**Appendix: Descriptive Statistics and Correlations for All Independent Variables**

|  |  |  |  |
| --- | --- | --- | --- |
| **Variable A** | **Variable B** | ***M (SD)*** | ***r*** |
| **Gender** |  | 0.56 (0.60) |  |
|  | Age | 20.12 (1.13) | 0.02 |
|  | Race | 1.88 (1.56) | 0.20\* |
|  | Primary disability | 5.70 (5.61) | 0.21\* |
|  | Secondary disability | 8.69 (8.10) | 0.16 |
|  | Years with disability | 7.64 (5.04) | 0.07 |
|  | English native language | 0.68 (0.47) | 0.19\* |
|  | Community residing | 0.83 (0.38) | 0.02 |
|  | Highest education level | 3.70 (1.11) | -0.00 |
|  | Family annual income | 6.18 (2.49) | -0.02 |
|  | Disability benefits | 1.21 (0.74) | -0.14 |
|  | Living with family | 0.94 (0.24) | 0.11 |
|  | Generational status | 2.36 (0.69) | 0.08 |
|  | Hispanic cultural domains | 2.75 (0.66) | -0.17\* |
|  | U.S. cultural domains | 3.17 (0.49) | 0.06 |
|  | Perceived social support from special person | 3.81 (0.76) | 0.09 |
|  | Perceived social support from family | 3.81 (0.69) | 0.03 |
|  | Perceived social support from friends | 3.69 (0.72) | 0.07 |
|  | Self-stigma | 2.67 (0.59) | 0.19\* |
|  | Perceptions of stigma by others | 2.59 (1.07) | -0.16 |
|  | Disability match with VR counselor | 0.50 (0.60) | -0.03 |
|  | VR counselor spoke Spanish | 0.79 (0.53) | -0.03 |
|  | Gender match with VR counselor | 0.69 (0.46) | 0.03 |
|  | Ethnicity match with VR counselor | 0.83 (0.55) | 0.04 |
|  | Autonomy | 3.66 (0.52) | -0.13 |
|  | Competence | 2.98 (0.43) | -0.09 |
|  | Relatedness | 3.60 (0.64) | 0.02 |
|  | Vocational outcome expectancy | 3.56 (0.53) | -0.00 |
|  | Number of pre-ETS services received | 3.05 (1.59) | -0.06 |
|  | Quality of pre-ETS services | 4.01 (0.64) | 0.02 |
|  | Relevance of pre-ETS services | 4.11 (0.60) | 0.15 |
|  | Usefulness of pre-ETS services | 4.16 (0.58) | 0.22\* |
| **Age** |  |  |  |
|  | Race | -- | 0.18\* |
|  | Primary disability | -- | -0.13 |
|  | Secondary disability | -- | -0.02 |
|  | Years with disability | -- | 0.03 |
|  | English native language | -- | -0.03 |
|  | Community residing | -- | 0.03 |
|  | Highest education level | -- | 0.07 |
|  | Family annual income |  | -0.08 |
|  | Disability benefits |  | 0.11 |
|  | Living with family |  | -0.15 |
|  | Generational status |  | -0.12 |
|  | Hispanic cultural domains |  | 0.19\* |
|  | U.S. cultural domains |  | -0.08 |
|  | Perceived social support from special person |  | -0.20\* |
|  | Perceived social support from family |  | -0.14 |
|  | Perceived social support from friends |  | -0.21\* |
|  | Self-stigma |  | -0.12 |
|  | Perceptions of stigma by others |  | 0.29\*\* |
|  | Disability match with VR counselor |  | 0.08 |
|  | VR counselor spoke Spanish |  | -0.02 |
|  | Gender match with VR counselor |  | 0.06 |
|  | Ethnicity match with VR counselor |  | -0.07 |
|  | Autonomy |  | 0.02 |
|  | Competence |  | -0.07 |
|  | Relatedness |  | -0.12 |
|  | Vocational outcome expectancy |  | -0.03 |
|  | Number of pre-ETS services received |  | 0.14 |
|  | Quality of pre-ETS services |  | -0.15 |
|  | Relevance of pre-ETS services |  | -0.13 |
|  | Usefulness of pre-ETS services |  | -0.29\* |
| **Race** |  |  |  |
|  | Primary disability |  | 0.03 |
|  | Secondary disability |  | 0.04 |
|  | Years with disability |  | 0.25\* |
|  | English native language |  | 0.06 |
|  | Community residing |  | -0.02 |
|  | Highest education level |  | -0.22\* |
|  | Family annual income |  | -0.06 |
