-Structured Interview Questions.

Year 3 & 4 (no cost extension)

The foci in year 3 was on Major Task 2: Develop and pre-test KFNEDS-VS survey and semi-structured interview questions; Major Task 3: Conduct KFNEDS-SCI survey & semi-structured interviews and; Major Task 5: Employment Program Guideline Development and Dissemination.

Major Task 2: Develop and Pre-test KFNEDS-VS Survey and Semi-structured Interview Questions

Kessler completed 5 cognitive interviews and Tampa completed 4 interviews. Data management (cleaning and analysis) of cognitive interviews was completed, and revisions were made to the KFNEDS-VS and Semi-Structured Interview scripts. More specifically, we re-consented focus group participants from Phase 1 to participate in cognitive interviews. Participants responded to and cognitively tested select items included in the KFNEDS-Veteran Survey Revised and semi-structured interview. Each cognitive interview had a primary interviewer (co-investigator) and note-taker (study coordinator) who conducted the cognitive interviews. For each item, three main topics were addressed 1) what participants thought about when answering; 2) ease of answering the question and the sufficiency of the response set; and 3) importance of the question for Veterans living with an SCI. For selected items, questions about potentially problematic words or phrases identified in development were added to the standard set of questions for feedback. Interviewers also recorded additional notes of the discussion and occasionally included "impressions" of the response of the participant they observed, such as hesitating or strong reactions. Interviewers and note takers also made process notes about their impressions of the administration of the items and respondent's interview as a whole. Interviewers and note takers made a recommendation for each item whether to "keep as is" "delete" or "modify" and describe how, based on interview feedback. All cognitive interviews were digitally audio-recorded. Interviewers and note-takers used recordings to record notes for probes/questions for each item, which were then entered into an electronic database. The research team held meetings to review participant feedback, interview and note-takers process notes to determine the outcome of each item that was administered and cognitively tested: "keep as is" "delete" or "modify" each item (see appendix 2 for modified KFNEDS-VS and semi-structured interview).

Major Task 3: Conduct KFNEDS-SCI Survey & Semi-structured Interviews

With our modified KFNEDS-VS and semi-structured interviews we recruited, consented participants and administered the

KFNEDS-VS and semi-structured interviews. Various recruitment efforts were used at our two sites. Tampa recruited from a 600+ mailing list they maintain. Three rounds of letters were sent for a total of 600 recruitment letters. In addition, Tampa staff contacted SCI clinical providers including vocational staff at Tampa VAH to identify potential participants. Kessler Foundation staff recruited Veterans from their pool of Norther New Jersey Spinal Cord Model Systems participants. Kessler Foundation staff also sent IRB approved recruitment flyers to three other Spinal Cord Injury Model Systems (SCIMS) in Pittsburg, Denver and Michigan that tend to have large numbers of Veterans on their roles. Tampa and Kessler staff contacted Community Action Board (CAB) members to request their assistance in recruiting potential participants. One CAB member reached out to Paralyzed Veterans of America (PVA) and brokered a meeting with Kessler staff the result of which was PVA agreeing to recruit through their Paving Access to Veterans Employment (PAVE) program. Tampa recruited 519 individuals, 24 screened, 24 consented and 23 participants compete interviews. Kessler recruited 59 individuals, 21 screened, 12 consented and 12 participants compete interviews. All interviews were tape recorded. Kessler and Tampa interviews were transcribed and cleaned for analysis.

Major Task 5: Employment Program Guidelines Development and Dissemination

A preliminary analyses was completed triangulating the KFNEDS-VS and semi-structured interview results identifying frequently cited barriers while looking for work and at work and the best strategies for overcoming those barriers. This analysis was conducted to prepare materials to conduct a follow-up focus group at each site with 6- 8 participants per site to evaluate most frequently cited employment barriers and strategies to overcome barriers for Veterans with an SCI. A CAB meeting was held at each site to prepare for the focus groups. CAB members reviewed our Power Point presentation and made valuable suggestions regarding the structure and content of our focus group material that we incorporated in the focus group sessions. A total of 9 Veterans participated in these focus groups (4 at Kessler and 5 at Tampa).

TOTAL PROTOCOLS: 1 protocol at 2 sites (KF and JAH)

PROTOCOL (1 of 1 total):

Protocol [HPRO Assigned Number]: **A-20209**

Title: **Striving to Work and Overcoming Employment Barriers Among Veterans with SCI**

Target required for clinical significance:

- Phase 1: Focus groups with 24-28 Veterans (12-14 per site)**
- Phase 2: Cognitive Interviews with 20 Veterans (10 per site)**
- Phase 3: Semi-Structured Interviews with 40-50Veterans (20-25per site)**

Target approved for clinical significance:

The above stated targets were approved at both study sites' locals IRBs and HRPO:

- Phase 1 – 14 Veterans per site**
- Phase 2 – 10 Veterans per site**
- Phase 3 – 20-25 Veterans per site**

SUBMITTED TO AND APPROVED BY:

STATUS: Phase 1 and 2 completed. Phase 3 in process.

(i) Recruitment Progress

Phase 1:

Number of subjects recruited/original planned target:	KF = 35/55	JAH =48 /55
Number of subjects screen/original planned target:	KF = 20/14	JAH = 11/14
Number of patients enrolled/original planned target:	KF = 12/14	JAH = 11/14
Number of patients completed/original planned target:	KF = 9/10	JAH = 8/10

Phase 2:

Number of subjects recruited/original planned target:	KF = 5/5	JAH = 5/5
Number of subjects screen/original planned target:	KF = 5/10	JAH = 5/10
Number of patients enrolled/original planned target:	KF = 5/5	JAH = 4/5
Number of patients completed/original planned target:	KF = 4/5	JAH = 4/5

Phase 3:

Number of subjects recruited/original planned target:	KF = 51/60	JAH = 25/60
Number of subjects screen/original planned target:	KF = 21/50	JAH = 20/50
Number of patients enrolled/original planned target:	KF = 12/30	JAH = 24/30
Number of patients completed/original planned target:	KF = 12/20-25	JAH = 22/20-25

(iii) Adverse event/unanticipated problems involving risks to subjects or others and actions or plans for mitigation:

None

c. What opportunities for training and professional development has the project provided?

To date, KF study team members have completed required TMS training modules required to obtain and/or maintain WOC status with JAH. No other opportunities for training have occurred during this reporting period.

d. How were the results disseminated to communities of interest?

The research team has presented findings at several venues: 1) 2019 HSR&D/QUERI National Conference: Innovation to Impact: Research to Advance VA's Learning Healthcare Community, Washington, D.C; 2) ACRM 97th Annual Conference, Chicago, IL and; 3) PVA Summit + Expo, August 13 – 15, 2020.

e. What do you plan to do during the next reporting period to accomplish the goals?

Expansion Grant

We applied for the expansion grant that would have allowed us to build on our initial SCIRP development and pilot survey findings to validate and extend the KFNEDS-VS to a large sample of Veterans with SCI. In addition, this proposed expansion grant could have improved our understanding of employer and supervisor practices related to hiring, professional development, advancement, and provision of accommodations for Veterans living with SCI. The information gathered from the expansion study could have produced (1) the first employment survey developed by and validated for Veterans living with an (i.e., SCI – the KFNEDS-VS) that would be useful for employment research and service provision. For example, a consumer-informed action plan could be developed using extensive feedback from Veterans living with SCI and employers/supervisors who work with vocational rehabilitation specialists. Such a plan would have clinical utility for vocational screening and outcomes. These findings could also assist the Veterans Health Administration mission to provide specialized services to Veterans with disabilities, hence, supporting the VA strategic objective (1.1) to improve Veteran wellness and economic security.

