WORKFORCE DEVELOPMENT FOR PEOPLE WITH DISABILITIES
HIRING, RETENTION & RE-ENTRY

Tuesday, Nov. 29 | 2 p.m. EST | Part Four of a four-part FREE CSG eCademy Webcast Series
Hiring, Retention & Reentry Subcommittee

• William Frank, Maryland Department of Disabilities, Chair
• Rep. Jovan Melton, Colorado, Chair
The National Task Force

• The Council of State Governments (CSG) and the National Conference of State Legislatures (NCSL) convened a National Task Force on Workforce Development for People with Disabilities.

• Subcommittees:
  o Career Readiness and Employability;
  o Hiring, Retention and Reentry;
  o Entrepreneurship, Tax Incentives and Procurement; and
  o Technology, Transportation and Other Employment Supports.

• Taskforce Membership
  o National Co-Chairs: Delaware Gov. Jack Markell (CSG President) and Nebraska state Sen. Beau McCoy (CSG Chair).
  o Two co-chairs from each subcommittee
Approaching Disability Employment Policy as a State Official

• Individuals with disabilities experience poverty and economic insecurity in substantial numbers.
• Employment facilitates independence and empowerment, and economic self-sufficiency.
• Everyone benefits when individuals with disabilities are in the workforce.
• The labor force gains workers with valuable skills.
• States experience increased economic success.
Development of the Policy Framework

Guiding Principles

• Disability is a natural part of the human experience that in no way diminishes one’s right to fully participate in all aspects of community life.
• Disability can develop at any point during an individual’s lifetime and have varying impacts.
• Successful disability policy embraces the “nothing about us without us” principle.
• People with disabilities are underutilized in our workforce and frequently experience social and economic disadvantage.
• People with disabilities have valuable and unique contributions to make.
Hiring, Retention & Reentry

- Focused on identifying how state government policies, programs, funding and initiatives can increase the number and diversity of employees with disabilities in public- and private-sector workforces by examining
  - State government as model employer,
  - Private sector employer engagement,
  - Interagency coordination and collaboration, and
  - Stay-at-work/return-to-work efforts.
Bobby Silverstein
Principal
Powers Pyles Sutter & Verville, PC

Michael Murray
Chief operating officer
American Association of People with Disabilities
State as Model Employer

States are encouraged to be model employers of people with disabilities—enacting policies that:

• Increase disability inclusion, and
• Serve as example for private sector employers to follow.
State as Model Employer

Examples of Policies

- Use formal mechanisms and infrastructures to enact policies [Maryland, Alaska, New Mexico].
- Adopt hiring goals, surveys and reporting mechanisms [Connecticut, Illinois, Massachusetts, Minnesota, Oregon, Vermont, Washington].
- Adopt hiring systems including fast track hiring authority [Delaware, California, Illinois, Maryland, New York, Oklahoma, Utah].
- Adopt centralized accommodation funds, mentorship and internship programs [Massachusetts, Minnesota].
- Train state personnel [Massachusetts].
States Can Build Capacity of Private Sector

• States can build capacity of the private- and nonprofit- sector employers to engage in disability inclusion efforts.

• States can adopt policies that incentivize hiring of workers with disabilities and provide financial supports and technical assistance.
States Can Build Capacity of Private Sector

• Provide technical assistance [CSAVR National Employment Team, Florida]
• Establish data bases of persons with disabilities looking for work [CSAVR Talent Acquisition Portal, Utah]
• Adopt affirmative action program, including goals for government contractors [Connecticut, Kentucky, Maine, Minnesota, New Jersey, Rhode Island, Wisconsin]
• Adopt tax incentives to encourage hiring [Iowa, Louisiana, Maryland, New York, Tennessee]
• Tax Credits [Iowa, Kansas, Maryland]
Interagency Coordination and Collaboration

States can implement policies that optimize resources and services through interagency:

• Coordination and Collaboration,
• Blending and braiding of funding, and
• Implementation of robust performance measures.

• Examples of states—California, Florida, Iowa, Ohio.
Stay at Work/Return to Work

• States can develop policies to support employee retention in the event of injury, illness or change in status of an individual’s disability.

• Stay-at-work and return-to-work policies can support all workers as they continue in their careers and as new challenges present themselves.
Examples of Return to Work and Stay at Work Policies

• Adopt stay-at-work and return-to-work in public sector [Arkansas, Delaware, Vermont]

• Adopt stay-at-work and return-to-work applicable to the private sector (California, New Jersey, Rhode Island, Washington, Oregon]

• Help businesses and individuals with disabilities navigate the complexities of public benefit programs [SSA WIPA grants, Virginia, Wisconsin]
Next Steps

• Questions or Comments

• Please check out the other CSG eCademy webcasts:
  – Workforce Development for People with Disabilities: Transportation, Technology & Other Employment Supports on Tuesday, Nov. 22, 2 p.m. EST
  – Workforce Development for People with Disabilities: Hiring, Retention & Reentry on Tuesday, Nov. 29, 2 p.m. EST

• Dec. 8th Disability Employment Policy Academy
Questions?