

The Governor's Disability Employment Task Force

May 9, 2014 – 1:00PM to 2:30 PM

Stakeholder Update:
Learn where we've been;
Help shape where we're going



Agenda:

1. Governor Inslee's Disability Employment Initiative, Andi Smith, Senior Policy Advisor to the Governor;
2. Task Force on Employment of People with Disabilities, Jenny Lay-Flurrie, : Senior Director, Accessibility, Online Safety and Privacy, Microsoft
3. Strategy Work Groups and Stakeholder Engagement, Andi Smith



Governor Inslee came into office with a background on disability issues.



- He knows there is an opportunity to “move the needle”

Pictures from Microsoft Ability Summit April 24th 2014, with Jill Houghton USBLN, Ryan Asdourian Microsoft, Colleen Fukui Sketchley Nordstrom

Several influences contributed to Governor Inslee's initiative on disability employment:

- A coalition of 23 disability organizations presented documentation that the representation of people with disabilities working for the state was lower than in the private sector and had been dropping for years; and
- Governor Inslee committed to turning that around.

Several influences contributed to Governor Inslee's initiative on disability employment:

- Consultation and collaboration with Representative Cyrus Habib led to the formation of an ambitious initiative, to measurably increase the overall employment of people with disabilities in Washington State – not just those in state government.
- This goal that is incorporated into Results Washington.

Several influences contributed to Governor Inslee's initiative on disability employment:

- The 2013 chair of the National Governors Association (NGA), Governor Markell of Delaware, made increasing employment of people with disabilities the NGA priority for that year.
- An NGA Academy on Employing People with Disabilities, held in Seattle, in May of that year, provided a forum for Governor Inslee to announce and launch his initiative by issuing Executive Order 13 – 2.

Executive Order 13-02

By June 30, 2017, five percent of the state work force shall be comprised of persons living with a disability.

- Up from 3.2%

Each organization that reports to the Governor shall:

- Develop an annual plan to address under representation of people with disabilities and report progress;
- Designate a disability employment coordinator responsible for implementing and evaluating strategies to attract advance people with disabilities; and
- Participate in the state supported employment program.

Task Force on Employment of People with Disabilities Established.

The Task Force on Employment of People with Disabilities:

- The Task Force is the primary mechanism for identifying, prioritizing, developing and implementing the strategies through which the Governor's Initiative will achieve its goals.

Governor's Directive to the Task Force:

