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Governor



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Disability Employment Task Force Teleconference

**December 11, 2015
1:30 to 3:00 pm**

**Call In Number 877-668-4493
PIN 79759428#**

Agenda

1:30: Jim Baumgart -- Welcome and Introductions

1:35: Jim Baumgart -- House State Government Committee Work Session on Employment of People with Disabilities in State Government

1:45: Status update on Prioritized Strategies

FOCUS AREA A: How can we promote and create a leadership environment that recognizes, values, and benefits from the talents and abilities of people who have disabilities?

- **Launch a state government leadership-led initiative promoting a culture of valuing people with disabilities;**
- USBLN/AAPD disability equality index adapted for state government: Mark Sullivan
 - i. Six state agencies were recruited and trained and have completed the index. (Scores 20 – 40)
 - ii. Presented at December Cabinet Retreat
 - iii. Recruiting agencies for 2nd wave
 - iv. Supporting 1st wave in selecting and implementing practices that will improve their scores
- Restart state government Supported Employment Program: Andres Aguirre
 - i. Coordinator Hired
 - ii. 85 Supported employees in 10 agencies
 - iii. Outreach and marketing continues

- Create a state facilitated centralized funding pool for reasonable accommodations and technical assistance for State government: Toby Olson
 - i. Technical Assistance and funding pool addition to GCDE interagency agreements not approved.
 - ii. Move ahead of promoting central RA funding within larger agencies
 - iii. Establish a stakeholders working group (Department of Licensing)

- Governor sends out series of communications on the initiative, alerting agencies to ways they can participate and requesting information about what they are doing to contribute: Jim Baumgart
 - i. DEI presentation at December Cabinet Session
 - ii. DEI follow up
 - iii. Queue additional subjects

- Develop and deliver a targeted instructional and mentoring program, modeled on veteran's program, to assist job seekers with disabilities become more successful as candidates for state jobs: Mark Sullivan

1.1 Ensure access to state government-sponsored electronic and information technology: Toby Olson

- OICO is developing a response to a draft Governor's Directive on IT Access in state government. The response will include a plan for implementing prospectively applied access standards and methods for ensuring compliance: Toby Olson
 - i. New Section 508 standards incorporate WCAG provisions and add standards for electronic documents and office equipment
 - ii. Start with best standards build evaluation and enforcement capacity over time.
 - iii. Re-assess State Facilities Access Advisory Committee and a model.

FOCUS AREA B: How can employers most effectively acquire the talent they need among job seekers with disabilities? To include actions to improve employer access to talent pools of people with disabilities and actions to increase number and/or quality of people with disabilities in those talent pools.

- Promote the use of 'ticket to work' hiring incentive in state government, private employers, and other government institutions: Toby Olson
 - i. Poses Family Foundation Seattle Project suspended
 - ii. Planning session with businesses suggested new incentives
 - iii. Disability Employment Initiative Round 6 Grant

- Create a community forum that supports an electronic pipeline through which employers and potential employees with disabilities can market and recruit: Mark Sullivan
 - i. VR TAP system

- ii. Employment Security Department replacement of Go2WorkSource, and SKIES by Monster
- Improve Job Readiness: A new 'Leadership Academy', which will provide 50 students each year with knowledge and experience for success in college and work, and 8 to 12 students with paid internships with leading employers: Andres Aguirre
 - i. Build on existing Youth Leadership Forum
 - ii. Priority under WIOA
- Raise the income eligibility for Healthcare for Workers with Disabilities
- Market and promote the replication of best practices developed by Washington Businesses: Toby Olson
 - i. Hire Ability Website
 - ii. Governor's Employer Award Program

Melodie Pazolt, Supported Employment/Housing Administrator, Division of Behavioral Health and Recovery, DSHS: Expand supported employment availability under the state Medicaid Plan (1115 waiver)