



RESPECTABILITY

Delaware and Jobs for PwDs

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www.RespectAbilityUSA.org

Delaware



Gov. Markell with Lisa Derx (VP, Best Buddies) and Jennifer Laszlo Mizrahi (President, RespectAbility)

- ❖ 75.1% of persons without disabilities aged 18 to 64 are employed.³
- ❖ 36.4% of PwDs aged 18 to 64 are employed.³
- ❖ 3,800 persons aged 16 to 20 have a disability.¹
- ❖ 114,696 civilians with a disability live in Delaware.³
- ❖ 56,600 persons aged 21 to 64 have a disability.¹
- ❖ The employment gap between PwDs and people without disabilities has decreased 1.9% between 2010 and 2011.³
- ❖ 30,631 people ages 18-64 received SSDI or SSI benefits in the year 2012.³
- ❖ In 2012, DE's total expenditure on SSDI benefits for PwDs was \$423,180,000.³
- ❖ Voc. Rehab. obtained 1,065 jobs for PwDs in DE in 2012.²
- ❖ Voc. Rehab. received 3,374 general rehab applicants and 80 blind applicants in DE in 2012.³

1. 2012 Disability Status Report: Delaware, disabiliystatistics.org
2. StateData: The National Report on Employment Services and Outcomes, 2013
3. [Annual Disability Statistics Compendium](#)

Delaware Data

		People with Disabilities (%)		People without Disabilities (%)	
		2012	2013	2012	2013
Poverty ¹	US	29.2	28.7	13.6	13.6
	DE	20.4	21.1	10.3	10.6
Smoking ¹	US	26.0	25.4	16.9	16.2
	DE	25.1	25.1	18.5	18.1
Obesity ¹	US	39.1	40.1	24.5	25.0
	DE	39.9	45.2	23.5	27.3
Employment ¹	US	32.7	33.9	73.6	74.2
	DE	34.6	36.4	75.1	75.1

