

TAP Employment Program Eligibility Screening

The Trans Accountability Project (TAP) invites Black and Latina Trans Women to engage in our third annual Employment Program July 15-19, 2024.

Program participants will receive training in:

- resume & cover letter creation
- job-searching & networking
- interview training & mock interviewing
- navigating the workforce as a trans woman
- mental health & stress management

Please answer the following questions to help us determine if you are eligible to take part in this employment program for Black and/or Latina trans women.

* Indicates required question

1. Do you currently identify as a Trans Woman, MTF, Transgender Woman, Woman of Trans Experience or Trans Feminine Person?

Mark only one oval.

Yes

No *Skip to section 8 (Not Eligible)*

2. Do you identify as Black/African American and/or Latina? *

Mark only one oval.

Yes

No *Skip to section 8 (Not Eligible)*

3. Do you currently live/stay in Cook County? *

Mark only one oval.

Yes

No Skip to section 8 (Not Eligible)

4. Are you 18 years old or older? *

Mark only one oval.

Yes

No Skip to section 8 (Not Eligible)

5. Are you available to attend in-person sessions July 15-19, 2024 from 10am-4pm?

Mark only one oval.

Yes

No Skip to section 8 (Not Eligible)

Eligible

You are eligible to participate in the 2024 TAP Employment Program!

The program will take place from July 15-19, 2024 from 10am-4pm at Taskforce Prevention & Community Services located at 9 N Cicero Ave. Chicago, IL 60644.

Participants will receive compensation upon completing the 5-day program.

6. Are you currently employed or in school? *

Mark only one oval.

Yes

No

7. Do you have commitments that might interfere with participating in this employment program?

8. Do you have a PayPal or bank account to receive participation incentives?

Mark only one oval.

Yes

No

9. What language(s) do you speak? *

Check all that apply.

- English
- Español/Spanish
- French
- Other: _____

10. What name would you like us to use for you? *

11. What is your preferred method of communication?

Mark only one oval.

- Text
- Call
- Email

12. Please provide your email address and/or phone number. *

Not Eligible

Thank you for your interest in the TAP Employment Program. Unfortunately, you are not currently eligible for this year's session.

Please contact EMAIL with any questions.

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TAP Employment Intervention Intake Survey

* Indicates required question

1. Email *

2. First and last name: *

THERE ARE NO WRONG OR RIGHT ANSWERS TO THESE QUESTIONS. IN THIS SECTION, PLEASE RATE HOW MUCH CONFIDENCE YOU HAVE THAT YOU CAN:

3. 1. Make a plan to meet your employment goals for the next five years. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

4. 2. Accurately assess your employment abilities. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

5. 3. Persistently work at your career goal even when you get frustrated. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

6. 4. Determine what your ideal job would be. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

7. 5. Choose a career that will fit your lifestyle. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

8. 6. Prepare a good resume and cover letter. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

9. 7. Change positions/jobs/companies if you are not satisfied with the one you enter. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

10. 8. Figure out what you would sacrifice to achieve your career goals. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

11. 9. Ask for and complete an informational interview with someone who works in the field you're interested in.

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

12. 10. Choose a career that fits your interests. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

13. 11. Identify employers and institutions relevant to your career possibilities. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

14. 12. Identify resources to enable your employment eligibility. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

15. 13. Find information about training opportunities, graduate, or professional schools. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

16. 14. Successfully navigate the job interview process. *

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

17. 15. Find ways to manage challenging workplace policies, co-workers, customers, and/or managers.

Mark only one oval.

- No confidence
- Very little confidence
- Moderate confidence
- Much confidence
- Total confidence

IN THIS SECTION, RATE HOW THE FOLLOWING STATEMENTS APPLY TO YOU:

18. 16. It's hard to get a job because I do not pass well.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

19. 17. I can get easily discouraged when I have to do a long and difficult task.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

20. 20. When I need to know something at work or school, I usually ask to be taught.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

21. 21. I don't have enough training to work as a professional.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

22. 22. I do not have enough experience to be hired.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

23. 23. Others are better prepared to work than I am.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

24. 24. I tend to leave things to do until the last minute.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

25. 25. I sometimes find it difficult to regulate my emotions.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

26. 26. It's hard for me to get or keep a job because my transportation is unreliable.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

27. 27. I take a long time to get going when I have an assigned task.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

28. 28. It's hard for me to get or keep a job because of my mental health (such as PTSD, depression, anxiety).

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly agree

29. 29. I have a hard time organizing the things I have to do.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

30. 30. I'm afraid to apply for jobs for legal reasons (such legal name, legal sex, citizenship, or background checks).

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

31. 31. I like to learn new things even if it's about small details.

Mark only one oval.

- Strongly disagree
- Disagree
- Neutral
- Agree
- Strongly Agree

32. 32. Would you benefit from a once-a-month follow-up for additional employment support?

Mark only one oval.

- Yes
- No

33. Please share any additional support, resources, or skills that you would like to find or develop during the TAP Employment Intervention.

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TAP Employment Program Participant Survey

Thank you for participating in our TAP Employment Scholars Program Participant Survey! The following questions should only take about 10 minutes. To say thank you for completing this survey, you will receive \$40 by check, PayPal or visa card. Just be sure to follow the link for payment at the end of the survey.

The goal of the TAP Employment Scholars Program Participant Survey is to help TAP evaluate and reflect on its employment program. It is NOT to evaluate you, your experience, or post-program progress in any way. Please share your opinions and ideas freely as we will use the information you share to improve the employment program for future Black and Latina women of Trans experience participating in the program. All of your answers will be anonymous: we are not tracking identifying information in this survey.

Thank you for your time and contributions.