Intent to Pursue Follow-Along Funding

We intend to pursue additional funding to accomplish the following aims to: 1) validate the KFNEDS-VS by conducting a psychometric evaluation among a sample of at least 200 Veterans with SCI who receive healthcare at VA SCI/D and/or SCI Model System SCI Centers; 2) study employer and supervisor practices related to hiring, professional development, advancement, and provision of accommodations for Veterans living with SCI and; 3. obtain input from stakeholders, such as, employers, practitioners, Veterans living with SCI, and consumer advocacy organizations to ensure dissemination products and action plan are useful to inform recruitment and hiring practices. The study design will use a mixed methods approach conducted at a minimum of three sites to address the study aims. Three study sites, (Kessler Foundation, James A. Haley Veterans Hospital, and University of Pittsburgh/Pittsburgh VA Medical Center) that have agreed to participate serve Veterans with SCI will conduct the proposed study. A concurrent mixed-methods design will be used to validate and expand the scope of the KFNEDS-VS. Quantitative data will be used to evaluate the preliminary psychometric and measurement properties of the newly adapted KFNEDS-VS. Qualitative data will be used to identify employer and supervisor practices related to hiring, professional development, advancement, and provision of accommodations for Veterans living with SCI. The KFNEDS-VS and action plan will address the significant burden of limited time with vocational rehabilitation specialists and greatly enhance the ability of Veterans living with SCI with the ability communicate their needs to their employers.

4. IMPACT: *Describe distinctive contributions, major accomplishments, innovations, successes, or any change in practice or behavior that has come about as a result of the project relative to:*

a. What was the impact on the development of the principal discipline(s) of the project?

Finding, securing and maintaining employment is one of the most difficult economic challenges reported by persons living with an SCI (Krause, Saunders & Acuna, 2012, Krause & Reed, 2011, Krause, 1992, Krause & Anson, 1996). Similar high rates of unemployment are observed among Veteran and civilian samples of persons with SCI. While it is well documented that persons with SCI, including Veterans, experience multiple barriers while job seeking, the research has almost exclusively focused on the barriers or factors that hinder achieving employment goals rather than strategies that lead to employment. The Kessler Foundation and University of New Hampshire conducted the population based 2015 Kessler Foundation National Employment and Disability Survey (KFNEDS) to examine ways that people with disabilities seek and maintain employment (Kessler Foundation, 2015). KFNEDS findings indicate that people with disabilities are striving to work and overcoming barriers to work. Since these results are reported across all disability conditions, how they translate to a population of Veterans with SCI is unknown. Few SCI employment studies have examined strategies used by Veterans with SCI to overcome employment barriers.

Despite the potentially dire consequences of low employment rates in this vulnerable population, very little is known about Veterans living SCI striving to work and overcoming barriers to work. This paucity of information is due, in part, to the lack of surveys and employment tools that are meaningful to Veterans employment experiences while living with SCI. For example, a scoping review of resources for integrating evidence-based supported employment into SCI rehabilitation identified 16 resources that were compiled to create a toolkit for rehabilitation professionals (Cotner, Ottomanelli, Keleher, et al, 2019). No Veteran-specific employment surveys were found to assist Veterans and their employment service providers navigate the employment experience after sustaining an SCI. Therefore, there is a critical need to address this gap by creating an employment survey and vocational resource tool that is relevant and important to Veterans living with an SCI that facilitate employment and vocational practices.

Our current SCIRP actively engaged Veterans with SCI in a multi-phased qualitative adaptation of the KFNEDS to produce a survey (see appendix 2) that assesses the lived experience of Veterans with SCI when seeking, obtaining, and maintaining employment. This research was the first step in validating the KFNEDS for Veterans with SCI by cognitively testing the survey with a sample of Veterans with SCI who had been striving to work since their injury and modifying the survey using their insights and feedback. We also validated the barriers, and strategies used to overcome barriers, that these Veterans experienced with striving to work by convening a focus group of our Community Advisory Board who provided further input on the relative importance of these Barriers. One output of this research is the KFDEDS-Veterans Survey (KFNEDS-VS, see appendix 2) that, if further validated in a larger sample of Veterans with SCI, can fill the gap in the SCI IPS evidence-based supported employment tool-kit. This addition can provide a Veteran-specific employment survey to assist Veterans with SCI and their employment service providers navigate the employment experience after sustaining an SCI.

Krause JS, Saunders LL, Acuna J. Gainful employment and risk of mortality after spinal cord injury: Effects beyond that of demographic, injury and socioeconomic factors. *Spinal Cord* 2012;50(10):784-8. <https://doi.org/10.1038/sc.2012.49>

Krause JS, Reed KS. Barriers and facilitators to employment after spinal cord injury: Underlying dimensions and their relationship to labor force participation. *Spinal Cord* 2011;49(2):285-91. <https://doi.org/10.1038/sc.2010.110>

Krause JS. Employment after spinal cord injury. *Arch Phys Med Rehabil* 1992;73(2):163-9.

Stuart Krause J, Anson CA. Employment after spinal cord injury: Relation to selected participant characteristics. *Archives of Physical Medicine and Rehabilitation* 1996;77(8):737-43. [https://doi.org/https://doi.org/10.1016/S0003-9993\(96\)90250-6](https://doi.org/https://doi.org/10.1016/S0003-9993(96)90250-6)

Kessler Foundation. The Kessler Foundation 2015 National Employment and Disability Survey: Report of main findings. West Orange, NJ 2015.

Cotner BA, Ottomanelli L, Keleher V, Dirk L. Scoping review of resources for integrating evidence-based supported employment into spinal cord injury rehabilitation. *Disability and Rehabilitation* 2019;41(14):1719-26.
<https://doi.org/10.1080/09638288.2018.1443161>

b. What was the impact on other disciplines?

Nothing to report.

c. What was the impact of technology transfer?

Nothing to report.

d. What was the impact on society beyond science and technology?

Nothing to report.

