



RESPECTABILITY

Fighting Poverty through a focus on employment for people with disabilities

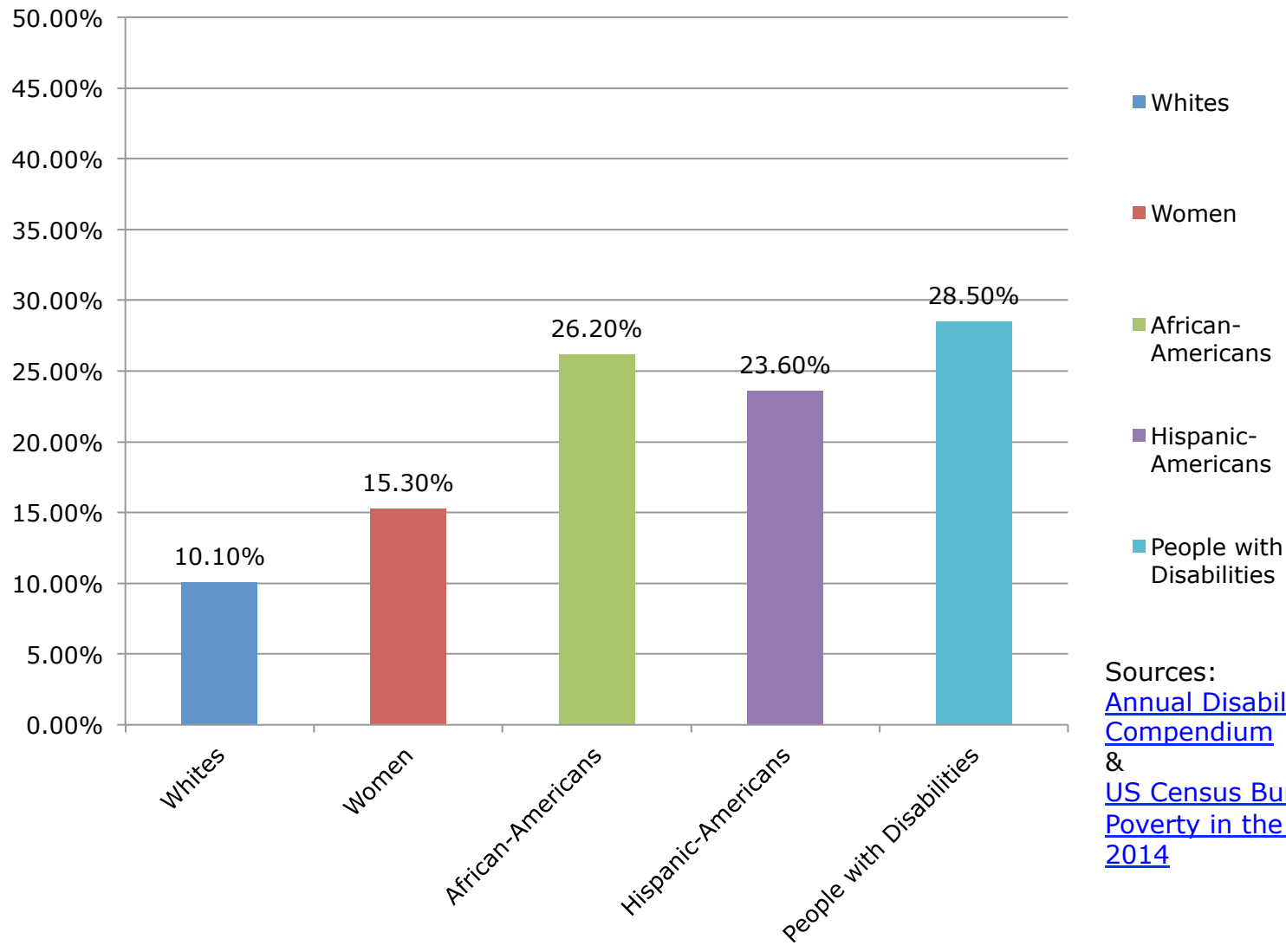
Jennifer Laszlo Mizrahi, President, RespectAbilityUSA

Co-founder/director, Mizrahi Family Charitable Fund

Contact: JenniferM@RespectAbilityUSA.org

Poverty Rate by Race, Gender, and Disability

2014



Sources:
[Annual Disability Statistics Compendium](#)
&
[US Census Bureau- Income and Poverty in the United States: 2014](#)

Disability Causes Poverty & Poverty Causes Disability

		People with Disabilities (%)		People without Disabilities (%)	
		2012	2013	2012	2013
Poverty ¹	US	29.2	28.7	13.6	13.6
Smoking ¹	US	26.0	25.4	16.9	16.2
Obesity ¹	US	39.1	40.1	24.5	25.0
Employment ¹	US	32.7	33.9	73.6	74.2

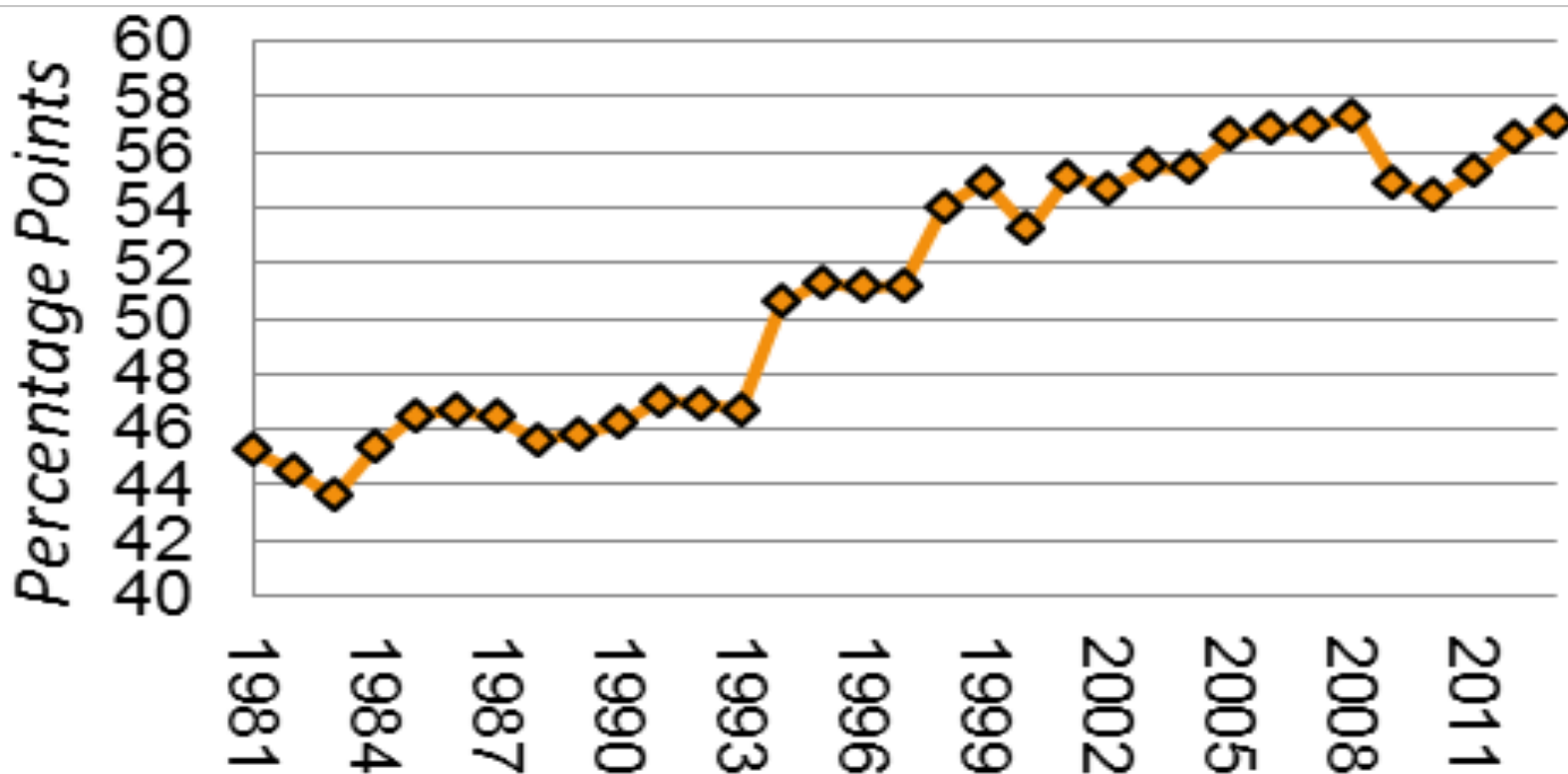
1. [Annual Disability Statistics Compendium](#). Pg 53, 54, 72, 73, 29