1. [Annual Disability Statistics Compendium](#). Pg 53, 54, 72, 73, 29

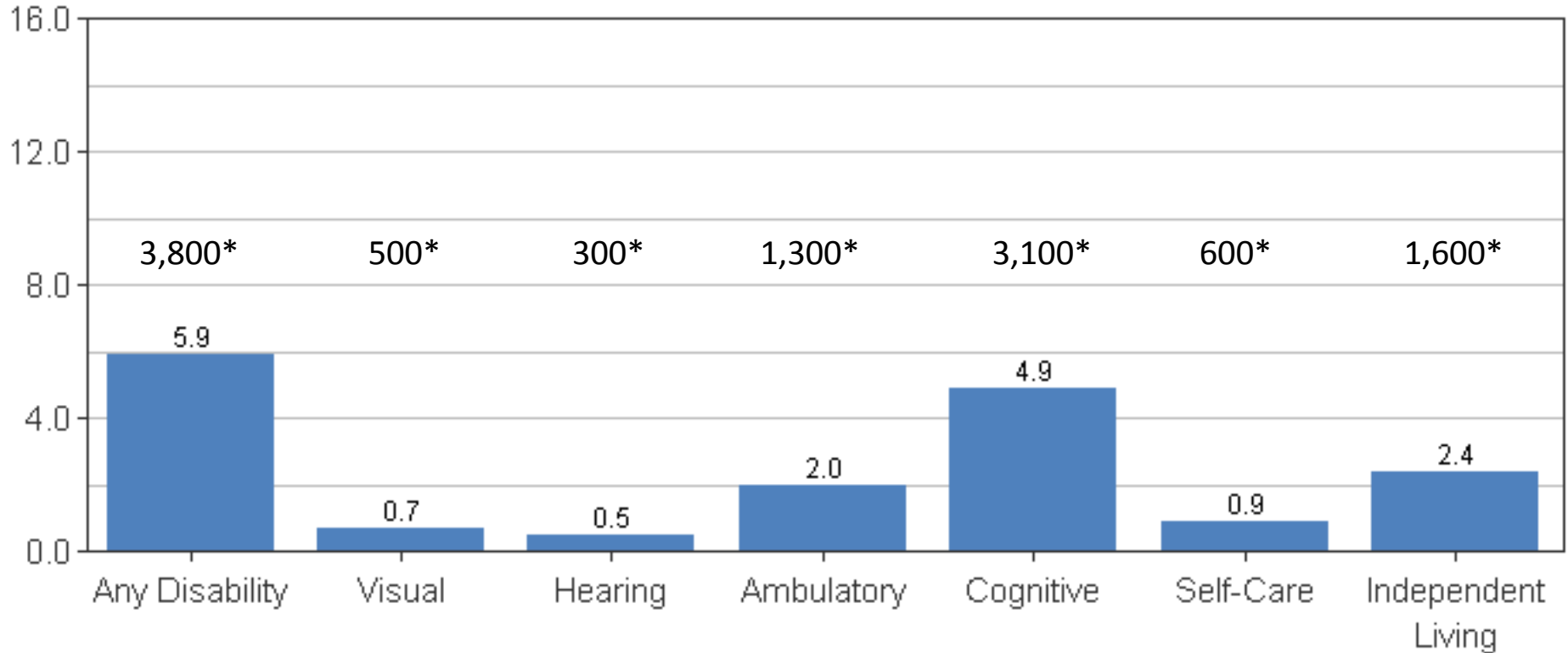
DE Ages 6 to 21 Served By IDEA

	2011	2012
All Disabilities	16,936	16,920
Specific Learning Disability	8,764	8,674
Speech or Language Impairment	1,492	1,520
Intellectual Disability	1,600	1,536
Emotional Disturbance	724	745
Multiple Disability	Omitted	Omitted
Hearing Impairment	224	216
Orthopedic Impairment	246	232
Other Health Impairment	2,162	2,079
Visual Impairment	62	58
Autism	947	1,019
Deaf Blindness	56	57
Traumatic Brain Injury	59	65
Developmental Delay	600	719

Source: [Annual Disability Statistics Compendium](#)

Prevalence of Disability Among Non-Institutionalized People Ages 16 to 20 in Delaware in 2012

Prevalence Rates: Age 16 to 20 years (%)

