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Nov. 11, 2015

## RespectAbility – Public Comments – State of Iowa Unified Plan WIOA

*“Every citizen has skills to contribute to the state’s economy.” – Gov. Terry Branstad at the 2013 NGA Winter Meeting*

*“We have barely seen any increase in employment of people with disabilities since 1990 despite what every survey and study says – that people with disabilities want the benefits, dignity and power of work. But I have hope we can build a better future for those who want and can work.”  
– Former Iowa Senator Tom Harkin*

### Introduction

RespectAbility - on behalf of a coalition of national non-profit and non-partisan disability organizations who are committed to employment, independence and opportunity for Americans with disabilities - is pleased to submit the following comments regarding the current draft of the State of Iowa’s Unified Plan as required under Section 102 of the Workforce Innovation and Opportunity Act (WIOA). We are pleased to have this opportunity to offer our comments, raise our questions, and provide our suggestions about the content of Iowa’s state plan.

WIOA represents the intersection of hope and history for the 1 in 5 Americans who have a disability. The state plans required under this new law, are part of a paradigm shift in the how the workforce system does business with new requirements for the entire system to be accessible to people with disabilities. People with disabilities want to pursue the American Dream, just like everyone else. The choices made by Iowa’s leaders will be embodied in the state plan and shape the opportunities that are made available for all Iowans.

**Our comments address the core topics of data-driven decision making, accessibility and education, and best practices.** These are areas where the good work being done in Iowa can be expanded and even greater successes can be achieved.

### Data-Driven Decision Making

In terms of employment for people with disabilities living in Iowa, the Hawkeye State already has a solid foundation to build upon. **44.8% of Iowans with disabilities between the ages of 18 and 64 years are employed.** This percentage places Iowa among the top ten states with the highest employment rates of people with disabilities. In total, there are 169,300 working age Iowans with disabilities. **There are also 12,500 young people with disabilities, one quarter of which will age out of the school system and into the workforce each year.**

We cite these numbers to underscore the critical importance of having the right data in order to make the right decisions in terms of the choices being made within Iowa’s WIOA plan. WIOA puts a great emphasis on performance metrics, data sharing, and accountability.

**However, if performance metrics are limited to things like unemployment statistics, then people who are not actively looking for work are being excluded from the plan’s analysis of**

**Iowa's economy.** This is a critical issue because many working age people with disabilities are not actively seeking work. The stronger data for understanding the challenges facing people with barriers to employment is the workforce participation rate. [As an example of the data that needs to inform decision making, we are including a link to and a copy of the presentation our organization has compiled on jobs for Iowans with disabilities.](#) This collection contains information derived from the Census Bureau's American Community Survey that should be valuable to the WIOA work being done in Iowa.

**In the following instances, we would encourage a revision of the State of Iowa Unified Plan to include explicit reference to the workforce participation rate as a data point:**

- On page 7 in section I which discusses how Iowa selected its State Plan Type, the Action Items listed for Performance Accountability and Data Sharing should be amended to include workforce participation rates and other disability employment statistics. [There are many sources which provide the kind of data and detail](#) needed in this instance.
- On page 11, in section II which details the Strategic Elements of the state plan, explicit reference to workforce participation rates should be include to provide future guidance to the Labor Market and Information Division (LMI) of Iowa Workforce development (IWD).
- Page 51 guides the Iowa Unified State Plan Vision. **The language here could be amended to identify increasing the workforce participation rate, especially for people with disabilities and other employment barriers, as a goal or objective for the state to achieve.**
- Examining diverse data sets is also a critical issue in the work being done by sector partnerships. These partnerships have a vital role is expressing the many diverse economic voices that will benefit from the strategic investments being made under WIOA. **Specifically, in looking at the requirements of a mature sector partnership on page 59, it is critical that the workforce participation rates be a part of the "common agreed-upon dashboard of success indicators (i.e. consensus around sector partnership "outcomes")."**
- Section 116(B)(2)(A) of WIOA directs the states to set key performance goals for core programs. These goals are to be detailed in Appendix 1 of the State of Iowa Unified Plan. **Increased workforce performance rates should a key performance for the state to track in addition to other workforce measures** (such as unemployment, occupational statistics, hourly wages, or future projections).

## **Education and Accessibility**

Educating and preparing the workforce of the future is another critical reason why the work being done under the Workforce Innovation and Opportunity Act is so important. We are encouraged to see the ambitious goals throughout the Iowa State Plan around the issue of postsecondary education and credentialing. While ambition is important for WIOA success, it is vital to remember the continuing gaps in educational attainment between people with and without disabilities.

Looking solely at high school graduation rates for all students in Iowa, [we find an 89.7% graduation rate for all students according to data from the U.S. Department of Education.](#) **When narrowed to focus solely on students with disabilities, the statistics drop to a 72.7% graduation rate. This gap is a troubling sign for the 12,500 young Iowans with disabilities.** As a part of the planning process for WIOA, this gap must be addressed. In particular, access to

apprenticeships, on-the-job training, and education leading to STEM career pathways are vital to empowering young people with disabilities to maximize their talents. s

As stated above, WIOA represents a paradigm shift in how the workforce system operates and how it serves people with barriers to employment. This is a huge opportunity for systems to realign, adapt, and improve their service delivery to expand opportunity for training and employment to youth and others. **One of the challenges that this chance creates are issues involving accessibility.**

Since the ADA was passed, architecture and infrastructure have improved. Yet attitudes and opportunities have not. Today there are many onramps to get into buildings, but far fewer to get into jobs. That is why it is critical that all workforce programs be committed to an understanding of accessibility that goes beyond mere physical access and pushes for full programmatic access as well.