|  | Disability benefits |  | 0.01 |
|  | Living with family |  | 0.12 |
|  | Generational status |  | 0.00 |
|  | Hispanic cultural domains |  | -0.05 |
|  | U.S. cultural domains |  | -0.02 |
|  | Perceived social support from special person |  | 0.14 |
|  | Perceived social support from family |  | 0.10 |
|  | Perceived social support from friends |  | 0.09 |
|  | Self-stigma |  | 0.18\* |
|  | Perceptions of stigma by others |  | -0.09 |
|  | Disability match with VR counselor |  | -0.02 |
|  | VR counselor spoke Spanish |  | 0.08 |
|  | Gender match with VR counselor |  | -0.02 |
|  | Ethnicity match with VR counselor |  | 0.07 |
|  | Autonomy |  | -0.11 |
|  | Competence |  | 0.02 |
|  | Relatedness |  | 0.13 |
|  | Vocational outcome expectancy |  | 0.07 |
|  | Number of pre-ETS services received |  | 0.16 |
|  | Quality of pre-ETS services |  | -0.02 |
|  | Relevance of pre-ETS services |  | 0.21 |
|  | Usefulness of pre-ETS services |  | 0.14 |
| **Primary disability** |  |  |  |
|  | Secondary disability |  | 0.35\*\* |
|  | Years with disability |  | -0.01 |
|  | English native language |  | 0.15 |
|  | Community residing |  | -0.05 |
|  | Highest education level |  | 0.21\* |
|  | Family annual income |  | 0.14 |
|  | Disability benefits |  | 0.09 |
|  | Living with family |  | 0.09 |
|  | Generational status |  | 0.18\* |
|  | Hispanic cultural domains |  | -0.17\* |
|  | U.S. cultural domains |  | 0.03 |
|  | Perceived social support from special person |  | 0.15 |
|  | Perceived social support from family |  | 0.18\* |
|  | Perceived social support from friends |  | 0.11 |
|  | Self-stigma |  | 0.09 |
|  | Perceptions of stigma by others |  | -0.27\*\* |
|  | Disability match with VR counselor |  | -0.02 |
|  | VR counselor spoke Spanish |  | 0.06 |
|  | Gender match with VR counselor |  | 0.10 |
|  | Ethnicity match with VR counselor |  | 0.10 |
|  | Autonomy |  | -0.01 |
|  | Competence |  | -0.02 |
|  | Relatedness |  | 0.14 |
|  | Vocational outcome expectancy |  | 0.06 |
|  | Number of pre-ETS services received |  | -0.23\*\* |
|  | Quality of pre-ETS services |  | 0.14 |
|  | Relevance of pre-ETS services |  | 0.10 |
|  | Usefulness of pre-ETS services |  | 0.25\* |
| **Secondary disability** |  |  |  |
|  | Years with disability |  | 0.04 |
|  | English native language |  | 0.31\*\* |
|  | Community residing |  | -0.06 |
|  | Highest education level |  | 0.05 |
|  | Family annual income |  | 0.22\* |
|  | Disability benefits |  | 0.06 |
|  | Living with family |  | 0.03 |
|  | Generational status |  | 0.08 |
|  | Hispanic cultural domains |  | -0.28\*\* |
|  | U.S. cultural domains |  | 0.13 |
|  | Perceived social support from special person |  | 0.10 |
|  | Perceived social support from family |  | 0.25\*\* |
|  | Perceived social support from friends |  | 0.07 |
|  | Self-stigma |  | 0.33\*\* |
|  | Perceptions of stigma by others |  | -0.45\*\* |
|  | Disability match with VR counselor |  | -0.02 |
|  | VR counselor spoke Spanish |  | 0.10 |
|  | Gender match with VR counselor |  | -0.02 |
|  | Ethnicity match with VR counselor |  | 0.11 |
|  | Autonomy |  | -0.12 |
|  | Competence |  | -0.02 |
|  | Relatedness |  | 0.25\*\* |
|  | Vocational outcome expectancy |  | 0.03 |
|  | Number of pre-ETS services received |  | -0.12 |
|  | Quality of pre-ETS services |  | 0.17 |
|  | Relevance of pre-ETS services |  | 0.23\* |
|  | Usefulness of pre-ETS services |  | 0.36\*\* |