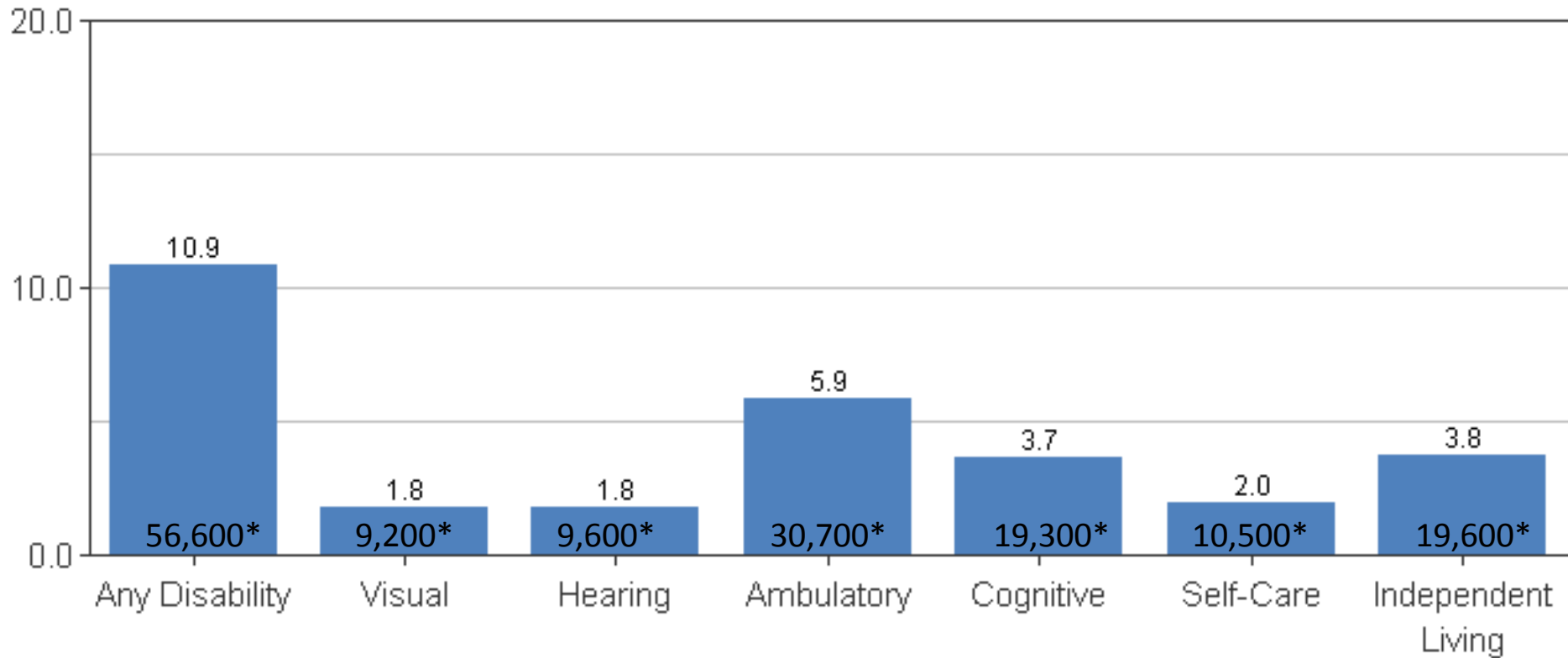


*Total numbers reported

Source: [Cornell University](#)

Prevalence of Disability Among Non-Institutionalized People Ages 21 to 64 in Delaware in 2012

Prevalence Rates: Age 21 to 64 years (%)

