WHY SHOULD STATES ADDRESS EMPLOYMENT OF PEOPLE WITH DISABILITIES?
States, along with local governments, are playing a vital role in building a strong, inclusive workforce to ensure the nation's labor force can respond to global challenges, remain competitive, and leverage the skills and talents of all constituents, including individuals with disabilities. In that spirit, it is critical for policymakers to create accessible and inclusive environments that promote greater workforce participation and employment success for all citizens, particularly people with disabilities, including veterans with service-connected disabilities.

WHAT IS THE STATE EXCHANGE ON EMPLOYMENT AND DISABILITY (SEED)?
SEED helps state and local governments develop and implement meaningful policies and best practices that lead to increased employment opportunities for people with disabilities, and a stronger, more inclusive workforce and economy. Launched by the U.S. Department of Labor's Office of Disability Employment Policy, SEED is a unique state-federal collaboration that promotes the widespread adoption of disability employment policies through an innovative model built upon partnerships with organizations that represent state legislative and administrative bodies.

WHAT IS THE WORK MATTERS POLICY FRAMEWORK?
Work Matters: A Framework for States on Workforce Development for People with Disabilities offers state policymakers 13 broad policy options, as well as real-life examples of innovative programs and policies that states have successfully implemented to build strong, inclusive workforces. Work Matters features bi-partisan and state-driven policy options that are actionable and have broad appeal to a wide number of stakeholders, all with an exceptional degree of customizability.

For more information about various policy options or to learn more about SEED's efforts to promote workforce development for people with disabilities, please reach out to:

SEED CONTACT:
Nadia Mossburg
Senior Policy Advisor, U.S. Department of Labor, Office of Disability Employment Policy

Phone: 202.329.2158 (Voice)  Email: Mossburg.Nadia.I@dol.gov

TO ACCESS THE WORK MATTERS REPORT VISIT: HTTPS://WWW.CSG.ORG/ NTPWD/DOCUMENTS/SEED REPORT_2016_WEBPDF
CELEBRATING THE 30TH ANNIVERSARY OF THE ADA

July 26, 2020 marks the 30th anniversary of the signing of the Americans with Disabilities Act (ADA), a landmark piece of civil rights legislation that aims to increase the inclusion of people with disabilities in all aspects of community life, including employment.

Centered around the theme of “Increasing Access and Opportunity,” states can recognize and celebrate the ADA all year long, and use it as a platform to elevate the National Disability Employment Awareness Month (NDEAM) observance in October. Below are some ways you can participate:

- **Create an ADA proclamation or statement** — Release a proclamation or statement recognizing the ADA and reaffirming your state’s commitment to create an inclusive workplace culture for job seekers and employees with disabilities.

- **Sign State as a Model Employer executive orders** — Governors and state legislators can sign executive orders to examine state policies and create task forces that study workforce development for people with disabilities. For examples of policy ideas to include, take a look at the Work Matters report (see previous page).

- **Launch or sponsor a state apprenticeship, internship, or fellowship program** — Governors and state legislators can sign an executive order or pass legislation or resolutions establishing an apprenticeship, internship, or fellowship program within state agencies for students with disabilities. State officials can also recruit interns with disabilities to their own staff.

- **Educate staff members** — It is critical that offices committed to disability inclusion effectively and regularly communicate and demonstrate that commitment to staff. The 30th anniversary of the ADA offers an opportunity to do this through disability training or informal events, such as brown-bag lunch discussions. Ready-to-use resources, like disability etiquette materials (https://askjan.org/topics/diseticq.cfm), can assist in facilitating activities.

- **Feature the ADA in social media activities** — Likewise, the ADA anniversary provides a timely hook for social media platforms, including Facebook, LinkedIn, and Twitter. For the latter, policymakers are encouraged to include the hashtag #ADA30.

- **Post an ADA weblink** — Adding a link to information about the ADA on your website informs constituents and other visitors about information of interest to them, while helping to keep your website dynamic and up to date.

- **Reach out to local media** — The ADA presents an opportunity for policymakers to increase their visibility through local media. Ideas include writing an op-ed piece or letter to the editor about the value and talent people with disabilities have to offer in the workplace and community, or encouraging local TV or radio news to run a feature on local employers observing the anniversary.

- **Issue an ADA anniversary press release** — Governors and state legislators can also announce their involvement in celebrating the ADA by issuing a press release to local media and distributing it through email lists.

To learn more about the ADA, visit: [dol.gov/odep/topics/ADA.htm](http://dol.gov/odep/topics/ADA.htm)
For assistance creating customized policy options, executive orders, and more, contact the SEED team: [dol.gov/odep/topics/SEED.htm#Contact](http://dol.gov/odep/topics/SEED.htm#Contact)

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**AGE OF U.S. POPULATION WITH DISABILITIES**

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-64 (working age)</td>
<td>42.6%</td>
</tr>
<tr>
<td>65+</td>
<td>49.7%</td>
</tr>
<tr>
<td>5-17 (children &amp; youth)</td>
<td>4.1%</td>
</tr>
<tr>
<td>&lt;5</td>
<td>7.2%</td>
</tr>
</tbody>
</table>

*Sources: University of New Hampshire, Institute on Disability, 2019 Annual Disability Statistics Compendium, [https://disabilitycompendium.org/](https://disabilitycompendium.org/)*