| **Years with disability** |  |  |  |
|  | English native language |  | -0.16 |
|  | Community residing |  | -0.27\*\* |
|  | Highest education level |  | -0.14 |
|  | Family annual income |  | -0.10 |
|  | Disability benefits |  | -0.12 |
|  | Living with family |  | 0.05 |
|  | Generational status |  | -0.08 |
|  | Hispanic cultural domains |  | -0.19\* |
|  | U.S. cultural domains |  | 0.17\* |
|  | Perceived social support from special person |  | 0.02 |
|  | Perceived social support from family |  | 0.05 |
|  | Perceived social support from friends |  | -0.09 |
|  | Self-stigma |  | 0.20\* |
|  | Perceptions of stigma by others |  | -0.17\* |
|  | Disability match with VR counselor |  | 0.25\*\* |
|  | VR counselor spoke Spanish |  | 0.23\*\* |
|  | Gender match with VR counselor |  | 0.01 |
|  | Ethnicity match with VR counselor |  | 0.16 |
|  | Autonomy |  | -0.12 |
|  | Competence |  | -0.00 |
|  | Relatedness |  | 0.14 |
|  | Vocational outcome expectancy |  | 0.05 |
|  | Number of pre-ETS services received |  | 0.17 |
|  | Quality of pre-ETS services |  | 0.11 |
|  | Relevance of pre-ETS services |  | 0.12 |
|  | Usefulness of pre-ETS services |  | 0.11 |
| **English native language** |  |  |  |
|  | Community residing |  | -0.03 |
|  | Highest education level |  | 0.02 |
|  | Family annual income |  | 0.14 |
|  | Disability benefits |  | 0.27\*\* |
|  | Living with family |  | 0.12 |
|  | Generational status |  | 0.56\*\* |
|  | Hispanic cultural domains |  | -0.34\*\* |
|  | U.S. cultural domains |  | 0.20\* |
|  | Perceived social support from special person |  | 0.07 |
|  | Perceived social support from family |  | 0.17\* |
|  | Perceived social support from friends |  | 0.07 |
|  | Self-stigma |  | 0.20\* |
|  | Perceptions of stigma by others |  | -0.39\*\* |
|  | Disability match with VR counselor |  | -0.07 |
|  | VR counselor spoke Spanish |  | 0.03 |
|  | Gender match with VR counselor |  | 0.07 |
|  | Ethnicity match with VR counselor |  | 0.07 |
|  | Autonomy |  | -0.11 |
|  | Competence |  | -0.03 |
|  | Relatedness |  | 0.26\*\* |
|  | Vocational outcome expectancy |  | -0.06 |
|  | Number of pre-ETS services received |  | -0.23\* |
|  | Quality of pre-ETS services |  | -0.04 |
|  | Relevance of pre-ETS services |  | 0.10 |
|  | Usefulness of pre-ETS services |  | 0.33\*\* |
| **Community residing** |  |  |  |
|  | Highest education level |  | -0.05 |
|  | Family annual income |  | 0.01 |
|  | Disability benefits |  | 0.02 |
|  | Living with family |  | -0.10 |
|  | Generational status |  | -0.10 |
|  | Hispanic cultural domains |  | 0.26\*\* |
|  | U.S. cultural domains |  | -0.04 |
|  | Perceived social support from special person |  | -0.12 |
|  | Perceived social support from family |  | -0.04 |
|  | Perceived social support from friends |  | -0.10 |
|  | Self-stigma |  | -0.01 |
|  | Perceptions of stigma by others |  | 0.15 |
|  | Disability match with VR counselor |  | -0.27\*\* |
|  | VR counselor spoke Spanish |  | -0.15 |
|  | Gender match with VR counselor |  | -0.06 |
|  | Ethnicity match with VR counselor |  | -0.27\*\* |
|  | Autonomy |  | 0.01 |
|  | Competence |  | -0.14 |
|  | Relatedness |  | -0.07 |
|  | Vocational outcome expectancy |  | 0.01 |
|  | Number of pre-ETS services received |  | 0.11 |
|  | Quality of pre-ETS services |  | 0.14 |
|  | Relevance of pre-ETS services |  | -0.18 |
|  | Usefulness of pre-ETS services |  | -0.12 |
