

A Comparative Analysis of Job Engagement, Interactions and
Choice Opportunities for Persons with Severe Disabilities in
Supported Employment versus Sheltered Employment

A Dissertation

by

Marsha Elizabeth Walker

Submitted to the Graduate School

Appalachian State University

in partial fulfillment of the requirements for the degree of

Doctor Of Education

July 1996

Major Department: Educational Leadership

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Choice Opportunities for Persons with Severe Disabilities in
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A COMPARATIVE ANALYSIS OF JOB ENGAGEMENT

INTERACTION AND CHOICE OPPORTUNITIES FOR PERSONS WITH

SEVERE DISABILITIES IN SUPPORTED EMPLOYMENT VERSUS

A Dissertation

SHELTERED EMPLOYMENT (July 1996)

by

Marsha Elizabeth Walker, M. Ed. University of North Carolina at Charlotte

Marsha Elizabeth Walker

Ed. D., Appalachian State University

July 1996

Dissertation Chairperson: Max Thompson

APPROVED BY:

Max Thompson

Max Thompson
Chairperson, Dissertation Committee

Linda Blanton

Linda Blanton
Member, Dissertation Committee

Larry Kortering

Larry Kortering
Member, Dissertation Committee

Jane Nowacek

Jane Nowacek
Member, Dissertation Committee

Dennis Reid

Dennis Reid
Member, Dissertation Committee

Michael Dale

Michael Dale
Acting Department Chairperson

Joyce V. Lawrence

Joyce V. Lawrence
Dean of Graduate Studies and Research

ABSTRACT

A COMPARATIVE ANALYSIS OF JOB ENGAGEMENT, INTERACTION AND CHOICE OPPORTUNITIES FOR PERSONS WITH SEVERE DISABILITIES IN SUPPORTED EMPLOYMENT VERSUS SHELTERED EMPLOYMENT. (July 1996)

Marsha Elizabeth Walker, M. Ed., University of North Carolina at Charlotte

Ed. D., Appalachian State University

Dissertation Chairperson: Max Thompson

The effects of two treatments, supported employment and sheltered employment, were compared utilizing a single-subject, alternating treatment design. The study involved five participants with moderate to profound mental retardation who resided in a state-operated residential facility for persons with developmental disabilities. Intervention occurred by alternating the participants' attendance in supported employment in the community and sheltered employment in the vocational program on the grounds of the residential facility. Observations occurred in the supported employment and sheltered work settings measuring the following behaviors: (a) job engagement, (b) frequency, type, content, and quality of interactions, and with whom the interaction occurred, and (c) frequency and type of choice opportunities. Three major findings resulted. First, the level of job engagement was found for all participants to be comparable in the two treatments. Second, the frequency of interactions was found to be greater in sheltered employment than in supported employment; and in both settings, the interactions were

primarily work-related, neutral and initiated by staff. Lastly, the opportunity for choice was limited in both work settings. Results are discussed in terms of the differences found in the two settings and possible reasons for these findings.