

December 4, 2024

Disability Employment Report FY 2024 Findings & Disability Employment Services

OFM State Human Resources
Department of Services for the Blind
Department of Social and Health Services



Agenda

- RCW Requirements
- PWD representation
- PWD hiring & turnover trends
- PWD sentiment
- State programs for disability employment services

Requirements

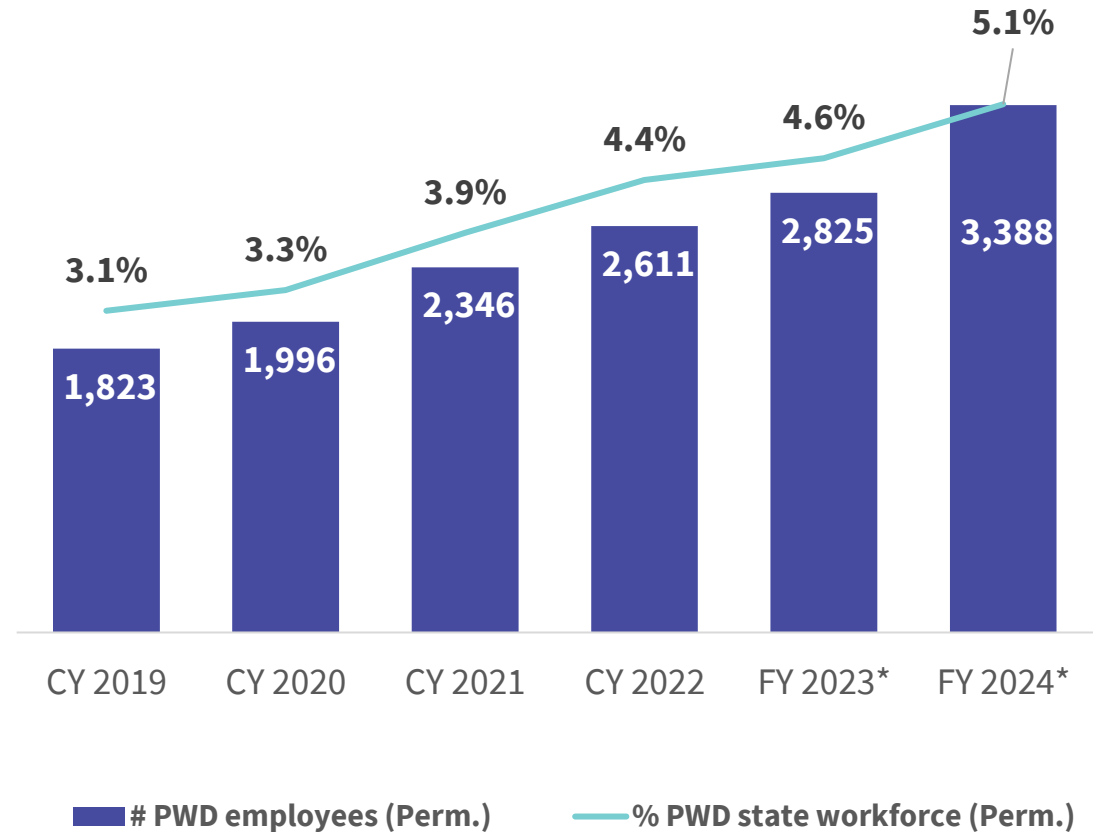
RCW 43.41.275

Annual reporting

- **Agency with 100 and more employees (40)**
- **Agency data for People with Disabilities (PWD):**
 - ✓ Workforce number
 - ✓ Hires
 - ✓ Separations
 - ✓ Hires from DSB clients
 - ✓ Hires from DVR clients
 - ✓ Current year planned hires

