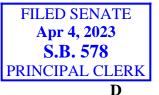
GENERAL ASSEMBLY OF NORTH CAROLINA SESSION 2023



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SENATE BILL DRS45180-MR-14

Short Title:	State as a Model Employer/IDD.	(Public)
Sponsors:	Senators Moffitt, Krawiec, and Corbin (Primary Sponsors).	
Referred to:		

A BILL TO BE ENTITLED

2 AN ACT TO DIRECT THE DEPARTMENT OF HEALTH AND HUMAN SERVICES, IN 3 CONSULTATION WITH THE OFFICE OF STATE HUMAN RESOURCES, TO STUDY 4 THE DEVELOPMENT AND IMPLEMENTATION OF A PROGRAM TO ENCOURAGE 5 THE EMPLOYMENT BY STATE AGENCIES OF INDIVIDUALS WITH DISABILITIES, 6 TARGETING INCLUDING EMPLOYMENT OF **INDIVIDUALS** WITH 7 INTELLECTUAL AND DEVELOPMENTAL DISABILITIES, AS RECOMMENDED BY 8 THE 2017-2018 LEGISLATIVE RESEARCH COMMISSION COMMITTEE ON 9 INTELLECTUAL AND DEVELOPMENTAL DISABILITIES.

10 The General Assembly of North Carolina enacts:

11 SECTION 1. The Department of Health and Human Services (Department), in 12 consultation with the Office of State Human Resources, shall study the development and implementation of a comprehensive, statewide program that establishes the State as a model 13 employer in the employment of individuals with disabilities. The goals of the program shall 14 15 include (i) increasing disability inclusion and access to State agency employment, (ii) specifically 16 targeting an increase in the employment by State agencies of individuals with intellectual and 17 developmental disabilities, and (iii) demonstrating to local government and private sector 18 employers the viability and effectiveness of employing individuals with disabilities. As part of 19 its study, the Department shall solicit the input of key stakeholders, including other relevant State 20 agencies and organizations.

SECTION 2. In studying the development of a statewide program that establishes the State as a model employer for individuals with disabilities, the Department, in consultation with the Office of State Human Resources, shall examine existing programs in other states and shall consider the feasibility of implementing a comprehensive program in North Carolina that contains at least one or more of the following components, including expanding on existing programs: (1) Targeting hiring efforts through the Office of State Human Resources,

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(1) Targeting hiring efforts through the Office of State Human Resources, including fast-track hiring policies that augment or streamline existing agency practices, trial work periods before offering permanent employment, preemployment certification through the Department for State employment, State agency internships, specific eligibility lists for hiring managers, and mandatory interview opportunities.

- (2) Focusing on recruitment and outreach efforts to identify and attract skilled individuals with disabilities for State employment.
- 35 (3) Enhancing accessibility to State employment applications and the steps in the hiring process.



	General Assembly Of North Carolina Se				
1	(4)	Developing explicit, reasonable workplace accommodation	n guidelines that		
2		include managing costs and providing a request process	that encourages		
3		individuals with disabilities to apply for State employment.			
4	(5)	Building upon existing State personnel training programs to	further encourage		
5		inclusion of individuals with disabilities in the workplace.			
6	(6)	Enabling data collection for evaluation and oversight	t of the State's		
7		employment practices for hiring individuals with disabilities	5.		
8	(7)	Increasing public and private partnerships to further dev	elop work-based		
9		opportunities leading to State employment, such as Project S	SEARCH.		
10	SECT	FION 3. By December 1, 2023, the Department, in consultation	on with the Office		
11	of State Human	Resources, shall submit a report to the Joint Legislative Over	rsight Committee		
12	on Health and Human Services on the results of the study required by this act, including any				
13	legislative recommendations.				
14	SECT	FION 4. This act is effective when it becomes law.			