

## **LOUISIANA ECONOMIC DEVELOPMENT SAME AGENCY PLAN 2020**

On March 19, 2018, Governor Jon Bel Edwards issued Executive Order Number 18-08 establishing the State as a Model Employer Task Force to study and provide recommendations for the goal of increasing employment of people with disabilities by state agencies. This Executive Order also directed each state agency that reports to the Governor to do the following:

- A. Within 30 days of the issuance of the Executive Order, designate a staff person responsible for overseeing the agency's initiatives relative to the order,
- B. Implement strategies for employment of people with disabilities,
- C. Increase awareness of the state's disability supports and services through Louisiana Rehabilitation Services (LRS),
- D. Ensure continued development and implementation of policies, strategies and services, and
- E. Submit a plan by October 31, 2019, describing strategies and policies adopted by the agency, as well as progress in implementing items A, B and C.

In accordance with the Executive Order, the Louisiana Department of Economic Development (LED) has created the following plan to develop policies and strategies aimed at increasing employment of people with disabilities within LED.

The SAME Task Force report set the goal of 7% of each agency's workforce be comprised of persons living with disability. In order to determine LED's current number of employees with disabilities, we participated in the 2019 survey asking state employees to self-report whether they have a disability. The summarized survey report determined 11.9% of employees responding to the survey have a disability. This percentage has increased from 8.8% in 2018. The initiatives below were developed to ensure that LED continues to meet the Task Force goal as well as improve our ability to recruit and retain the best employees for the state of Louisiana, including those living with disability.

- A. Completion of Items Defined in Section 5: A, B, and C of the Executive Order
  - a. Dawn Thibodeaux, Director, Office of Human Resources (OHR), has been designated the agency staff person responsible for initiatives relative to the Order;
  - b. LED has developed and begun implementation of several strategies for increasing employment of people with disabilities outlined in section II of this plan; and
  - c. The agency designee met with LRS staff to begin identifying available supports and services, and developed methods for increasing awareness of these programs as outlined in section II of this plan.
- B. LED Initiatives to Increase Employment of People with Disabilities
  - a. Recruitment
    - i. All LED job postings include, "The State is a Model Employer for People with Disabilities";
    - ii. LED has identified and met with LRS's designated Point of Contact to identify resources and services that may assist LED in recruitment efforts targeting people with disabilities;

- iii. LED provides the LRS contact with notification emails of current job postings;
  - iv. By October 1, 2020, LED will develop and implement training for hiring managers in regard to skills and resources for interviewing people with disabilities;
  - v. LED includes "The State is a Model Employer for People with Disabilities" on all work-based postings at secondary education institutions. This identifies ways to increase recruitment contacts with students with disabilities through tools such as student positions, internships, and job boards; and
- b. Retention
- i. Annually, employees are required to take the CPTP Disability Awareness and Disability Etiquette classes in LEO;
  - ii. Annually, training is provided to all managers regarding working with people with disabilities including ADA, LRS resources, and workplace rights; and
  - iii. Annually, with the goal of retaining employees in active employment, OHR provides information regarding LRS resources and services, as well as other resources for accommodations, to employees identified by OHR as potentially needing accommodation.

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

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

<b>LED</b>	<b>2018</b>		<b>2019</b>		<b>Participating State Agencies</b>	<b>2018</b>		<b>2019</b>	
	<b>Employees=</b>	<b>102</b>	<b>Employees=</b>	<b>101</b>		<b>Employees=</b>	<b>36395</b>	<b>Employees=</b>	<b>35330</b>
Participants	69	67.6%	90	89.1%	Participants	10255	28.2%	9281	26.3%
Yes - Disability	9	8.8%	12	11.9%	Yes - Disability	2000	5.5%	1953	5.5%
Physical	1	1.0%	4	4.0%	Physical	506	1.4%	459	1.3%
Intellectual	0	0.0%	1	1.0%	Intellectual	50	0.1%	67	0.2%
Behavioral	3	2.9%	5	5.0%	Behavioral	636	1.7%	620	1.8%
Sensory	0	0.0%	1	1.0%	Sensory	222	0.6%	250	0.7%
Disease	4	3.9%	3	3.0%	Disease	849	2.3%	861	2.4%
doesn't want to report disability type	2	2.0%	0	0.0%	doesn't want to report type	126	0.3%	95	0.3%
affects A Great Deal			0	0.0%	affects A Great Deal			64	0.2%
affects A Lot			0	0.0%	affects A Lot			129	0.4%
affects A Moderate Amount			3	0.1%	affects Moderate Amt			434	1.2%
affects A Little			5	0.1%	affects A Little			684	1.9%
affects None At All			4	0.1%	affects None At All			607	1.7%
SSDI yes			2	0.1%	SSDI yes			362	1.0%
SSDI no			7	0.2%	SSDI no			923	2.6%
SSDI unsure			3	0.1%	SSDI unsure			640	1.8%
<b>No - Disability</b>	<b>58</b>	<b>56.9%</b>	<b>72</b>	<b>71.3%</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	2.0%	6	5.9%	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.