

National Disability Employment Awareness Month

October 13, 2026



Oregon as a Model Employer

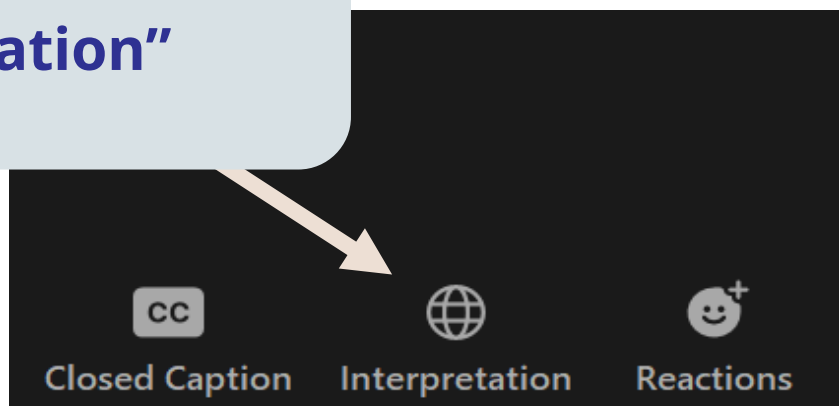
Promoting employment and career advancement for people with disabilities in state and local government

Interpretación en español / Spanish interpretation

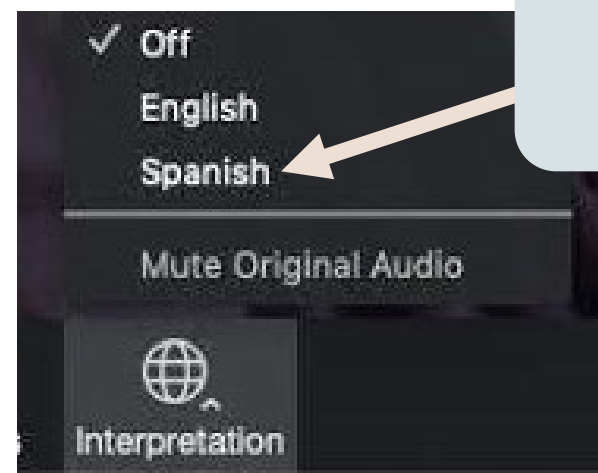
Oprima el botón marcado “Interpretation” (el globo) en la parte de abajo de la pantalla. Seleccione “Spanish”

Click the “Interpretation” (globe) button on the bottom of the screen. Select “Spanish.”

haga clic
“interpretation”



Clic “Spanish”