U.S. Data on People with Disabilities (PwDs)

- ❖ 74.2% of persons without disabilities aged 18 to 64 are employed.³
- ❖ 33.9% of people with disabilities (PwDs) aged 18 to 64 are employed.³
- ❖ There is a 40.3 percentage point gap between the Labor Force Participation Rate of people with and without disabilities.
- ❖ 39,892,960 people in the US have a disability in the community.³
- ❖ 32% of people in Federal prisons have a disability, and 40% of people in jail (Bureau of Justice Statistics). Other PwDs live in institutions as well.
- ❖ 1,221,000 persons aged 16 to 20 have a disability.¹
- ❖ Each year more than 300,000 young people with disabilities age into what should be the workforce. Polls show the majority want to work. However, only 30% PwDs have jobs.
- ❖ 19,618,200 persons aged 21 to 64 have a disability.¹
- ❖ 9,850,966 PwDs aged 18 to 64 receive benefits.³
- ❖ In 2012, US's total expenditure on SSDI benefits was \$127,941,612.³
- ❖ Voc. Rehab. received 560,222 general applicants in US in 2012.³
- ❖ Voc. Rehab. obtained 177,172 jobs for PwDs in US in 2012.³

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

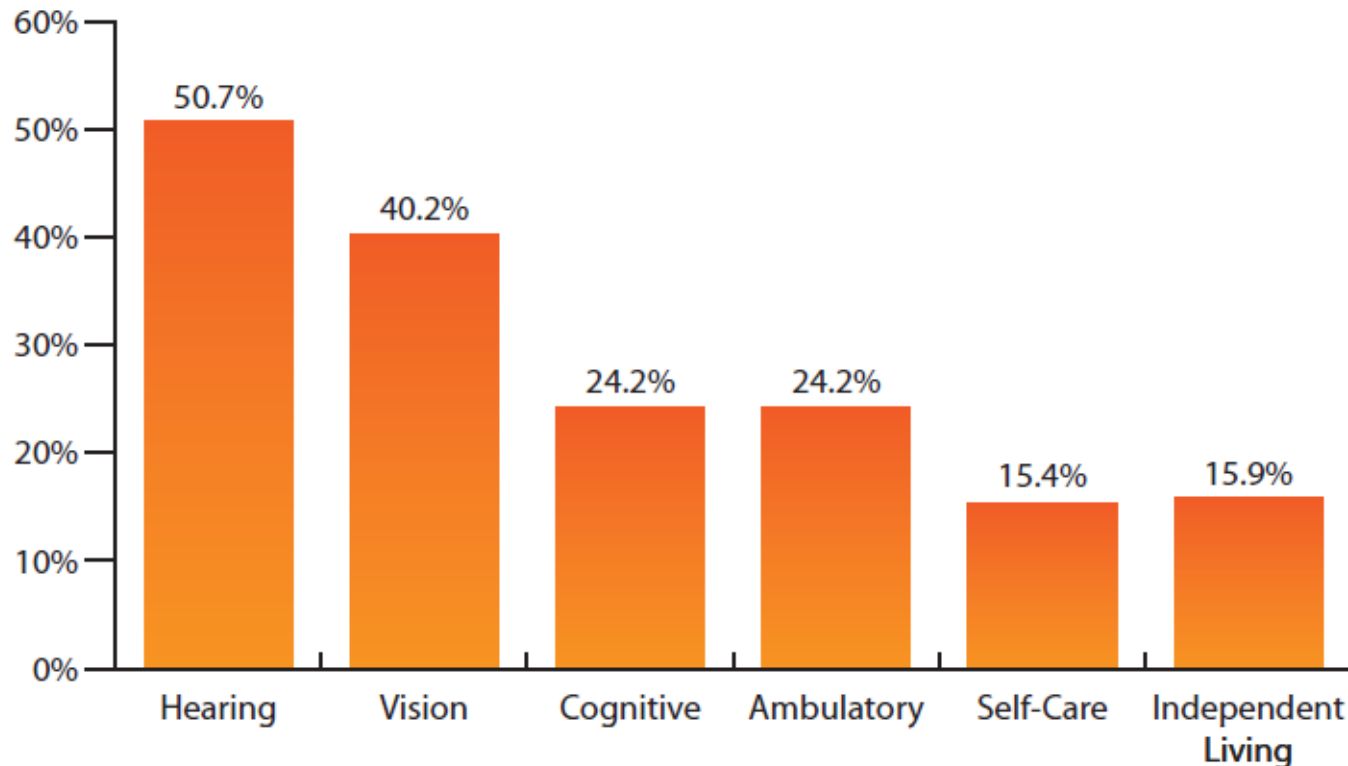
While women and minority groups have been able to enter the workforce, the employment gap between Americans with and without work limitations has expanded. (Civilians aged 16-64)



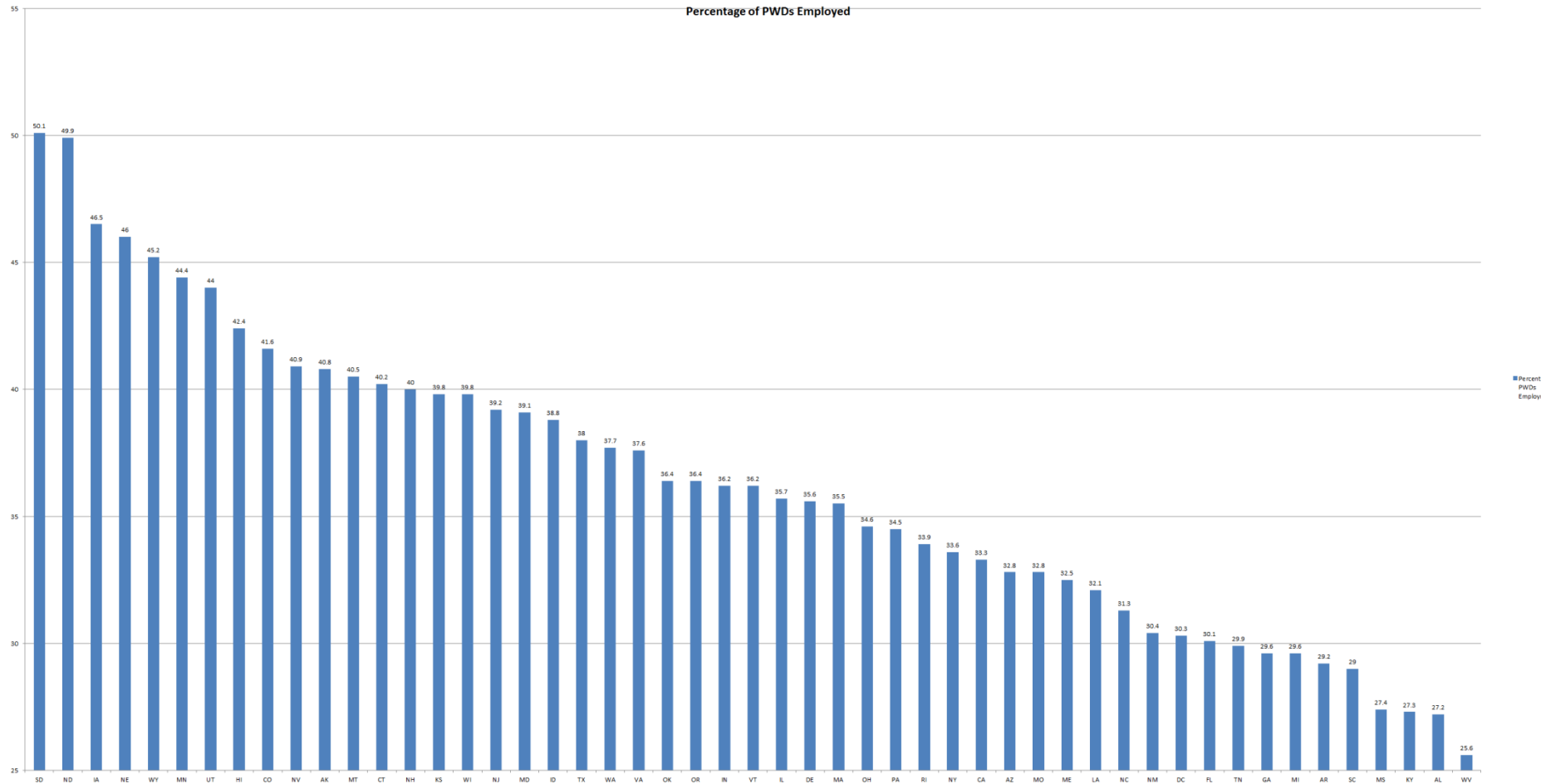
Trend line based on a “work limitation” measure of disability --- “Do you have a disability or health condition that limits the kind or amount of work you can do?”

