



Model Employer Initiative Annual Report



2024

Background

In 2019, Governor Parson issued Executive Order 19-16 directing the State of Missouri to put forth best efforts to eliminate the disparity in the percentage of individuals with disabilities of working age in the population and the percentage of employees with disabilities in the State workforce and set annual goals for continuing to increase the percentage of individuals with disabilities in the State workforce.

The Office of Administration collects data through an annual, voluntary self-disclosure, and reports and evaluates the State's progress in carrying out the directives of the Executive Order.

Through strategies to improve recruitment, hiring, and retention, the State of Missouri looks to serve as a model employer across our communities and achieve the state's goal to continue to increase the percentage of individuals with disabilities in the State workforce. The EO 19-16 does not require any state employee or candidate to disclose their disability status. Therefore, any data submitted to the State is voluntary self-disclosure.

This report provides data and efforts taken by the executive branch to implement this initiative and Model Employer legislation, Section 37.980.1 RSMo. (2023)

EO 19-16 [Model Employer Executive Order](#)

RSMo 37.980 [Model Employer legislation](#)

Implementation Actions

Office of Administration (OA) Model Employer Work Group

Members of the Office of Administration’s Division of Personnel, Office of Equal Opportunity, and the Governor’s Council on Disability collaborate to assist executive agencies in carrying out the directives of EO19-16. In 2024, these efforts focused on:

- Conducting the annual self-disclosure survey of state team members and evaluating feedback
- Conducting a survey of state government ADA coordinators and HR directors to determine progress in carrying out the directives of the EO and identify gaps, recommendations and action items
- Reviewing and assuring accessibility of hiring platforms
- Providing training and educational presentations on disability awareness, etiquette, and employment practices
- Hosting inclusive hiring events and outreach activities
 - Reverse Hiring Event
 - Statewide Hiring Events (in person and virtual)
- Hosting statewide awareness events to promote employment inclusion
 - National Disability Employment Awareness Month (NDEAM) Celebration Event
 - NDEAM Poster Contest

National Expansion of Employment Opportunities Network workgroup

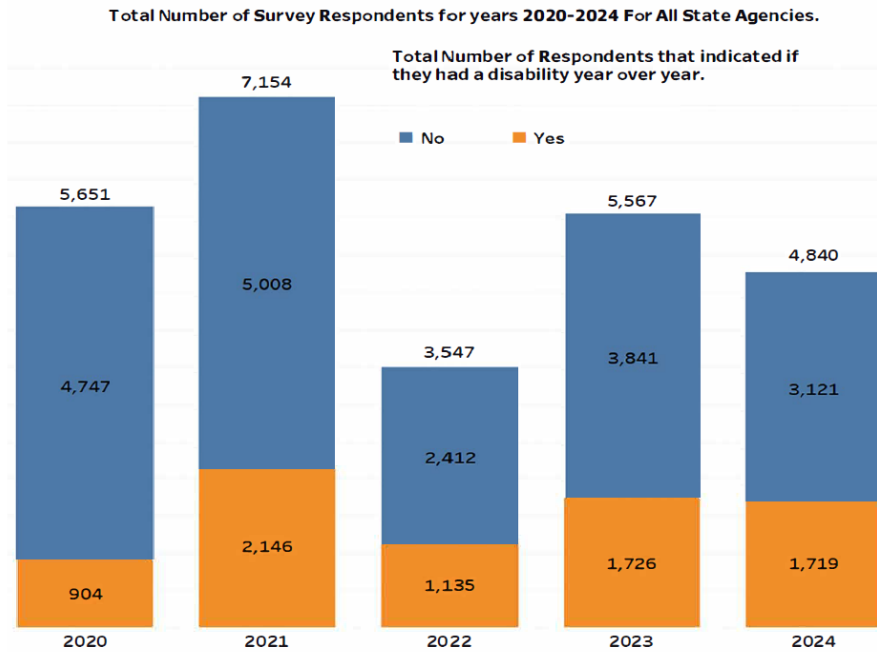
Missouri was selected to participate in the National Expansion of Employment Opportunities Network (NEON) initiative which enables government agencies to receive capacity-building support, policy development assistance and ongoing mentoring to increase competitive integrated employment for people with disabilities. Missouri’s NEON workgroup is a collaborative workgroup of state agencies and national Subject Matter Experts working in tandem with the OA Model Employer workgroup to carry out the directives of Executive Order, Model Employer Legislation, and Employment First Legislation. In 2024, the NEON workgroup’s efforts regarding the Model Employer initiative focused on:

- Developing an implementation plan to carry out directives of the Model Employer Executive Order and Legislation
- Conducting an accessibility and ease-of-use survey of the MO Careers hiring platform
- Developing training recommendations for state team members, hiring managers and supervisors
- Facilitating connections with agencies supporting people with disabilities in employment

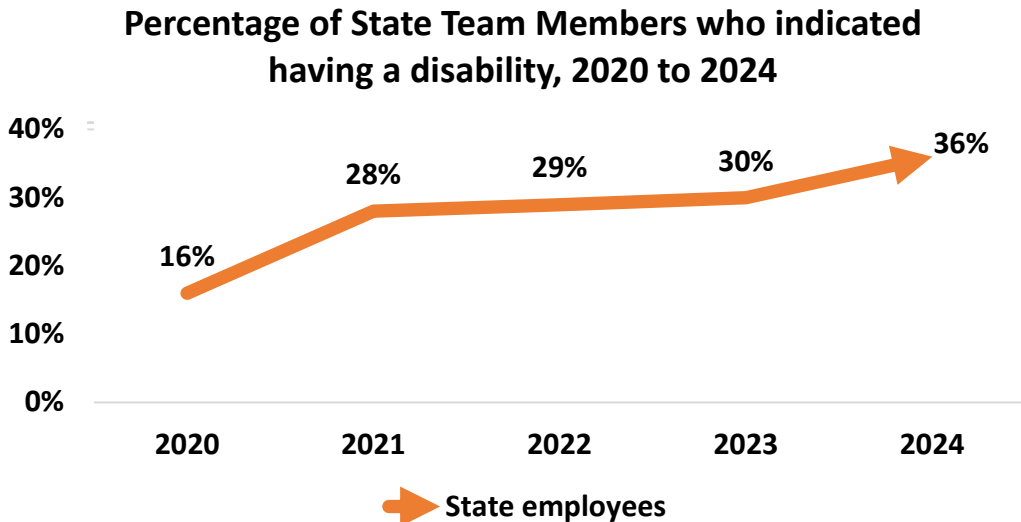
Annual Self-Disclosure Survey

Each year, the Office of Administration sends out a voluntary self-disclosure survey to state team members to collect information on how the state is advancing this initiative. The annual, voluntary self-disclosure survey was distributed to all state team members from October 2-16, 2024. The 2024 survey had an 11.02% response rate. This response rate is 13% lower than the previous year (2023), and 13.7% lower than the 2020 survey response rate.

1. Total number of survey respondents from 2020 to 2024 with a breakdown of team members who indicated having or not having a disability:



2. Percentage of state government workforce identifying as individuals with disabilities, from 2020 to 2024:

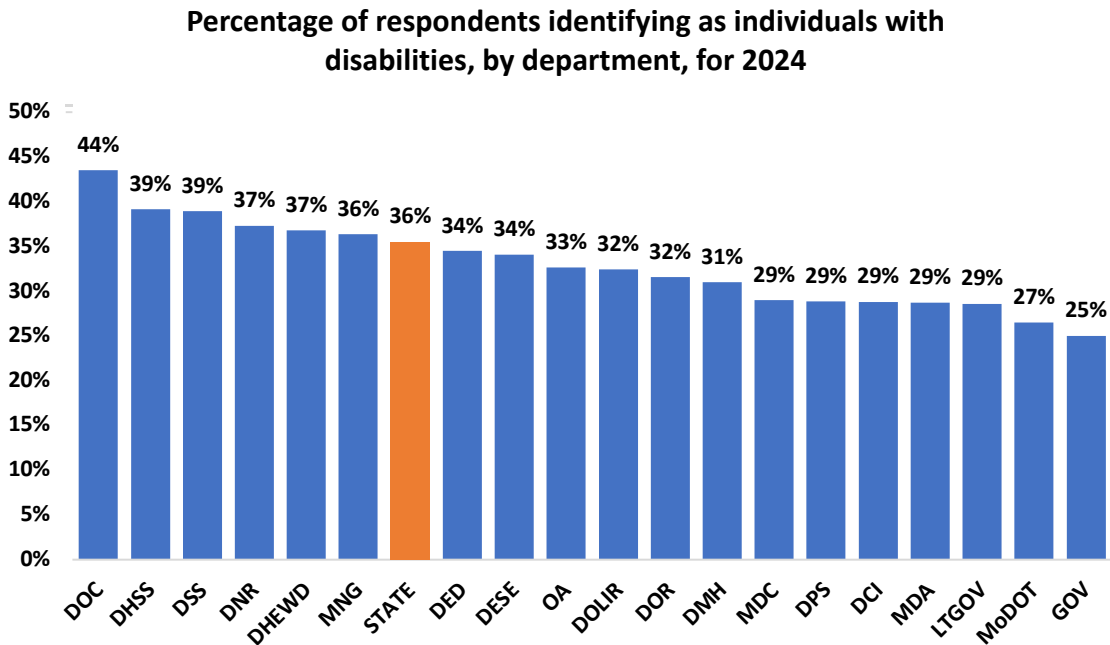


The Executive Order requires an analysis of any disparity that may exist, between the percentage of individuals in Missouri who disclose disabilities compared to the percentage of individuals in the state workforce who disclose disabilities.

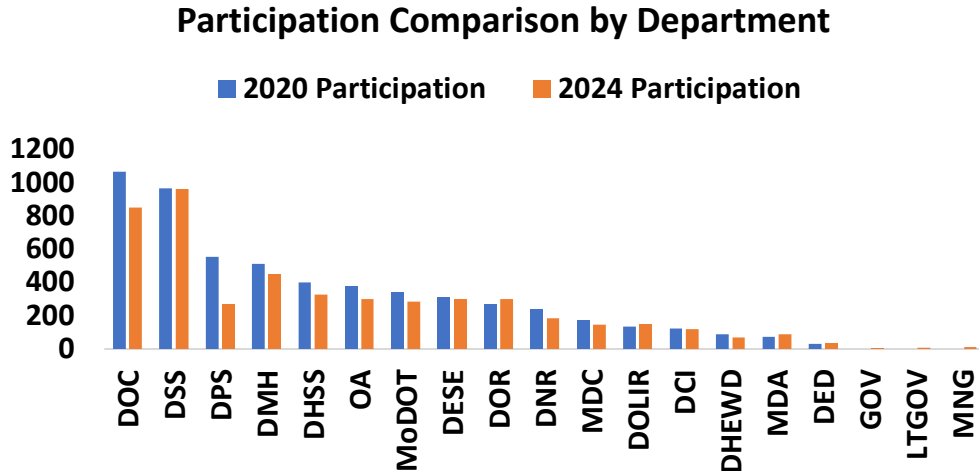
Data provided by the US Census American Community Survey, the Department of Higher Education and Workforce Development (DHEWD) and Missouri Economic Research and Information Center (MERIC), shows the following percentages of Missourians with disabilities:

Total Civilian Noninstitutionalized Population	6,094,536	
With a disability	914,021	
Under 18 years	1,368,649	
With a disability	76,475	
18 to 64 years	3,623,524	
With a disability	469,392	
65 years and over	1,102,363	
With a disability	368,154	

3. Percentage of respondents identifying as individuals with disabilities, by department:



4. Number of survey respondents, by department, 2020 and 2024



The survey collects additional feedback from those who indicate they currently have a disability. The additional information identifies barriers or challenges experienced by the individuals to obtaining employment, sustaining employment, and ways they believe they would benefit from additional assistance or accommodations. This information is analyzed and evaluated in collaboration with the state government ADA Coordinators to develop recommendations and action items for each department to improve employment outcomes for state team members with disabilities.

In 2024, these action items included:

- Improving environmental and physical accessibility in state government facilities
- Providing training and education on disability awareness, etiquette, and Americans with Disabilities Act (ADA) requirements
- Providing information to state team members and supervisors about ADA and workplace accommodation policies and procedures

State agencies are currently developing department action items for 2025 based on the survey feedback provided by team members in the 2024 survey.

Survey of state government ADA coordinators and HR directors

A survey of all state government ADA coordinators and HR directors was conducted to determine the progress made by state departments in carrying out the directives of the Model Employer Executive Order and legislation, and identify gaps, recommendations, and action items.

Based on the survey results, the following needs were identified by the participating state agencies:

- Statewide training curriculum and resources on disability awareness, inclusion, and accessibility
- Assistance with facilitating connections between state agencies and agencies/entities that support individuals with disabilities in employment

Opportunities and Goals for 2025

The focus of the OA Model Employer workgroup in 2025 will be on:

- Developing a recommended training curriculum and resources on disability awareness, inclusion, and accessibility for all state agencies
- Assisting with facilitating connections between state agencies and agencies/entities that support individuals with disabilities in employment
- Continuing collaboration with NEON workgroup
- Continuing and increasing participation in the annual self-disclosure survey