| **Highest education level** |  |  |  |
|  | Family annual income |  | 0.43\*\* |
|  | Disability benefits |  | 0.29\*\* |
|  | Living with family |  | -0.00 |
|  | Generational status |  | -0.00 |
|  | Hispanic cultural domains |  | 0.08 |
|  | U.S. cultural domains |  | -0.01 |
|  | Perceived social support from special person |  | 0.13 |
|  | Perceived social support from family |  | 0.05 |
|  | Perceived social support from friends |  | 0.17\* |
|  | Self-stigma |  | -0.19\* |
|  | Perceptions of stigma by others |  | 0.11 |
|  | Disability match with VR counselor |  | -0.04 |
|  | VR counselor spoke Spanish |  | -0.08 |
|  | Gender match with VR counselor |  | 0.02 |
|  | Ethnicity match with VR counselor |  | 0.08 |
|  | Autonomy |  | 0.20\* |
|  | Competence |  | 0.18\* |
|  | Relatedness |  | 0.28\*\* |
|  | Vocational outcome expectancy |  | 0.26\*\* |
|  | Number of pre-ETS services received |  | -0.29\*\* |
|  | Quality of pre-ETS services |  | 0.30\*\* |
|  | Relevance of pre-ETS services |  | -0.10 |
|  | Usefulness of pre-ETS services |  | 0.13 |
| **Family annual income** |  |  |  |
|  | Disability benefits |  | 0.34\*\* |
|  | Living with family |  | -0.15 |
|  | Generational status |  | 0.05 |
|  | Hispanic cultural domains |  | -0.28\*\* |
|  | U.S. cultural domains |  | -0.01 |
|  | Perceived social support from special person |  | 0.29\*\* |
|  | Perceived social support from family |  | 0.20\* |
|  | Perceived social support from friends |  | 0.33\*\* |
|  | Self-stigma |  | 0.21\* |
|  | Perceptions of stigma by others |  | -0.20\*\* |
|  | Disability match with VR counselor |  | -0.04 |
|  | VR counselor spoke Spanish |  | 0.09 |
|  | Gender match with VR counselor |  | 0.04 |
|  | Ethnicity match with VR counselor |  | 0.08 |
|  | Autonomy |  | 0.16 |
|  | Competence |  | 0.22\*\* |
|  | Relatedness |  | 0.45\*\* |
|  | Vocational outcome expectancy |  | 0.22\*\* |
|  | Number of pre-ETS services received |  | -0.24\*\* |
|  | Quality of pre-ETS services |  | 0.41\*\* |
|  | Relevance of pre-ETS services |  | 0.44\*\* |
|  | Usefulness of pre-ETS services |  | 0.37\*\* |
| **Disability benefits** |  |  |  |
|  | Living with family |  | -0.07 |
|  | Generational status |  | 0.27\*\* |
|  | Hispanic cultural domains |  | 0.03 |
|  | U.S. cultural domains |  | -0.27\*\* |
|  | Perceived social support from special person |  | -0.05 |
|  | Perceived social support from family |  | -0.12 |
|  | Perceived social support from friends |  | -0.05 |
|  | Self-stigma |  | -0.15 |
|  | Perceptions of stigma by others |  | 0.07 |
|  | Disability match with VR counselor |  | -0.09 |
|  | VR counselor spoke Spanish |  | -0.01 |
|  | Gender match with VR counselor |  | 0.07 |
|  | Ethnicity match with VR counselor |  | 0.11 |
|  | Autonomy |  | -0.04 |
|  | Competence |  | -0.05 |
|  | Relatedness |  | 0.22\* |
|  | Vocational outcome expectancy |  | -0.12 |
|  | Number of pre-ETS services received |  | -0.33\*\* |
|  | Quality of pre-ETS services |  | 0.01 |
|  | Relevance of pre-ETS services |  | -0.07 |
|  | Usefulness of pre-ETS services |  | -0.08 |
| **Living with family** |  |  |  |
|  | Generational status |  | -0.03 |
|  | Hispanic cultural domains |  | -0.04 |
|  | U.S. cultural domains |  | 0.14 |
|  | Perceived social support from special person |  | 0.18\* |
|  | Perceived social support from family |  | 0.10 |
|  | Perceived social support from friends |  | 0.15 |