**For far too long, people with disabilities have faced prejudices and stigmas that have trapped those that do work into the “Three F’s” of “Food, Flowers, and Filth.”** An essential opportunity created by the paradigm shift of WIOA is the opportunity to focus on [higher expectations for people with disabilities, especially youth](#). States now have the flexibility to focus resources on what works best – [early interventions](#), [inclusive internships](#), [connecting youth with apprenticeships](#), [job coaching](#) and other best practices. There are many elements of Iowa’s state plan that underscore the fact that accessibility needs to be programmatic as well as physical. However, there are several areas where these connections can be emphasized and the language of the draft plan improved.

**In the following sections, greater clarity, emphasis, and precision is needed to fully address the intersection of accessibility and employment to fully empower all Iowans to achieve improved outcomes:**

- Page 9 details the work being done by Career Pathways and Industry Partnerships working group. **Among the action items for this group should be the issue of the accessibility of STEM programs for young people with disabilities.** There are several employers leading the nation on matching the unique talents of people on the Autism spectrum to fill technology and software jobs. **Employers [like SAP](#) and [Specialisterne](#) are hiring people with difference best it benefits their bottom line.** Companies like this should be studied for lessons learned and best practices.
- Further, in terms of the goal to “Integrate apprenticeship programs”, **there is also a need to look at how to interest secondary students with disabilities into career fields that depend on these programs.** [The Office of Disability Employment Policy offers many resources on this subject.](#)
- The comprehensive needs assessment outlined on pages 13 & 14, includes the specific state definitions of “Populations with Barriers to Employment”, “Barriers in Addition to the above may Exist for The WIOA Youth Program”, and those requiring “Requires Additional Assistance.” There are two related questions to be raise here. First, what is the sequence used to list the populations with barriers? Second, why are youth with disabilities or youth with Individual Education Plans (IEPs) not included in the definition of “who require additional assistance to complete an educational program or to secure and hold employment”? Is there inclusion implied? If so, there is a need for clarity and explicit inclusion in the definition.

- The promising work being done by Future Ready Iowa looks at the critical intersection of business need and workforce development. While there is language in the description about Iowa’s commitment to “serving the underserved citizenry by closing educational and employment gaps to end disparities”, this commitment should be backed up with objectives and strategies focused on disability. **The Iowa WIOA draft should be revised to identify an objective around ensuring education and accessibility to career pathways for young people with disabilities, especially in science, technology, engineering, and math (STEM) fields.** Further, this objective should be paired with a strategy to assess and improve methods for people with disabilities to be prepared to succeed in the workforce system of tomorrow.
- Likewise, page 40 discusses the work of Iowa Economic Development Authority. **Have the managers of these vital program looked at ways of channeling the talents of people with disabilities to meet employer needs? Has the STEM internship program considered the unique capabilities of people on the Autism spectrum or with Apserger’s? Have they considered strategies to leverage assistive technology to elicit interest in these careers field?** Looking at the Advanced Manufacturing, Bioscience, and IT industries, are the program managers adopting strategies to prepare young people with disabilities for careers in these fields through internships or early work experiences? These are key questions to consider and are important in shape societal attitudes that are too quick to dismiss diverse talent as an asset that benefit employers in varied and complex fields.
- What gets measured gets done. **As such, one issue to flag is the absence of disability from the Educational Outcome Measures project, listed on page 21, run by the Iowa Dept. of Education and the community college system.** Collecting data on disability is a critical metric that needs to be added.
- Education and accessibility are also critical issues facing ex-offenders as they rehabilitate and prepare to reenter the world beyond the justice system. As such, there are several questions raised by the proposals listed in the draft plan related to the Federal Bonding Program, the Ex-Offender Initiative, and the guidance outlined for the Department of Corrections. **In terms of Federal Bonding outlined on page 18/19, is there any provision for mental health supports and access to services as a part of this program?** Given that many people end up in the justice system due to substance abuse issue or undiagnosed or untreated mental health differences, providing a network of support is crucial to ensuring positive outcomes. **Likewise, in terms of the Ex-Offender Initiative, are the work readiness classes provided prior to release from prison? If so, are medication strategies or information provided about mental health supports for prisoners being paroled that have a disclosed or diagnosed mental health condition,?**
- Page 25 details the work being done around Iowa College Aid. The vision articulated for this program is laudable for its focus on “All Iowans”. This is a phrase that recurs throughout the plan and is a symbol of Iowa’s commitment to pushing for more positive outcomes for people with disabilities. **However, does this inclusive vision include a specific strategy for addressing the needs of Iowans with disabilities? Is there a plan here about how to create a path through post-secondary education and into the workforce for Iowa’s 12,500 young people with disabilities?** There is a clear need for stronger strategic goals related to disability and education beyond high school. At the

national level, only about 7% of people with disabilities will earn a college degree and less than half of the 2.3 million with a degree are employed.