5. CHANGES/PROBLEMS

a. Changes in approach and reasons for change

There were no changes in approach.

b. Actual or anticipated problems or delays and actions or plans to resolve them

As presented in the SOW Major Task 3: Conduct KFNEDES-SCI survey & semi-structured interviews has been delayed. Tampa has identified, screened and completed 22 KFNEDES-VS survey and semi-structured interviews meeting their goal for this task. However, Kessler Foundation staff were not able to meet their goal and only identified, screened and completed 12 KFNEDES-VS survey and semi-structured interviews missing their goal by at least eight. This caused a delay in fully completing the qualitative analysis. However, we did a preliminary analysis of barriers looking for work and at work and ways of overcoming those barriers. This allowed us to begin work on Major Task 5: Employment Program Guidelines Development and Dissemination by having the CAB review the preliminary results and advise us on how to present the findings to a focus group. The focus group was conducted and we analyzed that data during the no cost extension and are drafting a paper on the barriers that Veterans with SCI face when looking for work and at work and how they overcome those barriers (see appendix 4).

c. Changes that had a significant impact on expenditures

There were no changes that had a significant impact on expenditures.

d. Significant changes in use or care of human subjects, vertebrate animals, biohazards, and/or select agents

i. Significant changes in use or care of human subjects

There have been no significant changes in the use or care of human subjects during this reporting period.

ii. Significant changes in use or care of vertebrate animals

N/A – no animals are being used in this protocol

iii. Significant changes in use of biohazards and/or select agents

N/A – no biohazards are being used in this protocol

6. PRODUCTS

a. Publications, conference papers, and presentations

i. Journal publications

Authors: Denise C. Fyffe, Bridget A. Cotner, Lisa Ottomanelli, Ashleigh Quinn, Deveney Ching, Conner T. Clark, Paul J. Tobin, John O'Neill

Title: Multi-Phase Veteran Engagement to Develop a Spinal Cord Injury Employment Survey

Journal: Progress in Community Health Partnerships: Research Education and Action

Volume, year, page numbers: NA

Status of Publication: Accepted awaiting publication

Acknowledgement of federal support: Yes

ii. Books or other non-periodical, one-time publications

Nothing to report

iii. Other publications, conference papers, and presentations

1. Poster Presentation at ACRM 2019/2020

Fyffe, D., Cotner, B., Hathaway, W., Quinn, A., Ching, D., Ottomanelli, L., & O'Neill, J. (October, 2019) Striving to Work: Experiences of Veterans Living with a Spinal Cord Injury. The ACRM 96th Annual Conference, Chicago, IL.

Fyffe, D., Cotner, B., Hathaway, W., Quinn, A., Ching, D., Ottomanelli, L., & O'Neill, J. (November, 2020) Striving to Work: Experiences of Veterans Living with a Spinal Cord Injury. The ACRM 97th Annual Conference, Chicago, IL.

2. Oral Presentation at HSR&D 2019, PVA Summit + Expo, ICDR and ACRM 2022

Ottomanelli, L., O'Neill, J., Cotner, B., Fyffe, D., Hathaway, W., Ching, D., Quinn, A., & White, K. (October 31, 2019) Striving to Work: A Veteran-Centered Participatory Approach to Identify Strategies to Overcome Employment Barriers. Oral Presentation at the 2019 HSR&D/QUERI National Conference: Innovation to Impact: Research to Advance VA's Learning Healthcare Community, Washington, D.C.

Denise C. Fyffe; Bridget A. Cotner; Wendy Hathaway; Ashleigh Quinn; Deveney Ching; Lisa Ottomanelli; John O'Neill (2020) Developing a Veteran-Specific Employment Survey: Lessons Veterans Living with SCI. PVA Summit + Expo, August 13 – 15, 2020. (proposal accepted but conference cancelled)

Ottomanelli, L. (2021) Employment and Education: Employment Gaps and Opportunities. Oral Presentation at Interagency Committee on Disability Research (ICDR) Stakeholder Meeting. June 23, 2021.

Cotner, B., Ottomanelli, L., Fyffe, D., Entwisle, J. & O'Neill, J. (2022) Stakeholder Informed Employment Resources for Veterans Living with Spinal Cord Injury. Oral Presentation at the ACRM 99th Annual Conference, Chicago, IL

b. Websites(s) or other Internet site(s)

Nothing to report

c. Technologies or techniques

Nothing to report

d. Inventions, patent applications, and/or licenses

Nothing to report

e. Other products

Nothing to report.

7. PARTICIPANTS & OTHER COLLABORATING ORGANIZATIONS

a. What individuals have worked on the project?

Name:	John O'Neill, PhD
Project Role:	Principal Investigator (KF)

Research Identifier (e.g. ORCID ID):	N/A
Nearest person month worked:	1.2
Contribution to Project:	Dr. O'Neill leads the project at KF and oversees all research related activities across both study sites. He leads bi-weekly study team meetings and CAB meetings. He initiates submissions to the IRB, HRPO, as well as the Quarterly and Annual reports. He has led the development of study related materials, including questionnaires, scripts, recruitment materials, and the procedural logistics, as well as data analysis. He has obtained WOC status at JAH, including completing all required TMS training modules.
Funding Support:	N/A
Name:	Lisa Ottomanelli, PhD
Project Role:	Principal Investigator (JAH)
Research Identifier (e.g. ORCID ID):	0000-0003-0032-2969
Nearest person month:	N/A
Contribution to Project:	Dr. Ottomanelli leads the study team at the Tampa Site overseeing submissions to the IRB, interactions with CAB and the development of study materials, including questionnaires, scripts, recruitment materials, and the procedural logistics. She has assisted in overseeing the analysis of data at the Tampa Site.
Funding Support:	N/A
Name:	Denise Fyffe, PhD
Project Role:	Co-Investigator (KF)
Research Identifier (e.g. RCID ID)	N/A
Nearest person month worked:	1.68
Contribution to Project:	Dr. Fyffe has contributed to the development of study related materials, including questionnaires, scripts, recruitment materials, and the procedural logistics. Dr. Fyffe has also contributed to the analysis of Phase 1 data and development of interviews and materials for Phase 2. He has obtained WOC status at JAH, including completing all required TMS training modules.
Funding Support:	N/A

Name:	Bridget Cotner, PhD
Project Role:	Co-investigator, Health Science Specialist, Anthropologist (JAH)
Research Identifier (e.g. ORCID ID):	0000-0001-9312-7294
Nearest person month worked:	2.4
Contribution to Project:	Dr. Cotner has assisted with preparation for data collection including development of interview guides, recruitment materials and processes, and analysis. Dr. Cotner has also contributed to the analysis of Phase 1 data and development of interviews and materials for Phase 2.
Funding Support:	N/A
Name:	Kevin White, MD
Project Role:	Co-Investigator (JAH)
Research Identifier (e.g. ORCID ID):	
Nearest person month worked:	N/A
Contribution to Project:	Dr. White has developed the procedures for recruiting participants
Funding Support:	N/A

b. Has there been a change in the active other support of the PD/PI(s) or senior/key personnel since the last reporting period?

There have been no changes in the active other support of any key personnel since the last reporting period.

c. What other organizations were involved as partners?

Organization Name:	James A. Haley Veterans' Hospital	
Location of Organization:	13000 Bruce B. Downs Boulevard Tampa, FL 33612	
Partner's contribution to the project: <i>(check all that apply)</i> <input type="checkbox"/> <input type="checkbox"/>	Financial support <input type="checkbox"/> <input checked="" type="checkbox"/> Facilities Personnel exchanges Other (please describe): N/A	In-kind support <input checked="" type="checkbox"/> Collaboration