PWD: Workforce Representation

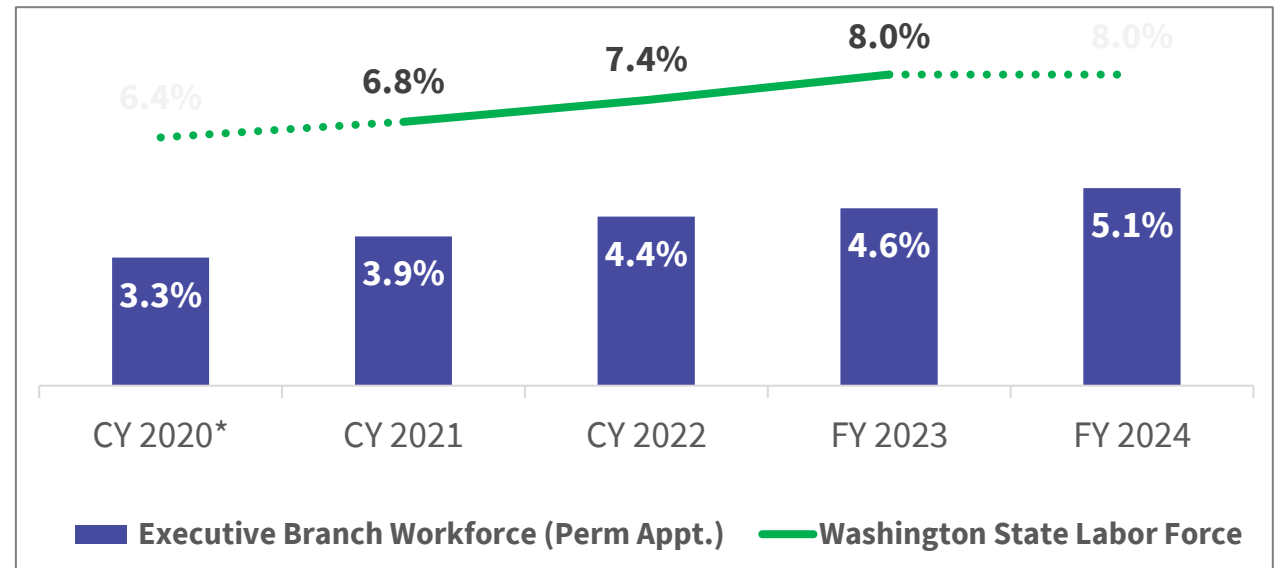
- The number of employees with disabilities holding permanent appointments in the executive branch workforce has nearly doubled since 2019.
- In FY 2024, PWD employees constitute 5.1% of the total executive branch permanent appointments, and 92.7% of PWD employees serve in permanent roles.
- 7.1% of PWD employees are in management positions.



PWD: Demographics

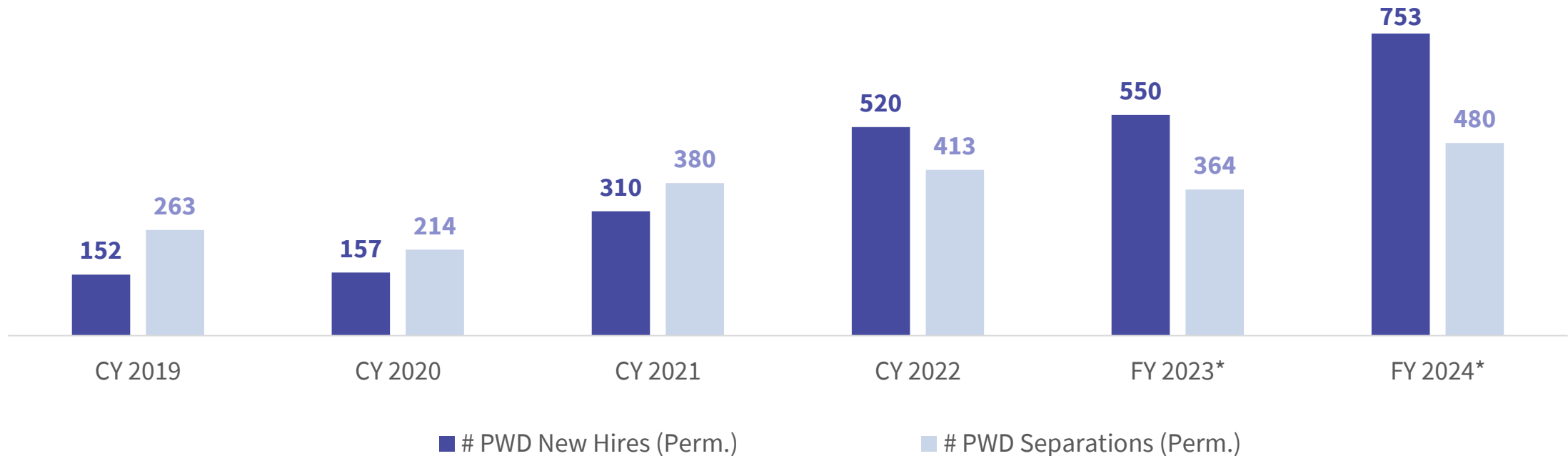
- The PWD community within the state workforce is notably diverse.
- Executive branch PWD representation remains lower than the WA state labor force. However, it is noted that 45% of the executive branch workforce did not disclose their disability status in FY 2024.

