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
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.
Partners

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Today's Panel

Laura Roberts,
Senior Director, Jobs for the Future

Rajesh Anandan,
CEO Ultranauts 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

Ultranauts 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.
Policymaking 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?
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?
General CAPE-Youth Inquires
If you are interested in learning more about our work or participating in our research initiatives, please contact info@capeyouth.org or visit https://capeyouth.org/