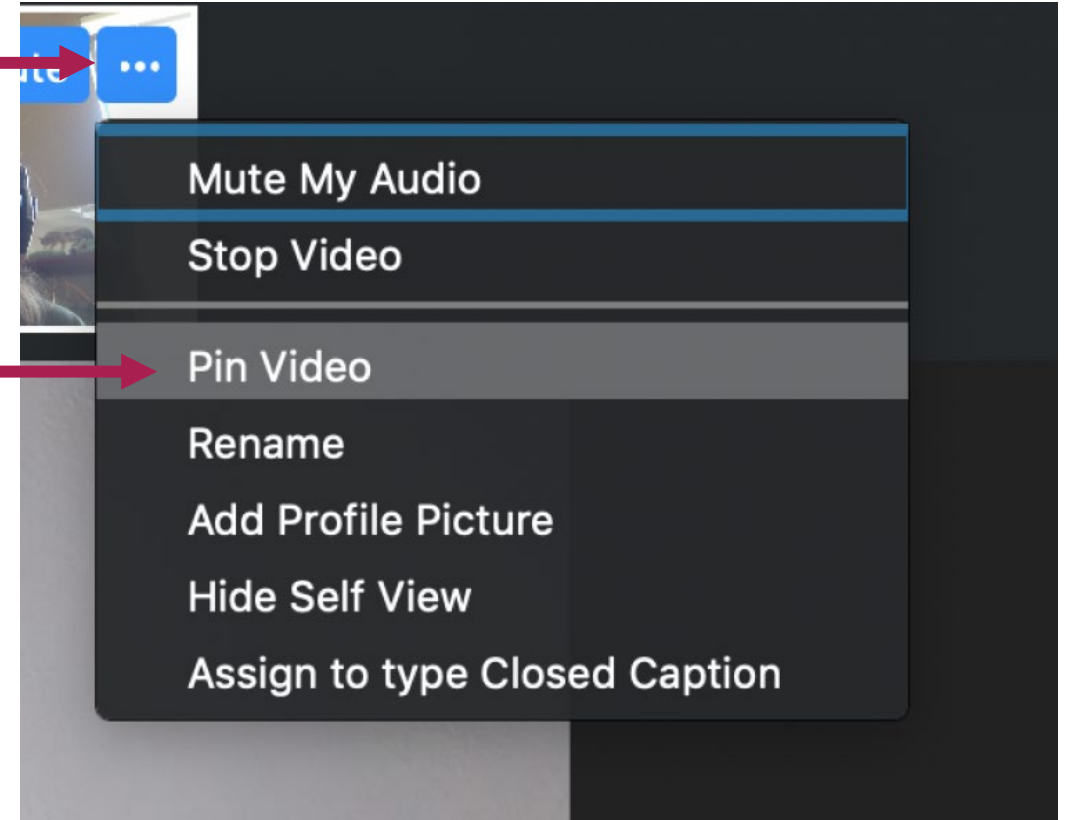


Accessibility

Pinning the ASL Interpreter

Click the three dots on the interpreter's picture

Click "Pin Video"



Accessing captions



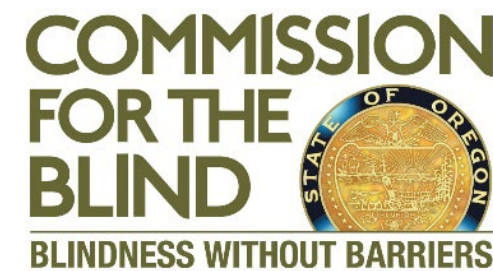
Click on the link in the chat to access the real-time caption livestream

Agenda

1. NDEAM overview
2. Welcoming remarks
3. Model Employer Toolkit with Oregon Council on Developmental Disabilities
4. Inclusive hiring with Oregon Department of Human Services Human Resources team
5. Closing remarks



NDEAM webinar series is presented by:



NDEAM in Oregon

“Oregon reaffirms its commitment to expanding access to good jobs, career pathways, and economic opportunity for all Oregonians, including people with disabilities.”

Governor’s proclamation

Welcome and introductory remarks



Keith Ozols

Director, Oregon Vocational Rehabilitation
Oregon Department of Human Services



OREGON DEPARTMENT OF
Human Services
Vocational Rehabilitation

Today's presenters

Moderator

Allison Enriquez, Employment First Coordinator, Oregon Department of Human Services Office of Developmental Disabilities

Presenters

Bret Watkins, Executive Director, Oregon Council on Developmental Disabilities

Wednesday Calhoun, Recruitment Manager, ODHS Human Resources

Marina Nieblas, Recruitment Lead, ODHS Human Resources

Dr. Laurel Pederson, Senior Workforce Development Analyst, ODHS Human Resources

Michelle Johnson, Senior HR Manager, ODHS Human Resources

Advancing social
and policy change
so that people
with
developmental
disabilities, their
families and
communities may
live, work, play, and
learn together.



Oregon Council on
Developmental Disabilities



We promote policy and system changes to increase opportunities for individuals with IDD to get meaningful and competitive jobs in their communities.



Oregon Council on
Developmental Disabilities



**Brent
Watkins**



**Matthew
Serres**



**Hannah
Baker**



**Johanne
Regunathan**



**Kate
Thompson**

Council Members



60% People with intellectual and developmental disabilities (IDD) and family members.