- [According to the Advocacy Institute's 2013 report "Diplomas at Risk", Iowa has achieved a 83% graduation rate for students with specific learning disabilities.](#) **What is being done by Iowa College Aid to ensure those students who graduate with a regular diploma go on to thrive at college? Likewise, how are [hidden or undisclosed disabilities being addressed](#) as a part of this process?**
- The values listed for Iowa College Aid also express a commitment to: “Respect and honor the dignity of each other and all those we serve.” **How is this being done and how is disability etiquette being taught?**
- **In terms of accessibility, is the iHaveAPlanIowa Web Portal fully accessible for people with visual differences? Is this Web Portal screen reader accessible and does every video have closed captioning for deaf users?** Likewise, are the website and program materials for the Teacher Shortage Loan Forgiveness Program fully accessible?
- Outreach to the public and raising awareness is also an important issue in the education category. **Does the Vocational Technical Tuition Grant Program, outlined on page 27 of the plan, include any efforts to connect VR clients or other job seekers with disabilities to such training programs?** Do One-Stop Center staff members know about this program so they can refer clients to programs to get needed training to enter the workforce?

### **Iowa Vocational Rehabilitation Services**

Vocational Rehabilitation is sometime described [as “the best kept secret in state government.”](#) It is no secret that IVRS has committed leadership focused on solutions that will improve outcomes for Iowans with disabilities. That leadership shows in the best practices already integrated into the IVRS section of Iowa’s Draft State plan and the strong focus on serving youth. Improved employment opportunities for all Iowans depends on having ambitious, measured, and focused goals that can be achieved through best practices and strategic investments. While there is much to commend in this section, there remain specific questions to be raised

- **The focus on “students in transition” through the Collaborative Transition Protocol is an outstanding choice that reflects that critical importance of better serving transition age youth through systems alignment and integration.** The spirit of WIOA is one of breaking down siloes and better integrating services. **This protocol and the commitment to serving youth is vital for building a stronger future for all Iowans.** Likewise, the collaboration between IVRS, Community Colleges, and employers to support Earn and Learn Program shows the way forward in terms of partnerships.
- It is important that the commitments made in the Iowa Unified Plan be matched up with specific performance metrics. **As such, what measures, data, or outcome will be used to assess improvements in IVRS’ Progressive employment, Self-Employment, and Employer Disability Resource Network programs?** How will longitudinal data be developed over time? What is the timeframe for assessment and evaluation of the being done through these programs? Will that data or those findings be shared with researchers and advocates to demonstrate the impact of best practices? Will there be surveys to ensure retention of IVRS candidates placed into employment?
- In terms of Occupation Skill Training Programs in Iowa, how many such programs existed prior to WIOA? How many are being created as a result of the new workforce

law? Page 29 mentions cross collaborations between state government and employers. **How have new employers been recruited? What industries or sectors are represented in this program?** Questions like these can better inform the expectations, commitments, and standards set through by the Unified Plan.

- In terms of the Making the Grade program focused on VR eligible students – **have there been any collaboration with special educators serving students with individual education plans (IEPs)?**
- Shifting to page 31 and Iowa’s Department of the Blind, it’s important to consider aging workers. One in three aging Americans will experience vision loss of varying severity and it can have a significant impact on employment. **This section of the State Plan could be amended to address meeting the needs of aging workers who develop vision issues.** There could be some language added around strategies for “re-homing” or retraining workers who develop disabilities as they age. IVRS already has a strong program with one of the healthcare companies in Iowa and such programs should be replicated.
- In terms of IDB Programs listed on page 32 of the State Plan, there are several promising practices as well as areas for more specific information. **In terms of the Business Enterprises Program, this program could examine businesses beyond vending machines in terms of serving legally blind entrepreneurs.** [There have been several initiatives aimed at encourage entrepreneurship among people with disabilities](#) and such efforts could inform the work being done by the Business Enterprises Program.
- **Transportation is another element of accessibility, [especially when the lack of it becomes a barrier to employment.](#)** Transportation is especially critical for people with disabilities living in rural communities. This is a topic touched on in the section of analyzing the “capacity of state entities to provide the workforce development activities” to carry out the State Plan. **In the Plan, would it be possible to connect stakeholders concerned with infrastructure needs with ride sharing companies to bridge the transportation gap?**
- The goals, objectives, and strategies listed as part of the Iowa Unified State Plan Vision reflects the deep commitment to expanding opportunity for all needed for WIOA to be a success in Iowa. The talk of “employment for ALL of Iowa’s workers”, “students”, and “youth” is crucial to setting high aspirations and committing resources to where they are needed. The only caution here is to comment on the need to ensure that Career and technical Education programs include youth with disabilities in their accessibility efforts.

## **Best Practices**

**While WIOA is a federal law, successful implementation depends upon the leadership and engagement of state leaders in Iowa.** It depends on the commitment and involvement of stakeholders from state government, businesses large and small, as well as local communities. **That leadership needs to be guided by best practices that will create the most integrated job opportunities that pay competitive wages for people with disabilities possible, while meeting the talent needs of employers.** As such, there are several areas where the draft Unified State Plan should be amended to create win-win-win solutions for people with disabilities, employers and taxpayers alike.