National Employment Rates by Disability

FIG 37. Employment Percentage by Type of Disability, Ages 18-64, by State, 2014



Huge Differences in Employment Rates of PwDs



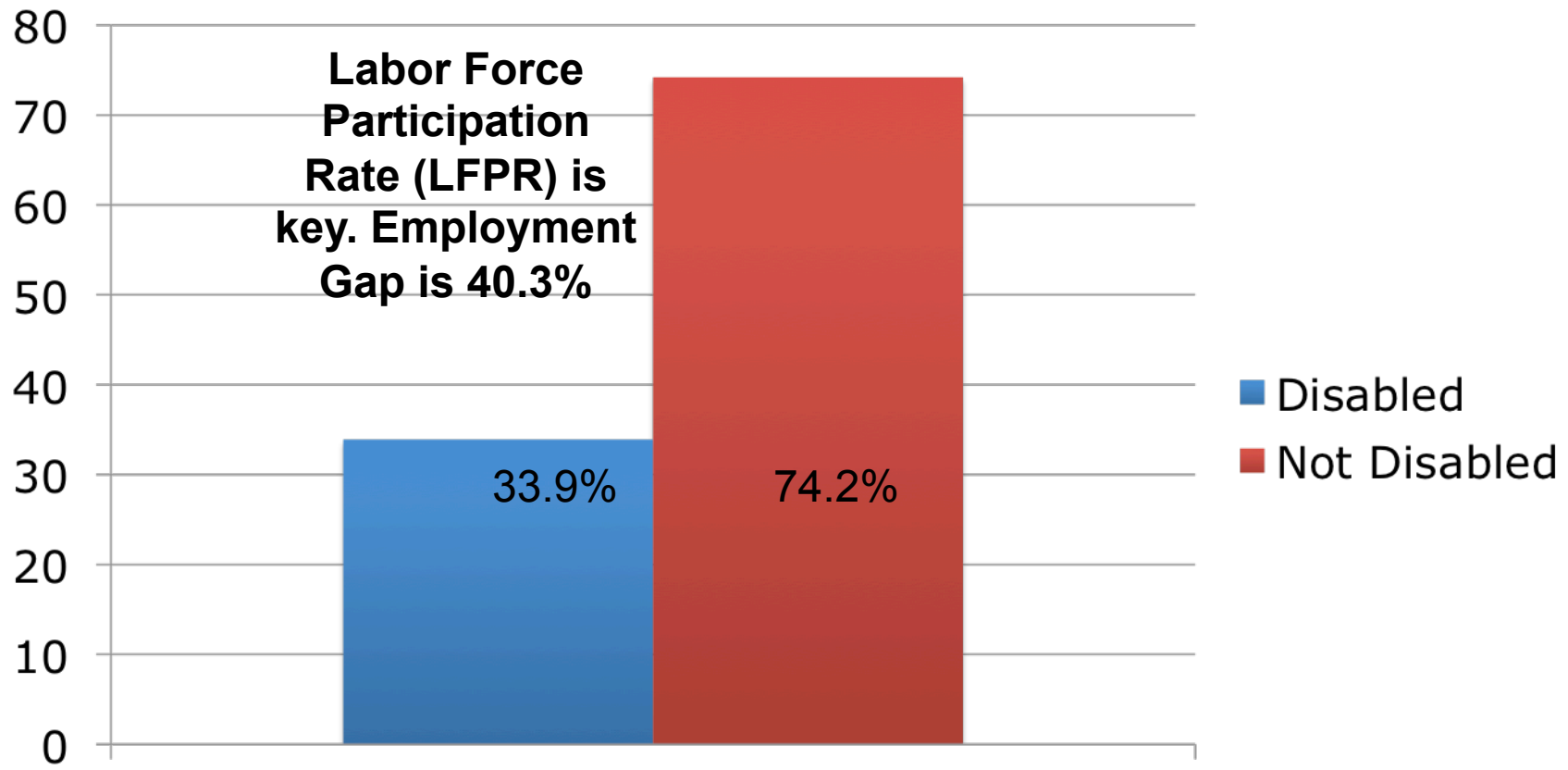
Graph shows percentage of PwDs employed in each state.
High over 50% Low of 26.5%. Proves that employment of PwDs CAN Succeed!

Disability Employment by State 2014

	State	%		State	%		State	%		State	%		State	%
1	South Dakota	50.1	12	Montana	40.5	23	Oklahoma	36.4	34	California	33.3	45	Arkansas	29.2
2	North Dakota	49.9	13	Connecticut	40.2	24	Oregon	36.4	35	Arizona	32.8	46	South Carolina	29.0
3	Iowa	46.5	14	New Hampshire	40.0	25	Indiana	36.2	36	Missouri	32.8	47	Mississippi	27.4
4	Nebraska	46.0	15	Kansas	39.8	26	Vermont	36.2	37	Maine	32.5	48	Kentucky	27.3
5	Wyoming	45.2	16	Wisconsin	39.8	27	Illinois	35.7	38	Louisiana	32.1	49	Alabama	27.2
6	Minnesota	44.4	17	New Jersey	39.2	28	Delaware	35.6	39	North Carolina	31.3	50	West Virginia	25.6
7	Utah	44.0	18	Maryland	39.1	29	Massachusetts	35.5	40	New Mexico	30.4		Washington D.C.	30.3
8	Hawaii	42.4	19	Idaho	38.8	30	Ohio	34.6	41	Florida	30.1			
9	Colorado	41.6	20	Texas	38.0	31	Pennsylvania	34.5	42	Tennessee	29.9		Source: Annual Disability Statistics Compendium	
10	Nevada	40.9	21	Washington	37.7	32	Rhode Island	33.9	43	Georgia	29.6			
11	Alaska	40.8	22	Virginia	37.6	33	New York	33.6	44	Michigan	29.6			
													United States	34.4

Source: [Annual Disability Statistics Compendium](#)

Employment (LFPR) Gap Between Disabled and Non Disabled



Source: [Annual Disability Statistics Compendium](#) Employment

Employment Gap Difference Between Disabled and Non Disabled Adults 2014

	State	Gap		State	Gap		State	Gap		State	Gap		State	Gap
50	Maine	47.4	39	Mass.	43.5	28	Delaware	40.7	17	Minnesota	38.5	6	Alaska	35.3
49	Kentucky	47.1	38	Georgia	43.5	27	New York	40.4	16	Washington	38.3	5	Hawaii	34.2
48	South Carolina	45	37	Florida	43.3	26	Louisiana	40.3	15	Nebraska	37.9	4	South Dakota	33.6
47	Michigan	45	36	Mississippi	43.1	25	Virginia	40	14	Connecticut	37.7	3	Utah	33.5
46	West Virginia	44.9	35	N. Carolina	43	24	Illinois	40	13	Colorado	37.4	2	Nevada	33.4
45	Arkansas	44.6	34	Ohio	42.5	23	Kansas	39.9	12	Texas	37.3	1	North Dakota	32.1
44	Tennessee	44.5	33	Pennsylvania	42	22	Arizona	39.7	11	New Jersey	37.3		Washington DC	45.2
43	Missouri	44.4	32	Wisconsin	41.4	21	Oklahoma	39.2	10	Montana	37.3			
42	Vermont	44.2	31	New Hampshire	41.3	20	Maryland	39.1	9	Idaho	37		Source: Annual Disability Statistics Compendium	
41	Alabama	44.1	30	New Mexico	40.8	19	California	38.9	8	Wyoming	35.9			
40	Rhode Island	43.8	29	Indiana	40.7	18	Oregon	38.5	7	Iowa	35.7		USA	40.3

