

Governor's Committee for Employment of People with Disabilities Minutes

Meeting Date: April 9, 2003

Facilitator: Lynn Purdin |

Minute Recorder: Sarah Lehmann

Attendees: Diane Russell, Stuart Boyd, Sherrie Crespo, Paul Kelsey, Stephen Maas, Karla Padilla, Bill Young, Don Uchida

Excused: Marette Monson

Guests: Doree Anderson, Cathy Chambless

Next Meeting Date and Location

Wednesday May 14, 2003 **8:30 am to 10:00 am**
Judy Ann Buffmire Building, 1595 West 500 South

Action Item Updates from Past Meetings

Action Item

Status

Who

<i>Action Item</i>	<i>Status</i>	<i>Who</i>
N/A		

Topic and Summary of Discussion

Agenda Item

Discussion

<p>Mission, Vision, and Values</p>	<p>Lynn Purdin Facilitated discussion for the strategic plan. Part one included the mission, vision, and values of the Committee. The mission of the Governor’s Committee was established by previous committee members. It reads:</p> <ul style="list-style-type: none"> • To facilitate communication, cooperation, and promote public and private efforts to increase equal employment opportunities for qualified Utahns with disabilities. <p>Committee members agreed to adopt this mission. After lengthy discussion the vision was finalized using a S.M.A.R.T. (specific, measurable, achievable, realistic, and time-based) plan. It read:</p> <ul style="list-style-type: none"> • By June 30, 2006 we will increase the number of people with disabilities employed in Utah by 50 percent and increase retention by 50 percent. <p>Steve Maas will determine the baseline measure from DWS/USOR data to begin July 1, 2003. Percentages will be reviewed and adjusted annually. The five following statements were incorporated as values:</p> <p>We believe:</p> <ul style="list-style-type: none"> • Every individual has a right to employment based on their skills, abilities, and informed choice; • Every individual has the opportunity for training and education to prepare for them for the workforce; • Employers play a key role in increasing employment opportunities for people with disabilities; • We are Utah’s designated employer contact point for resources relating to employment for people with disabilities and; • Innovative approaches are necessary to increase employment opportunities for people with disabilities in Utah.
<p>Review Focus Group Report</p>	<p>Lynn Purdin reviewed the outcomes of the focus group for Committee members. Information from the report was used in the S.W.OT. analysis and to create objectives for the Committee. Any Committee member wishing to look at data from a specific focus group should contact Sarah Lehmann.</p>
<p>Goals</p>	<p>Diane Russell presented the Committee with a list of Committee Responsibilities as outlined by state statute. The Committee decided not to use these as goals but rather a</p>

	reporting tool and items to be mentioned in the annual report.
S.W.O.T. Analysis	<p>Lynn Purdin facilitated discussion of a S.W.O.T. (strengths, weaknesses, opportunities, and threats) analysis. Listed are results.</p> <p>Strengths:</p> <ul style="list-style-type: none"> •Educated workforce •Governor’s name get attention •Focus group report is strong •Existing partnerships and resources (both public and private) •Growing national awareness and business leadership networks •Information is already in existence so we don’t have to create, just gather it •Technology for distribution •Committee members are committed and educated •National models exist •Vision, mission, and values are strong •LCPD (Legislative Coalition for People with Disabilities) •Fact the Committee is little known •Now postured to fundraise <p>Weaknesses:</p> <ul style="list-style-type: none"> •Governor is not involved •Not enough money •Not enough private sector Committee Members •Current economic situation is experiencing a low •Employers view of government and committee is one of distrust •Undereducated employers (about disability issues) •Undereducated agencies (both public and private) •Public sector limited knowledge of business customer •No current outcome measures •Few private sector champions •There is not a business leadership network in the state of Utah •Not enough utilization of existing partnerships •The Committee is a low priority of public organizations •Work place skills/workforce preparation is weak

	<p>Threats:</p> <ul style="list-style-type: none"> •Presidents Committee no longer exists •Change of state legislation •Reauthorization of the Workforce Investment Act – Governor can take funding from partners for people with disabilities to fund the one stop centers in the state of Utah <p>Opportunities:</p> <ul style="list-style-type: none"> •Legislation restrictions are being eased – ADA is less restrictive for employers under Supreme Court rulings •Positive response to the focus groups •Business euphoria coming when the economy turns around •Strengthening economic partnerships •Establish information pathway at business.utah.gov •Genesis of business leadership network
Specific Objectives	<p>From the S.W.O.T. analysis the Committee created five objectives:</p> <ol style="list-style-type: none"> 1. active involvement with the executive and legislative bodies; 2. establish a business leadership network in Utah; 3. establish information/resources distribution strategy; 4. establish a measurement system and; 5. address work place preparation. <p>Diane Russell will draft a work plan of tasks for each objective to include implementation and evaluation dates. The draft will be presented to the Committee at the May 2003 meeting.</p>

Discussions for Future Meetings

The following items were placed in the "parking lot" for future discussion:

- The Committee's website needs to be linked to business.utah.gov and disability.info.gov
- The Vision of the Committee talks about retention, however it does not address stability in the workforce for people with disabilities. We also should look at increased wages and increased private health insurance for employed people with disabilities.

The committee needs to examine goals to develop a new committee, including new members. Also an application process needs to be established.

Action Steps

<i>Action Item</i>	<i>Responsible</i>	<i>Target Date</i>
Write a paragraph containing a short explanation to clarify each value.	Diane Russell	May 14, 2003
Explore with Department of Workforce Services and Utah State Office of Rehabilitation workforce information to develop consistent hire/retention rates.	Steve Maas	July 1, 2003
Contact employers involved with focus groups for their opinion of values	Sarah Lehmann	May 14, 2003
Development of S.M.A.R.T. tasks.	Diane Russell with Sarah Lehmann	May 14, 2003
Send focus groups a copy of the final report, mission, vision, and values.	Sarah Lehmann	May 31, 2003