

CAPE - Youth

CENTER FOR ADVANCING POLICY
ON EMPLOYMENT FOR YOUTH



Guideposts for Success: States Engaging Employers through Policy



Overview for Today

- Welcome
- Introduction to CAPE-Youth
- Overview of Guideposts for Success – States Engaging Employers: Policy Recommendations
- Panel Response and Discussion
- Next Steps for Policy

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CAPE-Youth seeks to improve employment outcomes for youth and young adults with disabilities (Y&YAD) by helping states build capacity in their youth service delivery and workforce systems through:

- conducting research on new and existing innovative policy and practice;
- developing strategic partnerships;
- sharing best practices among key stakeholders; and
- helping policymakers identify opportunities for new programs and services.

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Partners



**The Council
of State
Governments**

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Interwork Institute

The center is fully funded by the United States Department of Labor's Office of Disability Employment Policy in the amount of \$5 million under Cooperative Agreement No. OD-33982-19-75-4-21

Today's Panel

Laura Roberts,
Senior Director, Jobs for the
Future

Rajesh Anandan,
CEO Ultronauts Inc.

Maricela Brea, Workforce &
Inter-Government Relations
Director, NYC Mayor's Office
for People with Disabilities



Key Considerations (1)

- A. Simplifying current incentives and introducing new incentives to encourage employers to develop inclusive workplace practices.
- B. Educating employers about the advantages of, and supporting them in, engaging Y&YADs in work preparation programs.
- C. Facilitating telework to adapt to changes in the world of work.

Key Considerations (2)

- D. Developing structures for states to become model employers for Y&YADs.
- E. Assembling tools guided and developed in partnership with national centers and employer organizations and disseminating them at the state and local level.
- F. Enhancing existing state workforce systems to foster equitable access.

Leveraging Tax Incentives

- Inclusion matters - Business Case
 - Inclusive companies are four times more likely to increase shareholder return.
- Given uncertain sentiments around current tax incentives, policymakers could
 - introduce simplified approaches to reporting and gaining tax incentives; and
 - explore state funding to mirror national employer resource centers like ODEP's [Employer Assistance and Resource Network on Disability Inclusion](#).

Advantages of Work Preparation Programs

- Business case for engaging in work-based learning opportunities
- What are states doing already?
 - Ohio
 - Established career connections portal
 - Advancing of apprenticeship programs
 - Michigan and Oregon
 - Developed ROI calculators

Understanding the Why

Jobs For the Future: Laura Roberts

- a. Can you discuss the business case behind supporting work-based learning opportunities for Y&YADs
- b. In what ways do you think policymakers can develop or enhance policy in this area to advance opportunities for Y&YADs?

Advancing Telework

- COVID-19 Demonstrated the success of telework.
 - Can telework continue? Build on businesses models that use this as the core of their workforce development strategy.
 - Remote jobs are attracting seven times more applicants.
- What are states doing already?
 - Oklahoma - created an opportunity for telework to be accessible to persons with disabilities.
 - Maryland - has legislation requiring local governments to establish telework programs, policies and guidelines.

Exploring Telework

Ultronauts Inc.: Rajesh Anandan

- a. Can you discuss your organizational philosophy around staffing, and why telework has been such a powerful tool for your company?
- b. What policies would you suggest to embrace the telework model?

States as Model Employers

- Leading by example:
 - Adopting formal mechanisms, including legislation and executive orders.
 - Creating cabinet positions, task forces, working groups and advisory committees
 - Introducing a fast-track or other hiring systems
 - Cultivating comprehensive government-wide strategic plans to advance employment.
- ODEP's State Exchange on Employment & Disability published: [State as a Model Employer Guide](#).

Polymaking in Action

NYC Mayor's Office for People with Disabilities (MOPD): Maricela Brea

- a. Can you expound upon the broader efforts of the NYC MOPD, and your efforts to engage NYC government offices in the employment of people with disabilities?
- b. What are the top 2-3 things you would encourage your fellow policymakers to consider in advancing partnership with business?

Accessing Tools from National TA Centers

- There are a myriad of TA Centers, which can be accessed and leveraged to advance the work:
 - [National Technical Assistance Center on Transition - Collaborative](#)
 - Vocational Rehabilitation Technical Assistance Centers: [Quality Management](#) and [Quality Employment](#)
 - Americans with Disabilities Act Centers - [National](#) & Regional
 - [Job Accommodation Network](#)
 - [Employer Assistance and Resource Network on Disability Inclusion](#)

Enhancing systems to foster equitable access.

- Increasing access to an array of programs.
 - Section 504 of the Rehabilitation Act requires all WIOA programs to be accessible to people with disabilities.
- New York took steps to support Section 188 implementation through the New York Systems Change and Inclusive Opportunities Network (SCION).
 - Continued and broadened funding for Disability Resource Coordinators across all workforce development areas.



Questions?

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General CAPE-Youth Inquires

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