**This section of RespectAbility’s public comment will discuss sections where best practices can be integrated into Iowa's Unified Plan.**

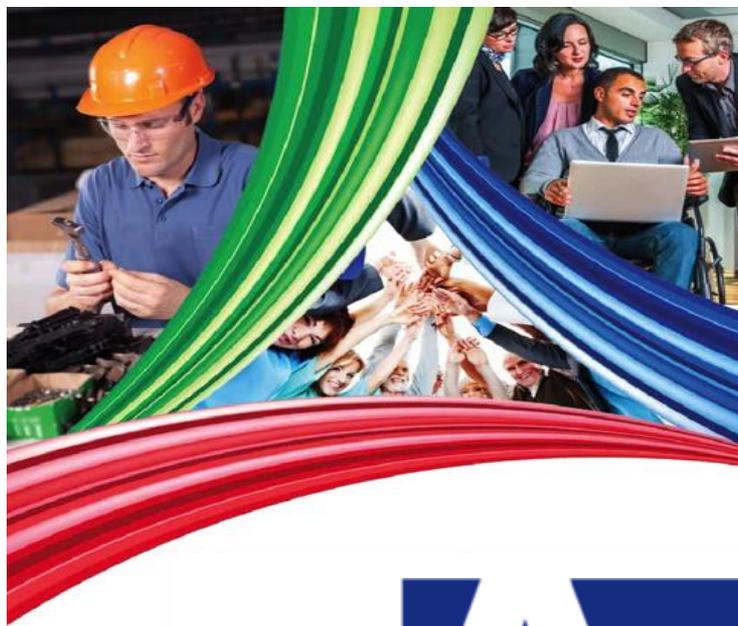
- For example, there are several areas where the language defining “sector partnerships”, “industry partners”, and “support partners” can be strength to reflect ways to achieve better outcomes and help youth with disabilities transition into meaningful careers. **The stakeholders who compose a sector partnership should be encourage to conduct site visits of model employers who are benefiting from the talents of people with disabilities.** The language defining the characteristics of “Emerging Sector Partnerships” could be amended to include language emphasizing the need for site visits to model programs. For example, Kwik Trip has hired 240 people with disabilities in their stories in Iowa, Wisconsin and Minnesota. Project SEARCH is achieving dramatic success in Iowa and such programs can be replicated with hugely positive outcomes.
- In Section III which details Operational Planning Elements and defines statewide Memorandums of Understanding around implementation, there is a need for stronger language to underscore ways to break down siloes and build collaborations. Currently the State Plan’s language on this topic reads: “the collaboration WIOA requires need not be limited to the boundaries of a Local Region, Area, or One-Stop System.” **There is no need for equivocation and this language should be amend to emphasize that the “collaboration WIOA requires *should not* be limited.”**
- **The delivery of the Iowa Skilled Worker and Job Creation Fund through the states community college system is a best practice that integrates multiple systems together.** The commitment of \$40.3 million in state funds to support training and job creation is an investment that should ultimately benefit employers and job seekers alike. **As such, there is a need to ensure a practical strategy be adopted to address how these funds can create opportunity for Iowan with disabilities, especially youth.**
- The work of the Iowa Partnership for Economic Progress (IPEP) also has bearing on the challenges of disability and employment. As this advisory board studies economic growth issues, it should consider ways to train and educate young people with disabilities to fill the labor shortage left behind as Baby Boomers retire. **The 12,500 young Iowans with disabilities represent a talent pipeline that can be channeled into the vacancies being left behind by retirees.**
- The sections detailing “state policies that support the implementation of the state’s strategies” also have places where best practices need to be discussed. **Merging “multiple partners and services into a seamless delivery system” needs to reflect programmatic accessibility as a key system integration challenge.** Another best practice is having system for obtaining client feedback and adapting to meet customer needs. This need is reflected in the State Plan and will provide an on-going resource for the workforce system to evolve over time.
- The section on page 80 that discusses Universal Access is a reflection of the commitments needed in a successful State Plan. Beyond commending the different element involved here, it is important to underscore that compliance can means more than just checking off boxes. **Self-evaluations and ensuring the Equal Opportunity requirements are being met can provide an opportunity to carry out assessments of the strengths, weaknesses, opportunities, and threats facing entity activities being carried out under WIOA.** Assessments of this kind are vital for provider organization to ensure there are learning and adapting to meet the new requirements created by WIOA.

