

1 **JOINT RESOLUTION RECOGNIZING THE EMPLOYMENT**

2 **FIRST INITIATIVE**

3 2022 GENERAL SESSION

4 STATE OF UTAH

5 **Chief Sponsor: Steve Eliason**

6 Senate Sponsor: _____

7

8 **LONG TITLE**

9 **General Description:**

10 This joint resolution recognizes the Employment First initiative as a means to preserve
11 the dignity, self-esteem, and pride of individuals with a disability in Utah.

12 **Highlighted Provisions:**

13 This resolution:

- 14 ▶ describes the Employment First initiative and the initiative's benefits;
- 15 ▶ recognizes that individuals with a disability have the right to make choices with
16 respect to where the individuals seek employment;
- 17 ▶ supports collaboration between Utah state agencies, businesses, and organizations
18 who provide employment services to individuals with a disability; and
- 19 ▶ recognizes and promotes the guiding principles of the Employment First initiative.

20 **Special Clauses:**

21 None

22

23 *Be it resolved by the Legislature of the state of Utah:*

24 WHEREAS, the citizens of the state of Utah deserve the dignity and freedom to find
25 work in the place of employment that best reflects the citizens' needs and skills;

26 WHEREAS, an individual's employment and work promote involvement and
27 fellowship in other community activities;



28 WHEREAS, Employment First is an initiative affirming the philosophy that choice of
29 an employment setting is a right of all individuals and a choice that should be made by the
30 individual;

31 WHEREAS, the mission of Employment First is to establish opportunities for all
32 working-age individuals with a disability to gain employment within a setting that meets the
33 individuals' unique needs and skills, and to engage businesses and organizations that value the
34 contributions of employees with a disability;

35 WHEREAS, implementation of Employment First ensures that individual preference,
36 interest, and need are the guiding principles of determining appropriate employment settings;

37 WHEREAS, state agencies can adopt measurable goals and objectives to promote
38 assessment of progress toward full implementation of Employment First:

39 NOW, THEREFORE, BE IT RESOLVED that the Legislature of the state of Utah
40 recognizes that an individual's choice of employment and work setting result in tangible and
41 intangible benefits, including the enhancement of independence and economic self-sufficiency,
42 a sense of purpose, dignity, self-esteem, accomplishment, and pride.

43 BE IT FURTHER RESOLVED that the Legislature recognizes that a diverse workforce
44 enriches local communities, promotes a well-rounded working environment, and enhances
45 economic development.

46 BE IT FURTHER RESOLVED that the Legislature recognizes that all individuals,
47 including those with a disability, should have choices with respect to where the individuals
48 seek employment and professional development.

49 BE IT FURTHER RESOLVED that the Legislature promotes the dignity, self-esteem,
50 and economic self-sufficiency of working-age individuals with a disability by providing access
51 to paid employment aligned with the individuals' interests, desires, and needs.

52 BE IT FURTHER RESOLVED that the Legislature encourages state agencies that
53 provide services and support to individuals with a disability and agencies that provide
54 employment and related services to collaborate to implement Employment First to ensure that
55 state programs, policies, procedures, and funding support a full array of employment services.