

State of Louisiana

JOHN BEL EDWARDS
GOVERNOR



JOEY STRICKLAND
SECRETARY

Louisiana Department of Veterans Affairs

Louisiana Department of Veterans Affairs State as a Model Employer (SAME) Plan - 2019

On March 19, 2018, Governor John Bel Edwards issued Executive Order JBE 18-08 State as a Model Employer (SAME) Task Force. Through this Executive Order, the State of Louisiana is committed to developing and maintaining a high performing public workforce that reflects the rich diversity of its citizens. This includes a vested interest in reducing discrimination against people living with a disability, eliminating barriers to meaningful employment, and attracting the highest quality candidates into state employment opportunities.

The Louisiana Department of Veterans Affairs (LDVA) joins Governor John Bel Edwards in serving as a model employer for business by a commitment to improved hiring, recruitment, and retention of individuals with disabilities, with the goal that seven percent of the state work force is comprised of persons living with a disability.

LDVA participated in the SAME Task Force anonymous survey to establish a baseline percentage of employees who self-identify as having a disability. Participation was voluntary. The SAME Survey Data Report for LDVA indicated 5.6% of total employees reported a disability (18.7% of employees participated.)

In accordance with the Executive Order, LDVA submits the following plan to describe the strategies and policies adopted to meet the goals and initiatives to recruit and retain the best employees for the State of Louisiana, including those with disabilities:

- A. The LDVA Human Resources Director, or his designee, has been designated as the staff person responsible for overseeing the development, implementation, monitoring, and evaluation of effective strategies to attract, engage, and advance people with disabilities.
- B. LDVA will include notices in recruitment material and job postings that LDVA is an "Equal Opportunity Employer" and "State as a Model Employer" to promote diversity and inclusion in the workplace.
- C. LDVA will establish and maintain monthly contact with the Louisiana Rehabilitation Services (LRS) designated Point of Contact to identify resources and services that may assist LDVA in recruitment efforts targeting people with disabilities. LDVA will provide

information regarding job opportunities to LRS who will help to identify applicants who may be well-suited for identified vacancies. LDVA Human Resources will work with Civil Service and hiring managers in an effort to qualify the individuals for vacancies and to provide interview opportunities.

- D. LDVA will identify and attend one or more recruitment events targeting individuals with disabilities in order to network and to inform attendees of job opportunities at LDVA.
- E. LDVA will identify and meet with contacts at secondary education institutions to identify ways to increase recruitment contacts with students with disabilities through tools such as student positions, internships, etc. to identify work experiences in which these students can participate.
- F. LDVA will provide training to all employees regarding disability awareness and disability etiquette.
- G. LDVA will provide training to all supervisors and managers regarding accommodations, workplace rights, and interviewing.
- H. LDVA will provide information regarding LRS resources and services, as well as other resources for accommodations, to employees identified as potentially needing accommodation with the goal of retaining employees in active employment.

LDVA will continue to develop and implement strategies throughout the plan year to ensure successful implementation and recognition as being a State as a Model Employer for people with disabilities.

Louisiana State As a Model Employer Survey Data September 30, 2019

LDVA	2018		2019	
	Employees=	843	Employees=	756
Participants	158	18.7%	131	17.3%
Yes - Disability	47	5.6%	44	5.8%
Physical	18	2.1%	21	2.8%
Intellectual	1	0.1%	2	0.3%
Behavioral	24	2.8%	24	3.2%
Sensory	4	0.5%	9	1.2%
Disease	18	2.1%	16	2.1%
doesn't want to report disability type.	4	0.5%	1	0.1%
affects A Great Deal			1	0.1%
affects A Lot			10	1.3%
affects A Moderate Amount			13	1.7%
affects A Little			11	1.5%
affects None At All			9	1.2%
SSDI yes			8	1.1%
SSDI no			13	1.7%
SSDI unsure			23	3.0%
No - Disability	102	12.1%	78	10.3%
Does not want to disclose	9	1.1%	9	1.2%

Participating State Agencies	2018		2019	
	Employees=	36395	Employees=	35330
Participants	10255	28.2%	9281	26.3%
Yes - Disability	2000	5.5%	1953	5.5%
Physical	506	1.4%	459	1.3%
Intellectual	50	0.1%	67	0.2%
Behavioral	636	1.7%	620	1.8%
Sensory	222	0.6%	250	0.7%
Disease	849	2.3%	861	2.4%
doesn't want to report type	126	0.3%	95	0.3%
affects A Great Deal			64	0.2%
affects A Lot			129	0.4%
affects Moderate Amt			434	1.2%
affects A Little			684	1.9%
affects None At All			607	1.7%
SSDI yes			362	1.0%
SSDI no			923	2.6%
SSDI unsure			640	1.8%
No - Disability	7703	21.2%	6879	19.5%
Does not want to disclose	552	1.5%	449	1.3%

Percentages are based on the total number of employees reported by the agency/agencies.

The sum of the numbers listed in the categories of disabilities may be greater than the number listed in the Yes- Disability category due to respondents listing more than one disability category.

State Agencies included Office of the Governor, Division of Administration, Board of Regents, Children & Family Services, Coastal Protection and Restoration Authority, Culture, Recreation & Tourism, Economic Development, Louisiana Dept. of Education, Environmental Quality, Department of Health, Gov. Office Homeland Security & Emergency Preparedness, Insurance, Louisiana Workforce Commission, Natural Resources, Office of Financial Institutions, Dept. of Public Safety & Corrections, Louisiana Dept. of Revenue, Secretary of State, State Civil Service, Dept. of Transportation & Development, Louisiana Dept. of Veterans Affairs, Wildlife & Fisheries and Louisiana Community & Technical College System.