- In terms of Section VI and the Program Specific Requirements for Core Program, it's important to discuss representation. The draft State Plan discusses capitalizing on the existing "Iowa Workforce Development Board as the state board pursuant to section 101(e)(1)" of WIOA. While we recognize that changing the current structure of the board would require legislative action, would it be possible to work to ensure the representation of Iowans with disabilities on this board? Whether it is under the business or labor or nonprofit representation on the board, it is vital for the interests of all Iowans be heard in this context. **Iowans with disabilities represent 11.7% of all Hawkeye State residents. As such, they should be represented on the Iowa Workforce Development Board. "Nothing about us without us" are a rally cry in the disability community and it is an idea that needs to resonate in the economic world as well.**
- The challenge of representing Iowans with disabilities in the workforce boards is something the can and should be done. **As detailed later in the draft State Plan, Regional Workforce Investment Boards have the flexibility to appoint "ex officio, nonvoting members"** The RWIBs can do this so they can "solicit periodic, regular and meaningful input to the board." **This type of membership could be bridge between the workforce system and the disability community in Iowa. [Diversity isn't just the right thing to do; it can be good for business as well.](#)** As such, the critical work being done by RWIBs can be enhanced by diverse voices. As such the procedures detailed in the State Plan should include instructions about integrating people with disabilities on local workforce boards.
- As discussed before in our comments, WIOA is fundamentally about breaking down siloes and integrating services to better serve people with barriers to employment. The sections of the draft Unified State Plans detailing how "All individuals with disabilities are able to access services through the workforce development partners" are an embodiment of the theory of change needed for Iowa to achieve improved outcomes. **That "80% of the individuals with disabilities can be successful accessing the programs and services provided by Iowa Workforce Development with no specialized service needed" are a testament to hard work that has been done in the past and will be done in the future.** Using a "'wrap around service' concept" can provide the right frame in order to address barriers, create pathways, and better serve clients. This is a best practice and should be commended. **Having an integrated service system with common outcomes also reflects how the workforce system can evolve to better meet employer needs.** T
- The success of the Workforce Innovation and Opportunity Act depends on being an employer driven paradigm shift. Yes there are new rules and regulations, but this law is fundamentally about spurring innovation and expanding opportunity. **The Community Conversations overseen by IWB and IVRS are a key example of how to make sure the employer needs drive this shift.**
- As discussed in several of our above comments, there is a critical need to ensure that workforce participation rates and other data points are on the dashboards of the many moving parts of Iowa's workforce system. **Attached to these comments is a copy of our state data presentation on Iowa. [We highly encourage you to utilize this information to fully inform the work of the Unified Plan.](#)**

## **Conclusion**

The draft of Iowa's Unified Plan, reflects the many complexities and opportunities created by the Workforce Innovation and Opportunity Act. Throughout the plan there are many promising signs that Iowa will continue to capitalize on the successes of the past and build a brighter future. Our public comments are intended to address the remaining issues needed to ensure that Iowa's WIOA plan will create the most integrated job opportunities that pay competitive wages for people with disabilities possible, while meeting the needs of employers.

If the draft State Plan is amended to address the issues discussed through the public comments process, then Iowa will be well on its' way to making that hope a reality. This State Plan has the potential to be the corner stone of a better, brighter future for all Iowans.



# RESPECTABILITY

## Iowa and Jobs for PwDs

Jennifer Laszlo Mizrahi, President

[www.RespectAbilityUSA.org](http://www.RespectAbilityUSA.org)

# Iowa



Gov. Terry Branstad (R)

- ❖ 82.1% of persons without disabilities aged 18 to 64 are employed.<sup>3</sup>
- ❖ 44.8% of PwDs aged 18 to 64 are employed.<sup>3</sup>
- ❖ 12,500 persons aged 16 to 20 have a disability.<sup>1</sup>
- ❖ 169,300 persons aged 21 to 64 have a disability.<sup>1</sup>
- ❖ 357,730 civilians living in Iowa have a disability.<sup>3</sup>
- ❖ The employment gap between PwDs and people without disabilities decreased 2.3% between 2010 and 2011.<sup>3</sup>
- ❖ 89,746 people 18-64 received SSDI or SSI benefits in IA 2012.<sup>3</sup>
- ❖ In 2012, the total expenditure on SSDI benefits for PwDs in IA was \$1,100,712,000.<sup>3</sup>
- ❖ Voc. Rehab. obtained 2,244 jobs for PwDs in IA (out of 5,668 total applicants) in 2012.<sup>2</sup>

1. 2012 Disability Status Report: Iowa, [disabilitystatistics.org](http://disabilitystatistics.org)
2. StateData: The National Report on Employment Services and Outcomes, 2013
3. [Annual Disability Statistics Compendium](#)

# Iowa Data

|                         |    | People with Disabilities (%) |             | People without Disabilities (%) |             |
|-------------------------|----|------------------------------|-------------|---------------------------------|-------------|
|                         |    | <b>2012</b>                  | <b>2013</b> | <b>2012</b>                     | <b>2013</b> |
| Poverty <sup>1</sup>    | US | 29.2                         | 28.7        | 13.6                            | 13.6        |
|                         | IA | 27.1                         | 27.2        | 11.2                            | 10.9        |
| Smoking <sup>1</sup>    | US | 26.0                         | 25.4        | 16.9                            | 16.2        |
|                         | IA | 27.7                         | 27.5        | 15.7                            | 17.3        |
| Obesity <sup>1</sup>    | US | 39.1                         | 40.1        | 24.5                            | 25.0        |
|                         | IA | 42.6                         | 43.0        | 27.4                            | 28.1        |
| Employment <sup>1</sup> | US | 32.7                         | 33.9        | 73.6                            | 74.2        |
|                         | IA | 42.0                         | 44.8        | 81.4                            | 82.1        |

