

**Division of Persons with Disabilities
Department of Human Rights**



**Strategic Plan
2002-2005**

**Vision, Mission,
Guiding Principals**

Vision:

All Iowans with disabilities are able to access employment matching their abilities, interests and economic needs.

Mission:

The Division of Persons with Disabilities exists to promote the employment of Iowans with disabilities and reduce barriers to employment by providing information, referral, assessment and guidance, training, and negotiation services to employers and citizens with disabilities.

Goals, Measures and Strategies Assessment

Threats:

- The employment rate for lowans with disabilities is at 63% compared to rate in the general population of 84% according to the 2000 census.
- Two years after youth with disabilities leave secondary school; only 52% of young men and 32 % of young women have jobs according to the Women's Educational Equity Act Resource Center in Massachusetts.
- Employment rate of state government employees is lower than the representation of citizens with disabilities in the working age population
- According to the 2000 Census, the physically disabled span all income groups, ages, races, lifestyles and religions. Of the 284 million Americans counted in the 2000 Census, about 77 million of them over the age of 5 were disabled physically. By contrast, there were 36.4 million blacks and 32.8 million Hispanics.
- Capacity and money to travel to and assist in development of local committees is restricted
- People with disabilities are unable to live, work, and participate in communities of their choice due to lack of adequate housing and transportation.
- Lack of understanding of the law and regulations effecting housing for people with disabilities results in low incidence of available housing.
- Absence of a federal housing program targeting households below 30% of median income results in a low incidence of affordable housing.
- Insurance coverage for mental illness and substance abuse is not equal to coverage for other disabilities.

Successes:

- Employment rates of lowans with disabilities have improved from 42.5% % in 1990 to 63% in 2000 according to statistics from the census bureau.
- Staff are knowledgeable on disability issues for all types of disabilities including sensory, mental and physical.
- Gaining knowledge of customer markets via data collection.
- Gaining knowledge of customer satisfaction via response cards, CAP surveys for cases.
- Revenue enhancement through collaborative efforts to obtain matching federal funds for projects.
- Strategic plan with work plans formulated by division staff for 2000-2005
- Completion of Iowa Excellence Self Assessment and continual improvement monitoring.
- Two staff members are Iowa Excellence Examiners
- Partner on Executive Order #27 and the Olmstead Act to improve housing for lowans with disabilities.
- Compilation of annual reports, monthly contract reports.
- No exceptions noted in annual federal audits of CAP and YLF
- Youth with disabilities in Iowa have better rates of employment than do adults. Of Iowa males age 16 to 21 with a disability, 67% are working while females in this age group have a 70% rate of employment according to the 2000 census.

Core Functions:
Community Coordination & Development
Advocacy

Goal One: Iowans with disabilities are empowered with tools to obtain employment.

Strategies:

- A. Youth with disabilities are trained to be successful employees
- B. College graduates with disabilities are recruited for employment
- C. Iowans with disabilities receive quality vocational rehabilitation services
- D. Iowans will have access to accurate information on disability issues and appropriate/available services
- E. Iowans with disabilities will be employed within communities that provide them with safe, healthy, and quality choices to live independently. Iowans are offered information and referrals for quality healthcare including access to mental health care and substance abuse, independent living, housing, transportation, and recreation opportunities.

Goal Two: Employers are supported in their efforts to hire people with disabilities.

Strategies:

- A. Employers will be offered assessment, guidance, and training to recruit, hire, train, retain, promote, and discharge people with disabilities.
- B. Iowa employers will receive information on disability laws and regulations.

Goal Three: State, County and Local Governments are supported in providing services to and employing Iowans with disabilities.

Strategies:

- A. State, county and local governments will receive assessment and guidance on employment and accommodation of people with disabilities.
- B. State, county and local governments will be provided training on physical and program access.
- C. State agencies will receive training on emergency evacuation of staff and visitors with disabilities.

Goal Four: The division infrastructure will be financially sound.

Strategies:

- A. Effective and efficient internal communications
- B. Effective and efficient management of Division and Commission activities.
- C. Effective and efficient financial management.
- D. Effective and efficient equipment maintenance & inventory.
- E. Effective and efficient vendor/partner services.
- F. Effective and efficient management of human resources.