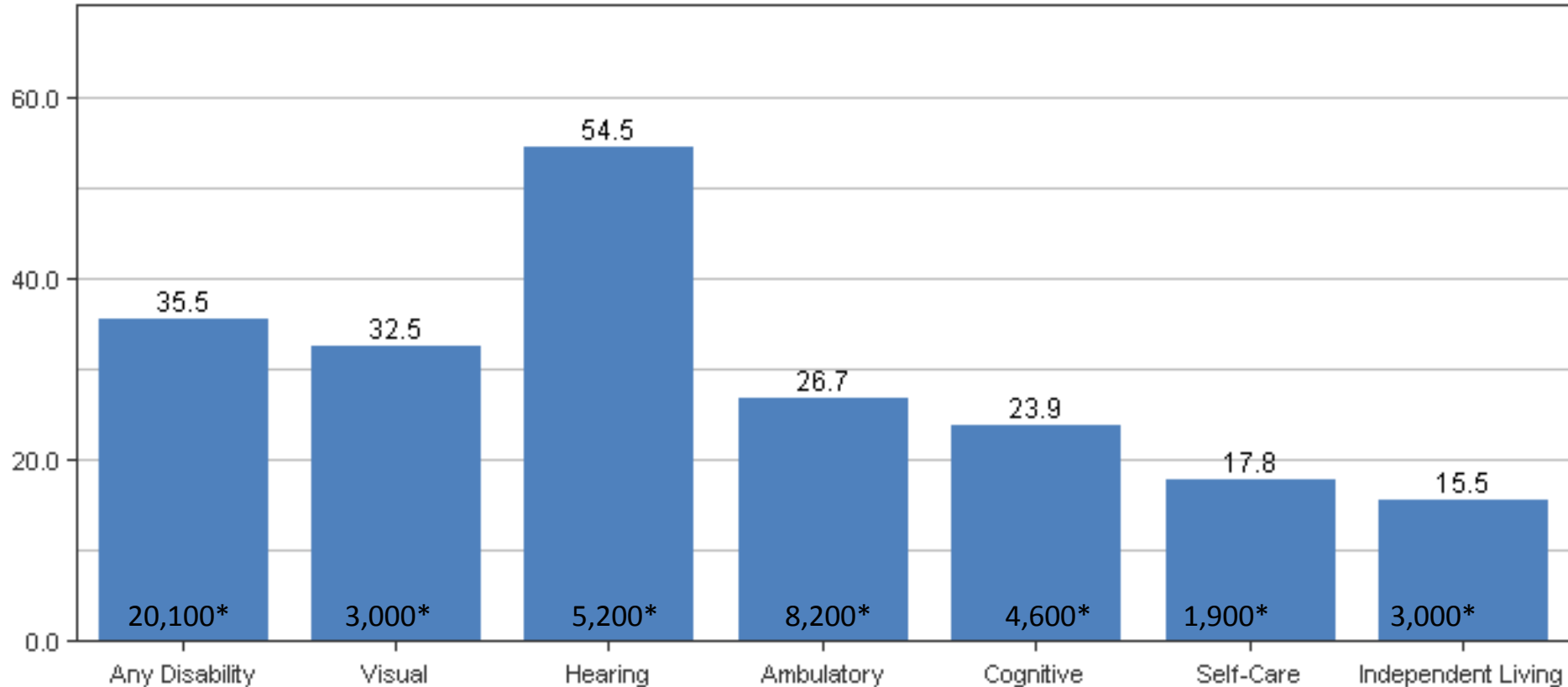


*Total numbers reported

Source: [Cornell University](http://www.cornell.edu)

Employment of Non-Institutionalized Working-Age People (Ages 21 to 64) by Disability Status in Delaware in 2012

Employment Rates (%)



*Total numbers reported

Source: [Cornell University](#)

Governor Jack Markell (DE, D)

“Advancing employment opportunities for individuals with disabilities is the right thing to do as a society, it’s the smart thing for government to do and it makes good business sense.”

Governor Jack Markell

Governor Jack Markell (DE) has dramatically strengthened state hiring/inclusion. In July 2012, Governor Markell signed the Employment First Act, requiring state agencies to consider, as their first option, competitive employment for persons with disabilities. He also made this a priority with the National Governors Association (NGA) and this initiative continues nationwide.



Gov. Markell with Doc Sweitzer (Board Member, RespectAbility) and Jennifer Laszlo Mizrahi (President, RespectAbility)

Delaware's Vision

- ❖ Much can be learned from the approach to these issues in DE, where Governor Markell and Delaware's Secretary of the Department of Health and Social Services, Rita Landgraf, have focused like laser beams on finding win-win solutions for employers and potential employees with disabilities.
- ❖ They started with a major summit, where they brought together top business leaders, advocates from the disability community, foundations, and other leaders to brainstorm and implement solutions. They understood from day one that real change will take strong public-private partnerships driven by meeting the needs of employers for successful and reliable talent.
- ❖ DE's vision is to:
 - Promote an **open atmosphere** in which the employees feel comfortable in disclosing their disability.
 - Provide **education and support** on accommodating PwDs and the benefits of doing so.
 - Provide PwDs with the same **opportunities** and environment to succeed as everyone else.

PwD's and DE's Workforce Strategy

- ❖ PwD often do not get the same opportunities and environment to succeed as everyone else. This increases the financial security gap between people with disabilities and people without disabilities.
- ❖ DE is building innovative programs to increase the options for PwDs as a main component of the State's overall workforce strategy. In order to achieve the State's Employment program, DE will:
 - **Serve PwDs** age 14 to 25, **who have a desire to work** in a competitive work environment.
 - **Provide individually tailored services** to assist individuals **to explore and plan career paths**.
 - Include **services to support individuals to maintain employment** based on their specific needs –i.e. job supports, transportation, personal care, orientation and mobility training and assistive technology.
- ❖ A similar program, Promise, with comprehensive community based services, has also been designed to support individuals with mental health and substance abuse needs age 18 and older, providing an array of employment supports. These programs are slated to begin early in 2015.

Delaware and the US Department of Labor's Office of Disability Employment Policy (ODEP)

- ❖ Delaware has been working with ODEP where the state is benefiting from technical assistance and best practice expertise. The initial engagement invited the State of Delaware to participate as one of the six states in the Employment Resources Rebalancing Initiative (ERRI), and an evaluation was conducted relative to our current systems, policies, and practices in order to determine if they are in alignment with the employment first priority. The workgroup learned that much needs to be accomplished on a variety of levels to fulfill the employment first transformation.
- ❖ Delaware was recently awarded another technical assistance grant from ODEP that will focus on “Capacity Building in Effective Practices” to ensure that the state’s training protocols and workforce skillsets support the Employment First Governor Markell has focused like a laser beam on finding win-win solutions for employers and potential employees with disabilities.

“Employment First” Communication Plan

- ❖ DE is currently working on a communication plan focused on the employment first transformation to be directed towards consumers and students with disabilities, parents and families of individuals with disabilities and the workforce inclusive of those who work in early intervention programs, schools and the adult service delivery system.