State Disability and Employment Statistics

- ❖ Alabama: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Alaska: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Arizona: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Arkansas: Download the PDF [here](#). Download the PPT [here](#).
- ❖ California: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Colorado: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Connecticut: Download the PDF [here](#). Download the PPT [here](#).
- ❖ DC: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Delaware: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Florida: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Georgia: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Hawaii: Download the PDF [here](#). Download the PPT [here](#).
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- ❖ Maryland: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Massachusetts: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Michigan: Download the PDF [here](#). Download the PPT [here](#).
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- ❖ Mississippi: Download the PDF [here](#). Download the PPT [here](#).
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- ❖ New Hampshire: Download the PDF [here](#). Download the PPT [here](#).
- ❖ New Jersey: Download the PDF [here](#). Download the PPT [here](#).
- ❖ New Mexico: Download the PDF [here](#). Download the PPT [here](#).
- ❖ New York: Download the PDF [here](#). Download the PPT [here](#).
- ❖ North Carolina: Download the PDF [here](#). Download the PPT [here](#).
- ❖ North Dakota: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Ohio: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Oklahoma: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Oregon: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Pennsylvania: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Rhode Island: Download the PDF [here](#). Download the PPT [here](#).
- ❖ South Carolina: Download the PDF [here](#). Download the PPT [here](#).
- ❖ South Dakota: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Tennessee: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Texas: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Utah: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Vermont: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Virginia: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Washington: Download the PDF [here](#). Download the PPT [here](#).
- ❖ West Virginia: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Wisconsin: Download the PDF [here](#). Download the PPT [here](#).
- ❖ Wyoming: Download the PDF [here](#). Download the PPT [here](#).

Focus on Performance Metrics & Best Practices on Jobs for PwDs!

- ❖ **Best & Worst States for Workers with Disabilities:** To continue our focus on best practices, last year we researched, wrote, and released a report about the states with the highest employment rate of PwDs. Our in-depth report talks extensively about practices put into place by each state with several links to their work. This report was picked up and published by Yahoo News and other outlets:
<http://news.yahoo.com/best-worst-states-workers-disabilities-232713589.html>. OUR NEW REPORT WILL BE RELEASED SOON!
- ❖ **States Returning Big Bucks Back to Washington D.C.:** We also created and widely distributed a report discussing in detail the fourteen states that are not pulling their full federal match of vocational rehabilitation dollars. We forwarded copies of this report to governors' offices and key state contacts. In particular, we have been reaching out to contacts in Michigan and are hopeful they will begin to pull down their full federal match in the future. See
<http://respectabilityusa.com/breaking-news-14-states-give-washington-big-bucks-deny-it-to-people-with-disabilities-who-want-job/>

RespectAbility's Op-Eds on Jobs for PWDs

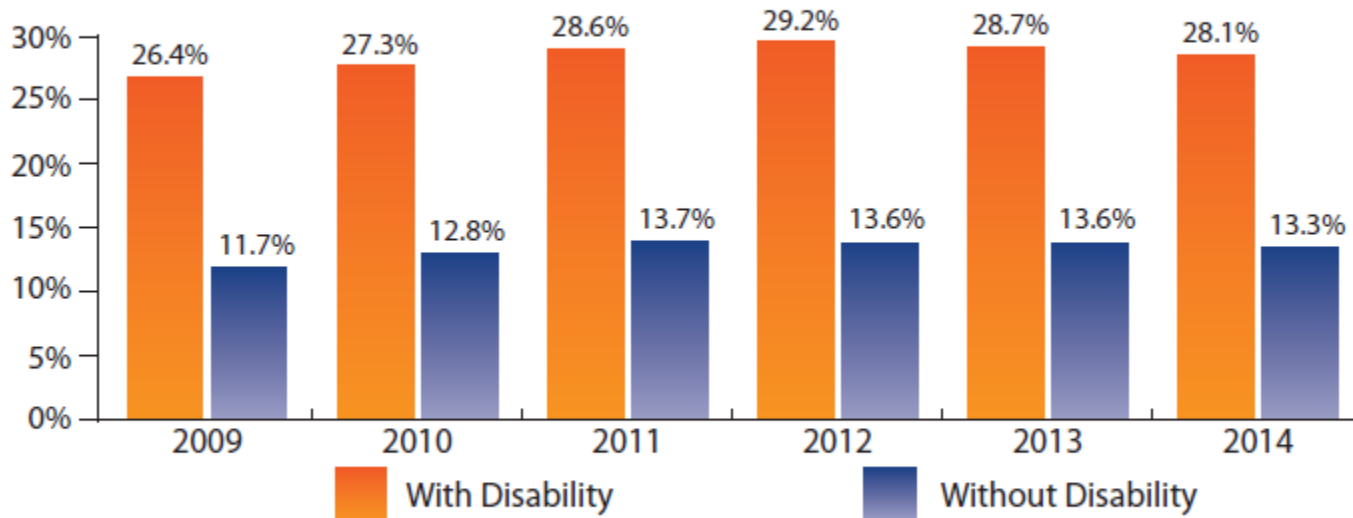
Birmingham News (AL) [Stigmas Persist, but Alabama's Disable Deserve to Work](#)
Southwest Times Record (AR) [Guest Commentary: Arkansas with Disabilities Seek Jobs, Independence](#)
The Arizona Republic (AZ) [There's Too Little to Celebrate on ADA's 25 Anniversary](#)
The Colorado Statesman (CO) [Pauli: Coloradans with Disabilities Want to Work](#)
Washington Examiner (DC) [People with Disabilities Want to Work](#)
The News Journal (DE) [Jobs for People with Disabilities](#)
Tallahassee Democrat (FL) [25 Years After the ADA, There's Still a Long Way to Go](#)
South Florida Sun Sentinel (FL) [Floridians with Disabilities in Workforce are Underused Resources](#)
Atlanta Journal Constitution (GA) [We Must Do Better for People with Disabilities](#)
Honolulu Star Advertiser (HI) ['Employment First' Should be Standard](#)
Des Moines Register (IA) [Iowans with Disabilities Want to Work](#)
Idaho Statesman (ID) [Idaho's Citizens with Disabilities Want to Work](#)
Louisville Journal- Courier (KY) [People with Disabilities Look for Success](#)
Daily World (LA) [People with Disabilities Want to Work](#)
Times of Acadiana (LA) [People with Disabilities Want to Work](#)
Salem News (MA) [Letter: Brother was a Strong Advocate for those with Disabilities](#)
Capital Gazette (MD) [Marylanders with Disabilities Want Jobs, Independence](#)

Portland Press Herald/ Maine Sunday Telegram (ME) [Maine Voices: People with Disabilities are Often Overlooked as Potential Employees](#)
Lansing State Journal (MI) [Empower Michiganans with Disabilities](#)
The Jackson Clarion- Ledger (MS) [Mississippians with Disabilities want Jobs](#)
Billings Gazette (MT) [Montanans with Disabilities want to Work](#)
The Herald Sun (NC) [North Carolinians with Disabilities want Jobs and Dignity](#)
The Charlotte Observer (NC) [Don't Let Barham's Dream of Disability Rights Die](#)
Grand Forks Herald (ND) [North Dakotans with Disabilities want to Work](#)
The Star Leger (NJ) [On Anniversary of Americans with Disabilities Act, a Call to Bring Disabled New Jerseyans into Workforce](#)
Albuquerque Journal (NM) [People with Disabilities Deserve the Dignity of a Job](#)
Reno Gazette Journal (NV) [Nevadans with Disabilities want Jobs](#)
The Buffalo News (NY) [New Yorkers with Disabilities want to Hold Jobs](#)
Statesman Journal (OR) [People with Disabilities want Jobs and Independence](#)
The Providence Journal (RI) [Rhode Islanders with Disabilities want to Work](#)
Anderson (SC) [S.C. Residents with Disabilities want Jobs](#)
Sioux Falls Argus Leader (SD) [S.D. Proves People with Disabilities want to Work](#)
Fort Worth Star-Telegram (TX) [ADA Anniversary: Disabled Texans want to Work](#)
Ogden Standard Examiner (UT) [People with Disabilities want to Work](#)
Rutland Herald (VT) [Vermonters with Disabilities want Jobs](#)
Casper Star Tribune (WY) [Wyoming Must do More for those with Disabilities](#)

These op-eds discuss the number of PWDs (people with disabilities) who are striving for work, the value they bring to the workplace, and the opportunities created by WIOA. They not only underline current problems, but celebrate past achievements and offer suggestions for further change.

