



MODEL MO

Missouri Disability Employment Leading in Meaningful Opportunities

Executive Summary



Problem Statement



How can the State of Missouri attract more individuals with disabilities by improving existing and readily available resources?

The Data

According to the October 2022 Voluntary Disability Disclosure Survey, a negative disposition towards disability was cited as the barrier faced most often when both searching for and sustaining employment.

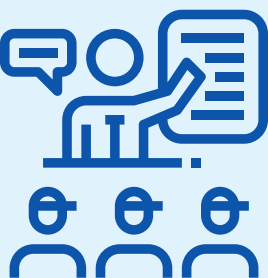


The Benefits



- Increased retention rates
- Greater productivity
- Unique perspectives and ideas
- Lower absentee rate
- Positive economic impact
- Reputation as an inclusive employer

The Recommendations



- Require MO Learning disability inclusion training path for supervisors
- Coordinated effort in handling accommodation requests
 - Interdepartmental Accommodation Request Reference Tool
 - Familiarize supervisors with accommodation forms and processes
- Job posting checklist
 - Highlight essential skills and functions
 - Inclusive job descriptions
- Testimonial videos from current state employees with disabilities
 - Affirms that inclusion and belonging are important to the State

Path to Sustainability

- MO Careers Update
 - Voluntary disclosure indicating disability
 - Guaranteed interviews for qualified applicants
 - Counteract bias and stigma often associated with identifying through application process
- Disability Navigator
 - Resource for applicants
 - Provides ADA assistance to departments
 - Connects and coordinates disability employment efforts across the State
- Establish Council
 - Statewide membership - all departments
 - Carry initiatives forward
 - Collaborate with GCD

