



MATTHEW G. BEVIN
GOVERNOR

EXECUTIVE ORDER

Secretary of State
Frankfort
Kentucky

2018-328
May 15, 2018

RELATING TO THE EMPLOYMENT FIRST COUNCIL

WHEREAS, the Commonwealth of Kentucky is committed to supporting competitive and integrated employment where work is performed in a conventional work setting at a competitive wage for all working age citizens with disabilities, regardless of the level of disability; and

WHEREAS, the Commonwealth of Kentucky recognizes that the provision of work opportunities for individuals with disabilities within the general workforce is the first and preferred outcome when providing publicly funded services and supports to the population of workers who have disabilities; and

WHEREAS, there are over 13 million adults of working age in the United States receiving disability benefits from Social Security; and

WHEREAS, the workforce participation rate for individuals with disabilities is approximately one-third that of people without disabilities; and

WHEREAS, working age adults with disabilities live below the poverty line at twice the rate of the general population; and

WHEREAS, research indicates the value of collaboration between the public and private sectors and its ability to improve employment outcomes of persons with disabilities; and

WHEREAS, the Commonwealth of Kentucky can provide a centralized location for data collection and facilitate the dissemination of training and resource information among members of the public and private sectors; and



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WHEREAS, the Commonwealth of Kentucky recognizes and values the role of families, self-advocates, and public and private providers in achieving positive employment outcomes for our citizens with a disability; and

WHEREAS, the Commonwealth of Kentucky further recognizes that improving employment outcomes requires coordinated efforts that cross multiple state and federal government agencies; and

WHEREAS, this Executive Order will enable the Commonwealth to focus its employment efforts upon this vulnerable population to assist them in achieving individual prosperity and full engagement with the community:

NOW, THEREFORE, I, Matthew Bevin, Governor of the Commonwealth of Kentucky, by virtue of the authority vested in me by the Kentucky Constitution, Sections 69 and 81, and KRS 12.029, do hereby Order and Direct the following:

- I. It is the policy of the Commonwealth of Kentucky that competitive and integrated employment in the community shall be considered the first and primary option for persons with disabilities of working age who have communicated a desire to become employed.
- II. In furtherance of this policy, the Employment First Council is hereby created and established as an advisory body of state government to pursue the purposes set forth in this Executive Order. This council shall be a collaborative body among individuals with family members who have disabilities, government agencies, and constituent employment groups who have an interest in employing individuals with a disability in a competitive and integrated work environment.
- III. The Employment First Council is hereby charged to increase meaningful opportunities for integrated and competitive employment within the general population for citizens with a disability seeking employment, regardless of their level of disability.
- IV. The Employment First Council shall act in an advisory capacity to the Governor and other executive branch agencies and officers, and shall:
 - a. Identify state policies that create disincentives to employment of people with disabilities and develop recommendations to address and eliminate those disincentives;



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- b. Develop training and resources for families, self-advocates, public and private providers, and employers on the benefits of working in meaningful and productive jobs within the general workforce;
 - c. Recommend the implementation of effective practices to increase employment opportunities for workers with a disability to public and private providers of employment assistance and employers;
 - d. Establish measurable goals to assess progress of efforts to increase the employment of workers with a disability within the general workforce; and
 - e. Provide an Annual Report to the Governor on the progress toward these goals.
- V. The members shall include the following:
- a. One (1) representative from the Office of Vocational Rehabilitation;
 - b. One (1) representative from the Office for the Blind;
 - c. One (1) representative from the Department of Education;
 - d. One (1) representative from the Division of Developmental and Intellectual Disabilities;
 - e. One (1) representative from the Commonwealth Council on Developmental Disabilities;
 - f. One (1) representative from Kentucky Protection and Advocacy;
 - g. One (1) representative from Disability Determination Services;
 - h. One (1) representative from the Division of Behavioral Health
 - i. One (1) representative from the Autism Training Center;
 - j. One (1) representative from the Office of Autism;
 - k. One (1) representative from the Human Development Institute – University of Kentucky;
 - l. At least two (2) representatives, to be appointed by the Governor, who have a physical or mental impairment that substantially limits one or more major life activities, someone who has a history or record of such an impairment, or a person who is perceived by others as having such an impairment;
 - m. At least two (2) representatives, to be appointed by the Governor, who have an immediate family member that suffers from a disability;
 - n. One (1) representative, to be appointed by the Governor, from a provider agency.
 - o. One (1) representative from State Rehabilitation Council
 - p. At least four (4) members, to be appointed by the Governor, who represent employers.
- VI. The Employment First Council shall meet at least quarterly.



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- VII. The Employment First Council shall be administered at the University of Kentucky Human Development Institute, Kentucky's University Center on Disability.
- VIII. The Employment First Council shall be effective from July 1, 2018 to June 30, 2020, unless otherwise extended by subsequent executive order or legislation.
- IX. Nothing in this order shall be construed to require any employer to give preference to hiring persons with disabilities nor shall anything be construed to mandate that those program participants having no desire to become employed be forced to do so.

MATTHEW G. BEVIN, Governor
Commonwealth of Kentucky

ALISON LUNDERGAN GRIMES
Secretary of State