8. SPECIAL REPORTING REQUIREMENTS

a. COLLABORATING AWARDS

N/A

b. QUAD CHARTS

See Appendix 1

9. APPENDICES

Appendix 1: Quad Chart

Appendix 2: KFNEDES-VS and Semi-structured Interview

Appendix 1

Quad Chart



PI: John O'Neill, PhD

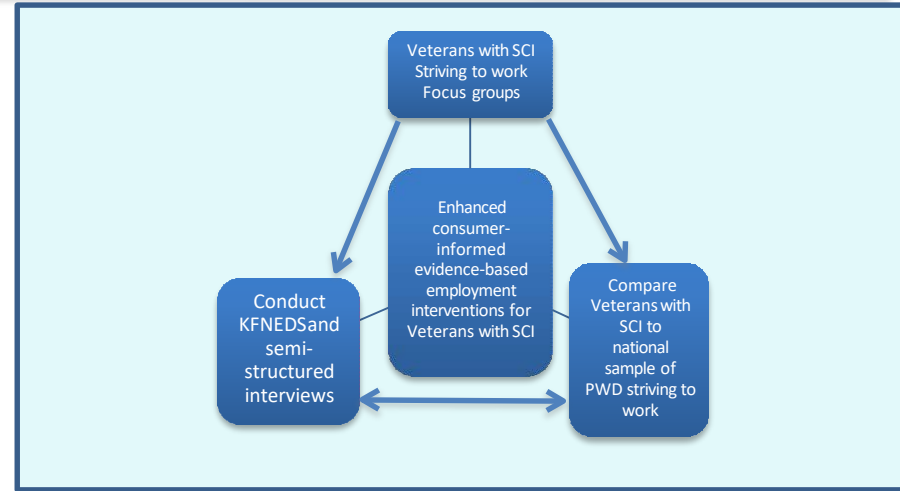
Org: Kessler Foundation

Award Amount: \$663,523

Study/Product Aim(s)

- Aim 1** Examine the social validity of the 2015 KFNEDES questions and findings in a sample of Veterans with an SCI who are striving to work.
- Aim 2** Understand experiences of Veterans with SCI who are striving to work and overcoming barriers.
- Aim 3** To compare employment barriers and strategies used to overcome barriers among Veterans with an SCI with 2015 KFNEDES nationally representative sample of persons.
- Aim 4** Develop consumer informed actions-plans for evidenced-based VA employment intervention and civilian vocational rehabilitation programs serving Veterans with SCI.

A qualitative study using focus groups, cognitive interviews and semi-structured interviews will be conducted at 2 sites over four sequential phases of data collection. Results from each phase will be analyzed separately and merged to inform subsequent phases and the development of employment recommendations for dissemination.



Accomplishments: Cognitive interviews of KFNEDES-VS survey and semi-structured interview questions prepared and pre-tested

Timeline and Cost

Activities	CY	17	18	19	20/21
Launch study & examine social validity of 2015 KFNEDES for Veterans with an SCI		[Green bar from start of 17 to end of 18]			
Understand how Veterans with SCI are striving to work			[Green bar from start of 18 to end of 19]		[Purple bar at end of 20/21]
Compare striving to work among Veterans with SCI to a national sample of people with disabilities (this activity has been discontinued)				[Green bar from start of 19 to end of 20]	
Develop consumer-informed evidence-based employment interventions					[Purple bar at start of 20/21] [Green bar at end of 20/21]
Estimated Budget (\$K)		\$172,568	\$169,669	\$204,674	\$79,561

Goals/Milestones

CY17 Major Task 1: Preparing to launch study

- ✓ Obtain Local IRB approval at Kessler
- ✓ Obtain local IRB approval at Tampa VA
- ✓ Obtain HRPO approval for all protocols

CY18 Major Task 2: Develop and pre-test KFNEDES-VS survey and semi-structured interview questions

- ✓ Two focus groups conducted and data analyzed
- ✓ Cognitive interviews of the KFNEDES-VS survey and semi-structured interview questions conducted and analyzed
- ✓ KFNEDES-VS survey and semi-structured interview prepared and pre-tested

CY19 Major Task 3: Conduct KFNEDES-SCI survey & semi-structured interviews

- ✓ Conduct KFNEDES-VS surveys and semi-structured interviews
- ☐ Complete quantitative and qualitative analyses
- ✓ Disseminate study findings at professional conferences

CY20 Major Task 4: Conduct comparative analyses of open-ended responses, Veterans with SCI versus 2015 KFNEDES participants

- ☐ Qualitative comparative analyses completed and results disseminated

CY20 Major Task 5: Employment program guideline development & dissemination

- ☐ Practice & Policy Recommendations generated from study findings

Budget Expenditure to Date:

Projected: Expenditure: \$633,523

Actual Expenditure: \$626,472

Appendix 2

KFNEDS-VS and Semi-structured Interview

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Introduction:

“This survey will ask you questions about your employment experiences as a Veteran living with spinal cord injury. We would like to learn about your experiences working or trying to find work. We will also ask you questions about employment barriers and the ways you may have addressed these barriers while working or looking for work.

“As a reminder, you may refuse to answer any question you aren’t comfortable answering”

Employment Screen (ESCR)

ESCR1 [ESCR1]

I am now going to ask some questions about your work experiences.

Are you currently working at a job for pay, including self-employment?

- 1 YES → SKIP TO ESCR3**
- 2 NO → ASK ESCR2**
- 98 DON'T KNOW → REREAD QUESTION**
- 99 REFUSED**

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Screen (ESCR)

ESCR2 [ESCR2]

Have you ever worked at a job for pay, including self-employment since your SCI?

- 1 YES
- 2 NO
- 98** DON'T KNOW → **REREAD QUESTION**
- 99 REFUSED

ESCR2a

Were you looking for work after the year 2000?

- 1 YES
- 2 NO
- 98** DON'T KNOW → **REREAD QUESTION**
- 99 REFUSED

ESCR3 [ESCR3]

If currently working: Have you been actively looking for a different job in the past year?

If not currently working: Have you been actively looking for work in the past year?

- 1 YES
- 2 NO
- 98** DON'T KNOW → **REREAD QUESTION**
- 99 REFUSED

Subject ID: _____



Date: ____/____/____

Interviewer: _____

**KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview**

Disability (DIS)

DIS-SCI1

Have you experienced any of the following SCI-related secondary health conditions? [MARK ALL THAT APPLY]

SCI-RELATED SECONDARY HEALTH CONDITIONS

1	Pressure Sores	<i>These develop as a skin rash or redness and progress to an infected sore. Also called skin ulcer, bedsores, and decubitus ulcers.</i>
2	Injury caused by loss of sensation	<i>Injury may occur because of a lack of sensation, such as burns from carrying hot liquids in the lap or sitting too close to a heater or fire</i>
3	Muscle spasms	<i>Spasticity refers to uncontrolled, jerky muscle movements, such as uncontrolled muscle twitch or spasm. Often spasticity increases with infection or some kind of restriction.</i>
4	Contractures	<i>A contracture is a limitation in range of motion caused by a shortening of the soft tissue around a joint, such as an elbow or hip. This occurs when a joint cannot move frequently enough through its range of motion. Pain often accompanies this problem.</i>
5	Heterotropic bone ossification	<i>This is an overgrowth of bone, often occurring after a fracture. Early signs include a loss of range of motion, local swelling and warmth at the area to the touch. This condition must be diagnosed by a physician.</i>
6	Diabetes mellitus	<i>Diabetes is a problem resulting from irregularities in blood sugar level. Symptoms include frequent urination and excessive thirst. This condition is diagnosed by a physician.</i>
7	Bladder dysfunction	<i>Incontinence, bladder or kidney stones, kidney problems, urine leakage and urine back up are all symptoms of bladder dysfunction. NOTE: There is a separate item for urinary tract infections</i>
8	Bowel dysfunction	<i>Diarrhea, constipation, "accidents," and associated problems are signs of bowel dysfunction</i>
9	Urinary tract infections	<i>This includes infections such as cystitis and pseudomonas. Symptoms include pain when urinating, a burning sensation throughout the body, blood in the urine and cloudy urine.</i>