1. [Annual Disability Statistics Compendium](#). Pg 53, 54, 72, 73, 29

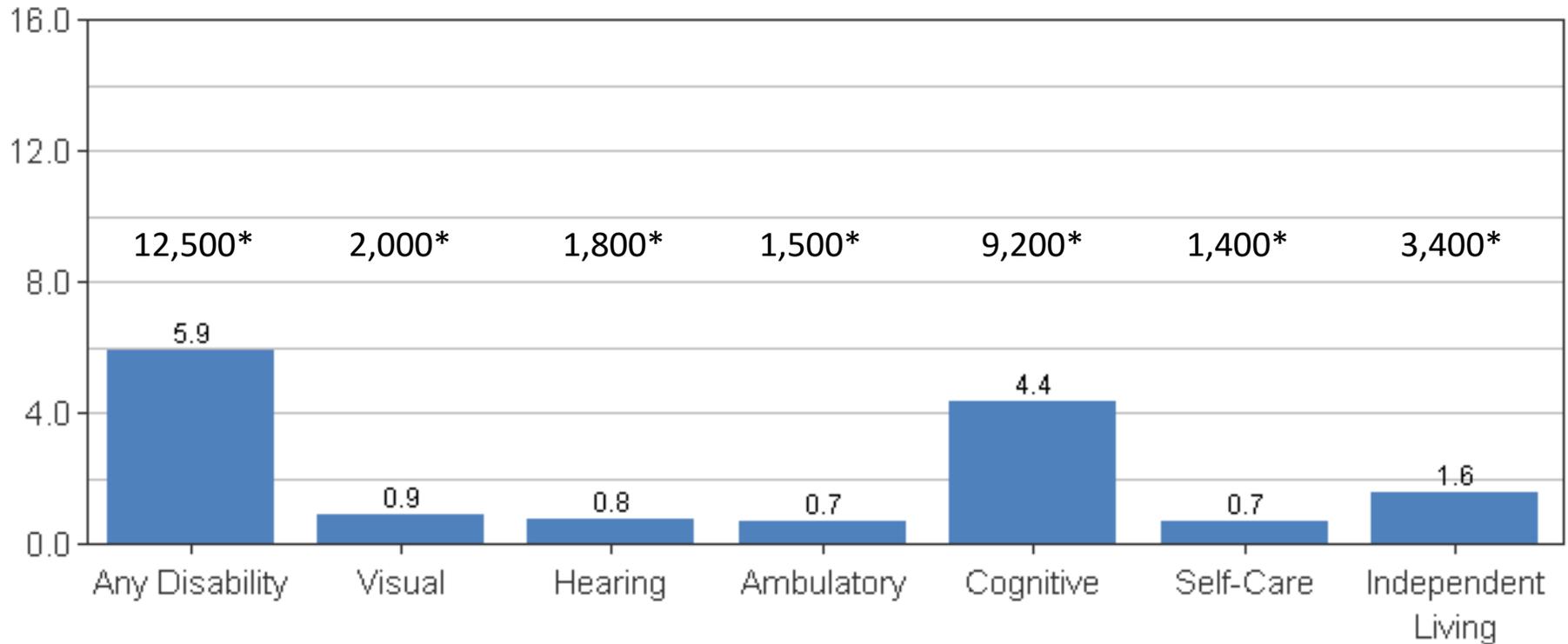
# Ages 6 to 21 IEPs by Category IA

|                               | 2011          | 2012          |
|-------------------------------|---------------|---------------|
| <b>All Disabilities</b>       | <b>60,523</b> | <b>58,773</b> |
| Specific Learning Disability  | 36,546        | 35,490        |
| Speech or Language Impairment | 5,213         | 5,062         |
| Intellectual Disability       | 10,429        | 10,132        |
| Emotional Disturbance         | 5,897         | 5,725         |
| Multiple Disability           | 334           | 321           |
| Hearing Impairment            | 423           | 410           |
| Orthopedic Impairment         | 676           | 659           |
| Other Health Impairment       | 83            | 78            |
| Visual Impairment             | 83            | 78            |
| Autism                        | 676           | 659           |
| Deaf Blindness                | 0             | 0             |
| Traumatic Brain Injury        | 163           | 159           |
| Developmental Delay           | ----          | ---           |

Source: [Annual Disability Statistics Compendium](#)

# Prevalence of Disability Among Non-Institutionalized People Ages 16 to 20 in Iowa in 2012

Prevalence Rates: Age 16 to 20 years (%)