Kelly McCauley
Chair



Jennifer Luebke
Vice Chair



MYTH

People with IDD can't succeed in competitive jobs.



FACT

With the right supports - like job coaching and customized training - many individuals with IDD thrive in competitive, integrated employment settings.

(www.disabilityevidence.org)



Barriers

- Inaccessible recruitment, interviewing, onboarding and supported employment.
- State contracting liability insurance requirements
- Limited access to meaningful, integrated jobs in the community
- Cultural and language barriers



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Desired Outcomes

- Design a self-advocate position that would serve as a model for State of Oregon agencies hiring people with IDD
- Identify ways Self-Advocate work can be performed with an emphasis towards accommodations or adaptations
- Design job announcements that are more accessible to people with IDD
- Provide tools that make it easier for people with IDD to successfully obtain employment
- Develop a vetting process for reviewing, screening, and scoring applicants that does not discriminate
- Develop interview best practices
- Develop a set of recommendations for onboarding new Self-Advocate employees
- Create a structure/tool kit that is replicable for other State of Oregon agencies



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Solutions

Statewide accessible employment toolkit



- Supported Employment Process and Best Practices
- Interview and onboarding Recommendations
- Onboarding Recommendations
 - Posting Supplemental Documents
 - Workday step-by-step instructions
 - Benefits Counseling resources
 - Interview Questions
 - Additional support resources (CDDP, Brokerage, VR, etc.)



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Future Steps



Continue
Advocacy



Collaborating
with state
agencies and
community
partners

- Continue creating opportunities for families to engage with systems leaders about post-secondary employment and be active partners in systems development
- Continue supporting self-advocacy led events that promote and grow leaders
- Work with state agencies and community partners to implement the employment toolkit for hiring people with IDD



Oregon Council on
Developmental Disabilities

Get the Employment Toolkit



ocdd.org/resources

HAVE A QUESTION?

Call us at: (971) 225-3659 | info@ocdd.org



Oregon Council on
Developmental Disabilities

Inclusive Hiring-HR

Wednesday Calhoun – Recruitment
Manager

Dr. Laurel Pederson – Senior Workforce
Development Analyst

Yvette Medford- Recruiter



Interview panel training

- ✓ Internal and external eLearning
- ✓ Bias Interruption Instruction
- ✓ Privacy and Conflict of Interest
- ✓ Impact on Equity in Hiring



Inclusive Hiring Advocates



Goals

- ✓ Ensure equity in hiring process for all candidates by providing and outside listener for interrupting bias
- ✓ Create a safe space for all candidates



Metrics

- ✓ Survey managers, recruiters and Inclusive Hiring Advocates
- ✓ Customer service survey for candidates

Training and resources for managers

- ✓ Manual and virtual training about inclusive hiring and neurodiversity for all hiring managers
 - Behavioral and situational, real time, interview questions
 - How to offer accommodations
- ✓ Office hours with time for updates and questions

Career Advocates

Career Advocates Office Hours, Trainings and One-on-One Bookings

- ✓ Cover letter, resume, and interview tips
- ✓ Tips for neurodiverse candidates
- ✓ ERG presentations
- ✓ Small group presentations
- ✓ External and internal Applicant Guide for Candidates

Questions and discussion



OREGON DEPARTMENT OF
Human Services

NDEAM Webinar Schedule 2026

OCT
6

Lunch and Learn for Business: Celebrating Talent and Transforming Workplaces

OCT
13

Oregon as a Model Employer: Promoting Employment and Career Advancement for People with Disabilities in State and Local Government

OCT
20

What is Ableism and Why it Matters in the Workplace

OCT
27

Technology in Employment: How assistive technology and AI can support people with disabilities at work

NOV
7

Peer2Peer: An Award-Winning Employment Mentorship Program

More information at bit.ly/OregonNDEAM

Thank you



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