|  | Self-stigma |  | 0.03 |
|  | Perceptions of stigma by others |  | -0.13 |
|  | Disability match with VR counselor |  | 0.03 |
|  | VR counselor spoke Spanish |  | 0.03 |
|  | Gender match with VR counselor |  | 0.06 |
|  | Ethnicity match with VR counselor |  | -0.07 |
|  | Autonomy |  | 0.01 |
|  | Competence |  | 0.07 |
|  | Relatedness |  | 0.08 |
|  | Vocational outcome expectancy |  | 0.15 |
|  | Number of pre-ETS services received |  | 0.08 |
|  | Quality of pre-ETS services |  | -0.02 |
|  | Relevance of pre-ETS services |  | 0.01 |
|  | Usefulness of pre-ETS services |  | 0.31\*\* |
| **Generational status** |  |  |  |
|  | Hispanic cultural domains |  | -0.30\*\* |
|  | U.S. cultural domains |  | -0.05 |
|  | Perceived social support from special person |  | -0.06 |
|  | Perceived social support from family |  | -0.13 |
|  | Perceived social support from friends |  | -0.08 |
|  | Self-stigma |  | 0.04 |
|  | Perceptions of stigma by others |  | -0.20\* |
|  | Disability match with VR counselor |  | 0.07 |
|  | VR counselor spoke Spanish |  | 0.13 |
|  | Gender match with VR counselor |  | 0.15 |
|  | Ethnicity match with VR counselor |  | 0.18\* |
|  | Autonomy |  | -0.29\*\* |
|  | Competence |  | -0.23\*\* |
|  | Relatedness |  | 0.11 |
|  | Vocational outcome expectancy |  | -0.28\*\* |
|  | Number of pre-ETS services received |  | -0.29\*\* |
|  | Quality of pre-ETS services |  | -0.19 |
|  | Relevance of pre-ETS services |  | -0.11 |
|  | Usefulness of pre-ETS services |  | -0.04 |
| **Hispanic cultural domains** |  |  |  |
|  | U.S. cultural domains |  | -0.12 |
|  | Perceived social support from special person |  | -0.03 |
|  | Perceived social support from family |  | 0.05 |
|  | Perceived social support from friends |  | 0.07 |
|  | Self-stigma |  | -0.32\*\* |
|  | Perceptions of stigma by others |  | 0.46\*\* |
|  | Disability match with VR counselor |  | -0.16 |
|  | VR counselor spoke Spanish |  | -0.27\*\* |
|  | Gender match with VR counselor |  | -0.08 |
|  | Ethnicity match with VR counselor |  | -0.23\*\* |
|  | Autonomy |  | 0.35\*\* |
|  | Competence |  | 0.20\* |
|  | Relatedness |  | -0.14 |
|  | Vocational outcome expectancy |  | 0.27\*\* |
|  | Number of pre-ETS services received |  | 0.21\* |
|  | Quality of pre-ETS services |  | 0.15 |
|  | Relevance of pre-ETS services |  | -0.30\*\* |
|  | Usefulness of pre-ETS services |  | -0.24\* |
| **U.S. cultural domains** |  |  |  |
|  | Perceived social support from special person |  | 0.46\*\* |
|  | Perceived social support from family |  | 0.54\*\* |
|  | Perceived social support from friends |  | 0.40\*\* |
|  | Self-stigma |  | 0.41\*\* |
|  | Perceptions of stigma by others |  | -0.31\*\* |
|  | Disability match with VR counselor |  | 0.00 |
|  | VR counselor spoke Spanish |  | 0.04 |
|  | Gender match with VR counselor |  | -0.07 |
|  | Ethnicity match with VR counselor |  | -0.04 |
|  | Autonomy |  | 0.26\*\* |
|  | Competence |  | 0.48\*\* |
|  | Relatedness |  | 0.35\*\* |
|  | Vocational outcome expectancy |  | 0.47\*\* |
|  | Number of pre-ETS services received |  | 0.13 |
|  | Quality of pre-ETS services |  | 0.32\*\* |
|  | Relevance of pre-ETS services |  | 0.20 |
|  | Usefulness of pre-ETS services |  | 0.48\*\* |
| **Perceive social support from special person** |  |  |  |
|  | Perceived social support from family |  | 0.73\*\* |
|  | Perceived social support from friends |  | 0.81\*\* |
