A Framework for States on Workforce Development for People with Disabilities

State Exchange on Employment & Disability (SEED):
Advancing Policy for a More Inclusive Workforce

September 15, 2018
The State of Disability Employment

1 in 10 working age (21-64) Americans have a substantial disability that would impact their opportunities to work.

- 6.2% of people without disabilities are self-employed
- 10.6% of people with disabilities are self-employed
- 26.2% of individuals with disabilities have a bachelor’s degree and higher in the labor force
- 75.6% of individuals without disabilities

More than 1/2 of all accommodations for people with disabilities cost employers nothing, and of those that do cost, the typical one-time expenditure is $600 — an outlay that most employers report pays for itself multiple-fold in the form of reduced insurance and training costs and increased productivity.

12.5% of persons with disabilities request accommodations in their workplace whereas 8.4% of persons without disabilities request the same.

*Sources include: U.S. Department of Labor’s Bureau of Labor Statistics, the U.S. Census Bureau and the Job Accommodation Network.*
Employment-to-Population Ratio

Source: Institute on Disability/UCED at the University of New Hampshire, July 2018
Labor Force Participation Rate

Source: Institute on Disability/UCED at the University of New Hampshire, July 2018
Introducing SEED: The State Exchange on Employment & Disability

- Initiative funded by the U.S. Department of Labor’s Office of Disability Employment Policy
- Goal is to foster a nationwide workforce more inclusive of people with disabilities
- Readies state policy organizations to respond to inquiries and requests on disability employment and workforce development issues
SEED as a Resource

- Disability employment policy and subject-matter expertise
- Knowledge sharing on policies both directly and indirectly related to employment, such as transportation, technology, health care, housing, and more
- Tools and resources designed to assist state policymakers in crafting and sponsoring effective policies
- Sample policy options that states can customize then advance within their own legislatures
- Access to meaningful data on disability employment and related issues
- Connections to federal agencies, as well as national community, advocacy, and business organizations

www.dol.gov/odep
Work Matters:
A Framework for States on Workforce Development for People with Disabilities

- Laying the Groundwork
- Preparing for Work
- Getting to and Accessing Work Opportunities
- Staying at Work
- Supporting Self-Employment and Entrepreneurship

CSG.org/NTPWD/WorkMatters.aspx
Work Matters Policy Options & Examples in Action

For State Policymakers
Policy Options

- State as a Model Employer
- Build Capacity of Private Sector Businesses
- Interagency Coordination & Collaboration
- Work-Based Learning Experiences
- Job Retention & Return to Work
- Getting to & Accessing Work Opportunities
- Supporting Disability-Owned Businesses
State as a Model Employer

- Formal Mechanisms and Infrastructure
- Strategic Plans and Hiring Goals
- Fast Track Hiring Systems (Special Appointment Lists, Modifying Civil Service Exams, Trial Work, Internships, Mandatory Interviews)
- Centralized Accommodation Fund and Expertise
- Stay at Work/Return to Work for State Employees
Build Capacity of Private Sector Businesses

- Affirmative Action—State Contractors
- Technical Assistance (ADA Compliance)
- Tax Incentives (Hiring and Supports)
- State: Single Point of Contact with Businesses; Infrastructure
- State VR Agency—National Employment Team
- Pipeline (CSAVR Talent Acquisition Portal)
Interagency Coordination and Collaboration

- Workforce Innovation and Opportunity Act
- Employment First
- Section 511: Competitive Integrated Employment Default Placement
- Memorandum of Understanding
- Compass/Navigation System: Match State Resources with Needs and Priorities of Consumers and Family Members
Work-Based Learning Experiences

- States Leading the Way (Programs, Guides, Toolkits)
- States Encouraging Private Businesses
- States as Model Employers
- VR and 15% set-aside for pre-employment transition services
- Apprenticeships
Job Retention & Return to Work

- State VR agencies—Job Retention
- Return to Work
- Stay at Work
- Benefits Counseling
- ABLE ACT
Getting To & Accessing Work Opportunities

- **Transportation:**
  - Access for People with Disabilities
  - Task Force/Working Group
  - Autonomous Vehicles
  - Transportation Network Companies Nondiscrimination

- **Accessible Information & Communication Technology**
  - State Agencies
  - Private Sector
  - Procurement Policies
  - Policy-Driven Adoption of Accessibility (IT contractors)
Supporting Disability-Owned Businesses

- State Procurement Goals
- Bid Preferences
- Certification
- Financial Incentives, Grants, and Technical Assistance and Mentoring
Retaining & Reemploying Ill, Injured & Displaced Workers

- Stay at Work/Return to Work Efforts

- The RETAIN – Retaining Employment & Talent after Injury/Illness Network – Demonstration Projects
  - Collaboration between DOL’s Office of Disability Employment Policy, DOL’s Employment and Training Administration and the Social Security Administration
  - Availability of approximately $20,000,000 in funds authorized by the Workforce Innovation and Opportunity Act (WIOA)
  - $2,500,000 each in the form of cooperative agreements for up to eight state workforce agencies
  - Up to four Phase 1 sites may be awarded up to $19.75 million in supplemental funding to implement the demonstration projects during Phase 2 through a separate competition
  - Additional details available at https://www.dol.gov/odep/topics/SAW-RTW/news-events.htm
Scaling Apprenticeship Through Sector-Based Strategies

- Availability of $150 million in H-1B funds to support sector-based approaches to expanding apprenticeships on a national scale in key industry sectors.
- Expands apprenticeships and increase the level of apprenticeship activity among a range of new employers within industries reliant on H-1B visas, particularly small- and medium-sized businesses.
- Supports efforts to increase access to apprenticeship among all Americans, particularly veterans, military spouses, service members re-entering the civilian workforce, and underrepresented populations in apprenticeship – including women, people of color, and ex-offenders.
- Closing date for applications is October 16, 2018.
National Disability Employment Awareness Month (NDEAM)

America’s Workforce: Empowering All

- Take Your Legislator to Work Day (TYLTWD)
- Host a Legislative Disabilities Awareness Day
- Create an NDEAM proclamation or statement
- Support 'State as a Model Employer' executive orders
- Feature NDEAM in social media activities
- Issue an NDEAM press release; Reach out to local media
- Develop a disability employment webpage
- Advocate for a Disability History Awareness Initiative
- Participate in Disability Mentoring Day

Advancing Policy for a More Inclusive Workforce
Contact SEED

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