

**COASTAL PROTECTION AND RESTORATION AUTHORITY**  
**STATE AS A MODEL EMPLOYER (SAME) AGENCY PLAN - 2020**

**I. PURPOSE**

According to the 2017 Annual Disabilities Statistics Compendium, 30% of people with disabilities in Louisiana live in poverty as compared to 16% of people without disabilities. Further, only 33% of people with disabilities are in the workforce as compared to 72% of individuals without disabilities. Executive Order JBE 18-08 recognized that the State of Louisiana has a vested interest in reducing discrimination against people living with a disability, eliminating barriers to meaningful employment and attracting the highest candidates into state employment opportunities. Accordingly, the Executive Order declared that the state should serve as a model employer for business by a commitment to improve hiring, recruitment and retention of individuals with disabilities, with the goal that 7% of the state work force be comprised of persons living with a disability.

**II. CURRENT WORKFORCE**

In order to establish a baseline from which to begin working toward satisfaction of the 7% goal, CPRA participated in the SAME Task Force Survey. According to the results rendered on September 24, 2019, 11.0% of CPRA's workforce identified as having a disability.

**III. EXECUTIVE ORDER DIRECTIVES**

1. Designate a staff person who will be responsible for overseeing the development, implementation, monitoring, and evaluation of effective strategies to attract, engage, and advance people with disabilities;
2. Implement strategies for employment of people with the most significant disabilities, including utilizing the state's supported employment program, customized employment strategies, and civil service testing exemptions, when appropriate and in accordance with standards established by the Department of State Civil Service;
3. Increase awareness of the State's disability employment support and services, and utilize the resources, services, and funding available through Louisiana

Rehabilitation Services (LRS) and Louisiana Workforce Commission to provide opportunities for work based learning experiences, internships and trainings to high school and college students with disabilities, including youth with significant disabilities;

4. Ensure continued development and implementation of policies, strategies and services to ensure successful implementation of this Order; and
5. Submit a plan by October 31, 2018, and annually thereafter, to the Task Force that describes the strategies and policies adopted to meet the goals of the Executive Order, and specifically addresses progress and outcomes in responsibilities detailed in items 1 - 3 above.

#### **IV. AGENCY PLAN**

1. CPRA has designated Holly Anderson, Human Resources Manager, as the agency contact responsible for initiatives relative to the Order.
2. Recruitment of employees with disabilities - 2020 Goals
  - a. The CPRA designee shall establish contact with the Louisiana Rehabilitation Services (LRS) designated Point of Contact to identify resources and services that may assist CPRA in recruitment efforts targeting people with disabilities. CPRA will provide the LRS contact with notification emails of current job postings. LRS staff will communicate with CPRA's designee to identify applicants who may be well-suited to identified vacancies. CPRA's designee will work with Civil Service and hiring managers in an effort to qualify these individuals for vacancies and to provide interview opportunities.
  - b. Hiring officials and Human Resources staff will be encouraged to identify and attend recruitment events targeting people with disabilities in the Baton Rouge region annually in order to network and to inform attendees of job opportunities at the CPRA.
  - c. CPRA will include the following verbiage in all job advertisements: "Louisiana is a State as Model Employer for individuals with disabilities".
  - d. CPRA will contact counselors/sponsors at secondary education institutions to identify ways to increase recruitment of students with disabilities through tools such as student positions and/or internships.

3. Retention of employees with disabilities - 2020 Goals

- a. CPRA recognizes that developing a culture where employees with disabilities are treated with respect and recognized for what they can do rather than for their limitations is the best way to retain these individuals in the workforce. CPRA shall establish a requirement that all employees complete training regarding Disability Awareness and Disability Etiquette as offered by the Comprehensive Public Training Program (CPTP). Employees must complete training within the first 30 days of their hire date, and every 3 years thereafter.
- b. CPRA will place on both its intranet and internet sites information regarding pertinent employment policies, particularly those prohibiting employment discrimination/harassment, and contact information to ask questions regarding those policies, report complaints and request accommodations.
- d. CPRA will attempt to better identify individuals with disabilities in its current workforce both to provide a better employment experience to those individuals and to assess the need for action and identify progress under this plan.

**V. ADDITIONAL INFORMATION**

CPRA reserves the right to revise and customize components of this Annual Plan.

Questions regarding this Plan should be addressed to the Human Resources Division.

## Louisiana State As a Model Employer Survey Data

September 30, 2019

CPRA	2018		2019		Participating State Agencies	2018		2019	
	Participants	Employees= 181	Participants	Employees= 181		Participants	Employees= 36395	Participants	Employees= 35254
Participants	54	29.8%	113	62.4%	Participants	10255	28.2%	9281	26.3%
Yes - Disability	11	6.1%	20	11.0%	Yes - Disability	2000	5.5%	1953	5.5%
Physical	2	1.1%	4	2.2%	Physical	506	1.4%	459	1.3%
Intellectual	0	0.0%	0	0.0%	Intellectual	50	0.1%	67	0.2%
Behavioral	6	3.3%	8	4.4%	Behavioral	636	1.7%	620	1.8%
Sensory	0	0.0%	1	0.6%	Sensory	222	0.6%	250	0.7%
Disease	3	1.7%	9	5.0%	Disease	849	2.3%	861	2.4%
doesn't want to report disability type	0	0.0%	0	0.0%	doesn't want to report type	126	0.3%	95	0.3%
A Great Deal			0	0.0%	affects A Great Deal			64	0.2%
affects A Lot			1	0.6%	affects A Lot			129	0.4%
affects A Moderate Amount			5	2.8%	affects Moderate Amt			434	1.2%
affects A Little			8	4.4%	affects A Little			684	1.9%
affects None At All			6	3.3%	affects None At All			607	1.7%
SSDI yes			6	3.3%	SSDI yes			362	1.0%
SSDI no			8	4.4%	SSDI no			923	2.6%
SSDI unsure			6	3.3%	SSDI unsure			640	1.8%
<b>No - Disability</b>	<b>41</b>	<b>22.7%</b>	<b>89</b>	<b>49.2%</b>	<b>No - Disability</b>	<b>7703</b>	<b>21.2%</b>	<b>6879</b>	<b>19.5%</b>
Does not want to disclose	2	1.1%	4	2.2%	Does not want to disclose	552	1.5%	449	1.3%

Percentages are based on the total number of employees reported by the agency/agencies.

The sum of the numbers listed in the categories of disabilities may be greater than the number listed in the Yes- Disability category due to respondents listing more than one disability category.

State Agencies included Office of the Governor, Division of Administration, Board of Regents, Children & Family Services, Coastal Protection and Restoration Authority, Culture, Recreation & Tourism, Economic Development, Louisiana Dept. of Education, Environmental Quality, Department of Health, Gov. Office Homeland Security & Emergency Preparedness, Insurance, Louisiana Workforce Commission, Natural Resources, Office of Financial Institutions, Dept. of Public Safety & Corrections, Louisiana Dept. of Revenue, Secretary of State, State Civil Service, Dept. of Transportation & Development, Louisiana Dept. of Veterans Affairs, Wildlife & Fisheries and Louisiana Community & Technical College System.