CAI and Specialisterne Partnership

- ❖ Gov. Jack Markell launched a partnership that illustrates the potential for putting more people with disabilities to work. The state helped bring together the IT firm [CAI](#) and an international organization [Specialisterne](#), which is dedicated to employment of individuals with autism. CAI, a company that employs thousands of people across the country, is committed to hiring people who have autism for more than 3% of its workforce by 2015, recognizing that these individuals are especially qualified for technology roles like software testing, data quality assurance, programming, data mining and data entry. The Governor has advanced the Specialisterne model within his administration and several departments have hired or are actively recruiting through Specialisterne.

Impact of Governor Markell's Initiative

- ❖ Governor Markell's initiative created a major spark in Delaware's Department of Labor with an increase of 8.6% of individuals with disabilities becoming actively employed from 2011 to 2013. Delaware has seen an increase in the number of employers engaged and in the number of individuals with disabilities actively seeking employment.

The Healthcare Association

- ❖ The Healthcare Association, made up of Delaware's hospitals, has signed on to the Governor's initiative and is developing internships, expanding internships and building recruitment from these efforts into employment.

University of Delaware (UD) Survey of State Employees with Disabilities

- ❖ The University of Delaware, in collaboration with the State of Delaware, conducted a comprehensive survey of state employees to determine the needs of the State, as an employer, with respect to evaluating the attitudes of and hiring practices toward state employees with disabilities. The two key areas that were identified as a need in response to this survey were: HR training initiatives related to disability awareness, and refinement of state hiring practices/systems for recruiting qualified applicants with disabilities.

UD's Survey: HR Training Initiatives

HR Training Initiatives

The State of Delaware has created an online class available to all State employees, which is required for all hiring managers as a prerequisite for additional classroom training. The State of Delaware piloted the online training, with the classroom training beginning in October 2014.

UD's Survey: State of Delaware Hiring Practices

State of Delaware Hiring Practices - Selective Placement

The State Office of Management and Budget in collaboration with the Division of Vocational Rehabilitation and the Division for the Visually Impaired has worked to ensure that the Selective Placement program is one hiring option for individuals with disabilities who seek employment in state government. Governor Markell's initiative to employ people with disabilities has brought heightened awareness to the Selective Placement program, which allows a qualified individual with a disability to apply, be screened and matched for a state job.

UD's Survey: State of Delaware Hiring Practices

In addition, non-profit organizations that work closely with DVR and DVI received training on the Selective Placement Program in order to assist in qualifying eligible applicants. Resources include a publicly-available training video on the OMB website ([“Untapped Talent Ready to Work”](#)) that provides information about including people with disabilities in the workforce and the accomplishments that can be gained from utilizing this resource. OMB has also developed a webpage ([Selective Placement for Job Seekers](#)), which provides information about how to become certified, meet the requirements, the application process, and contact **Survey and Enhanced Training for State Employees with Disabilities**.

UD's Survey: State of Delaware Hiring Practices

- ❖ In July, 2013 a workgroup was convened to develop and issue a survey to all State of Delaware employees to participate in a survey to assist in enhancing employment opportunities and experiences for persons with disabilities within the State of Delaware workforce. The survey asked participants with and without disabilities to share their experiences and ideas about the employment of people with disabilities by the State's workforce.

Survey Highlights

Robust Participation Rate ~ 31% (5,196 of 16,894 eligible participants) answered the first and most critical question:

The Americans with Disabilities Act (ADA) defines a person with a disability as an individual with a long-lasting physical or mental impairment that substantially limits one or more major life activities; an individual who has a record of such impairment; or an individual who is regarded as having such impairment. Disabilities may be physical, cognitive, or psychological in nature, but do not include minor or temporary conditions.

Survey Highlights

Using this definition, do you believe you have a disability that affects your ability to perform your job responsibilities? -

- *11.8% of state workers self-identified as being a worker with a disability, a statistic commensurate with the prevalence of disability in Delaware among the general population (12%).*
- 44% (567) of respondents who self-identified as having a disability had requested at least 1 reasonable accommodation
- 1 in 3 respondents (n=605) had encountered a comment, most often made by co-workers and/or supervisors, that made them feel uncomfortable.

