

Digital Appendix

ENTREVISTA A USUARIOS (ADULTOS CON DISCAPACIDAD)

La siguiente entrevista dirigida a los usuarios con discapacidad del CAIPAD Servio Flores Arroyo, es para uso específico de investigación del Centro ACM y los datos recopilados son de uso confidencial para efectos del tema en estudio: oportunidades laborales para los adultos con discapacidad del Centro Servio Flores Arroyo en Alajuela.

Edad: _____ Género: _____ Tiempo en el FSFA: _____

Residencia: _____

Condición de
discapacidad: ____ Intelectual ____ Psicosocial ____ Sensorial ____ Física

1. ¿Trabaja actualmente? Sí/No, dónde?
2. ¿Cuántos trabajos ha tenido usted anteriormente? Dónde? ¿Por cuánto tiempo?
3. ¿Desea un empleo donde reciba un salario? Sí
¿Cúanto? ₡ _____ / No, Explique: _____
4. ¿Considera que tiene las mismas oportunidades que las personas sin discapacidad para conseguir un empleo? Sí/No, Explique
5. ¿Podría usar transporte público solo al viajar a un empleo? Sí/No, Explique
6. ¿Qué habilidades esta aprendiendo en el FSFA que le pueden ayudar a encontrar un empleo?
7. ¿Cuál es el trabajo de su sueños? ¿Qué lo hace ser el trabajo de sus sueños?
8. ¿Le gustaría trabajar? Sí/No, por qué?
9. ¿Cuáles son los mayores problemas que usted enfrenta para conseguir un empleo? Estos pueden incluir transportación, como usando un bus o taxi, comunicación, actitudes de empleadores hacia personas con discapacidad, etc.
10. ¿Si FSFA no existiera, que estaría haciendo usted en este momento?
11. ¿ Según su opinión, qué necesita el FSFA para aumentar las oportunidades laborales para usted?

Otros Comentarios

Fig. 1. This is the interview used for the students during this study. The other two interviews were structured similarly.

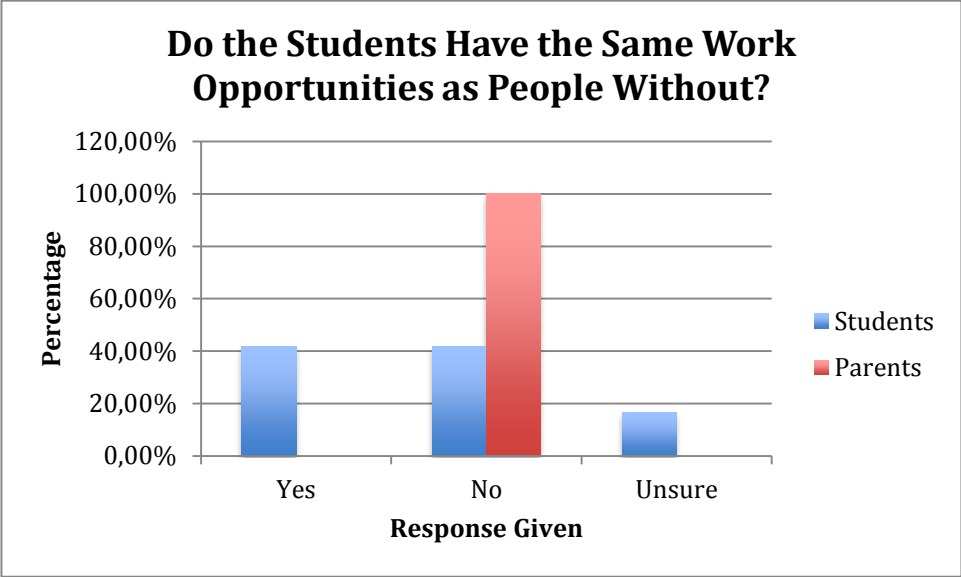


Fig. 2. This figure shows how the participants responded to the question of people with disabilities having the same employment opportunities as people without them.

