

LOUISIANA ECONOMIC DEVELOPMENT SAME AGENCY PLAN 2021

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. In accordance with the Task Force delegated directives promulgated by Executive Order 18-08, Louisiana Economic Development (hereafter referred to as "LED") LED continues to be committed to the ongoing development and implementation of policies, strategies and services that increase employment of people with disabilities, and ensuring the increased awareness of the state's disability supports and services through Louisiana Rehabilitation Services (LRS).

In accordance with Executive Order 18-08, LED created a plan to develop policies and strategies aimed at increasing employment of people with disabilities within LED. In 2020, the following Agency Plan Initiative milestones were met or restructured due to COVID-19 restrictive impact.

- A. 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, 2021, LED will develop and implement training for hiring managers in regard to skills and resources for interviewing people with disabilities; this was an initiative that was planned for 2020, but was tabled due to COVID 19 impact.
 - v. LED includes "The State is a Model Employer for People with Disabilities" on all work-based postings at secondary education institutions. While there has not been a student posting in 2020, the posting of this statement helps in identifying ways to increase recruitment contacts with students with disabilities through tools such as student positions, internships, and job boards; and
 - b. Retention
 - i. All employees required to annually take the CPTP Disability Awareness and Disability Etiquette classes in LEO have completed the course;
 - ii. Annual training for all managers regarding working with people with disabilities including ADA, LRS resources, and workplace rights; and training for LED's designated counsel is complete; and
 - iii. Provided information regarding LRS resources and services, as well as other resources for accommodations, to employees identified by OHR as potentially needing accommodation. In 2020, LED OHR was made aware of one employee who required accommodations. OHR reached out to LRS for support in giving recommendations for accommodations, and based on those recommendations, the employee was provided with adequate accommodations.

In 2018, 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 2020 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.

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

1. Annual virtual manager training on ADA, LRS resources and people with disabilities workplace rights.
2. Semi-annual meetings with selected representative from secondary education institutions to continue to measure and identify ways to increase recruitment contacts with students with disabilities in a COVID-19 environment.
3. Monthly planning sessions for the development and timely implementation of training for hiring managers on interviewing people with disabilities.

Louisiana	2020	2019	2018
Economic Development	Employees= 69	Employees= 90	Employees= 69
Participants	104	101	102
Yes - Disability	66.3%	89.1%	67.6%
	11	12	9
Physical	2.9%	4.0%	1.0%
Intellectual	1.0%	1.0%	0.0%
Behavioral	5.8%	5.0%	2.9%
Sensory	1.0%	1.0%	0.0%
Disease	2.9%	3.0%	3.9%
doesn't want to report disability type	0	0	2
No - Disability	57	72	58
Does not want to disclose	1.0%	5.9%	2.0%
	1	6	2
SSDI yes	1.9%	0.1%	
	2	2	
SSDI no	6.7%	0.2%	
	7	7	
SSDI unsure	1.9%	0.1%	
	2	3	
affects work A Great Deal	0.0%	0.0%	
	0	0	
affects work A Lot	0.0%	0.0%	
	0	0	
affects work Moderately	3.8%	0.1%	
	4	3	
affects work A Little	2.9%	0.1%	
	3	5	
affects work None At All	3.8%	0.1%	
	4	4	
affects life A Great Deal	0.0%		
	0		
affects life A Lot	1.0%		
	1		
affects life Moderately	6.7%		
	7		
affects life A Little	2.9%		
	3		
affects life None At All	0.0%		
	0		

