

# State as Model Employer (SAME)

## What is SAME?

State as Model Employer (SAME) is a policy that would require state agencies to set goals for the recruitment and retention of people with disabilities. SAME policies put the state in position to be a leading example for employers throughout the state.

## Why implement SAME?

- SAME establishes the state as a leader in inclusive hiring best-practices creating an example for private-sector employers to follow.
- Supported employees returned an average annual net benefit to taxpayers of \$3,016.08 per supported employee, and generated a benefit–cost ratio of \$1.46 for every dollar spent.\*
- [The National Conference of State Legislatures](#) and [the National Governors Association](#) have both highlighted SAME as a bipartisan issue that state legislatures should adopt based on the economic opportunities presented.
- Inclusive hiring of people with disabilities strengthens our communities by making sure that everyone has a meaningful part to play.
- The state's benefits of enacting SAME outweigh the costs of not acting - both economically and socially.
- Implementing SAME is the right thing to do!

## How to create SAME:

- Use formal mechanisms to enact SAME - either legislation, executive order, or both
- Create infrastructure (e.g., cabinet-level position, interagency working group) and a strategic plan to maximize the likelihood that employment-related and other issues are addressed by government agencies at the earliest stages of policy development, design, implementation and evaluation.
- Adopt workforce analyses and hiring goals for people with disabilities comparable to those applicable to race, national origin and gender.
- Adopt hiring systems, including fast-track hiring systems.
- Adopt policies and procedures to facilitate advancement and retention.
- Implement Stay-at-Work, Return-to-Work programs, policies and practices for state employment.
- Provide training and information to state personnel.

## For more information, please contact:

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- \*Research and Practice for Persons with Severe Disabilities - TASH  
- [https://seed.csg.org/wp-content/uploads/2020/06/SEED\\_Report\\_2016\\_WEB.pdf](https://seed.csg.org/wp-content/uploads/2020/06/SEED_Report_2016_WEB.pdf)