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1 Foundation to support the City’s workforce development efforts, including the
2 hiring of a Workforce Development Liaison at the Small Business Office to
3 coordinate the efforts of workforce development programs across
4 Albuquerque; and

5 WHEREAS, employment access for individuals with disabilities increases
6 financial stability, social inclusion, and sense of purpose; and

7 WHEREAS, barriers for persons with disabilities to access employment
8 opportunities include, but are not limited to, inaccessible and unnavigable job
9 application hardware and software for persons with accessibilities, employers’
10 misconceptions about hiring and accommodating persons with disabilities,
11 applicants’ lack of adequate documentation and work experience, and lack of
12 transportation to get to a work site; and

13 WHEREAS, barriers for persons with disabilities to perform their job
14 responsibilities include, but are not limited to, a physical work environment
15 that is inaccessible or hard to navigate, a lack of assistive tools or
16 technologies to help the person be effective, negative attitudes within the
17 work environment, inadequate transportation to get to a work site, lack of
18 stamina and capacity to complete full work shifts, and a lack of relevant
19 systems, services, and policies within the workplace; and

20 WHEREAS, providing supported employment opportunities for persons
21 with disabilities is critical for creating inclusive work environments in both the
22 public and private sectors; and

23 WHEREAS, hiring persons with disabilities reduces their reliance on
24 government supports and creates workforce environments that reduces
25 turnover, provides more flexibility for employers when scheduling work for
26 their employees, and increases business efficiency and revenue; and

27 WHEREAS, cities around the country like Iowa City, Spokane, San
28 Francisco, and Chicago have enacted legislation to create supported
29 employment programs at the departmental level; and

30 WHEREAS, these supported employment programs often involve
31 developing “fast track” hiring initiatives that allow persons with disabilities to

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1 apply for employment through a non-competitive hiring process if they meet
2 the eligibility status and minimum qualifications for a position; and

3 WHEREAS, on-the-job training is a supported employment strategy that
4 governmental entities like New Mexico Division of Vocational Rehabilitation
5 (NMDVR) offer that establishes an agreement between an employer and job
6 seeker to provide job coaching at little to no cost to the employer and
7 customizing the scope of work of the job seeker to best suit the employee's
8 skills and capacities; and

9 WHEREAS, job carving, job sharing, and job sampling are supported
10 employment strategies that involve creating, modifying, or customizing one or
11 multiple employees' scope of work in a way that simultaneously meets the
12 needs of the employer while addressing the skills and capacities of each
13 employee; and

14 WHEREAS, it is in the best social and economic interests of the City of
15 Albuquerque to expand competitive employment and economic opportunities
16 for persons with disabilities; and

17 WHEREAS, the City of Albuquerque can play a critical role in addressing
18 the employment gap between persons with and without disabilities.

19 **BE IT RESOLVED BY THE COUNCIL, THE GOVERNING BODY OF THE CITY OF**
20 **ALBUQUERQUE:**

21 Section 1. The Mayor and City Council shall work with the Office of Equity
22 and Inclusion, the Human Resources Department, the Small Business Office's
23 Workforce Development Liaison, and other relevant City departments to work
24 with local disability employment providers to explore opportunities for
25 creating supported employment opportunities among persons with disabilities
26 by:

- 27 a. Assessing and updating all job application hardware and software to
28 ensure compliance with the Americans with Disabilities Act (ADA) and the
29 most current Web Content Accessibility Guidelines (WCAG) to ensure easy
30 accessibility and readability of job postings among persons with
31 disabilities; and

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- 1 **b. Targeting recruitment of potential employees with disabilities via disability**
- 2 **community organizations, vocational rehabilitation, and job centers; and**
- 3 **c. Examining City policies that promote and/discourage employment among**
- 4 **persons with disabilities; and**
- 5 **d. Ensuring all City departments have a comprehensive understanding of the**
- 6 **City’s reasonable accommodation policy and procedures; and**
- 7 **e. Exploring opportunities for developing a “fast track” hiring initiative to**
- 8 **allow persons with disabilities to apply for employment through a non-**
- 9 **competitive hiring process if they meet the eligibility status and minimum**
- 10 **qualifications for a position; and**
- 11 **f. Exploring opportunities for waiving work experience and other**
- 12 **requirements that frequently disqualify potential employees from being**
- 13 **hired; and**
- 14 **g. Exploring opportunities for developing on-the-job training, job carving, job**
- 15 **sharing, job sampling, temporary positions, or any other kind of trial work**
- 16 **options for job applicants with disabilities.**

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