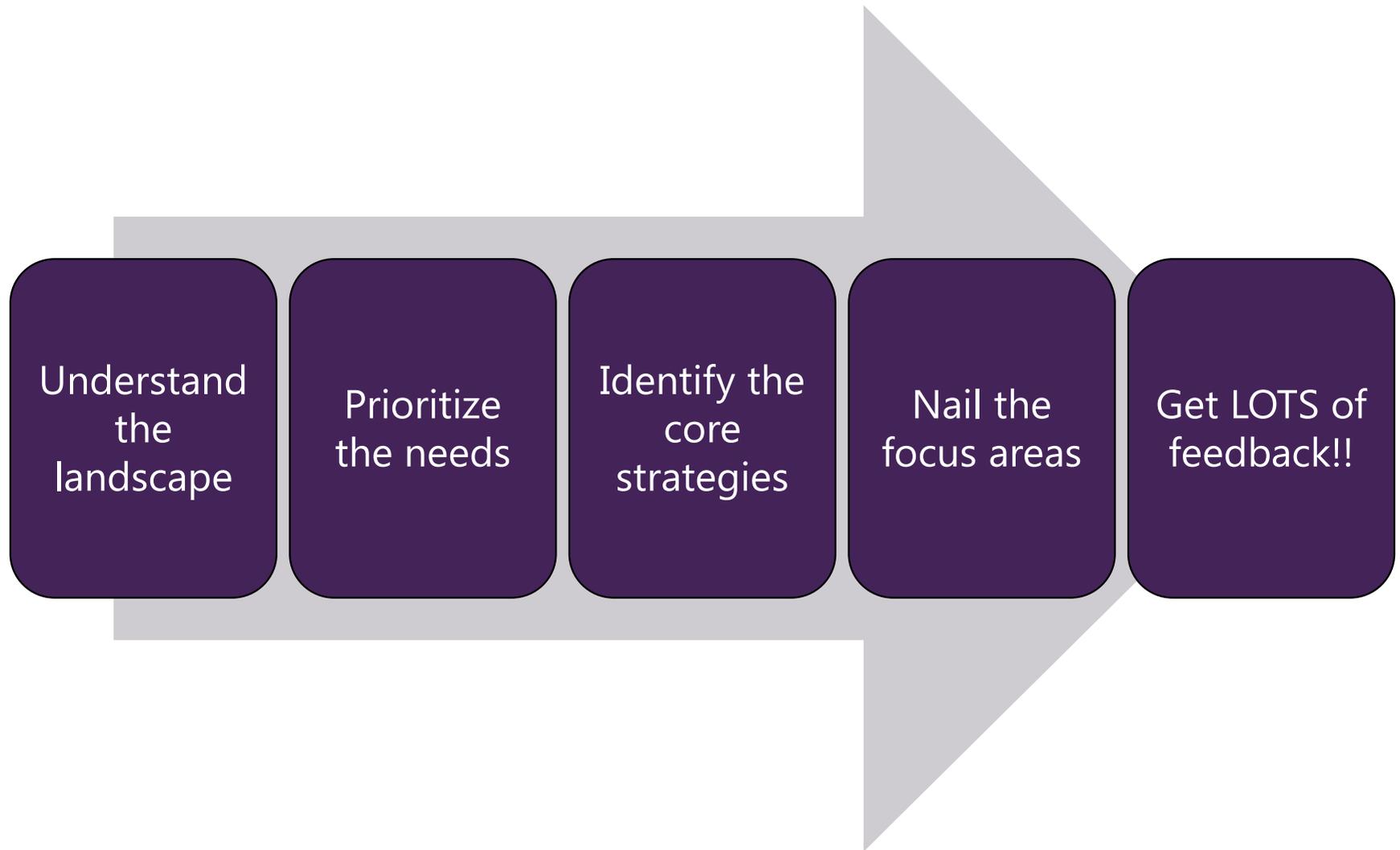
- Make substantial, measurable improvements
- Think BIG and "swing for the fences"

The Task Force on Employment of People with Disabilities:

The Governor recruited leaders from business, labor and disability policy.

- **Cyrus Habib:** Washington State Representative, 48th Legislative District
- **Kirk Adams:** President & CEO, The Lighthouse for the Blind
- **Jenny Lay Flurrie:** Senior Director, Accessibility, Online Safety and Privacy, Microsoft
- **Colleen Fukui-Sketchley:** Corporate Center Diversity Affairs Director, Nordstrom
- **Jim Helling:** Administrator, WorkSource Lakewood, Employment Security Department
- **Effenus Henderson:** Retired, Chief Diversity Officer, Weyerhaeuser Corporation
- **Sue Henricksen:** President, Washington Federation of State Employees
- **Mike Hudson:** Project Manager, Association of Washington Business Institute
- **Eleni Papadakis:** Executive Director, Workforce Training & Education Coordinating Board
- **Evelyn Perez:** Assistant Secretary for Developmental Disabilities Administration, Department of Social and Health Services

The Task Force Process..



First.. Understand the metrics!

The members of the Task Force begin by working to deepen their shared knowledge of the state of the State and the state of the art in employment of people with disabilities.

- Available data on disability employment, related characteristics, and contributing factors, in state government, the state and nationally;
- Research on the experiences and perspectives of job seekers with disabilities, generally and by disability type, employers by industry, size and economic sector, and disability employment professionals.
- Case studies, surveys and other research on best practices proven to improve employment and career opportunities for people with disabilities.

Look at the Needs.. Got it down to two..

1. Building organizational cultures in which the talents and abilities of people with disabilities are sought out, utilized and rewarded.

2. Developing an inclusive talent pipeline including opportunities for people with disabilities to develop and market their talents and for employers to match those talents to their needs.

Prioritization, we wish we could do it all..

The Task Force identified many more strategies than it could pursue. It prioritized ...

- A mix of strategies beneficial across the broad spectrum of people with disabilities;
- Responsiveness to the identified needs;
- Significance of the benefit produced;
- Strength of the evidence supporting that benefit; and
- Practical and strategic issues for implementation

Lets Go!

