

**THE GOVERNOR'S DISABILITY
EMPLOYMENT TASK FORCE
OCTOBER 30, 2013**

*Barriers and Best Practices
A First Look from the
Literature*

BARRIERS AND BEST PRACTICES 1ST LOOK

THE UNIVERSAL ESSENTIAL BEST PRACTICE

Develop leadership commitment

Walgreens: Randy Lewis, Sr. VP, Supply Chain and Logistics.

- Partnerships with local Community Rehabilitation Programs

- Adapted training and tailored job supports

- Retail Employees with Disabilities training program

Washington state government: Governor Mike Lowry

- Affirmative Action availability and goals by job class

- Uniform reasonable accommodation policies and procedures

- Reasonable Accommodation Revolving Fund

- State Facility Access Review/Standards for Leased Facilities

- Braille/Audio Access Centers

- Assistive Technology loan program

- State Supported Employment

- Representation increased to 6.7% up in every job class

BARRIERS AND BEST PRACTICES 1ST LOOK

THE UNIVERSAL ESSENTIAL BEST PRACTICE

Develop leadership commitment:

- establish the employment of people with disabilities as a clear priority,
- mobilize middle management,
- build a business case that resonates truth for the organization,
- place people with disabilities in leadership positions,
- aggressively communicate the commitment and actions inside and outside of the organizations, and,
- assign responsibility.

BARRIERS AND BEST PRACTICES 1ST LOOK

THE UNIVERSAL ESSENTIAL BEST PRACTICE

Develop Leadership Commitment

Additional tactics:

- goals for attracting, engaging, and advancing people with disabilities in managers' and supervisors' performance plans;
- employee resource groups, executive sponsor, report to the director;
- centralized funding and expertise for reasonable accommodation;
- internal/external communications include employees with disabilities and market the organization's commitment.

BARRIERS AND BEST PRACTICES 1ST LOOK

**Finding Qualified Candidates
With Disabilities**

- **Consistently top barrier identified by employers**
- **Five surveys of employers between 1986 and 2010**
- **5,998 respondents: CEOs, owners, managers, HRMs**
- **48% Federal agencies only--Emphasis on promotion**
- **63.7% to 66% mostly private, some public**

BARRIERS AND BEST PRACTICES 1ST LOOK

Finding Qualified Candidates With Disabilities

Only 13.6% of employers report having taken a proactive step to try to recruit applicants with disabilities.

Large employers (250 or more employees) and public employers are more likely to have tried something.

Public 39.5%

Large 33.8%

BARRIERS AND BEST PRACTICES 1ST LOOK

Finding Qualified Candidates With Disabilities

Strategies employers report using to proactively recruit people with disabilities.

- 1. Postings at WorkSource centers 23.7%**
- 2. Contacting college and university career centers 13.1%**
- 3. Partnerships with disability advocacy organizations 11.8%**
- 4. Including disability in diversity recruitment 9.5%**
- 5. Postings at disability related publications 8.8%**
- 6. Participation in disability related job fairs 6.8%**
- 7. Postings at Vocational Rehabilitation 4.0%**

BARRIERS AND BEST PRACTICES 1ST LOOK

Finding Qualified Candidates With Disabilities

Best Practices

- The Talent Acquisition Portal (TAP) clients of 80 VR agencies in 50 states
- Workforce Recruitment Program (WRP), Career Gateway, Emerging Leaders, Project SEARCH, Entry Point, and Getting Hired
- Bridges to Business identify and selecting a vendor
- Establish a brokerage or account management to facilitate interactions between employers and vendors
- Targeted internships, mentorship, job shadowing (DigiGirlz)
- Train recruiters on how to discuss disability and reasonable accommodation, or have dedicated disability recruiters

BARRIERS AND BEST PRACTICES

Finding Qualified Candidates With Disabilities

Best Practices Continued

- **Promote representation and success of people with disabilities in postsecondary education, vocational training, apprenticeship, customized training, and Workforce Investment Act programs**
- **Special testing, open registers, state Schedule A**
- **Consider applicants with disabilities for all positions for which they may qualify, not just the one applied for**
- **Ensure that reasonable accommodation is readily available in all aspects of the recruitment and selection process and ensure that everyone involved in that process, including the applicant, knows how to initiate it**
- **Extend recruitment and probationary deadlines when necessary to allow for reasonable accommodation**
- **Track and evaluate applicant flow data on all hires and promotions**

BARRIERS AND BEST PRACTICES 1ST LOOK

Finding Qualified Candidates With Disabilities

Best Practices Continued

- **List all openings with WorkSource**
- **Provide practice interviews for job seekers with disabilities who meet qualification standards, as a way of identifying potential candidates for current or future job vacancies.**
- **Promote employment of people with disabilities and contracting/subcontracting with disability owned and operated businesses under state contracts**
- **State Supported Employment Program**
- **Create our own searchable database through a public private partnership**

BARRIERS AND BEST PRACTICES 1ST LOOK

**Other Significant Barriers
Reported by Employers**

- Nature of the work
- Cost of accommodation
- Concern about cost of workers compensation premiums
- Concern about the cost of health care coverage
- Fear of litigation
- Lack of knowledge or information
- Attitudes of customers
- Discomfort or unfamiliarity
- Attitudes of co-workers
- Attitudes of supervisors
- Architectural barriers or lack of special equipment
- Financial incentives inadequate or unknown
- Stereotypes lead to biased decisions

BARRIERS AND BEST PRACTICES 1ST LOOK

**Other Significant Barriers
Reported by People with Disabilities**

- **Unable to find job in my field**
- **Unable to get needed accommodation**
- **Discrimination**
- **Poverty makes job search difficult**
- **Unable to access needed education/training**
- **Inadequate transportation options**
- **Lack of access to technology**
- **Fear of losing necessary benefits/supports**