FY 2024 Diversity	PWD within executive branch	Executive branch total
Age 40 and over	67.9%	63.4%
Female	48.7%	48.4%
Veterans	20.9%	5.5%
Persons of Color	24.5%	23.5%
2SLGBTQIA+	17.9%	4.7%
X/Non-binary	3.3%	0.6%
Military spouse	3.2%	1.2%



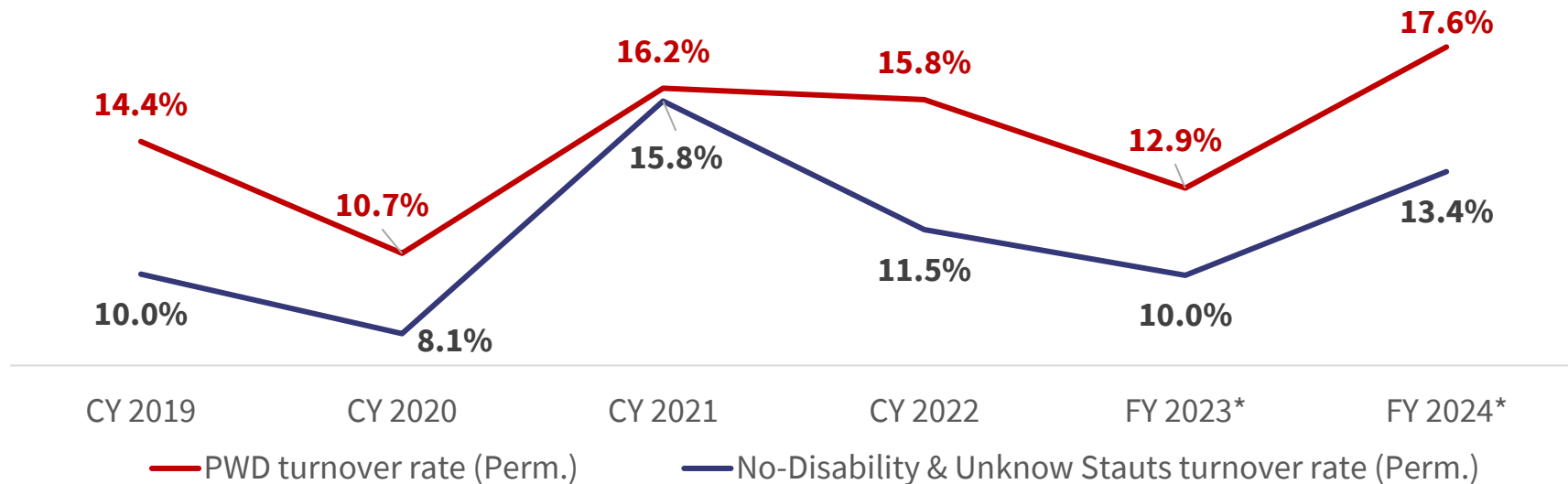
PWD: Hiring Trends

- In FY 2024, PWD made up 6.7% of all new hires in the permanent roles.



PWD: Turnover Trends

- One in five PWD employees (20.4%) left their state employer in FY 2024 (17.6% exited state service entirely and 2.8% transferred to other state agencies), compared to 11.5% of the executive branch total.
- 48% of PWD turnover were voluntarily resigned, mostly from permanent appointments.