Poverty Rates PwDs vs NPwDs

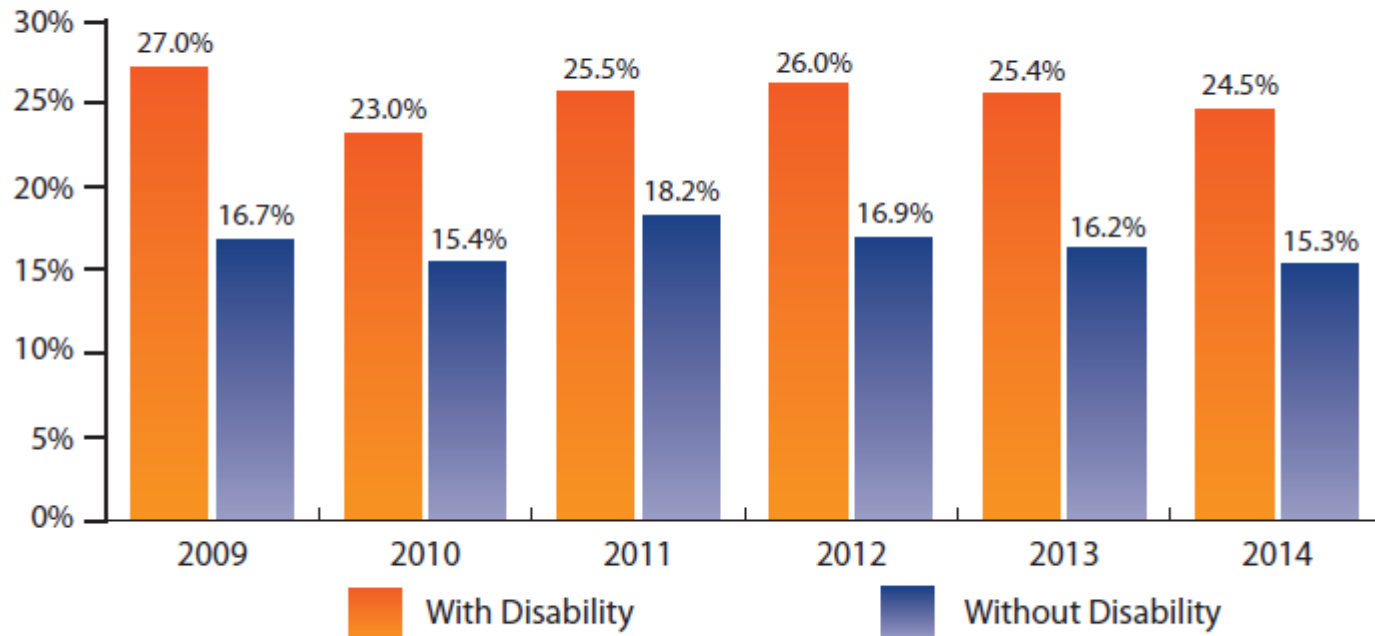
FIG 42. Poverty Percentage, People with and without Disabilities, 2009-2014



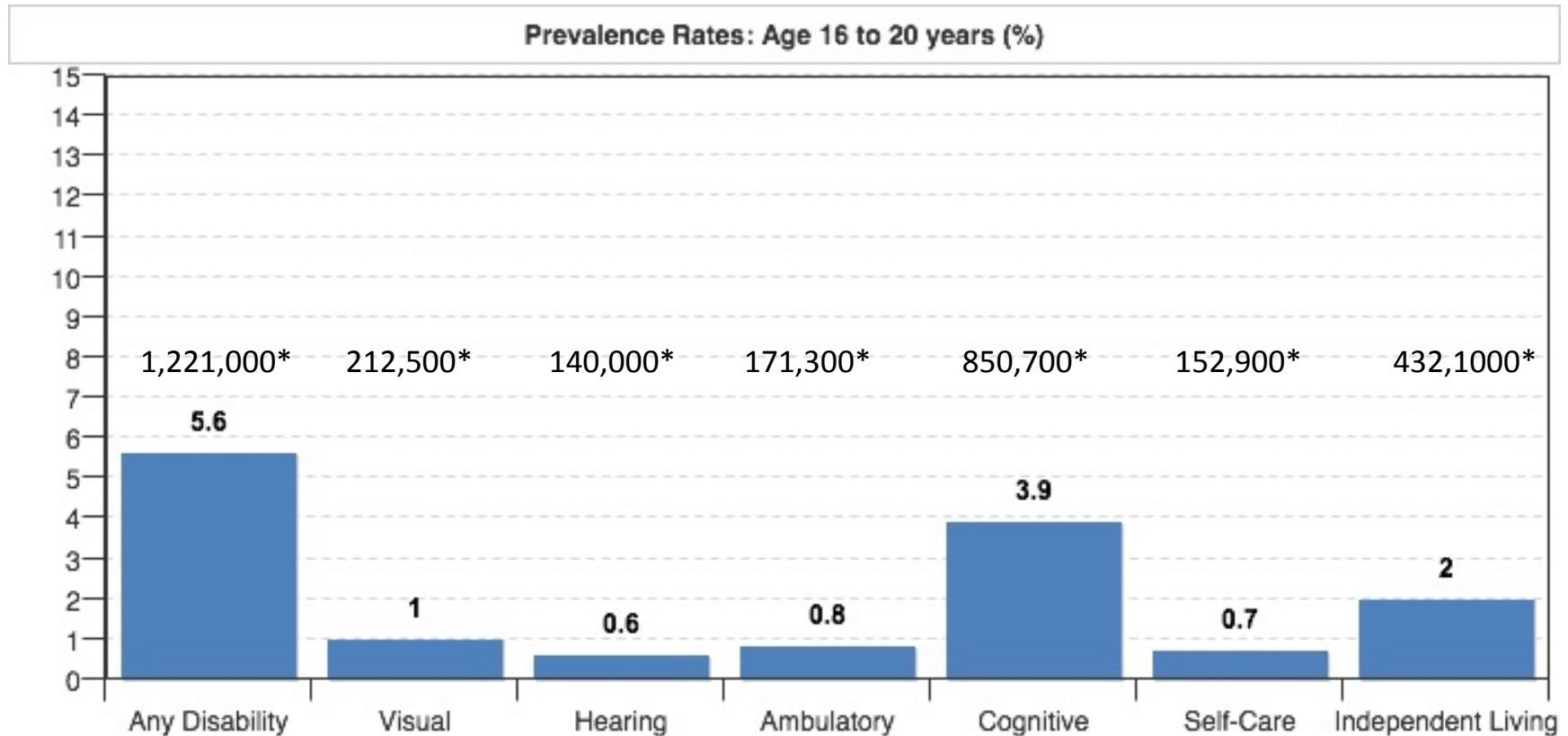
Annual Report: 2015 | Disability Statistics & Demographics

PwDs far more likely to smoke

FIG 51. Smoking Percentages with and without Disabilities, 2009-2014



Prevalence of Disability Among Non-Institutionalized People Ages 16 to 20 in U.S. in 2013



