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Ohio Removing Barriers to Employment for Individuals with Disabilities

Ohio Hiring Management Systems changes allow those without a driver's license to apply for state jobs The State of Ohio has made driver's license information optional on the Ohio Hiring

Management system, allowing individuals who do not possess a driver's license, due to physical limitations or other factors, to submit applications for State of Ohio jobs. The change came as a recommendation from Governor Kasich's Workforce Integration Task Force (WIT), co-chaired by OOD Executive Director Kevin Miller and Ohio Department of Job and Family Services (ODJFS) Director Cynthia Dungey.

The WIT, created as part of the Mid-Biennium Review (MBR) process at the request of Governor John Kasich, was tasked with making recommendations aimed at increasing employment and income parity for individuals who are deaf, blind, or deafblind.

Effective November 16, 2015, the Department of Administrative Services' (DAS) Office of Talent Management, implemented changes to the driver's license field on the NEOGOV profile, for applicants applying for positions with the State of Ohio through the Ohio Hiring Management System. The settings for these driver's license questions have been changed from "required" to "optional." As a result, applicants no longer are required to respond to driver's license questions in order to proceed with and/or submit a job application.

"It is gratifying to see the work of the WIT already driving change and breaking down barriers to employment," said Director Miller. "I have heard from numerous individuals over the years about this perceived barrier to applying for State of Ohio jobs."

Previously, job applicants were required to respond to questions regarding driver's license information in order to submit a job application with the State of Ohio. This information was

merely for identification purposes. However, failure to respond to these questions effectively prevented applicants from submitting a completed job application. This was true despite the fact that most jobs do not require a driver's license as part of the minimum qualifications.

“I appreciate the work of DAS to make this important change a reality,” said Director Dungey. “It is appropriate that the State of Ohio lead by example in identifying and removing barriers to employment for individuals with disabilities.”

Making driver's license information optional, as part of the State of Ohio online application process, was a specific recommendation of the task force.

OOD is the state agency responsible for assisting individuals with disabilities to live independently, gain meaningful employment or receive disability benefits through the Social Security Administration. www.ood.ohio.gov



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