|  | Self-stigma |  | 0.46\*\* |
|  | Perceptions of stigma by others |  | -0.30\*\* |
|  | Disability match with VR counselor |  | -0.29\*\* |
|  | VR counselor spoke Spanish |  | -0.01 |
|  | Gender match with VR counselor |  | -0.05 |
|  | Ethnicity match with VR counselor |  | -0.09 |
|  | Autonomy |  | 0.47\*\* |
|  | Competence |  | 0.59\*\* |
|  | Relatedness |  | 0.58\*\* |
|  | Vocational outcome expectancy |  | 0.60\*\* |
|  | Number of pre-ETS services received |  | -0.11 |
|  | Quality of pre-ETS services |  | 0.66\*\* |
|  | Relevance of pre-ETS services |  | 0.52\*\* |
|  | Usefulness of pre-ETS services |  | 0.70\*\* |
| **Perceived social support from family** |  |  |  |
|  | Perceived social support from friends |  | 0.68\*\* |
|  | Self-stigma |  | 0.50\*\* |
|  | Perceptions of stigma by others |  | -0.32\*\* |
|  | Disability match with VR counselor |  | -0.25\*\* |
|  | VR counselor spoke Spanish |  | -0.09 |
|  | Gender match with VR counselor |  | -0.15 |
|  | Ethnicity match with VR counselor |  | -0.08 |
|  | Autonomy |  | 0.44\*\* |
|  | Competence |  | 0.58\*\* |
|  | Relatedness |  | 0.53\*\* |
|  | Vocational outcome expectancy |  | 0.59\*\* |
|  | Number of pre-ETS services received |  | 0.01 |
|  | Quality of pre-ETS services |  | 0.54\*\* |
|  | Relevance of pre-ETS services |  | 0.37\*\* |
|  | Usefulness of pre-ETS services |  | 0.63\*\* |
| **Perceived social support from friends** |  |  |  |
|  | Self-stigma |  | 0.39\*\* |
|  | Perceptions of stigma by others |  | -0.23\*\* |
|  | Disability match with VR counselor |  | -0.24\*\* |
|  | VR counselor spoke Spanish |  | -0.04 |
|  | Gender match with VR counselor |  | -0.04 |
|  | Ethnicity match with VR counselor |  | -0.03 |
|  | Autonomy |  | 0.47\*\* |
|  | Competence |  | 0.59\*\* |
|  | Relatedness |  | 0.58\*\* |
|  | Vocational outcome expectancy |  | 0.56\*\* |
|  | Number of pre-ETS services received |  | -0.06 |
|  | Quality of pre-ETS services |  | 0.52\*\* |
|  | Relevance of pre-ETS services |  | 0.38\*\* |
|  | Usefulness of pre-ETS services |  | 0.58\*\* |
| **Self-stigma** |  |  |  |
|  | Perceptions of stigma by others |  | -0.58\*\* |
|  | Disability match with VR counselor |  | -0.24\* |
|  | VR counselor spoke Spanish |  | 0.07 |
|  | Gender match with VR counselor |  | -0.06 |
|  | Ethnicity match with VR counselor |  | -0.06 |
|  | Autonomy |  | 0.11 |
|  | Competence |  | 0.23\*\* |
|  | Relatedness |  | 0.50\*\* |
|  | Vocational outcome expectancy |  | 0.10 |
|  | Number of pre-ETS services received |  | 0.08 |
|  | Quality of pre-ETS services |  | 0.22\* |
|  | Relevance of pre-ETS services |  | 0.48\*\* |
|  | Usefulness of pre-ETS services |  | 0.53\*\* |
| **Perceptions of stigma by others** |  |  |  |
|  | Disability match with VR counselor |  | -0.04 |
|  | VR counselor spoke Spanish |  | -0.19\* |
|  | Gender match with VR counselor |  | 0.03 |
|  | Ethnicity match with VR counselor |  | -0.13 |
|  | Autonomy |  | 0.19\* |
|  | Competence |  | -0.03 |
|  | Relatedness |  | -0.39\*\* |
|  | Vocational outcome expectancy |  | 0.02 |
|  | Number of pre-ETS services received |  | 0.14 |
|  | Quality of pre-ETS services |  | -0.25\* |
|  | Relevance of pre-ETS services |  | -0.33\*\* |
|  | Usefulness of pre-ETS services |  | -0.49\*\* |
| **Disability match with VR counselor** |  |  |  |
|  | VR counselor spoke Spanish |  | 0.38\*\* |
|  | Gender match with VR counselor |  | 0.16 |