PWD: Employee Engagement

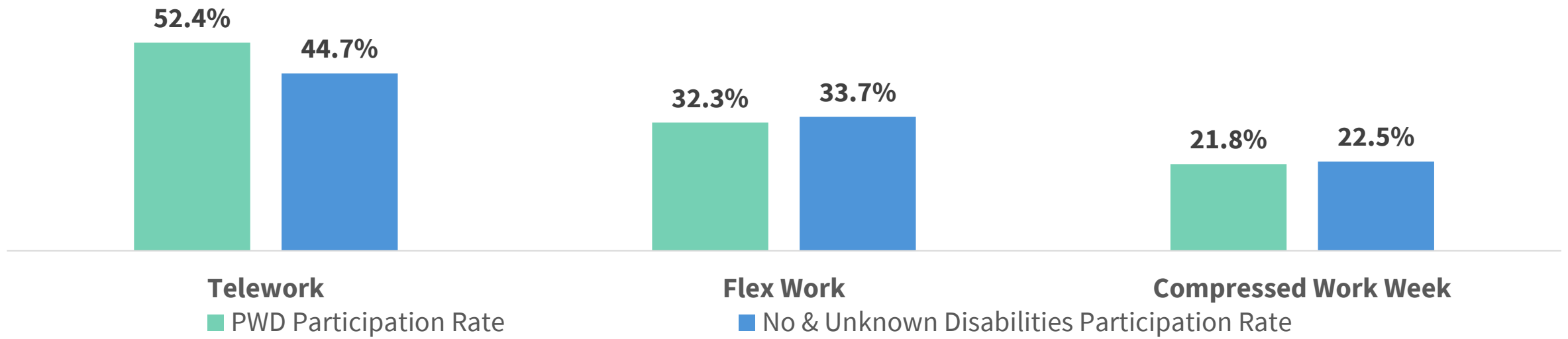
Results from 2023 Employee Engagement Survey:

- PWD were less likely to be engaged in their work compared to those without a disability.
- PWD who engaged in telework for at least two days a week reported significant improvements in their overall engagement scores. Telework status is the key factor influencing PWD sentiment.

Engagement Dimension	% Increase in positive score (No telework vs. 100% telework)
Work/Life Balance	85% ↑
Recognition	23% ↑
Future Vision	23% ↑
Involvement & Belonging	19% ↑
Overall Engagement	19% ↑

PWD: Hybrid Work Participation (FY 2024)

- Compared to employees without disabilities and those with unknown disability status, PWD had slightly higher eligibility rates in all hybrid work options, including Telework (68.8%), Flex Work (77.8%) and Compressed Work Week (70.6%).
- PWD employees' actual participation in Flex Work and Compressed Work Week were significantly lower than in telework.



Opportunities for PWD Workforce Growth

Employer resources for Disability Employment Services:

- Department of Services for the Blind (DSB)
- Division of Vocational Rehabilitation (DVR)
- Supported Employment in State Government (SESG)

FY 2024 Disability Employment Services	# Agencies	Total Headcount	Percent Workforce with Disabilities
DSB Client Hires	5	10	1.1% of PWD New Hires
DVR Client Hires	5	16	1.7% of PWD New Hires
SESG Employees	13	71	1.9% of PWD workforce

The background of the slide is a photograph of the Washington State Capitol building at dusk. The building's central dome is illuminated from within, and the sky is a deep, dark blue. Lush green trees are visible in the foreground, partially obscuring the lower part of the building. The overall mood is professional and official.

Washington State Disability Employment Services

DSB Services for HR and Hiring Managers

Core Business Services:

- Staff Training
- Accommodations Consultation
- Sourcing and Staffing Assistance
- Employee Retention



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DSB Services for HR and Hiring Managers

Workforce solutions:

- Internships
- Work based learning experiences
- On-the-Job Training
- Retention Services



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DSB Services for Agency Employees

Employee Services:

- Accommodation Consultation and Support
- Training on Assistive Technology
- Training on Travel and Transportation
- Counseling



WASHINGTON STATE

**Department of Services
for the Blind**

Agency Overview and Contact

Business Relations Services for State Agencies:

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WASHINGTON STATE

**Department of Services
for the Blind**

DVR Mission

Transforming lives by assisting individuals with disabilities to fully participate in their communities through meaningful employment.

DVR Vision

To empower students, youth, and adults with disabilities to dream big and achieve their employment goals.



DVR's Consultative Services for Employers:

1. **Consultation on Best Practices for hiring retaining and promoting people with disabilities.**
2. **Refer Qualified DVR clients to meet your staffing needs.**
3. **Training on a variety of topics like disability etiquette, disability awareness, reasonable accommodations, and a variety of ADA Topics.**
4. **Connect hired DVR clients to assistive technology solutions.**

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Supported Employment in State Government (SESG) Program

SESG is for individuals with developmental or significant disabilities who require on-the-job training and long-term support to maintain their employment. Any state agency may participate in this exciting opportunity to support a diverse workforce.



Benefits of SESG

- SESG positions do not count toward an agency's allotted full-time equivalent (FTE).
- Individuals with disabilities make great employees! They offer valuable skills for state agencies.
- SESG employees offer a unique and important perspective and contribute to the diversity of the agency's workforce.
- The SESG Manager assists state agencies throughout the SESG recruitment and hiring process.



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For more information

[FY 2024 Disability Employment Report](#)

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