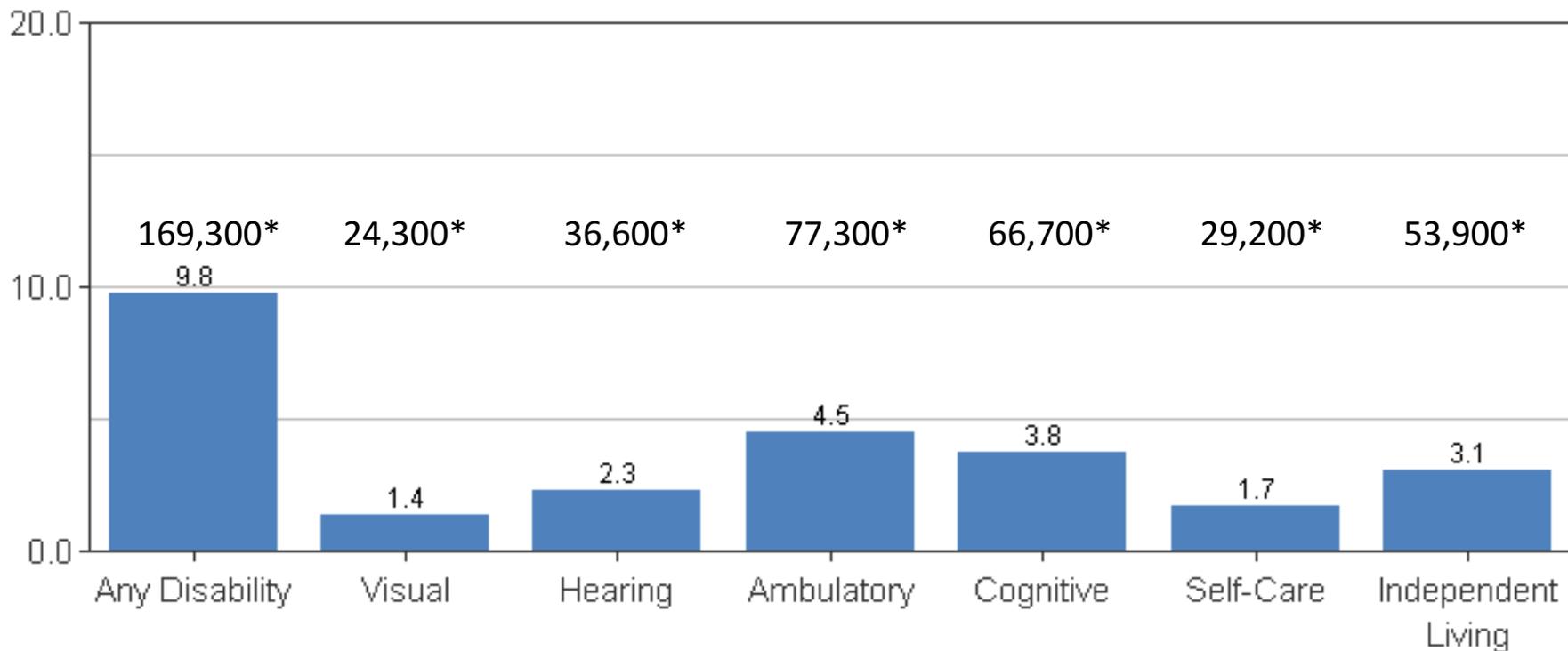


\*Total numbers reported

Source: [Cornell University](#)

# Prevalence of Disability Among Non-Institutionalized People Ages 21 to 64 in Iowa in 2012

Prevalence Rates: Age 21 to 64 years (%)