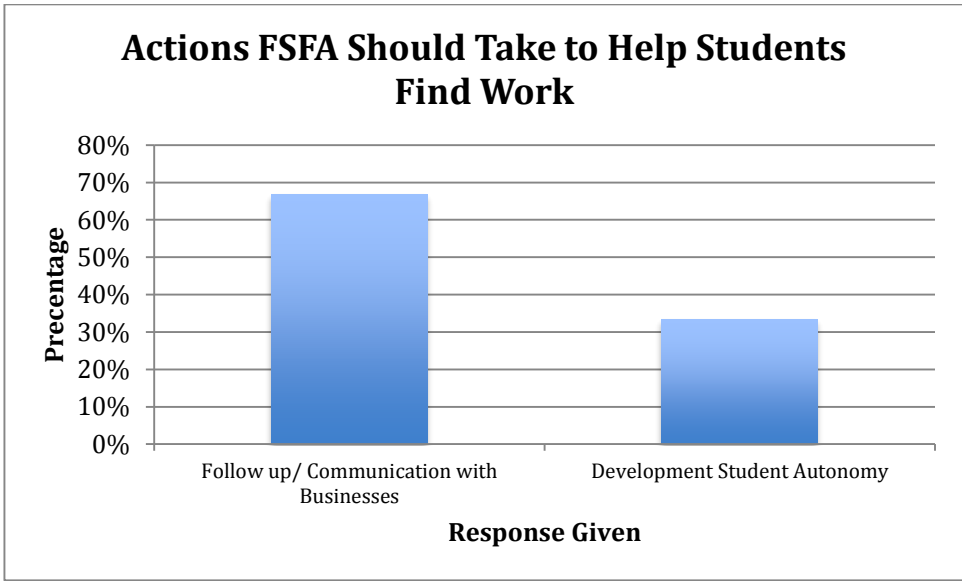
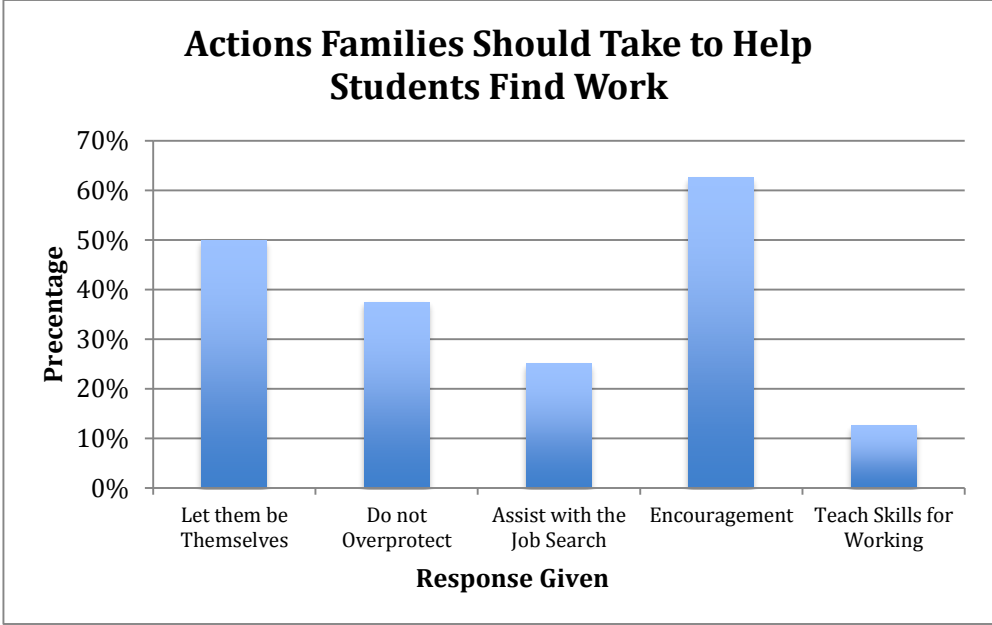


Fig. 3. The two graphs above show what the professors feel the families should do to increase employment opportunities for students and vice versa.

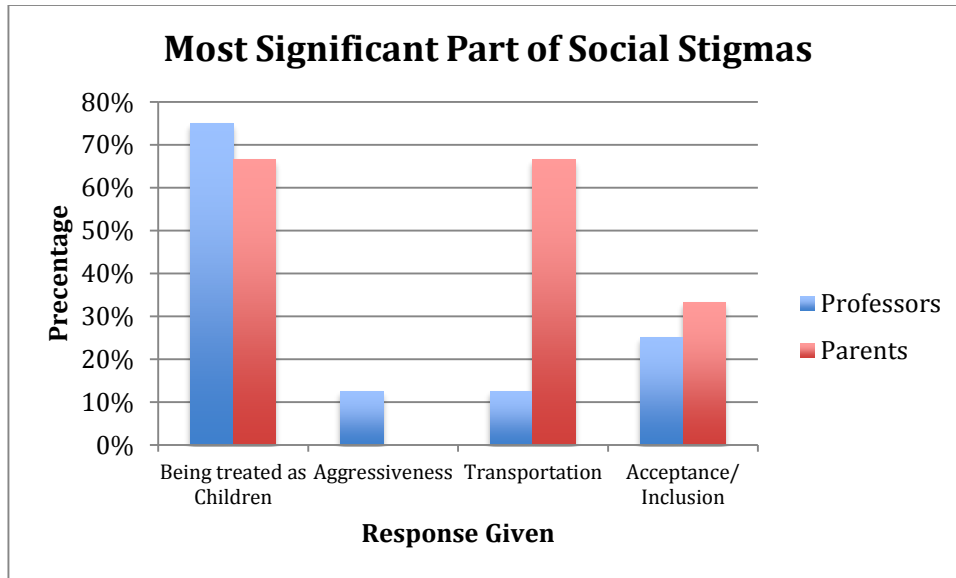


Fig. 4. This figure shows how the professors and parents feel in regards to what is the most significant part of the social stigmas.