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

10	Sexual dysfunction	<i>This includes dissatisfaction with sexual functioning. Causes for dissatisfaction can be decreased sensation, changes in body image, difficulty in movement, and problems with bowel or bladder, like infections.</i>
11	Autonomic dysreflexia	<i>Autonomic dysreflexia, sometimes called hyperreflexia, results from interferences in the body’s temperature regulating systems. Symptoms of dysreflexia include sudden rises in blood pressure and sweating, skin blotches, goosebumps, pupil dilation and headache. It can also occur as the body’s response to pain where an individual doesn’t experience sensation.</i>
12	Postural hypotension	<i>This involves a strong sensation of lightheadedness following a change in position. It is caused by a sudden drop in blood pressure.</i>
13	Circulatory problems	<i>Circulatory problems involve the swelling of veins, feet, or the occurrence of blood clots.</i>
14	Respiratory problems	<i>Symptoms of respiratory infections or problems include difficulty in breathing and increased secretions.</i>
15	Chronic pain	<i>This is usually experienced as chronic tingling, burning, or dull aches. It may occur in an area that has little to no feeling.</i>
16	Joint and muscle pain	<i>This includes pain in specific muscle groups or joints. People who must overuse a particular muscle group, such as shoulder muscles, or who put too much strain on their joints are at risk of developing pain.</i>
17	Problems with mood	<i>This includes feeling down, depressed, worried, or nervous</i>
18	Did not experience any SCI-related health conditions	<i>None</i>
19	Other	[COMPLETE DIS-SCI1a]

DIS-SCI1a

Please specify other SCI-related health condition you experience.

Subject ID: _____



Date: ____/____/____

Interviewer: _____

**KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview**

Disability (DIS)

DIS-SCI2

Of the SCI related secondary health conditions you mentioned, which one limits you the MOST?

SELECT ONLY ONE

1	<i>Pressure Sores</i>	<i>These develop as a skin rash or redness and progress to an infected sore. Also called skin ulcer, bedsores, and decubitus ulcers.</i>
2	<i>Injury caused by loss of sensation</i>	<i>Injury may occur because of a lack of sensation, such as burns from carrying hot liquids in the lap or sitting too close to a heater or fire</i>
3	Muscle spasms	<i>Spasticity refers to uncontrolled, jerky muscle movements, such as uncontrolled muscle twitch or spasm. Often spasticity increases with infection or some kind of restriction.</i>
4	Contractures	<i>A contracture is a limitation in range of motion caused by a shortening of the soft tissue around a joint, such as an elbow or hip. This occurs when a joint cannot move frequently enough through its range of motion. Pain often accompanies this problem.</i>
5	Heterotropic bone ossification	<i>This is an overgrowth of bone, often occurring after a fracture. Early signs include a loss of range of motion, local swelling and warmth at the area to the touch. This condition must be diagnosed by a physician.</i>
6	Diabetes mellitus	<i>Diabetes is a problem resulting from irregularities in blood sugar level. Symptoms include frequent urination and excessive thirst. This condition is diagnosed by a physician.</i>
7	Bladder dysfunction	<i>Incontinence, bladder or kidney stones, kidney problems, urine leakage and urine back up are all symptoms of bladder dysfunction. NOTE: There is a separate item for urinary tract infections</i>
8	Bowel dysfunction	<i>Diarrhea, constipation, “accidents,” and associated problems are signs of bowl dysfunction</i>
9	Urinary tract infections	<i>This includes infections such as cystitis and pseudomonas. Symptoms include pain when urinating, a burning sensation throughout the body, blood in the urine and cloudy urine.</i>
10	Sexual dysfunction	<i>This includes dissatisfaction with sexual functioning. Causes for dissatisfaction can be decreased sensation, changes in body image, difficulty in movement, and problems with bowl or bladder, like infections.</i>

Subject ID: _____



Date: ____/____/____

Interviewer: _____

**KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview**

11	Autonomic dysreflexia	<i>Autonomic dysreflexia, sometimes called hyperreflexia, results from interferences in the body’s temperature regulating systems. Symptoms of dysreflexia include sudden rises in blood pressure and sweating, skin blotches, goosebumps, pupil dilation and headache. It can also occur as the body’s response to pain where an individual doesn’t experience sensation.</i>
12	Postural hypotension	<i>This involves a strong sensation of lightheadedness following a change in position. It is caused by a sudden drop in blood pressure.</i>
13	Circulatory problems	<i>Circulatory problems involve the swelling of veins, feet, or the occurrence of blood clots.</i>
14	Respiratory problems	<i>Symptoms of respiratory inflections or problems include difficulty in breathing and increased secretions.</i>
15	Chronic pain	<i>This is usually experienced as chronic tingling, burning, or dull aches. It may occur in an area that has little to no feeling.</i>
16	Joint and muscle pain	<i>This includes pain in specific muscle groups or joints. People who must overuse a particular muscle group, such as shoulder muscles, or who put too much strain on their joints are at risk of developing pain.</i>
17	Problems with mood	<i>This includes feeling down, depressed, worried, or nervous</i>
18	Did not experience any SCI-related secondary health conditions	<i>None</i>
19	Other	[COMPLETE DIS2-SCIa]

DIS-SCI2a

Please specify other SCI related health condition you experience.

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Disability (DIS)

DIS1 [DIS1]

I would like to ask you some questions about difficulties or problems that you may have related to your spinal cord injury or health conditions.

Which of the following apply to you?

READ LIST AND CHECK ALL THAT APPLY

- 1 Serious difficulty seeing even when wearing glasses?
- 2 Difficulty hearing?
- 3 Serious difficulty walking or climbing stairs?
- 4 Any difficulty walking a quarter of a mile - about 3 city blocks?
- 5 Difficulty lifting, carrying, bending or manipulating small objects?
- 6 Difficulty concentrating, remembering, or making decisions?
- 7 Learning conditions such as ADD, ADHD, dyslexia or others?
- 8 Emotional, psychological or mental health conditions?
- 9 Developmental disability or disorder?
- 10** Some other disability or health condition? → ***COMPLETE DIS1a***
- 11 DON'T KNOW
- 12 REFUSE
- 13 NONE

DIS1a

Please specify other disability or health condition

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Disability (DIS)

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Overall (EO)

DIS2 [DIS3a]

Of the disabilities or health conditions you mentioned, which one limits you the MOST?

SELECT ONLY ONE

- 1 VISION
- 2 HEARING
- 3 WALKING
- 4 LIFTING/CARRYING
- 5 CONCENTRATING/LEARNING/EMOTIONAL
- 6 OTHER
- 98 DON'T KNOW
- 99 NA

DIS2a

Please specify other disability or health condition.

E01 [E01]

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Overall (EO)

How important is it for you to be employed? Would you say it is very important ... somewhat important ... not very important ... not at all important?

- 1 VERY IMPORTANT
- 2 SOMEWHAT IMPORTANT
- 3 NOT VERY IMPORTANT
- 4 NOT AT ALL IMPORTANT
- 98 DON'T KNOW
- 99 REFUSED

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Overall (EO)

E02 [E02]

If currently working: Currently, about how many total hours per week do you usually work for pay, counting all jobs?

