



Oregon

Kate Brown, Governor



Oregon Department of Human Services

Office of the Director

500 Summer St. NE, E-15

Salem, OR 97301

Voice: 503-945-5600

Fax: 503-581-6198

Title: [HB 2151](#), ODDS: State as Model Employer Program

Summary:

This bill establishes the Task Force on the State as a Model Employer Program for the employment of people with developmental and intellectual disabilities and codifies the State as a Model Employer Program within the Oregon Department of Human Services.

Need for policy change:

Individuals with intellectual and developmental disabilities are often not considered for employment opportunities, including jobs within state agencies. The state of Oregon currently only employs 0.3% of people with intellectual and developmental disabilities in contrast to 2.5% for local governments in Oregon. There is a lack of awareness of resources available to hiring managers and the value this population brings to the workforce. This leads to disproportionately low representation of individuals with intellectual and developmental disabilities in the state of Oregon and other local government's workforce.

Testimonials:

Several programs at DHS have already hired employees through this process. For instance, the DHS/OHA Imaging and Records Management Services (IRMS) unit hired eight employees through the State as Model Employer program. Jeff Akin, administrator of IRMS, said the unit processes between 5,000 and 8,000 pieces of mail each day. The work of the team, including data entry and document preparation specialists, is essential to Medicaid providers, Oregon Health Plan consumers, and other customers.

State as Model Employer, interview with Clayton Jamison: https://youtu.be/ddz_U38K4w8

Success story with employee who got a job through State as Model Employer:

<https://youtu.be/1b5f2qGkL4Y>

Equity impact:

Hiring individuals with intellectual and developmental disabilities will assist the state of Oregon to build a diverse workforce which has been shown to improve overall employee performance and promote an inclusive and welcoming workforce culture.

For more information please contact:

Brooke Hall

Senior Legislative Policy Analyst

ODHS Aging and People with Disabilities & Office of Developmental Disabilities Services

503-983-0445

brooke.m.hall@dhsosha.state.or.us

“Assisting People to Become Independent, Healthy and Safe”