Survey Highlights

- 1 in 5 respondents (n=590) believed they had been physically or psychologically intimidated or threatened due to their disability, most commonly by supervisors, followed by co-workers.
- Of these employees, 1 in 3 took action to address the matter, typically reporting the situation to a supervisor or Human Resources Department.
- Less than one-third of all respondents, *despite disability status*, were aware of specific resources or programs within the State employment system to support employees with disabilities.
- 25% of all supervisors of employees with disabilities stated that they faced fiscal, physical, attitudinal, or other barriers in hiring or accommodating employees with disabilities

(Center for Community Research & Service, University of Delaware School of Public Policy and Administration 1/7/14)

Results

- ❖ As a result of the survey both an online class and training for managers and supervisors were developed. Starting in October, 2014 (National Disability Employment Awareness Month), the online class “*Focus on Ability*” became available to all State of Delaware employees, which can be found here - <http://delawarepersonnel.com/training/online/>.
- ❖ Class objectives include:
 1. Explaining the benefits of hiring and retaining employees with disabilities;
 2. Providing an overview of the ADA, including how to respond to or make requests for accommodations;
 3. Describing invisible disabilities including mental illness, and dispelling myths;
 4. Interacting comfortably with employees who have disabilities (including examples of respectful behavior, and communication tips); and
 5. Identifying resources available to State employees.
- ❖ A classroom training program specifically for managers and supervisors will be offered starting winter 2014/2015.

Delaware's New Website

- ❖ In addition, the State of Delaware developed a specific online resource section within the state's employment recruitment website to offer specific supports to workers and employers of persons with disabilities:
<http://delawarestatejobs.com/disability/index.shtml>

Delaware's Employers Embracing Talent and Diversity

- ❖ In May, 2013 [Computer Aid, Inc.](#) (CAI), a global Information Technology consulting, outsourcing and systems integration company announced a National Founding Partnership with [Specialisterne](#) to train and hire people who have autism, in technology roles. With over 800 associates in the Delaware Valley, and 3,300 in the U.S., CAI plans to employ over 3% of its consultant workforce with people who have autism in technology roles in software testing, data quality assurance, programming, data mining and data entry, before the end of 2015.
- ❖ CAI sees an innovative opportunity to leverage the unique talents of people with autism, while providing them a road map to develop meaningful IT careers. In the USA, it is estimated that one in every 88 people are impacted by autism. Specialisterne is a world leader in mobilizing the talents of people with autism to work in technology-focused jobs. Originally founded in Denmark, Specialisterne has operations around the world, including its new U.S. headquarters, which is based in Delaware.

Healthcare Sector - Preparing Youth with Disabilities to Work

- ❖ Delaware's healthcare sector is currently exploring new options that explore not only new and innovative medical practices, but holistic rehabilitation models that support individuals and their families in living independently and obtaining employment as the foundation for long term wellbeing.
- ❖ The Project SEARCH Model is an international model for training young people with disabilities within various business sectors while they are completing their final years of high school. This world renowned model has been embraced locally by Christiana Care Health System in partnership with the Delaware Department of Education, Red Clay School District, the Division of Vocational Rehabilitation, and Goodwill Industries. Now in its second year, students with disabilities within Red Clay School District currently spend a substantial amount of time within multiple departments within Christiana Care Hospital. Each student has the opportunity to rotate through a minimum of three internship sites prior to graduation accumulating approximately nine months of employment related experience prior to graduation.
- ❖ The Project SEARCH Model is currently seeking opportunities to be replicated in partnership with other healthcare systems in Delaware, or other large business operations, in partnerships with Delaware school districts and nonprofit organizations.

Executive Order #44

- ❖ On March 26th, Governor Jack Markell signed Executive Order 44 allowing businesses owned by individuals with disabilities and certain small businesses to be included in the state's supplier diversity efforts. Executive Order 44 expanded the scope of the Governor's Supplier Diversity Council to include the study and consideration of how the State of Delaware does business with enterprises owned by individuals with disabilities as well as certain small businesses. For additional information on this program, please visit: <http://gss.omb.delaware.gov/osd/certify.shtml>

Initiatives with ODEP

- ❖ The Commission and the State of Delaware also received the opportunity to participate as one of the six states in Employment Resources Rebalancing Initiative (ERRI) and Vision Quest Initiative in 2014, whereby a consultant was available to the state's Employment First Workgroup and a separate Vision Quest local and national consulting group in evaluating current systems, policies, and practices in Delaware to determine if they are in alignment with the employment first priority.