*Total numbers reported

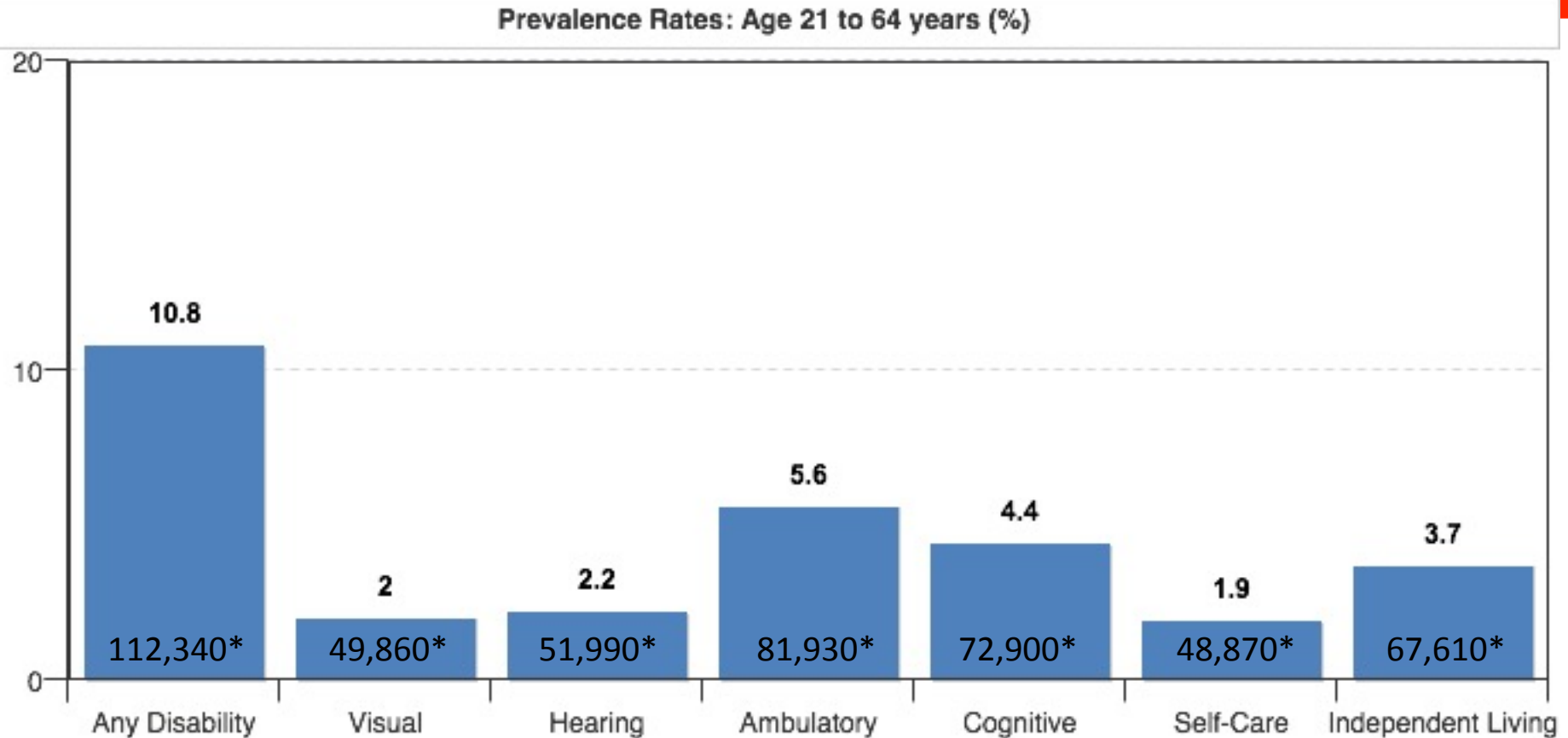
Source: [Cornell University](#)

Ages 6 to 21 IEPs by Category US

	2011	2012
All Disabilities	5,670,680	5,693,441
Specific Learning Disability	2,293,861	2,268,098
Speech or Language Impairment	1,043,781	1,032,729
Intellectual Disability	422,401	415,697
Emotional Disturbance	370,049	359,389
Multiple Disability	123,762	124,722
Hearing Impairment	68,494	68,069
Orthopedic Impairment	53,939	52,052
Other Health Impairment	722,993	757,904
Visual Impairment	24,811	24,987
Autism	404,544	440,592
Deaf Blindness	1,294	1,281
Traumatic Brain Injury	24,224	25,020
Developmental Delay	115,454	122,901

[Source: Annual Disability Statistics Compendium](#)

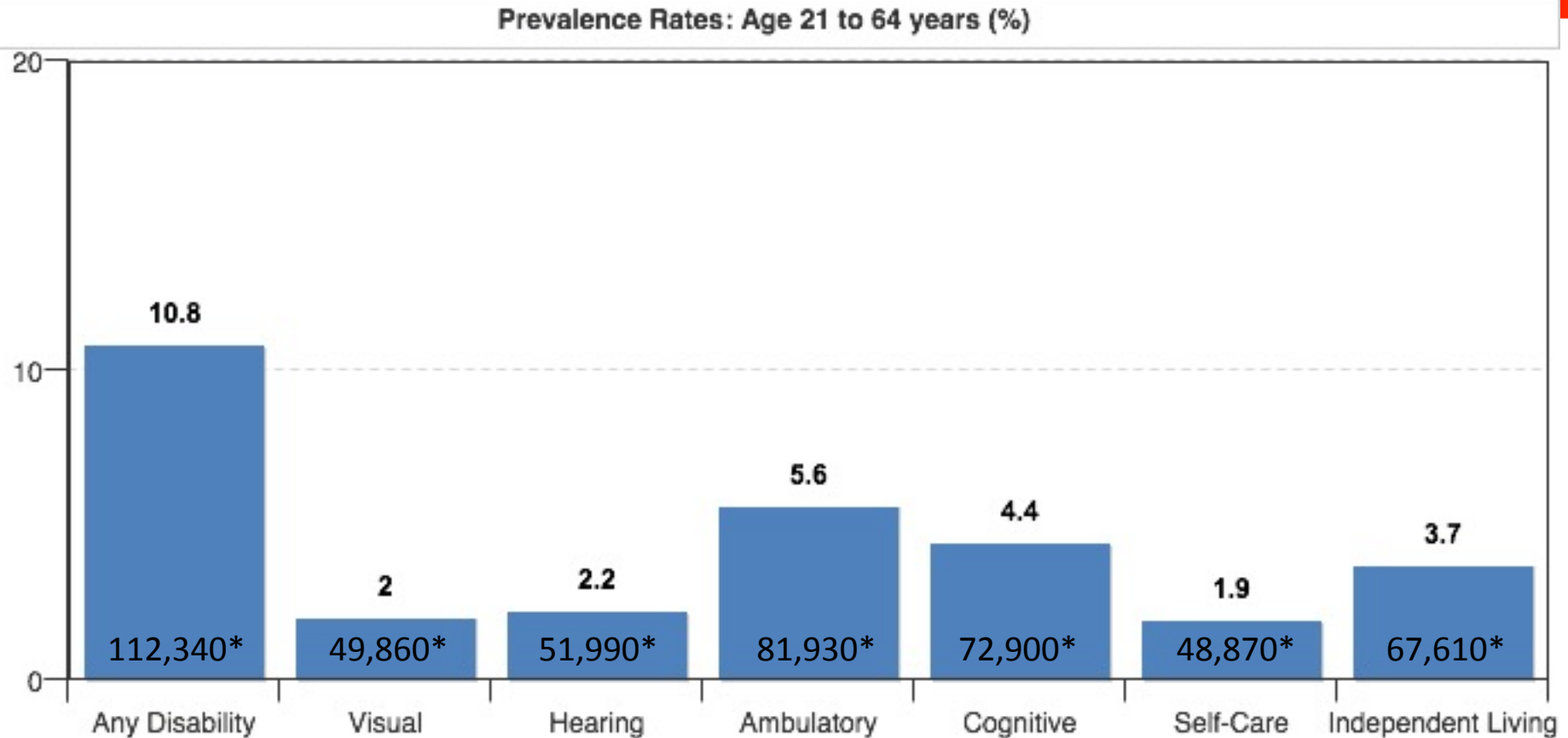
Prevalence of Disability Among Non-Institutionalized People Ages 21 to 64 in U.S. in 2013