|  | Ethnicity match with VR counselor |  | 0.42\*\* |
|  | Autonomy |  | -0.30\*\* |
|  | Competence |  | -0.23\*\* |
|  | Relatedness |  | -0.13 |
|  | Vocational outcome expectancy |  | -0.10 |
|  | Number of pre-ETS services received |  | 0.07 |
|  | Quality of pre-ETS services |  | -0.24\* |
|  | Relevance of pre-ETS services |  | -0.35\* |
|  | Usefulness of pre-ETS services |  | -0.35\*\* |
| **VR counselor spoke Spanish** |  |  |  |
|  | Gender match with VR counselor |  | 0.19\* |
|  | Ethnicity match with VR counselor |  | 0.53\*\* |
|  | Autonomy |  | -0.28\*\* |
|  | Competence |  | -0.07 |
|  | Relatedness |  | 0.11 |
|  | Vocational outcome expectancy |  | -0.12 |
|  | Number of pre-ETS services received |  | -0.01 |
|  | Quality of pre-ETS services |  | 0.01 |
|  | Relevance of pre-ETS services |  | -0.08 |
|  | Usefulness of pre-ETS services |  | -0.08 |
| **Gender match with VR counselor** |  |  |  |
|  | Ethnicity match with VR counselor |  | 0.17\* |
|  | Autonomy |  | -0.15 |
|  | Competence |  | -0.12 |
|  | Relatedness |  | 0.05 |
|  | Vocational outcome expectancy |  | -0.04 |
|  | Number of pre-ETS services received |  | 0.00 |
|  | Quality of pre-ETS services |  | -0.27\*\* |
|  | Relevance of pre-ETS services |  | -0.22\* |
|  | Usefulness of pre-ETS services |  | -0.24\* |
| **Ethnicity match with VR counselor** |  |  |  |
|  | Autonomy |  | -0.31\*\* |
|  | Competence |  | -0.04 |
|  | Relatedness |  | 0.03 |
|  | Vocational outcome expectancy |  | -0.21\* |
|  | Number of pre-ETS services received |  | -0.04 |
|  | Quality of pre-ETS services |  | -.010 |
|  | Relevance of pre-ETS services |  | -0.29\*\* |
|  | Usefulness of pre-ETS services |  | -0.29\*\* |
| **Autonomy** |  |  |  |
|  | Competence |  | 0.54\*\* |
|  | Relatedness |  | 0.30\*\* |
|  | Vocational outcome expectancy |  | 0.59\*\* |
|  | Number of pre-ETS services received |  | -0.07 |
|  | Quality of pre-ETS services |  | 0.30\*\* |
|  | Relevance of pre-ETS services |  | 0.16 |
|  | Usefulness of pre-ETS services |  | 0.21\* |
| **Competence** |  |  |  |
|  | Relatedness |  | 0.44\*\* |
|  | Vocational outcome expectancy |  | 0.61\*\* |
|  | Number of pre-ETS services received |  | 0.16 |
|  | Quality of pre-ETS services |  | 0.48\*\* |
|  | Relevance of pre-ETS services |  | 0.39\*\* |
|  | Usefulness of pre-ETS services |  | 0.44\*\* |
| **Relatedness** |  |  |  |
|  | Vocational outcome expectancy |  | 0.43\*\* |
|  | Number of pre-ETS services received |  | -0.20\* |
|  | Quality of pre-ETS services |  | 0.56\*\* |
|  | Relevance of pre-ETS services |  | 0.44\*\* |
|  | Usefulness of pre-ETS services |  | 0.61\*\* |
| **Vocational outcome expectancy** |  |  |  |
|  | Number of pre-ETS services received |  | 0.02 |
|  | Quality of pre-ETS services |  | 0.53\*\* |
|  | Relevance of pre-ETS services |  | 0.26\* |
|  | Usefulness of pre-ETS services |  | 0.46\*\* |
| **Number of pre-ETS services received** |  |  |  |
|  | Quality of pre-ETS services |  | -0.24\* |
|  | Relevance of pre-ETS services |  | -0.09 |
|  | Usefulness of pre-ETS services |  | -0.18 |
| **Quality of pre-ETS services** |  |  |  |
|  | Relevance of pre-ETS services |  | 0.37\*\* |
|  | Usefulness of pre-ETS services |  | 0.53\*\* |
| **Relevance of pre-ETS services** |  |  |  |
|  | Usefulness of pre-ETS services |  | 0.58\*\* |

*Note.* SSOSH scale was inverted. Pre-ETS services = pre-employment transition services. \**p* < .05. \*\**p* < .01