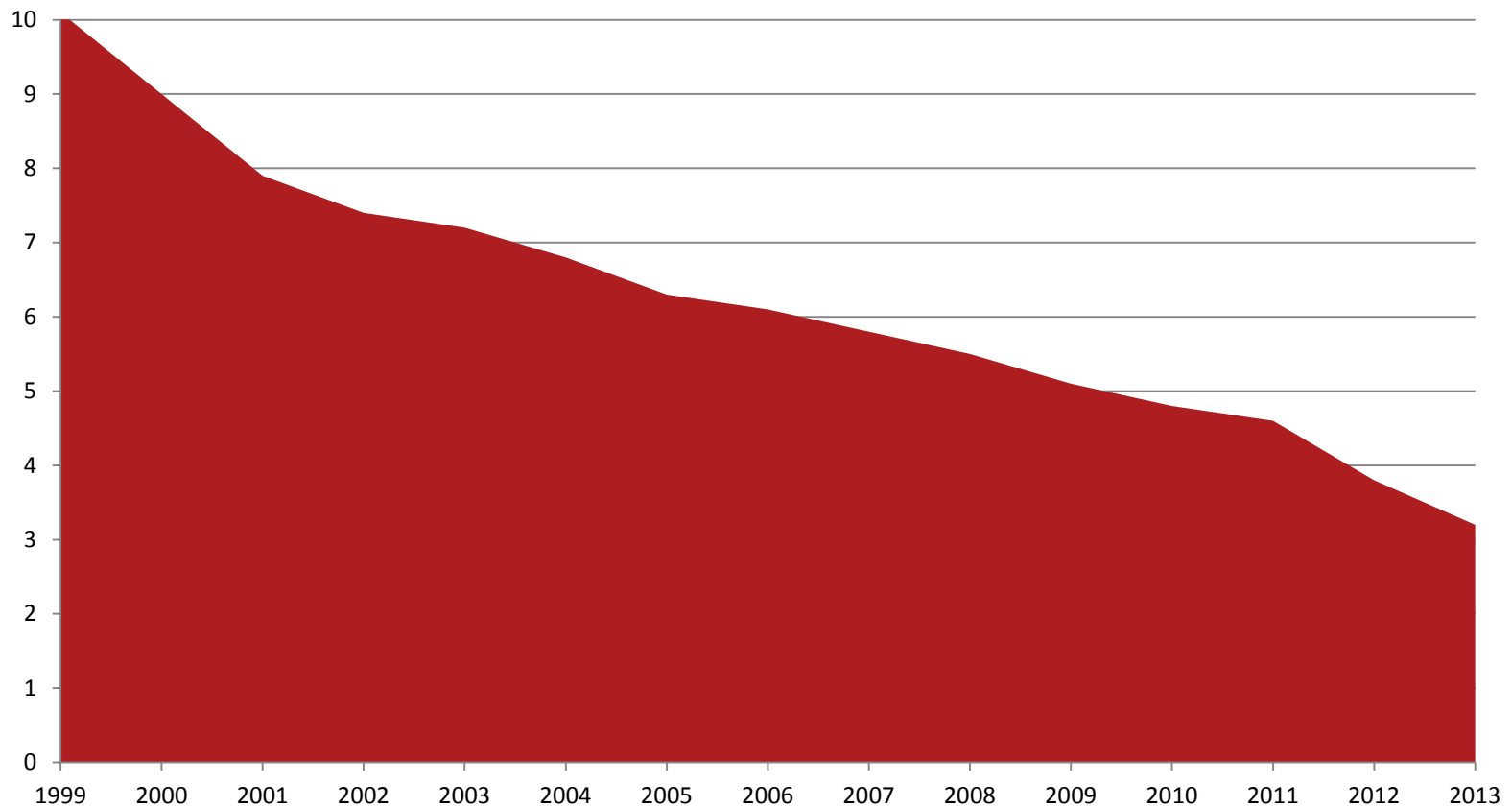


# INCREASING THE EMPLOYMENT OF PEOPLE WITH DISABILITIES IN THE STATE



**EXPECT - EMPLOY - EMPOWER**



The number of persons with disabilities in state government has plummeted from 10.1% in FY 1999 to 3.2 % total in FY2013 and only 1.9% of new hires



WORK  
CULTURE

RECRUITING

HIRING &  
SELECTION

RETENTION

RESOURCES



# *Increasing Employment for Individuals with Disabilities*

- Steps for Success

STEP 1

Create an Inclusive Work Culture

STEP 2

Recruit a Diverse Candidate Pool

STEP 3

Ensure a Fair & Equitable Hiring & Selection Process

STEP 4

Retain your Human Capital

STEP 5

Leverage your Resources

- Dashboard

- Quarterly % of individuals with disabilities employed statewide, by agency
- Quarterly % of new hires with disabilities statewide

- Laws and Policies



## *Strategies that made a difference*

- All Hands On Deck Report 2010
- EO 14-14 - Commitment from the Top
- Promoted self-identification
  - Led to an additional 500+ employees statewide identifying as an individual with a disability
- Centralized Accommodation Fund
  - \$200,000 for two years
- Training
  - Toolbox of best practices
- Reinvigorated tools at our disposal
  - Connect 700 (Noncompetitive hiring authority)
- Partnerships



## *Connect 700 – Connecting individuals with disabilities to opportunities*

- Individuals wishing to participate obtains certification
- All permanent jobs eligible for Connect 700
- Individual applies as Connect 700 candidate
- Noncompetitive Interview
- Offered the job unless there is a justification not to
- 700 hours to demonstrate skills and abilities
  - Not on-the-job training; on-the-job demonstration
- Moved into probationary status if successful



## *State of Minnesota Progress*

- More than 400 individuals certified for Connect 700
- More than 100 brought in through Connect 700 in a year
- Reached 6.8% total individuals with disabilities in 2 years