Initiatives with ODEP

- ❖ As a result of the ERRI and Vision Quest initiatives, the Department of Health & Social Services (DHSS) took the lead in implementing a communication plan with the following deliverables within the next federal fiscal year:
 - Theme #1 Outcome/Milestone: Universal MOU and set of Policy Recommendations
 - Theme #2 Outcome/Milestone: Development of Statewide Employment First Universal Training & Implementation
 - Theme #3 Outcome/Milestone: Execution of Employment First Key Messaging Campaign through video and/or social media.

- ❖ The plan is a work in progress and will be monitored by the Employment First Oversight Commission. As of November, 2014 the State of Delaware submitted and has been accepted into the Employment First State Leadership Mentoring Program under ODEP and has requested additional technical assistance and support to carry out the plans developed under Vision Quest and ERRI. A working group will meet quarterly or with the Employment First Oversight Commission to implement the plan for this new initiative.

Capitalizing on Federal Programs

- ❖ Through the State of Delaware Medicaid program there is work being done to expand community and employment related benefit options for eligible Delawareans. These new services will serve low income individuals across disability groups that have a desire to work in a competitive environment. Alignment of Medicaid programs toward options that support employment is a primary goal for the State of Delaware and an opportunity for any state that pursues expanded employment for persons with disabilities.
- ❖ The new Medicaid Pathways to Employment program will offer services such as on the job supports, transportation, personal care, orientation and mobility training, benefits counseling, and assistive technology services to assist persons in obtaining and maintaining employment in order to better meet their individual needs.
- ❖ Delaware is currently on track to implement this new Medicaid waiver program for the aforementioned services with the federal Centers for Medicaid and Medicare Services in winter 2015.

Delaware Project SEARCH Sites

❖ Christiana Hospital, Newark

Project SEARCH: www.projectsearch.us

Contact Erin Riehle at Erin.Riehle@cchmc.org

Which Employers in Your State Must Meet 503 Rules (Hire PwDs)?

❖ Top contractors:

- Glaxosmithkline PLC
- Husky Energy INC
- Great Lakes Dredge & Dock Corporation
- Vigil Contracting INC
- Masley Enterprises INC

For complete list see [fedspending.org](http://www.fedspending.org)

http://www.fedspending.org/fpds/fpds.php?reptype=p&detail=-1&fiscal_year=2011&sortby=f&database=fpds&datatype=T&stateCode=DE

How to get started: Job Accommodation Network → <https://askjan.org/>

US Business Leadership Network → <http://usbln.org/>

Jobs in Delaware

❖ Delaware's expected fastest growing occupations:

- Insulation Workers, Mechanical
- Helpers-Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters
- Computer Numerically Controlled Machine Tool Programmers, Metal and Plastic
- Personal Care Aids
- Brickmasons and blockmasons

<http://www.careerinfonet.org/oview1.asp?next=oview1&Level=Overall&optstatus=&jobfam=&id=1&nodeid=3&soccode=&ShowAll=&stfips=10>

❖ [Click for your Workforce Development Plan](http://workforceinvestmentworks.com/workforce_board_info.asp?st=DE)

http://workforceinvestmentworks.com/workforce_board_info.asp?st=DE

❖ [Click for your Workforce Development Board](http://wib.delawareworks.com/2012-state-plan.php)

<http://wib.delawareworks.com/2012-state-plan.php>

Resources

- ❖ StateData: The National Report on Employment Services and Outcomes, 2013 (data from 2012)
- ❖ 2012 Disability Status Report United States, Cornell University, 2012: www.disabilitystatistics.org
- ❖ Fedspending: www.fedspending.org
- ❖ Project SEARCH: www.projectsearch.us
- ❖ Job Accommodation Network: <https://askjan.org/>
- ❖ State Vocational Rehabilitation Agency: http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR
- ❖ RespectAbilityUSA: www.respectabilityusa.org

Let Us Know If We Can Help!

We have many resources for policy makers and employers on our website and are ready to help!

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