Professors

- "There are aggressive people that are very sick for making it more difficult to obtain and maintain a job."
- "Acceptance in society and the label that people with disabilities are seen as people with no capacity to perform in society."
- "I think the worst stigma is that people with disabilities are seen as "eternal children"
- "The lack of inclusion"
- "It is a combination of a stigma and bad information directed towards people with disabilities. People think this population is poor people who cannot make decisions, understand how things work, sadly in these occasions neither the employers believe in the skills of a person with an intellectual disability. To believe that these people cannot do anything."

Parents

- "People with disabilities are rejected without reasons. I have seen the discrimination everywhere."
- "All are problematic, but transport is a big problem because people cannot move alone. In addition, other people do not believe in them."

Fig. 5. The two boxes above have quotes from the professors and parents in regards to the worst part of social stigmas.

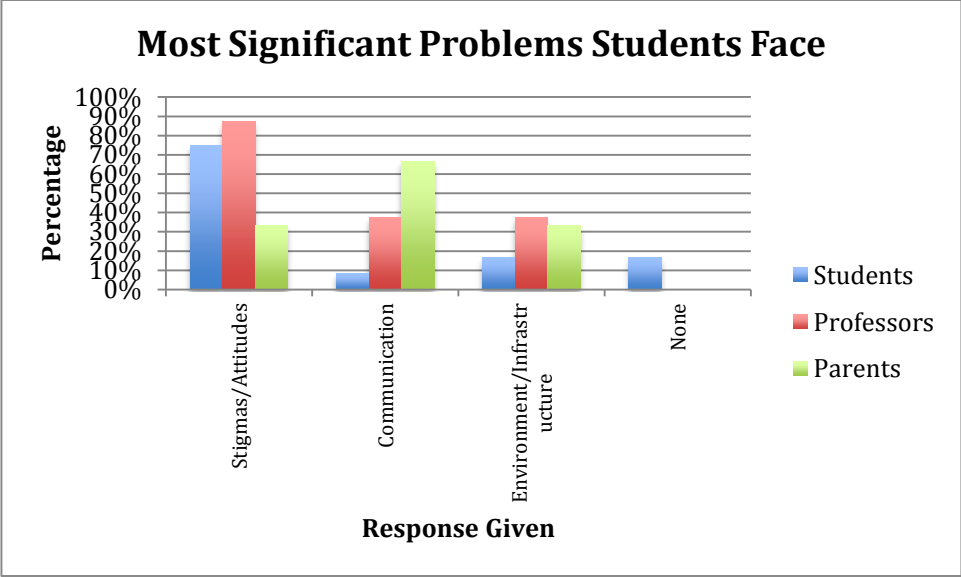


Fig. 6. This figure shows how all three samples responded to the most significant problem the students face.

Students

- “ It is possible to find work, majority of people have good attitudes, but sometimes people do not have support and an example is that sometimes jobs are not equal...opportunities within the same business might be different/better for a person without disabilities.
- “ Communication. Some people have fear of disabilities. Sometimes there are bad attitudes”
- People are annoyed with the assistance people with disabilities need sometimes. For example, the boss is busy and cannot help the person learn the job.
- No problems, attitudes are good and I can communicate with all people.
- My biggest problem is with the bus/taxi. I cannot always use it. There are sometimes bad attitudes with people I do not know.

Professors

- “A lack of jobs that are open to accepting people with disabilities. Support of the parents “to believe in their capabilities”.
- “Lack of employees to participate in the labor insertion of young people and relatives who do not give the required support.”
- “Job openings of companies that want to work with people with disabilities are very few. Very few allow this population to work in their establishments.”
- “Little support on part of the parents in enforcing work skills (responsibility, punctuality, communication).”
- “There are a lack of opportunities in jobs in companies, and there needs to be more companies that give equal treatment and that are not scared of people with disabilities.”

Parents

- “I do not think my son could get a job by himself. The barriers are in communication”.
- “In the area of communication and ignorance about how to try it. The students are vulnerable to mockery.”
- “Access and use of crutches. There is a denial of the reality of one’s disability and it affects everything.”

Fig. 7. The three boxes above have quotes from all three samples in regards to the greatest barriers the students face.