*If **not** currently working: At your last job, how many total hours per week did you usually work for pay, counting all jobs?*

IF NEEDED: "Consider a typical week."

_____ **ENTER NUMBER OF HOURS (01-59)**

-
- 60 60 OR MORE HOURS
 - 98 DON'T KNOW
 - 99 REFUSED

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Overall (EO)

E03 [E03]

Do you want to work more hours?

- 1 YES
- 2 NO

- 98 DON'T KNOW
- 99 REFUSED

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Overall (EO)

E04-1

Occupation BEFORE SCI

E04-1a (before SCI) *What was your occupation (i.e., type of work you did) before your SCI?*

Open ended response: _____

Response coded by the research team:

What would you classify this occupation as [INSERT OCCUPATION FROM SOC LIST]?

(https://www.bls.gov/soc/2018/major_groups.htm#11-0000)

- 11 Management Occupations
- 13 Business and Financial Operations Occupations
- 15 Computer and Mathematical Occupations
- 17 Architecture and Engineering Occupations
- 19 Life, Physical, and Social Science Operations
- 21 Community and Social Service Occupations
- 23 Legal Occupations
- 25 Educational Instruction and Library Occupations
- 27 Arts, Design, Entertainment, Sports, and Media Occupations
- 29 Healthcare Practitioners and Technical Operations
- 31 Healthcare Support Occupations
- 33 Protective Service Occupations
- 35 Food Preparation and Serving Related Occupations
- 37 Building and Grounds Cleaning and Maintenance Occupations
- 39 Personal Care and Service Occupations
- 41 Sales and Related Occupations
- 43 Office and Administrative Support Occupations
- 45 Farming, Fishing, and Forestry Occupations
- 47 Construction and Extraction Occupations

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

49 Installation, Maintenance, and Repair Occupations

51 Production Operations

53 Transportation and Material Moving Occupations

55 Military Specific Occupations

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employment Overall (EO)

****Interviewer, please list all jobs the individual has had since their SCI, results will be coded by the research team**

E04-1b (after SCI) *What was your occupation since your SCI?*

Open ended response:

Response coded by the research team, SELECT ALL THAT APPLY:

- What would you classify this occupation as [INSERT OCCUPATION FROM SOCLIST]? (https://www.bls.gov/soc/2018/major_groups.htm#11-0000)

- 11 Management Occupations
- 13 Business and Financial Operations Occupations
- 15 Computer and Mathematical Occupations
- 17 Architecture and Engineering Occupations
- 19 Life, Physical, and Social Science Operations
- 21 Community and Social Service Occupations
- 23 Legal Occupations
- 25 Educational Instruction and Library Occupations
- 27 Arts, Design, Entertainment, Sports, and Media Occupations
- 29 Healthcare Practitioners and Technical Operations
- 31 Healthcare Support Occupations
- 33 Protective Service Occupations
- 35 Food Preparation and Serving Related Occupations
- 37 Building and Grounds Cleaning and Maintenance Occupations

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

- 39 Personal Care and Service Occupations
- 41 Sales and Related Occupations
- 43 Office and Administrative Support Occupations
- 45 Farming, Fishing, and Forestry Occupations
- 47 Construction and Extraction Occupations
- 49 Installation, Maintenance, and Repair Occupations
- 51 Production Operations
- 53 Transportation and Material Moving Occupations
- 55 Military Specific Occupations

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Employing for Overall (E0)

E05

“Has your employment changed since your SCI occurred?”

- 1 YES
- 2 NO
- 98 DON'T KNOW
- 99 REFUSED

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Looking for Work (LW)

*This next set of questions will ask about your experiences while **preparing for work** and **looking for work** since your spinal cord injury. Please note you will be asked about your experiences **while working** later in the survey. For this next set of questions, we only need you to describe your experiences **preparing for work** and **looking for work** since your spinal cord injury.*

LW1 [LW1]

I am going to read a list of things that people do to prepare or qualify themselves for a job. Since your spinal cord injury, which of these things have you done to help you prepare or qualify for a job?

READ LIST AND SELECT ALL THAT APPLY

- 1 Obtain medical treatment or rehabilitation
- 2 Get an assistive device or special equipment
- 3 Go to a vocational training or job skills training program
- 4 Go to school or college
- 5 Get help with resume writing
- 6 Get help with interviewing
- 7 Volunteer in an organization to learn some skills
- 8 Get computer training (*e.g., operating systems, Word, Excel, etc.*)
- 9 Plan for transportation (*e.g., vehicle modification, plan route, get a ride*)
- 10 Get help from friends, family, or other people (*e.g., coworkers; Veterans*)
- 11 Learn about jobs, careers or skills on my own (*e.g., going to the library; online search*)
- 12 Get yourself emotionally and mentally prepared to look for work
- 13 Manage SCI related secondary conditions (*e.g., bowel/bladder routine*)
- 14 Or did you do something else? → **COMPLETE LW1a**

- 15 DON'T KNOW
- 16 NOT APPLICABLE (Did not have to look for a job since SCI)
- 17 REFUSED

LW1a

Please specify what else you did

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

LW19

There are many ways people LOOK FOR jobs. I am going to read a list of ways people look for jobs. Please tell me which of these you are using or have used to look for your current or previous job(s) since your SCI?

READ LIST AND SELECT ALL THAT APPLY

- 1 Looking for and applying for jobs online (e.g. Monster; Indeed; LinkedIn; USAJobs)
- 2 Contacting employers directly
- 3 “Word of mouth” through friends, family, or other people (e.g. coworkers; Veterans)
- 4 Using a temporary staffing agency
- 5 Using a government agency (e.g. Department of Labor Career Center)
- 6 Using a private employment agency (e.g. headhunter)
- 7 Using state vocational rehabilitation
- 8 Using community non-profit agencies (e.g., Jewish Vocational Services; Goodwill)
- 9 Participating in Veteran specific employment programs [e.g., VA employment specialists; VA Compensated Work Therapy; VA Vocational Rehabilitation and Education (VR&E, also referred to as using the GI Bill/Chapter 31 benefits offered through VBA; non-profit agencies for Veterans (Wounded Warrior Project; PVA)]
- 10 Responding to Human Resources internal postings (e.g., email/website)
- 11 Looking in the newspaper
- 12 Or some other method → **COMPLETE LW2a**

- 13 DON’T KNOW
- 14 NOT APPLICABLE (Did not have to look for a job since SCI)
- 15 REFUSED

LW2a

Please specify other agency

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

LW3 [LW4]

When LOOKING for a job, have you ever experienced any of the following problems or concerns related to your spinal cord injury?