Please note: Questions marked with a red asterisk (*) are required.

* Indicates required question

1. In which month and year did you complete the TAP Employment program? *

Mark only one oval.

- January 2021
- February 2022
- March 2023

2. On a scale from "Not at All" to "Extremely," how satisfied are you about completing the TAP Employment program?

Mark only one oval.

- Not at all satisfied
- Somewhat dissatisfied
- Somewhat satisfied
- Satisfied
- Extremely satisfied

3. On a scale from "Not at all" to "Extremely," how useful was the content presented in the TAP Employment Program's training and discussion?

Mark only one oval.

- Not at all useful
- Somewhat unuseful
- Moderately useful
- Useful
- Extremely useful

4. On a scale from “Not at all” to “Very Much” how helpful was the TAP Employment program in achieving and/or advancing your career or job goals?

Mark only one oval.

- Not at all helpful
- Somewhat helpful
- Moderately helpful
- Helpful
- Extremely helpful

5. Take a moment to recall what career and/or job goals you had while in the TAP Employment program. Did the program assist you in achieving or advancing any of them?

Mark only one oval.

- Yes
- No
- Some

6. If “Yes”, describe what career or job goals the TAP Employment program **DID** assist you in achieving. If “No”, describe what career or job goals the program did **NOT** assist you in achieving. If the program assisted you with some goals and not with others, share that too. Please be as specific as possible.

7. On a scale from "Not at all enough" to "More than enough," please indicate how much you learn about seeking employment while in the TAP Employment program.

Mark only one oval.

- Not at all enough
- Not enough
- Somewhat enough
- Enough
- More than enough

8. What parts of the TAP Employment program, if any, helped you build more confidence when looking for work?

Check all that apply

Check all that apply.

- Resume development
- Cover letter development
- Decoding job descriptions
- Mock interviewing
- Self-care techniques and mental health tips
- How to talk about/frame past experience
- Job search strategies and tips
- Know your rights training
- Guest speakers
- Dream job vision boarding
- None of the above/no part of the TAP Employment program helped me build more confidence.
- Other: _____

9. Take a minute to remember any moments from the TAP Employment program that really stood out to you. Please share the most impactful message or lesson that you received or learned about yourself, your community, and/or potential employers while in the TAP Employment Program.

Now we are going to ask you about your post-TAP Employment program work experience.

10. Have you been employed at all since you completed the TAP program? *

Mark only one oval.

- Yes *Skip to question 11*
 No *Skip to question 27*

Please answer the following employment-related questions.

11. How many different jobs have you had since TAP? (Select one)

Mark only one oval.

- One
 Two
 Three
 Four
 Five or more

12. What was your employment status at this/these jobs? (Check all that apply)

Check all that apply.

- Part Time
- Full Time
- Seasonal
- Independent Contract/Freelance
- Informal or without contract (sometimes called "under the table")

13. In what industries were you employed? (Check all that apply)

Check all that apply.

- Computer/Tech
- Culture, Arts, & Entertainment
- Education
- Food, Beverage, & Hospitality
- Government/Civic or State/City Services
- Healthcare and pharmacies
- Nonprofit/Community Organization
- Personal Services
- Professional Services
- Retail & Shopping
- Wellness, Fitness, & Spa

14. Did any of the jobs include benefits (i.e. medical insurance)?

Mark only one oval.

- Yes
- No

15. Are you currently employed? *

Mark only one oval.

Yes *Skip to question 16*

No *Skip to question 27*

Please answer the following questions about your current employment.

16. How many jobs do you currently have? *

Mark only one oval.

One

Two

Three or more

Prefer not to answer

Please tell us about your current work.

If you have three or more jobs, please choose two jobs to share about.

Job #1

17. How long have you been at this job? *

Mark only one oval.

- Less than 6 months
- 6 months - 1 year
- 1 - 2 years
- 3 + years
- Prefer not to answer

18. What is your employment status at this job? *

Mark only one oval.

- Part Time
- Full Time
- Seasonal
- Independent Contract/Freelance
- Informal "under the table"/without contract
- Prefer not to answer

19. Are you offered medical insurance at this job? *

Mark only one oval.

- Yes
- No
- Prefer not to answer

20. How satisfied are you at this job overall? *

Mark only one oval.

- Not at all satisfied
- Somewhat dissatisfied
- Somewhat satisfied
- Satisfied
- Extremely satisfied
- Prefer not to answer

21. Does your job support and respect your gender identity and/or expression at work? *

Mark only one oval.

- Yes
- No
- Prefer not to answer

Job #2

22. How long have you been at this job?

23. What is your employment status at this job?

Mark only one oval.

- Part Time
- Full Time
- Seasonal
- Independent Contract/Freelance
- Informal "under the table"/without contract

24. Are you offered medical insurance at this job?

Mark only one oval.

- Yes
- No

25. How satisfied are you at this job overall?

Mark only one oval.

- Not at all satisfied
- Somewhat dissatisfied
- Somewhat satisfied
- Satisfied
- Extremely satisfied

26. Does your job support and respect your gender identity and/or expression at work?

Mark only one oval.

Yes

No

Now we are going to ask you about any other job training or educational activities you may have engaged in since completing the TAP Employment program.

27. Since completing the program, have you completed any other job or career training? *

Mark only one oval.

Yes

No

28. If yes, what job or career training did you complete?

29. Since completing the program, have you engaged in any formal education or schooling? *

Mark only one oval.

Yes

No

30. If yes, what formal education or schooling have you engaged?

Thank you so much for taking the time to complete the TAP Employment program survey. Your answers will go a long way to help us improve TAP for future participants.

We have two final questions for you.

31. How can we make TAP better in the future?

32. Is there anything else you think the TAP team should know?
