



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:
 - Career Readiness and Employability;
 - Hiring, Retention and Reentry;
 - Entrepreneurship, Tax Incentives and Procurement; and
 - Technology, Transportation and Other Employment Supports.
- Taskforce Membership
 - National Co-Chairs: Delaware Gov. Jack Markell (CSG President) and Nebraska state Sen. Beau McCoy (CSG Chair).
 - 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.



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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?