*Total numbers reported

Source: [Cornell University](#)

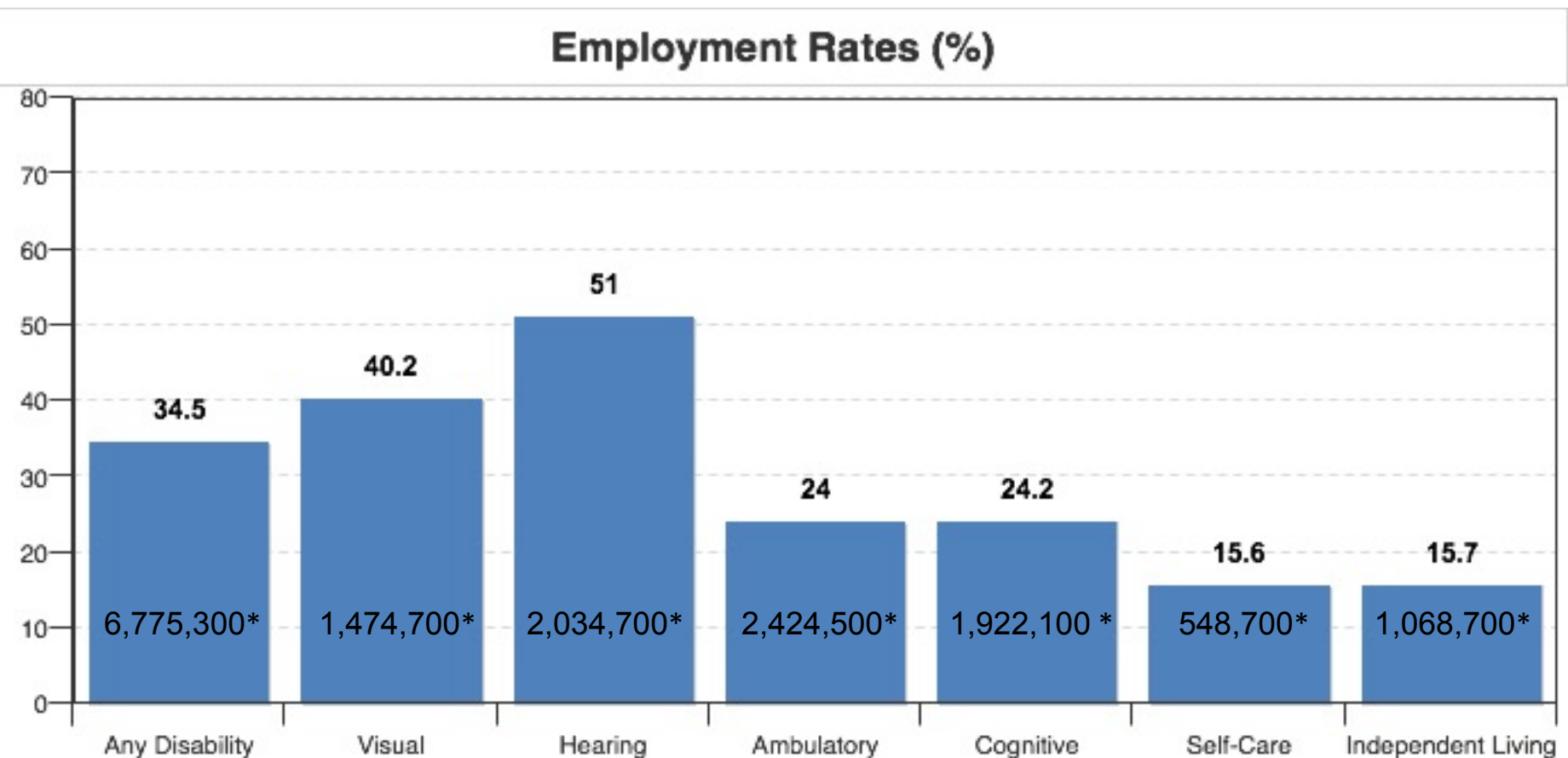
Prevalence of Disability Among Non-Institutionalized People Ages 21 to 64 in U.S. in 2013



*Total numbers reported

Source: [Cornell University](#)

Employment of Non-Institutionalized Working-Age People (Ages 21 to 64) by Disability Status in U.S. in 2013



*Total numbers reported

Source: [Cornell University](#)

Jobs for People with Disabilities



Governor Jack Markell of Delaware
Past Chair, National Governors Association
Current President, Council on State Governments



<http://bit.ly/1ElZKuz>

Young People with Disabilities

- ❖ 1,200,000 Americans with disabilities between ages 16 and 20(1).
- ❖ Every year, 300,000 will age into what should be the workforce.
- ❖ Whether they will achieve competitive integrated employment, or collect and depend on government benefits, depends largely on your decisions.
- ❖ High expectations, eliminating stigmas, and connecting them to effective programs and supports can enable positive outcomes.

(1) 2012 Disability Status Report United States, Cornell University. Pg. 16. Link: http://www.disabilitystatistics.org/StatusReports/2012-PDF/2012-StatusReport_US.pdf



Project Search intern Haley McCormick-Thompson lends an attentive ear to a resident at United Hebrew New Rochelle. Photo Cred: POSITIVE EXPOSURE

Preparing Youth With Disabilities For Careers That Use Their Full Potential, And Providing Employers With A Pipeline Of Skilled Work

- ❖ Enabling employment of people with disabilities is win-win-win for individuals, businesses, and taxpayers alike. But it takes persistence, talent, training, and devoted resources focused on best practices.
- ❖ We must systematically and proactively use best practices to change outcomes and help youth with disabilities transition into work and meaningful careers. (Delaware DisABILITY Hub provides transition assistance, including in the area of employment: <http://www.deldhub.com/index.shtml>)

A. Parents And Early Education

1. Does the government provides accurate and useful tools and resources for expectant mothers? For example see: <http://www.downsyndromediagnosis.org/>
2. Is there an early infant and toddler program to all who need it within a reasonable time with an educational component promoting school readiness.
3. Is there readily available free wrap around services and tools to help parents prepare their children with disabilities for work?

Preparing Youth With Disabilities For Careers That Use Their Full Potential, And Providing Employers With A Pipeline Of Skilled Work

B. School To Work Transitions

1. IEPs and ILPs have an expectation of integrated competitive work as a first choice option.
2. Schools provide high school degree bound, college, and university students with disabilities with transition services and access to internships, mentorships and work opportunities.
3. The state facilitates and supports performance-based transition apprenticeships for non-degree bound students and young adults that offer hands-on career exploration, worksite-based training and support and placement for people with disabilities coming from school to work.
4. If schools have a graduation requirement of community service hours for students, supports are offered and provided to students with disabilities so they have equal access to integrated community service opportunities.
5. Young PwDs are made aware that employment is the first option and made aware of the possibilities that would allow them to avoid long-term dependence.
6. State agencies blend and braid funding with agreements for performance based programs such as Project SEARCH, Bridges to Work or PROMISE as a method of achieving Employment First Objectives.
7. The state is confident that it has partnerships and relationships in place to meet the employment needs of all young PwDs transitioning from school to work in any given year. (For assistance in determining the number of student with disabilities in your state who are transitioning from school to work, go to <http://www.respectabilityusa.org>)

Preparing Youth With Disabilities For Careers That Use Their Full Potential, And Providing Employers With A Pipeline Of Skilled Work

C. Accommodations, Accessibility, And Training

- ❖ Successful employees may have been born with a disability or have acquired disabilities through age, accident, or disease. With reasonable accommodations many can enter and/or remain highly productive in the workforce.
- ❖ Are leaders doing what is needed to keep workers with newly acquired or increasing disabilities in the workforce?
 1. Assistive Technology training and support. **Resource:** <https://askjan.org/>
 2. Universal Accessibility at all of the state's American Job Centers:
<http://www.washington.edu/doit/universal-design-process-principles-and-applications>
 3. Staff that has been fully trained to work with clients with disabilities. (Person First Language)
 4. The state VR program is fully matched so that wait lists are reduced or the order of selection does not exist.
 5. State vocational rehabilitation quickly and appropriately matches consumers with counselors.
 6. State vocational rehabilitation offers technical assistance to the employers about PWDs.
 7. The State has created a Ticket to Work Employment Network .
 8. All individuals who are eligible for Home and Community Based Services (HBCS) waivers are automatically eligible for employment supports