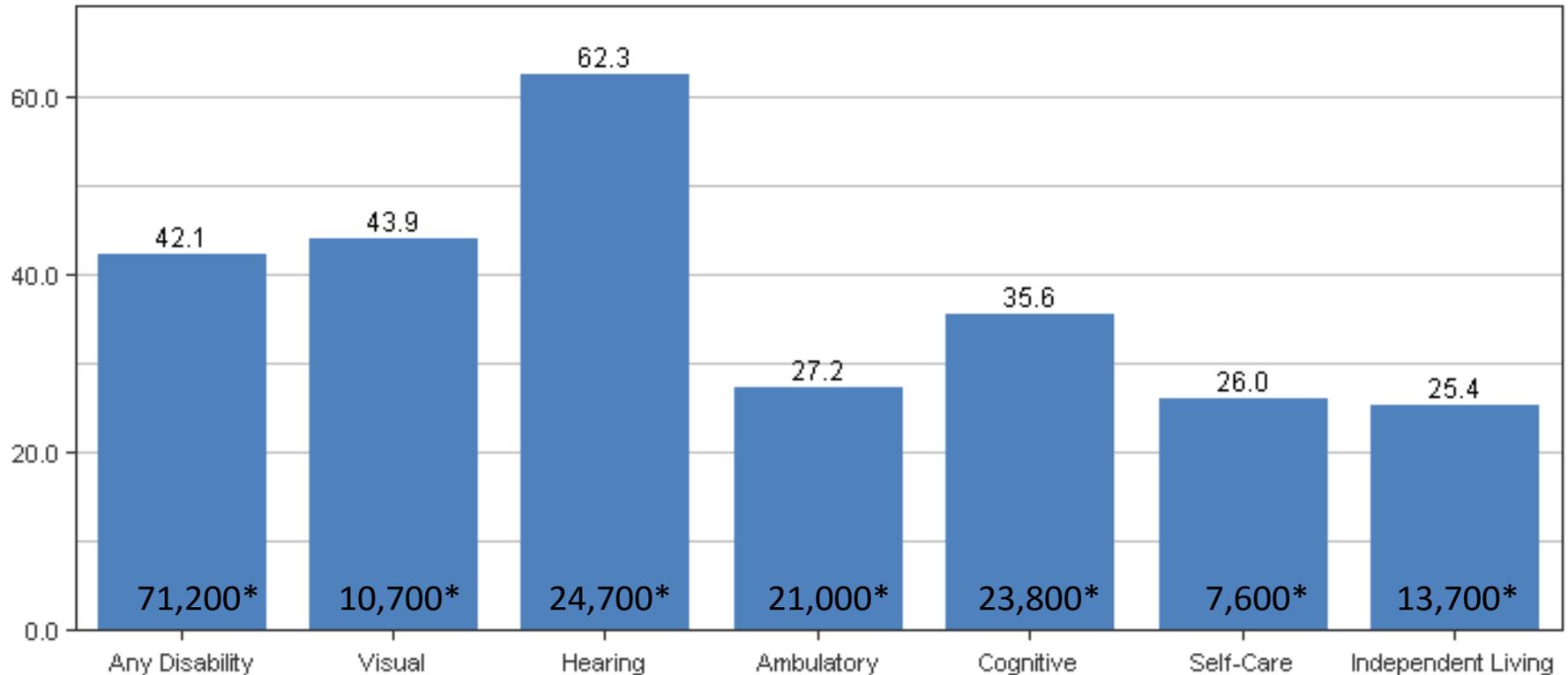


\*Total numbers reported

Source: [Cornell University](#)

# Employment of Non-Institutionalized Working-Age People (Ages 21 to 64) by Disability Status in Iowa in 2012

Employment Rates (%)



\*Total numbers reported

Source: [Cornell University](#)

# Governor Terry Branstad (IA, R)

❖ **Governor Terry Brandstad (IA)** has been working with Senator Tom Harkin on [solutions](#). He hosted a [statewide summit](#) on jobs for people with disabilities and is working systematically to make progress possible.

Sources:

<http://www.shreveporttimes.com/article/D2/20140217/OPINION02/302170021/Another-View-Iowa-should-help-disabled-find-work>

<https://governor.iowa.gov/2013/09/gov-branstad-It-gov-reynolds-and-sen-harkin-to-co-host-forum-on-%E2%80%9Cempowering-individuals-with-disabilities-through-employment%E2%80%9D/>

# Iowa Project SEARCH Sites

- ❖ Des Moines Community College, Des Moines
- ❖ Hy-Vee, Des Moines
- ❖ Iowa Health Des Moines Methodist Hospital, Des Moines
- ❖ Lucas County Health Center, Chariton
- ❖ Mercy Medical Center, Des Moines
- ❖ Mercy Medical Center (North Iowa), Mason City

Project SEARCH: [www.projectsearch.us](http://www.projectsearch.us)

Contact Erin Riehle at [Erin.Riehle@cchmc.org](mailto:Erin.Riehle@cchmc.org)

# Which Employers in Your State Must Meet 503 Rules (Hire PwDs)?

- ❖ Top contractors:
  - Rockwell Collins Inc.
  - Weston Solutions Holdings Inc.
  - Data Link Solutions LLC
  - Poongsan Corp.
  - Poongsan Holdings Corp.

For the complete list see the [fed spending website](#)

How to get started: Job Accommodation Network → <https://askjan.org/>

US Business Leadership Network → <http://usbln.org/>

# Jobs in Iowa

- ❖ Iowa's high-growth industries for the 2008-2018 period:
  - Internet Service Providers (Web Search), Other Information Services; Professional, Scientific, and Technical Services; Ambulatory Health Care Services, and Social Assistance.

- ❖ According to the state's industry employment projections for 2008-2018, all industries are expected to grow by 10.5% over the ten-year period

❖ [Click for your State Development Plan](http://www.iowaworkforce.org/centers/planreview.htm)

<http://www.iowaworkforce.org/centers/planreview.htm>

❖ [Click for your State Development Board](http://workforceinvestmentworks.com/workforce_board_info.asp?st=IA)

[http://workforceinvestmentworks.com/workforce\\_board\\_info.asp?st=IA](http://workforceinvestmentworks.com/workforce_board_info.asp?st=IA)

# Resources

- ❖ StateData: The National Report on Employment Services and Outcomes, 2013 (data from 2012)
- ❖ 2012 Disability Status Report United States, Cornell University, 2012: [www.disabilitystatistics.org](http://www.disabilitystatistics.org)
- ❖ Fedspending: [www.fedspending.org](http://www.fedspending.org)
- ❖ Project SEARCH: [www.projectsearch.us](http://www.projectsearch.us)
- ❖ Job Accommodation Network: <https://askjan.org/>
- ❖ State Vocational Rehabilitation Agency: [http://wdcrobcolp01.ed.gov/Programs/EROD/org\\_list.cfm?category\\_cd=SVR](http://wdcrobcolp01.ed.gov/Programs/EROD/org_list.cfm?category_cd=SVR)
- ❖ RespectAbilityUSA: [www.respectabilityusa.org](http://www.respectabilityusa.org)

# Let Us Know If We Can Help!

**We have many resources for policy makers and employers on our website and are ready to help!**

**RespectAbilityUSA**

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