

# STATE AS A MODEL EMPLOYER (SAME) AGENCY PLAN

Office of the State Americans with Disabilities Act Coordinator (OSADAC)

*Each executive branch state agency shall submit an annual SAME plan outlining its strategies and goals for the upcoming year, and progress and outcomes for the current year, related to employment of individuals with disabilities (La. R.S. 46:2597). This includes a comparison of the percentage of individuals with disabilities employed by the agency from the previous to current calendar year based on data collected from the Voluntary Self-Identification of Disability process. Agencies shall submit the annual plan by December 1 of each year using the State As a Model Employer (SAME) Agency Plan Form (Revised 10/2025).*

☐ Attach a separate sheet of paper if additional space is needed.

**Agency Name:** Louisiana Department of Health

**SAME Designee Name:** Frederick Skinner

**SAME Designee Email:** Frederick.Skinner2@la.gov

## Strategies: Outcomes for Current Year and Status for Upcoming Year

*NOTE: Given that agencies are likely to utilize consistent strategies from one year to the next, the template has been revised in order to combine Section 2 and Section 4 of the previous form into one section for convenience.*

**Strategy 1:**

Training Programs: Require ADA web-based training completion by supervisory personnel. Schedule additional training for human resources, legal and senior management team to support LDH managers with ADA needs. Additionally, create a calendar of events that will increase SAME awareness and efforts by LDH staff.

**Strategy 1 was:** Completed for 2025 **If not completed, reason:** (Select one)

**Strategy 1 will be:** Continued for 2026

**Strategy 2:**

Diverse Recruitment Channels: (1) Continue partnership with the Louisiana Rehabilitation Services (LRS) Point of Contact (POC). Track efforts taken on LRS referrals to determine the number of individuals hired from partnership with LRS.  
(2) Attend at least one (1) job fair specifically designed for individuals with disabilities.  
(3) Include SAME details in recruiting materials and job announcements.

**Strategy 2 was:** Completed for 2025 **If not completed, reason:** (Select one)

**Strategy 2 will be:** Continued for 2026

**Strategy 3:**

Collaborate with Disability Training Organizations: Identify educational institutions that LDH can partner with to develop a pipeline for students with disabilities that may be interested in student positions, internships, or full-time employment opportunities.

**Strategy 3 was:** Completed for 2025 **If not completed, reason:** (Select one)

**Strategy 3 will be:** Continued for 2026

**Strategy 4:**

Continuous Evaluation: LDH commits to meeting quarterly with internal and external stakeholders to discuss efforts, challenges, and successes for LDH's SAME initiative.

**Strategy 4 was:** Completed for 2025 **If not completed, reason:** (Select one)

**Strategy 4 will be:** Continued for 2026

Strategy 5: ADA Compliance: LDH commits to providing reasonable accommodations to employees with disabilities, as defined by ADA, and submitting annual reporting to the OSADAC on the number of accommodations provided.

Strategy 5 was: Completed for 2025 If not completed, reason: (Select one)

Strategy 5 will be: Continued for 2026

Strategy 6:

Strategy 6 was: (Select one) If not completed, reason: (Select one)

Strategy 6 will be: (Select one)

Strategy 7:

Strategy 7 was: (Select one) If not completed, reason: (Select one)

Strategy 7 will be: (Select one)

### Data Comparison: Previous Year (PY) to Current Year (CY)

Previous Year Data as of: 9/30/2024

|                                                    |              |
|----------------------------------------------------|--------------|
| 1. Total # of Employees:                           | <u>6,605</u> |
| 2. # of Employees Self-Identified with Disability: | <u>597</u>   |
| 3. Overall Disability Percentage:                  | <u>9.0%</u>  |

Current Year Data as of: 9/30/2025

|                                                    |              |
|----------------------------------------------------|--------------|
| 1. Total # of Employees:                           | <u>6,546</u> |
| 2. # of Employees Self-Identified with Disability: | <u>644</u>   |
| 3. Overall Disability Percentage (%):              | <u>9.8%</u>  |
| 4. Percent Difference - Previous to Current Year:  | <u>0.8%</u>  |

Agency Head Signature/Date:

Agency Head Name: Bruce D. Greenstein

Agency Head Job Title: LDH Secretary