Digital accessibility in the workplace:
<http://bit.ly/1F1yCJk>

Preparing Youth With Disabilities For Careers That Use Their Full Potential, And Providing Employers With A Pipeline Of Skilled Work

D. Self Employment, Small Business Ownership, And Entrepreneurship

1. The state ensures that Small Business Centers are accessible and staff are trained to include and service small business owners and self-employed PwDs.
2. The state encourages micro-lending and other lending to PwD owned small businesses and start-ups.
3. The state offers readily available and free services and tools for PwDs who are entrepreneurs or self-employed.
(ex: Delaware integrates resources for job-seekers with disabilities:

<https://www.delawareworks.com/disabled.php>)



Tim Harris , a small business owner. He opened his restaurant Tim's Place in 2010

Addressing Labor Market Needs and building productive careers for people with disabilities through collaborative approaches : <http://bit.ly/1dI7ymc>

Employer Guide:

https://www.whitehouse.gov/sites/default/files/docs/employing_people_with_disabilities_toolkit_february_3_2015_v4.pdf

Youth Employment That Works: Project Search Serving 2,700 Youth

- ❖ One school year or 9 months ON THE JOB TRAINING for young people who are non HS degree bound due to intellectual/other disability
- ❖ 10 – 12 young adults with a variety of intellectual and developmental disabilities work at job site in with general workforce (hospitals, elder care, hotels)
- ❖ School special ed instructor + job coaches on site to train participants
- ❖ Participants are immersed in host business culture & high standards. Rotations through 3 unpaid internships with continual feedback and real-life experience. Find skills they need and jobs they love.
- ❖ Those who complete program have outcome of 68% employment in the community. This population usually experiences a 20% employment outcome without such training.
- ❖ Cost of program is minimal (1K PP more than the failed system), ROI is massive as individuals otherwise qualify for lifetime of government benefits <340K.
- ❖ Program should be 100x the size to meet the needs each year. WIN-WIN-WIN for taxpayers, employers and PwDs alike.

Project SEARCH: Program Description

- ❖ Outcome of 68% employment in the community for a population that otherwise has a 20% employment rate!
- ❖ Spaces only for 2,700 youth per year, despite huge need for more slots.
- ❖ ROI to taxpayers is massive too.
- ❖ Proven program needs massive expansion and real buy-in from employers, schools and government alike.



Project SEARCH intern Anthony Telesford is all smiles while working in the kitchen at Mountfiore New Rochelle. Photo credit: POSITIVE EXPOSURE

Youth Employment That Works:

- ❖ STEM training for people with the “Autism Advantage” and other talented PwDs
- ❖ Bridges to Work successfully serves 3000 youth each year
- ❖ Assistive technology for people who are vision, hearing and mobility impairments
- ❖ Early attention to summer internships, pre-employment volunteer experiences
- ❖ High expectations for parents of children with disabilities and of people with disabilities.

Using TV to Help Fight Stigmas



- ❖ A&E Network's new original docu-series *Born This Way* follows a group of seven young adults with Down syndrome along with their family and friends in Southern California. The six-episode, hour-long series from Bunim-Murray Productions has 1 MILLION fans!

REVIEWS ARE IN!

- ❖ <http://www.forbes.com/sites/davewalker/2015/12/04/new-ae-reality-series-born-this-way-is-sweet-raw-and-real/>
- ❖ <http://www.hollywoodreporter.com/review/born-way-tv-review-846309>
- ❖ <https://www.bostonglobe.com/arts/television/2015/12/08/born-this-way-reality-look-down-syndrome/RtSctGV2eWKPJnEXXqT76J/story.html>
- ❖ Promo Video: <https://youtu.be/-SJcP5MQ5Ys>; with captions: <https://youtu.be/tZ-cqDhul9g>

Disability Employment First Planning Tool

Disability Employment First Planning Tool

Download the [PDF](#)



Disability Employment First Planning Tool

Created by RespectAbility,
Best Buddies, The National Association
of Councils on Developmental
Disabilities (NACDD), National Council
on Independent Living (NCIL), Paralyzed
Veterans of America (PVA) and National
Organization on Disability (NOD).

Questions? Contact Jennifer Laszlo Mizrahi at
202 365 0787 or JenniferM@RespectAbilityUSA.org

Non-profits committed to jobs for PwDs will
stand at your side and help!



We've met with 43 Governors on jobs for PwDs.



Gov. Jack Markell (DE), Jennifer Mizrahi & Doc Sweitzer



Jennifer Mizrahi, Gov. Scott Walker (WI), Lisa Derx and John Pare



Gov. Phil Bryant (MS), Jennifer Mizrahi and other disability leaders



Gov. Dennis Daugaard (SD), Jennifer Mizrahi and other disability leaders



Gov. Terry Branstad

WIOA: Breaking Down Silos

EVERY STATE must produce a unified or combined plan for providing training, employment services and vocational education in a coordinated way!

Governors should bring together silos of government and workforce needs:

- ❖ Workforce development
- ❖ Tax and other incentives
- ❖ Healthcare
- ❖ Transportation
- ❖ Education
- ❖ Voc. Rehab.
- ❖ Disability Advocates/Stakeholders
- ❖ Employers (USBLN etc.)
- ❖ State can be a model inclusive employer
- ❖ Can encourage state contractors to be inclusive

Required: From DOL-ETA Notice of Proposed Rule Making- Docket No. ETA-2015-0001

Membership of State Workforce Development Board as required by the reg' s:

- ❖ The Governor
- ❖ Members from the State legislature
- ❖ Majority of representatives of businesses
- ❖ Business org' s and trade associations
- ❖ Small Business representatives
- ❖ Labor organization representatives
- ❖ Community-based organizations

2016 Presidential Campaign Outreach



The RespectAbilityReport:

Exclusive Interviews on Jobs for PwDs

❖ [Bush Talks Education, Jobs for PwDs](#)



❖ [Clinton Reaffirms Commitment to be Strong Voice for People with Disabilities](#)



❖ [Cruz Supports Empowering People with Disabilities to Live Independently](#)



❖ [Sanders Supports Affordable Healthcare Allowing People To Live And Work](#)



❖ [Trump Commits To More Jobs & Better Health Care For Veterans, People With Disabilities](#)

Candidates Answered our Questionnaire

❖ Jeb Bush -

<http://therespectabilityreport.org/2016/02/07/jeb-bush-updates-pwdsvote-2016-campaign-questionnaire/>

❖ John Kasich -

<http://therespectabilityreport.org/2016/02/05/john-kasich-responds-to-pwdsvote-2016-campaign-questionnaire/>

❖ Hillary Clinton -

<http://therespectabilityreport.org/2016/01/30/hillary-clinton-completes-pwdsvote-2016-campaign-scorecard/>

❖ Ben Carson -

<http://therespectabilityreport.org/2016/01/29/carson-addresses-education-healthcare-in-pwdsvote-2016-scorecard/>

❖ Chris Christie -

<http://therespectabilityreport.org/2016/01/29/chris-christie-responds-to-pwdsvote-2016-campaign-scorecard/>

Creating systemic & systematic change!



"Empowering People with Disabilities to Achieve the American Dream"

RespectAbility is a new national, nonprofit, nonpartisan organization whose mission is to:

- Reshape the attitudes of American society so that people with disabilities can more fully participate in and contribute to society.
- Empower people with disabilities to achieve as much of the American Dream as their abilities and efforts permit.
- Much of our work is done in partnership with Governor Jack Markell who, while chair of the National Governors Association's focused on employment for people with disabilities. Gov. Markell is now the President of the Council on State Governments, and is still focused on this issue, including the lens on youth employment.

Contact Us!

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

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