

GOVERNOR DOUGLAS A. DUCEY

STATE OF ARIZONA  
EXECUTIVE ORDER

**Executive Order 2017-08**  
**The establishment of Arizona as an**  
**Employment First State**

**WHEREAS**, Arizonans who have disabilities are valued members of society; and

**WHEREAS**, opportunity for all includes ensuring opportunity for individuals who have disabilities; and

**WHEREAS**, there is a dignity in work that provides individuals not only a source of income, but also a source of pride, sense of accomplishment, and opportunities for social interaction; and

**WHEREAS**, every Arizonan should have the opportunity to participate in the workforce, including those who have disabilities; and

**WHEREAS**, an estimated 418,000 individuals in Arizona have some form of disability; and

**WHEREAS**, the employment gap between individuals with and without disabilities in Arizona has been between forty and fifty percentage points over the last several years; and

**WHEREAS**, opportunities for meaningful and competitive employment will improve the individuals' quality of life, increase community participation, and empower them to make their own choices in life; and

**WHEREAS**, individuals who have disabilities can be dedicated and productive members of the workforce; and

**WHEREAS**, in 2014, only 14% of Arizona's developmental disability funding spent on day and employment services went to integrated employment; and

**WHEREAS**, an inclusive and diverse workforce will help erase the stigma attached to those who have disabilities; and

**WHEREAS**, Arizona seeks to improve and coordinate efforts to increase community employment opportunities for Arizonans who have disabilities.

**NOW, THEREFORE, I**, Douglas A. Ducey, by virtue of the authority vested in me by the Constitution and Laws of the State of Arizona hereby declare the following:

1. All state agencies that provide services and support to persons who have disabilities shall implement Employment First in Arizona and shall coordinate efforts to improve employment opportunities for working-age adults who have disabilities. Such efforts shall include:

- a. In collaboration with stakeholders, review and alignment of policies and services for individuals who have disabilities to increase opportunities for community employment;
  - b. In collaboration with stakeholders, identify best practices, effective partnerships, sources of available federal funds, opportunities for shared services among existing providers, and the means to expand model programs to increase community employment opportunities;
  - c. Establish interagency agreements to improve coordination of services and allow for data sharing as appropriate;
  - d. Set targets for improving community employment opportunities;
  - e. Employment First focuses on assisting individuals who have disabilities attain competitive integrated employment. Competitive integrated employment means work performed on a full-time or part-time basis for which an individual is:
    - i. Compensated at or above minimum wage or commensurate with individuals without disabilities performing similar duties and with similar training and experience;
    - ii. Eligible for the level of benefits provided to other employees;
    - iii. At a location where the employee interacts with other individuals without disabilities; and
    - iv. Presented opportunities for advancement similar to other employees without disabilities in similar positions.
2. Nothing in this Order shall be construed to limit or disallow any disability benefits to which a person with a disability who is unable to be employed would otherwise be entitled.
3. Nothing in this Order shall be construed to limit the ability of a person who has a disability to select an employment option that they determine to be the best option for themselves.

IN WITNESS WHEREOF, I have hereunto set my hand and caused to be affixed the Great Seal of the State of Arizona

  
GOVERNOR

DONE at the Capitol in Phoenix on this Fifteenth day of November in the Year Two Thousand Seventeen and of the Independence of the United States of America the Two Hundred and Forty-Second.

ATTEST:



SECRETARY OF STATE