The Task Force sorted the strategies into three phases.

- **Phase 1:** strategies to be developed and implemented as soon as possible; team identified a total of 5 strategies
- **Phase 2:** strategies that require more information in order to determine their potential impact or practicality;
- **Phase 3:** strategies that will be reevaluated after the completion of phases one and two.

Strategy Work Groups

The workgroups will...

- Five separate workgroups, with participation open to interested stakeholders, will help develop each of the five Phase 1 strategies.
- Identify partnerships, commitments and other resources that will contribute to the strategies success.

Phase One:

Focus Area A

1. Launch a state government leadership led initiative promoting a culture of valuing people with disabilities;
2. Create a state facilitated centralized funding pool for reasonable accommodations and technical assistance for state government;

Focus Area B

1. Expand supported employment availability under the state Medicaid plan;
2. Promote the use of 'ticket to work' hiring incentive in state government, private employers, and other government institutions;
3. Create a community forum that supports an electronic pipeline through which employers and potential employees with disabilities can market and recruit.

Phase One Focus A

1. Launch a state government leadership led initiative promoting a culture of valuing people with disabilities.

- Most evidence-based best practice for improving hiring retention and promotion of people with disabilities within an organization;
- Develop the State's experience base and credibility for broader statewide initiative;
- State becomes a model for accessibility, inclusion and accountability for results;
- Agencies become laboratories to evaluate and compare many best practices.

The USBLN has authorized the State use its Gold Standard for Disability Inclusion, and Disability Equality Index as guides and assessment tools.

Phase One Focus A

2. Create a state facilitated centralized funding pool for reasonable accommodations (RA) and technical assistance for State government.

- Demonstrated benefits in federal government in many larger agencies;
- Current fragmented approach leads to harmful inconsistency;
- Dispersing accommodation costs to unit supervisors makes RA processes unnecessarily adversarial and protracted.

Phase One Focus B

1. Expand supported employment availability under the state Medicaid Plan.

- SE is an evidence-based best practice for moving people with the most significant barriers to employment into increasingly productive levels of work.
- Washington's Medicaid plan does not provide for long term supported employment for many who could obtain employment using SE.
- Expansion would be particularly beneficial to Washingtonians with psychiatric disabilities or brain injuries, including many of our veterans.

Phase One Focus B

2. Promote the use of Ticket to Work hiring incentive in state government, private employers, and other government institutions.

- Barriers consistently cited by employers in study after study include concern about the costs of accommodations, cost of workers compensation, cost of healthcare, and inadequacy of financial incentives;*
- Provides funding to employers to cover those costs, provide extra training, or job coaching, or subsidize wages.
- Creates a hiring incentive 10 times greater and more targeted than WOTC;
- Continues over several years for retention and advancement;
- Resource for federal contractors trying to meet 503 requirements.

* This remains true in spite of several widely circulated studies showing the cost concerns are unfounded.

Phase 1 Focus B

3. Create a community forum that supports an electronic pipeline through which employers and potential employees with disabilities can market and recruit.

- Top barrier cited by employers, difficulty finding qualified applicants with disabilities;
- Top barrier cited by job seekers with disabilities, difficulty finding positions in my field;
- Most beneficial service identified by employers, assistance locating qualified candidates.
- Community forum will offer training opportunities, resource identification and supports to participating employers and job seekers with disabilities.
- Responsive to 503 contractors.

Strategy Work Groups

See Governor's Disability Employment Website for Additional Meeting Dates and Details

Workgroup	Date	Location
Group 1 Leadership initiative to create inclusive culture	6/2, 1-3p	Microsoft - Redmond
Group 2 Centralized Funding Pool for Reasonable Accommodations	5/29, 10a - noon	RAAD Building - Olympia
Group 3 Expand Supported Employment	6/12, 1p-3p	AWB - Olympia
Group 4 Expand Ticket to Work	6/12, 10a - noon	AWB - Olympia
Group 5 Electronic Pipeline for Recruiting	5/19, 11a - 1p	Commerce - Seattle

Task Force June Meeting

After the five work groups have held initial meetings, an in-person meeting of the full task force will be held in Olympia and will be open to the public.

An overview of the work will be provided; stakeholders will have the opportunity to make comments on the whole plan or specific strategies.

Questions!!