[PROBE] Were you concerned about or did you have problems with...(READ EACH RESPONSE OPTION)

- 1 Not enough education or training
- 2 Lack of job counseling
- 3 Lack of transportation
- 4 Lack of reliable caregiver to assist with activities of daily living (ADLs) (*e.g., eating, dressing, transferring*) or personal care
- 5 Concern about losing government assistance or benefits (*e.g., SSDI and SSI*)
- 6 Getting less pay than others in a similar job as you
- 7 Being denied or losing health insurance (*e.g., Medicare/Medicaid*) or other work-related benefits
- 8 Needing special equipment, tools, or accommodations on the job
- 9 Employers assumed you can't do the job because of your disability (*i.e., disability stigma*)
- 10 Family members discouraged you from working
- 11 Negative attitudes on the part of supervisors/co-workers (*e.g., disability stigma*)
- 12 Concerned about missing too much work
- 13 Recurring medical complications (*e.g. bowel/bladder accidents; spasticity; pressure ulcers, pain, medication side effects*)
- 14 Problems with mood (*This includes feeling down, depressed, worried, or nervous*)
- 15 Accessibility (*e.g., building; parking lot; office*)
- 16 Physical and mental effort involved in looking for work
- 17 Or did you face some other problem? → **COMPLETE LW3a**

- 18 DON'T KNOW
- 19 NONE OF THE ABOVE
- 20 NA/REFUSED

LW3a

Please specify other problem

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

At Work (AW)

*Now, I want to ask about your **employment experiences** since your spinal cord injury. Please try to think only about your experiences **while working** for the next series of questions.*

AW1 [AW1]

*What problems have you faced **WHILE WORKING** that are related to your spinal cord injury?*

[PROBE] Were you concerned about or did you have problems with (READ EACH RESPONSE OPTION)...

READ LIST AND CHECK ALL THAT APPLY

- 1 Not enough education or training (*e.g., onboarding training for specific duties; improving job skills*)
 - 2 Lack of job counseling
 - 3 Lack of advancement or promotion opportunities
 - 4 Lack of transportation
 - 5 Lack of reliable caregiver to assist with activities of daily living (ADLs) (*e.g., eating, dressing, transferring*) or personal care
 - 6 Concern about losing government assistance or benefits (*e.g., SSDI and SSI*)
 - 7 Getting less pay than others in a similar job as you
 - 8 Being denied or losing health insurance (*e.g., Medicare/Medicaid*) or other work-related benefits
 - 9 Needing special equipment, tools, or accommodations to do the job
 - 10 Employers assumed you can't do the job because of your disability (*i.e., disability stigma*)
 - 11 Family members discouraged you from working
 - 12 Negative attitudes on the part of potential supervisors/co-workers (*e.g. disability discrimination*)
 - 13 Concern about missing too much work
 - 14 Recurring medical complications (*e.g., bowel/bladder accidents; spasticity; pressure ulcers, pain, medication side effects*)
 - 15 Problems with mood (*including feeling down, depressed, worried, or nervous*)
 - 16 Accessibility (*e.g., building; parking lot; office*)
 - 17 Physical and mental effort involved in working
 - 18 Or did you have different problems or concerns (*e.g., Veteran status; discrimination*) →
- COMPLETE AW1a**
- 19 DON'T KNOW
 - 20 NONE OF THE ABOVE
 - 21 REFUSED

Subject ID: _____

Date: ____/____/____



Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

AW1a

Please specify other problem.

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

At Work (AW)

AW2 [AW4]

If currently working:

“Overall, how satisfied are you with your current job...highly satisfied...somewhat satisfied....neither satisfied or dissatisfied...somewhat dissatisfied...or not satisfied?”

If not currently working:

“Overall, how satisfied were you with your previous job...highly satisfied...somewhat satisfied...neither satisfied or dissatisfied...somewhat dissatisfied...or not satisfied?”

- 1 HIGHLY/VERY SATISFIED
- 2 SOMEWHAT SATISFIED
- 3 NEITHER SATISFIED OR DISSATISFIED
- 4 SOMEWHAT DISSATISFIED
- 5 HIGHLY/VERY DISSATISFIED

- 98 DON'T KNOW
- 99 REFUSED

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

AW3 [AW5]

If currently working: Do you believe that your spinal cord injury, other disabilities, or health conditions make it difficult for you to change jobs or to advance at your current job?

If not currently working: Do you believe that your spinal cord injury, other disabilities, or health conditions make it difficult for you to find a job or to advance at a job?

1 YES

2 NO

IF YES: *Would you say it is....(READ RESPONSE OPTIONS)*

1 HIGHLY/VERY DIFFICULT

2 SOMEWHAT DIFFICULT

3 NEUTRAL

4 SOMEWHAT NOT DIFFICULT

5 HIGHLY/VERY NOT DIFFICULT

98 DON'T KNOW

99 REFUSED

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Workplace Accommodations and Supports (WA)

WA1 [WA]

The next few questions are about workplace accommodations related to your spinal cord injury or health conditions that you may be using, may have used, or may need on the job.

Are you receiving, did you receive, or would you need any of the following accommodations to help you while at work?

READ LIST AND CHECK ALL THAT APPLY

- 1 A cell phone or smart phone with specialized features
- 2 A personal computer or tablet with adaptations (*e.g., voice recognition software; modified computer mouse*)
- 3 Building accessibility (*accessible parking, elevators, modified restrooms, handrails*)
- 4 Flexible schedule (*flexible start and end times, work at home, taking more breaks*)
- 5 Modified job duties (*reduced hours, light duty, less demanding job tasks*)
- 6 Assistance with transportation (*e.g., ride to work; transportation training – mapping out the route*)
- 7 A job coach
- 8 A personal care attendant or personal assistant
- 9 Any kind of help from others in the workplace
- 10 Service animal to help with your disability or health condition
- 11** Some other accommodation? → ***COMPLETE WA1a***
- 12 DON'T KNOW
- 13 NONE OF THE ABOVE
- 14 NA/REFUSED

WA1a

Please specify other accommodation or support

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Workplace Accommodations and Supports (WA)

WA2 [WA6]

If currently working: “To what extent does your employer provide accommodations and supports you need to continue working at your current job?”

*If **not** currently working: “To what extent did your employer provide accommodations and supports you needed to continue working at your previous job?”*

- 1 ALL
- 2 SOME
- 3 NONE *[If 'NONE' SKIP to WA3]*

- 98 DON'T KNOW
- 99 REFUSED

WA2a

How satisfied are you with the job accommodations and supports provided by your employer?

- 1 Very satisfied
- 2 Somewhat satisfied
- 3 Neither satisfied nor dissatisfied
- 4 Somewhat dissatisfied
- 5 Very dissatisfied

- 98 DON'T KNOW
- 99 REFUSED

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Workplace Accommodations and Supports (WA)

WA3 [WA7]

If currently working: “Which of the following best describes how you feel about discussing your spinal cord injury or health conditions with others at your current job?”

If not currently working: “Which of the following best describes how you felt about discussing your spinal cord injury or health conditions with others at your previous job(s)?”

READ LIST, SELECT ONE

- 1 You are/were comfortable discussing your disability with others at your job
- 2 You are/were neither comfortable nor uncomfortable
- 3 You are/were not comfortable discussing your disability with others at your job

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

Workplace Accommodations and Supports (WA)

WA4 [WA8]

If currently working: "Do you feel accepted or supported in your current workplace?"

If not currently working: "Did you feel accepted or supported in your previous workplace?"

