

Marketplace Dynamics

Advisory Committee on Increasing Competitive
Integrated Employment for Individuals with
Disabilities

8th Meeting, April 27-28, 2016

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Recommendations for Final Report

- I. Changing the Narrative and Creating a Sustainable Culture of Inclusion through Better Business Partnerships
- II. Training and Pipeline Issues
- III. Transportation
- IV. High Growth Industries (Healthcare)
- V. Office of Federal Contract Compliance Program (OFCCP) 503 Rules
- VI. Tax Incentives: 1.) Work Opportunity Tax Credit (WOTC), 2.) Disabled Access Credit (Small Business) and 3.) Architectural and Transportation Barrier Removal Tax Deduction.



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Recommendations for Final Report

Recommendation #1:

*Congress should provide funding to the US Department of Labor to disseminate Public Service Announcements and conduct a national marketing campaign targeting employers of all sizes that promotes **Business to Business** communication and highlights the accomplishments of people with ID/DD and significant disabilities working in integrated competitive employment.*



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Recommendation #2:

*Congress should: provide funding to the US Department of Labor and the US Department of Education to develop **mandatory training** and to establish National Training and Certification Standards for all employment support personnel who work with individuals with ID/DD and other significant disabilities; and mandate that AJCs and state VR agencies allocate a specific percentage of “work-based learning” funding exclusively for use with individuals with significant disabilities.*



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Recommendation #3:

Congress should direct the Secretary of the U.S. Department of Transportation (DOT) to ensure that safe, seamless, cross-jurisdictional, accessible transportation is available for people with disabilities, including but not limited to establishing Para-Transit Systems in urban and rural areas across the United States, and to utilize the latest technological and digital strategies to address the most glaring deficits, especially in rural areas.



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Recommendation #4:

Recognizing that healthcare is the fastest growing sector in the American economy, Congress should fund the Department of Education and the Department of Labor to develop initiatives that will educate employers within healthcare industries about the abilities of people with ID/ DD and significant disabilities and create opportunities for people with ID/ DD and significant disabilities to participate in educational training and certification programs in healthcare and other high-growth fields. These initiatives should highlight success stories, including those from healthcare companies and institutions of higher of education, as well as showcase examples of effective partnerships between healthcare businesses and the public workforce system.



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Recommendation #5:

Congress should direct the Department of Labor to develop and implement strategies to provide additional outreach and guidance to Federal contractors working to comply with the new section 503 rules during the on-going “roll out” period and should fund the Department of Labor to develop and implement projects.



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Recommendation #6:

Congress should amend the Work Opportunity Tax Credit (WOTC), the Disabled Access Credit (DAC) and the Architectural and Transportation Barrier Removal deduction to expand eligibility criteria, increase financial benefits to eligible employers, and heighten programmatic oversight.

