



JOHN BEL EDWARDS
GOVERNOR

LAMAR A. DAVIS, COLONEL
DEPUTY SECRETARY

State of Louisiana
Department of Public Safety and Corrections
Public Safety Services

State AS A Model Employer
2021 Plan Year

The Department of Public Safety and Corrections, Public Safety Services, (DPS) is committed to developing and maintaining a high performing public workforce that provides safety services to both the citizens of the state and visitors to the state of Louisiana. IN pursuing the agency's goal of being an organization that makes a difference, achieves excellence, and stands in a position of leadership, and in accordance with Executive Order JBE 18-08, DPS is committed to expanding the recruitment, hiring, retention, and promotion of individuals with disabilities in order to maintain a diverse workforce which reflects the talents of the diverse citizens of this state.

Executive Order JBE 18-08 established the State as a Model Employer (SAME) task force to study and provide recommendations to the goal of increasing employment of people with disabilities by state agencies. The Order also directs each state agency that reports to the Governor to:

- Designate a staff person who will be responsible for overseeing the agency's initiatives and strategies to attract, engage, and advance people with disabilities;
- Implement strategies for employment of people with disabilities;
- Increase awareness of the state's disability employment supports and services and utilize the resources, services, and funding available through Louisiana Rehabilitation Services (LRS) and Louisiana Workforce Commission (LWC) to provide opportunities for work based learning experiences, internships and training students with disabilities;
- Ensure continued development and implementation of policies, strategies, and services; and
- Submit a plan each year describing the strategies and policies adopted by the agency, as well as progress implementing the items listed above.

The first step in targeted recruitment of individuals with disabilities is public awareness. To this end, DPS includes the following verbiage on all public job postings for the purposes of encouraging individuals with disabilities to apply and providing them with a link to available resources:

COURTESY • LOYALTY • SERVICE
"An Equal Opportunity Employer"
P. O. BOX 66614, BATON ROUGE, LOUISIANA 70896

“The Department of Public Safety and Corrections, Public Safety Services, is a State as a Model Employer (SAME) agency that supports improved employment opportunities for individuals with disabilities. For more information on employment-related resources available for those with disabilities, refer to the Louisiana Employment Resource Guide.”

DPS will continue to work in conjunction with the LRS designated Point of Contact to identify resources and services that may assist the agency in recruitment efforts targeting people with disabilities. DPS will continue to notify the LRS contact of all job postings in order to increase visibility of vacancies to the clients serviced through LRS vocational rehabilitation programs.

DPS will continue to provide training and resources to hiring managers regarding interviewing people with disabilities and the availability of accommodations to facilitate those interviews. Additionally, DPS is providing a central location for employees and hiring managers to easily access available resources on disability awareness, availability of accommodations, and additional educational materials related to employing individuals with disabilities.

DPS will continue to improve upon the initiatives strategies thus far implemented to ensure that the agency is progressing toward the goal of being a Model Employer for people with disabilities.

COURTESY • LOYALTY • SERVICE
"An Equal Opportunity Employer"

P.O. BOX 66614, BATON ROUGE, LOUISIANA 70896

Louisiana Department of Public Safety	2020		2019	
	Employees=	2732	Employees=	2726
Participants	573	20.97%	585	21.5%
Yes - Disability	126	4.6%	122	4.5%
Physical	29	1.1%	33	1.2%
Intellectual	5	0.2%	6	0.2%
Behavioral	29	1.1%	26	1.0%
Sensory	20	0.7%	17	0.6%
Disease	18	0.7%	57	2.1%
doesn't want to report disability type	5	0.2%	8	0.3%
No - Disability	416	15.2%	434	15.9%
Does not want to disclose	31	1.1%	29	1.1%
SSDI yes	25	0.9%	20	0.7%
SSDI no	57	2.1%	52	1.9%
SSDI unsure	44	1.6%	50	1.8%
affects work A Great Deal	4	0.1%	7	0.3%
affects work A Lot	5	0.2%	5	0.2%
affects work Moderately	26	1.0%	21	0.8%
affects work A Little	49	1.8%	47	1.7%
affects work None At All	42	1.5%	42	1.5%
affects life A Great Deal	6	0.2%		
affects life A Lot	11	0.4%		
affects life Moderately	31	1.1%		
affects life A Little	46	1.7%		
affects life None At All	31	1.1%		

