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State of Louisiana
Department of Public Safety and Corrections
Public Safety Services

State as a Model Employer
2020 Plan Year

The Department of Public Safety and Corrections, Public Safety Services, (DPS) is committed to developing and maintaining a high performing public workforce that provides safety services to both the citizens of the state and visitors to the state of Louisiana. In pursuing the agency's goal of being an organization that makes a difference, achieves excellence, and stands in a position of leadership, and in accordance with Executive Order JBE 18-08, DPS is committed to expanding the recruitment, hiring, retention, and promotion of individuals with disabilities in order to maintain a diverse workforce which reflects the talents of the diverse citizens of this state.

Executive Order JBE 18-08 established the State as a Model Employer (SAME) Task Force to study and provide recommendations to the goal of increasing employment of people with disabilities by state agencies. The Order also directs each state agency that reports to the Governor to:

- Designate a staff person who will be responsible for overseeing the agency's initiatives and strategies to attract, engage, and advance people with disabilities;
- Implement strategies for employment of people with disabilities;
- Increase awareness of the state's disability employment supports and services and utilize the resources, services, and funding available through Louisiana Rehabilitation Services (LRS) and Louisiana Workforce Commission (LWC) to provide opportunities for work based learning experiences, internships and trainings students with disabilities;
- Ensure continued development and implementation of policies, strategies, and services; and
- Submit a plan each year describing the strategies and policies adopted by the agency, as well as progress implementing the items listed above.

DPS will continue to implement and improve upon the initiatives begun in the 2019 plan year, to further the agency's goals. These DPS initiatives can be divided into two separate strategies – Recruitment, and Retention.

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Recruitment

- The first step in targeted recruitment of individuals with disabilities is public awareness. To this end, DPS includes the following verbiage on all public job postings for the purposes of encouraging individuals with disabilities to apply and providing them with a link to available resources:
 - “The Department of Public Safety and Corrections, Public Safety Services, is a State as a Model Employer (SAME) agency that supports improved employment opportunities for individuals with disabilities. For more information on employment-related resources available for those with disabilities, refer to the Louisiana Employment Resource Guide.”
- DPS will continue to work in conjunction with the LRS designated Point of Contact to identify resources and services that may assist the agency in recruitment efforts targeting people with disabilities.
- DPS will notify the LRS contact of all job postings in order to increase visibility of vacancies to the clients served through LRS vocational rehabilitation programs.
- DPS will provide training and resources to hiring managers regarding interviewing people with disabilities and the availability of accommodations to facilitate those interviews.
- DPS will create a central location for employees and hiring managers to easily access available resources on disability awareness, availability of accommodations, and additional educational materials related to employing individuals with disabilities.

Retention

- DPS has begun developing a specialized disability training by providing key staff with Windmills training, a disability training curriculum. The Windmills training focuses on attitudes and human factors, while addressing concerns including legal requirements and accommodation. These DPS staff will use the knowledge and materials gained through the Windmills training to provide additional, in-person training to the various sections within DPS.
- DPS is revising internal training requirements to include CPTP’s web based trainings on Disability Etiquette and Disability awareness for all supervisors.
- DPS will continue to provide information regarding LRS resources and services, as well as other resources for accommodations, to employees identified as potentially needed accommodation with the goal of retaining employees in active employment.

DPS will continue to develop and implement these strategies throughout the plan year to ensure that the agency is progressing toward the goal of being a Model Employer for people with disabilities.

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Louisiana State As a Model Employer Survey Data September 30, 2019

Dept. of Public Safety		2019		Participating State Agencies		2018		2019	
		Participants	Employees= 2726	Participants	Employees=	Participants	Employees=	Participants	Employees=
Participants		585	21.5%	10255	36395	9281	35330	26.3%	
Yes - Disability		122	4.5%	2000	5.5%	1953	5.5%		
Physical		33	1.2%	506	1.4%	459	1.3%		
Intellectual		6	0.2%	50	0.1%	67	0.2%		
Behavioral		26	1.0%	636	1.7%	620	1.8%		
Sensory		17	0.6%	222	0.6%	250	0.7%		
Disease		57	2.1%	849	2.3%	861	2.4%		
doesn't want to report disability type		8	0.3%	126	0.3%	95	0.3%		
affects A Great Deal		7	0.3%			64	0.2%		
affects A Lot		5	0.2%			129	0.4%		
affects A Moderate Amount		21	0.8%			434	1.2%		
affects A Little		47	1.7%			684	1.9%		
affects None At All		42	1.5%			607	1.7%		
SSDI yes		20	0.7%			362	1.0%		
SSDI no		52	1.9%			923	2.6%		
SSDI unsure		50	1.8%			640	1.8%		
No - Disability		434	15.9%	7703	21.2%	6879	19.5%		
Does not want to disclose		29	1.1%			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.