



2019 STATEWIDE DISABILITY SUMMIT
WORKGROUP A: EMPLOYMENT
AUGUST 28, 2019 NOTES

Best Practices – Employment

1. Knowing Local and Statewide Centralized Resources.
 - Peer to Peer Networking
 - Job Coaching
2. Identifying ROI Through Dedicated Action and Examples (Intentional and Clear)
 - Inclusive Application and Interview Process
3. Centralized Resources
 - Libraries
 - Benefits Planning
 - Michigan Works!
4. Providing Consistent Education and Training to all Stakeholders on:
 - Diversity, Disability, Bias, Discrimination, Inclusion, Equity and Social Justice.

NOTES:

I= Individual E= Employer B= Both (which group or groups are impacted)

- Transportation (I)
- Skill Matching (E)
- Fear of Disability Label (I)
- Struggle with the Application Process (B)
- Stereotypes (B)
- Lack of Education w/Employers (E)
- Candidate Pool: Self-Disclosure (B)
- Candidates: Unsure Where to Look for Jobs (I)
- Supportive Environment (B)
- Professional Advancement (B)
- Willingness to have open and Appropriate Conversations (B)
- Government/Benefits Understanding (B)
- Understanding Resources/Advocacy Groups (B)
- Ineffective Advocacy (B)
- Overstate of Essential Roles (E)
- Disconnect Between Educators and Employers (E)
- Advocacy and Self-Disclosure (I)

Question 2:

- Work w/Public Transportation (E)
- Transportation Resource List (E)
- Marketing and Advertisement of Jobs (E)
 - o Make more inclusive intentionally.
- Rewriting Job Descriptions (E)
- Share Success Stories/Recognize Being Inclusive (E)

**Identify ROI (E)

- Know Where to go for Statistics Tied to This
- Peer-to-Peer Network (E)
 - o Share Actionable Best Practices
- Advocacy/Job Coaching (B)
- Job Shadowing (I)
- Resource "Roadshow" (B)
 - o Schools and Employers

**Centralized Resources

- Clearinghouse/Statewide System
- Leverage OFCCP Page (Office of Federal Contract Compliance Programs)
- HR Staff Member Knowledge (B)
- Destigmatize Labels (B)
 - o How to ask for accommodations.

**Education (B)

- Language Assumptions
- Talent Connections
- Talent Pipeline (E)