

Advisory Committee on Increasing Competitive Integrated Employment for Individuals with Disabilities

Seventh Meeting

JANUARY 27 – 28, 2016

Marketplace Dynamics Subcommittee

THE DEMAND-SIDE TO EMPLOYMENT

Marketplace Subcommittee Focus Since October Meeting

- High Growth Industry (Healthcare)
- Office of Federal Contract Compliance Programs (OFCCP) 503 Rules
- Tax Incentives
 1. Small Business Tax Credit (IRS Code Section 44, Disabled Access Credit)
 2. Architectural/Transportation Tax Deduction (IRS Code Section 190, Barrier Removal)
 3. Work Opportunity Tax Credit (Work Opportunity Tax Act of 2007, Section 8211)



Possible Preliminary Recommendations for Final Report (New Topic Areas)

High Growth Industry (Healthcare)

OFCCP 503 Rules



Possible Preliminary Recommendations: High Growth Industry of Healthcare (1)

Congress should provide funding to the Dept. of Education (ED) and Dept. of Labor (DOL) to develop educational initiatives to help educate employers within healthcare industries. Education efforts should be directed at removing **attitudinal barriers by demonstrating “What is Possible”** for individuals with IDD and significant disabilities, by highlighting success stories of individuals who are already working in the healthcare industry and showcasing existing successful educational and business initiatives directed to this disability population, for example:

1. Rush University Medical Center, Chicago, IL --Full time HR Executive exclusively recruiting Veterans and people with disabilities into the workforce,
2. Metro North Employment, Inc. WDB and AJC providing funding and supports directed to individuals with disabilities for healthcare career training (CNA to RN).



Possible Preliminary Recommendations: High Growth Industry of Healthcare (2)

2. Congress should allocate funding to institutions of higher education, WDBs, and AJCs to develop and implement initiatives that support and enhance opportunities for people with IDD and other significant disabilities to enter and pursue Certification Training in specific healthcare field(s). For example, the Onondaga Community College, NY Demonstration Project—Health Information Technology is an excellent model.

Training programs must include:

- The provision of necessary counseling and accommodations to address individualized specific educational needs that will assist successful matriculation
- Coordination with outreach and recruitment efforts in order to facilitate transition to employment upon completion



Possible Preliminary Recommendations: OFCCP 503 Rules (1)

1. OFCCP must develop and implement strategies to provide additional outreach to job seekers with disabilities in order to develop a “compelling” rationale on why disclosing a disability is a benefit to job seekers in applying for jobs with Federal contractors/ subcontractors. The outreach campaign must also address the most commonly identified fears of disclosure, such as concerns over confidentiality, possible “labeling,” and negative impact on career growth.
2. OFCCP should direct training to VR and AJCs regarding the OFCCP 503 Rules and prepares a TEN in collaboration with ETA for distribution throughout the public workforce system.



Possible Preliminary Recommendations: OFCCP 503 Rules (2)

3. OFCCP should work with states on their State Job Database Systems to include the identification of Federal contractors/subcontractors so that job seekers, AJC and VR staff know which employers are Federal contractors when they enter the database system. This will also enhance Federal contractor recruitment.
4. OFCCP should provide grant funds to Federal contractors to develop Pilot Programs to learn what works well with regard to the outreach, recruitment, and hiring of individuals with disabilities.
5. OFCCP should intensify efforts to encourage Federal contractors to work with VR and AJCs to educate contractors on the benefits these agencies can provide to employers.



Additional Recommendations for Final Report (from Interim Report)

1. **Changing the Narrative while creating a Sustainable Culture of Inclusion by Building Better Business Partnerships**

- DOL should focus outreach efforts on Business to Business Communication and highlight what PWD can do through a National marketing & PSA campaign;
- Target outreach to various employment constituencies across the US, including small business; and
- DOL, through ETA, should improve quality of business services provided by AJCs where Business Service Reps not only market but provide exemplary services to employers. (Re-write job description).



Additional Recommendations for Final Report (from Interim Report)-2

2. Reduce Training & Pipeline Issues

- a. Develop online, centralized Disability Awareness Modules to educate AJC, WDB and VR staff on working & communicating with people with IDD and other significant disabilities which will also improve communication and enhance services to businesses on the hiring, retention, and support of employees with disabilities;
- b. Congress should mandate the creation of National Training Requirements for Disability Service Professionals (DSPs) including Job Coaches and Workforce Developers;
- c. Congress should fund the DOL ETA and Dept. of Ed to collaborate to develop Training for DSPs and provider organizations highlighting specific business-related information including a general overview of different markets and industries as well as recommendations and guidance from businesses that have successfully included individuals with I/DD or other significant disabilities into their workforce.



Additional Recommendations for Final Report (from Interim Report)-3

3. Transportation

- a. US DOT should continue to ensure that SAFE, SEAMLESS CROSS-Jurisdictional, ACCESSIBLE Public Transportation including Para-Transit Systems are established and monitored in both urban and rural areas across the US. Rural areas must be targeted as the first and highest priority.

- b. DOT should improve the way they publicize existing grants, develop more grant opportunities and provide additional funding for travel training; safety mandates requirements, and training to transportation vendors on appropriate and respectful communication with and treatment of individuals with significant disabilities. Businesses that offer their own transportation services or supports must ensure that their transportation vendors are included in all training and education.



Possible Areas of Recommendations that may overlap with other subcommittees

- Training: Personnel Development—Capacity and potentially Transition Subcommittees
- Training: People with IDD and other Significant Disabilities—Youth, Transition Subcommittee