1 YES

2 NO

98 DON'T KNOW

99 REFUSED

Workplace Accommodations and Supports (WA)

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

WA29

*Can you give me an example of an instance when you **DID NOT FEEL ACCEPTED OR SUPPORTED** in your [current/previous] workplace?*

RECORD RESPONSE VERBATIM

Workplace Accommodations and Supports (WA)

Subject ID: _____



Date: ____/____/____

Interviewer: _____

KFNEDS – SCI Veteran Specific Survey
Phase 3: Semi-Structured Interview

WA6 [WA9]

*Can you give me an example of an instance when you **FELT ACCEPTED OR SUPPORTED** in your [current/previous] workplace?*

RECORD RESPONSE VERBATIM

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script

Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

Introduction

Hello, my name is _____ *[introduce yourself]* and this is _____ *[introduce secondary interviews/other team members present]*.

Thank you for participating in this semi-structured interview for our project, “**Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury**”. The goal of our project is to learn about Veterans’ experiences looking for work and while working while living with an SCI. There are no right or wrong answers, we want to understand your experiences, so please do not hesitate to share whatever comes to your mind when answering these questions.

As a reminder, we will be taking notes and recording the interview. All of your responses will be kept confidential, and only the research team will have access to your responses. If you do not want to answer a question, please let me know and we will move on to the next question.

Before we begin, do you have any questions? ***[Answer any questions]***

Great. Let’s begin. I am going to start the recording now.

[INTERVIEWER: TURN ON AUDIOTAPE]

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

A. INTRODUCTION

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

A. Introduction		<input type="checkbox"/> <i>Not Administered</i>
Interview Question	Response to Interview Question	
1a. What does “being employed” mean to you? [PROBE] “What counts as a job to you?”		
1b. What does “being unemployed” mean to you?		
1c. In what ways has COVID-19 effected your job search or current employment?		

Subject ID: _____

Primary Interview: __ _

Date: / / _ _ _ _

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

A. EMPLOYMENT HISTORY AFTER SCI

Not Administered

Interview Question	Response to Interview Question
2a. When did you first return to work after your injury? SKIP 2a. IF VETERAN HAS NOT RETURNED TO WORK SINCE SCI, THEN SKIP TO QUESTION #3 (PAGE 6)	
2b. How many jobs for pay have you held since your spinal cord injury?	
2c. [if more than 1 job] What was the transition like moving from one job to the next? [PROBE] What led to the job change?	
2d. Are you doing the same type of work that you were doing before your injury? [PROBE] How is the job you're doing now different from your job that you did before your injury?	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

A. EMPLOYMENT HISTORY AFTER SCI

Not Administered

Interview Question	Response to Interview Question
<p>3. Describe any employment gap that you had after your SCI.</p> <p>[PROBE - What are some reasons you did or did not have an employment gap?]</p>	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

A. EMPLOYMENT HISTORY AFTER SCI

Not Administered

Interview Question	Response to Interview Question
<p>4. Tell me about your decision to seek employment?</p> <p>[<i>PROBE</i> – What made you decide to return to work?]</p>	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

B. CURRENT EMPLOYMENT STATUS

Now we're going to talk about your current employment status.

Subject ID: _____

Primary Interview: __ _

Date: / / _ _ _ _

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

B. CURRENT EMPLOYMENT STATUS

Not Administered

Interview Question	Response to Interview Question
5a. Tell me about your current job or most recent since your SCI? [PROBE 1] What is it? [PROBE 2] What do you do? [PROBE 3] How long have you had it?	
5d. In what way is your type of work different from previous jobs you had before your SCI?	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

[If participant has no history of paid employment since SCI → START INTERVIEW HERE]

C. LOOKING FOR WORK

Now we are going to talk about while preparing for work and looking for work since your spinal cord injury.

We're talking about whether you *were* looking for work in the past or *are* looking for work now.

Please try to think only about your experiences while preparing for work and looking for work for the next series of questions.

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

C. LOOKING FOR WORK

Interview Question	Response to Interview Question
<p>6. Tell me about your job search since your SCI.</p> <p>[PROBE] What kind of resources or tools do you use to help find a job? (vocational rehabilitative service, online, contacting employers directly, recommendations from friends or family, etc.)</p> <p>SKIP #7 IF VETERAN ONLY DESCRIBES 1 CHALLENGE, THEN SKIP TO QUESTION #8 (PAGE 12)</p>	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

C. LOOKING FOR WORK

Interview Question	Response to Interview Question
<p>7. What was most helpful in finding your current or previous job(s)? / What do you think will be most helpful in finding a job?</p> <p>[PROBE] Is there anything else that was helpful when looking for a job?</p> <p>[ONLY ADMINISTER IF VETERAN INDICATES THAT HE/SHE USED MORE THAN 1 STRATEGY TO LOOK FOR A JOB IN QUESTION #6]</p>	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

C. LOOKING FOR WORK

Not Administered

Interview Question	Response to Interview Question
<p>8. What were some of the biggest problems that you had (experienced) while looking for work.</p> <p>[PROBE: physical problems; mental preparation “getting your mind right” “believing in yourself - that you can do the job”; structural/environmental (accessibility)]</p> <p>[INSTRUCTIONS: IF VETERAN DOES NOT REPORT ANY CHALLENGES GO TO QUESTION #10 ON PAGE 15]</p>	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

C. LOOKING FOR WORK		<input type="checkbox"/> <i>Not Administered</i>
Interview Question	Response to Interview Question	
9. What are some of the ways you addressed these challenges when looking for a job? [INSTRUCTIONS: IF VETERAN DOES NOT REPORT ANY CHALLENGES SKIP 9A & 9B]		
9a. Which of these strategies work best to address these challenges? [refer to participant response to #8 & #9]		
9b. Which of these strategies did not work well to address these challenges? [refer to participant responses to #8 & #9]		

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

D. WHILE WORKING

Now we are going to talk about your employment experiences since your spinal cord injury. Please try to think only about your experiences while working for the next series of questions.

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

D. WHILE WORKING

Not Administered

Interview Question	Response to Interview Question
10. What challenges have you faced while working? [PROBE] Are there any other challenges you have faced while working?	
10a. What was the main problem that you had (or experienced) while working? Tell me more about that.	

Subject ID: _____

Primary Interview: __ _

Date: / / _ _ _ _

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

D. WHILE WORKING

Not Administered

Interview Question	Response to Interview Question
11. What are some of the ways you addressed these challenges while working?	
11a. What helped you address these challenges? [refer to participant responses to #10 & #11]	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

D. WHILE WORKING

Not Administered

Interview Question	Response to Interview Question
12. What helps you be successful at work?	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

D. WHILE WORKING

Not Administered

Interview Question	Response to Interview Question
13. Overall, what has working since your SCI meant to you?	

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

E. CLOSING

I have one final question for you before we end the interview.

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

E. CLOSING		<input type="checkbox"/> <i>Not Administered</i>
Interview Question	Response to Interview Question	
14. Is there anything else you would like to share about your experiences while looking, securing, or maintaining employment since your SCI?		

Subject ID: _____

Primary Interview: __ _

Date: / / __ __ __

Interviewer: __ _

Phase 3: Semi-Structured Interview Script
Striving to Work and Overcoming Employment Barriers among Veterans with Spinal Cord Injury

CLOSING & THANK YOU

Thank you for taking time to answer these questions and for your participation in this project. Your input will help us to make our questions better for the next part of the study.

Do you have any other questions for us? ***[Answer any questions]***

I am now going to turn off the audio recorder.

[INTERVIEWER: TURN OFF AUDIO RECORDER]

[INTERVIEWER: Thank the participant for their time and confirm information regarding compensation and follow-up steps]