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The report includes summaries of the Commission's activities by the executive secretary, the vice chairman, and chairmen of the following committees: public information, labor, employers, interagency, legislative, mental health, medical, women's, architectural barriers, community organizations, veterans, and awards. Members of the Commission, its staff, and all the committees are listed; the role of the state employment service is discussed; and the chairman's letter of transmittal to the governor is included. (JD)

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1967-1968

**GOVERNOR'S COMMISSION  
ON EMPLOYMENT  
OF HANDICAPPED PERSONS**

**U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE  
OFFICE OF EDUCATION**

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**STATE OF MINNESOTA**

**THE GOVERNOR'S COMMISSION ON  
EMPLOYMENT OF HANDICAPPED PERSONS**

1745 University Avenue

St. Paul, Minnesota 55104

Telephone (612) 646-0611

EC 004 464



STATE OF MINNESOTA

**THE GOVERNOR'S COMMISSION ON EMPLOYMENT OF HANDICAPPED PERSONS**

1745 University Avenue

St. Paul, Minnesota 55104

Telephone (612) 646-0611

**Harold LeVander**  
Governor

January 15, 1969

**L. W. Binger**  
Chairman

**Mrs. Dolores M. Kauth**  
Executive Secretary

**Eugene W. Spika**  
Vice Chairman

**K. Vernon Banta**  
Program Consultant

**MEMBERS:**

**Dr. Howard Bellows**  
Marshall

The Honorable Harold LeVander  
Governor, State of Minnesota  
The State Capitol  
Saint Paul, Minnesota, 55101

**David Bennett**  
Minneapolis

Dear Governor LeVander:

**Gerald S. Beskin**  
Minneapolis

The Governor's Commission on Employment of Handicapped Persons has carried on a continuing statewide program to secure for the physically and mentally handicapped equal opportunity in preparing for and obtaining employment suited to their abilities and capacities.

**Raymond Doyle**  
Rochester

During the past two years, the Commission has greatly expanded its education and public information programs. Most employers throughout the State now recognize that the employable disabled can successfully compete with the non-disabled. As a result, thousands of our handicapped citizens are gainfully employed, enjoying the independence and security they have been seeking for themselves and their families, and contributing to the economy of Minnesota as workers and tax payers instead of tax dollar recipients.

**Robert S. Dunbar**  
Richfield

The goal of the Commission is to provide a climate and necessary statewide programs whereby every trainable and employable handicapped citizen can be assured of rehabilitation, training and employment assistance through well coordinated agency programs, avoiding duplication of services, thereby realizing a better return for appropriations and expenditures provided by the tax payers in this total effort.

**Judge Dan F. Foley**  
Austin

**G. Q. "Judd" Jacobson**  
Owatonna

**Andrew Jones**  
Minneapolis

**Robert Kerr**  
St. Paul

**Miss Betty Ann Malcolm**  
South St. Paul

**Oliver S. Perry**  
St. Paul

**Glenn E. Peterson**  
Duluth

**John F. Shronts, M. D.**  
Minneapolis

**Allen Sollie**  
Maund

**Mrs. Vernon Sommerdorf**  
St. Paul

**Curtis B. Warnke**  
Wood Lake

**Cyrus G. Wright**  
Fergus Falls

A high percentage of our handicapped citizens have multiple concurrent problems and become involved in the legal technicalities of a very complex system. The individual

H I R E   T H E   H A N D I C A P P E D   -   -   I T ' S   G O O D   B U S I N E S S

Governor Harold LeVander  
January 15, 1969

becomes a victim or casualty at a high cost to the State and himself. In recognition of these problems — and in order to reduce duplication of services, confusion, and improve coordination between the numerous agencies involved — the Commission has established an Information and Referral Center as part of the total Commission program. This service was initiated with the full support and endorsement of numerous federal, state and private agencies involved in the evaluation, rehabilitation and employment of the handicapped. This program will be greatly expanded during 1969.

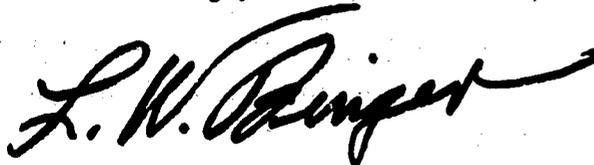
The Commission encourages business and industry to establish "in plant" training programs for the handicapped. We are pleased with the increased number of employers that now have training programs in operation.

The Commission's twelve committees involve over four hundred volunteers throughout the State. In addition, nine Area Councils have been established, solving problems of the handicapped in our cities and rural areas. The Minnesota Jaycees have accepted the responsibility of organizing eight additional Councils early in 1969 which will also bring hundreds of Jaycee volunteers into the total Commission program.

While an increasing number of our Minnesota handicapped citizens are being rehabilitated and employed each year, the Commission is concerned with the number that have not been served. Thousands of additional disabled citizens can be employed if they are reached, evaluated and rehabilitated. This is the goal of the Commission and the wish of every employable handicapped person.

This report includes a summary of Commission activities from the Executive Secretary, the Vice Chairman and the chairmen of the various committees.

Sincerely,



L. W. Binger, Chairman

## REPORT FROM THE VICE CHAIRMAN

It has been my privilege to serve as Vice Chairman of the Governor's Commission on the Employment of Handicapped Persons for the past four years. The significance of this privilege grows with each passing day, as we witness the strides being made by the interested citizens in Minnesota in meeting the needs of our fellow Minnesotans who are afflicted by mental or physical handicaps. The reports of the various committees found elsewhere in this document speak to the specific accomplishments of the twelve working committees of the Governor's Commission. Without the intention to infringe on these excellent reports, I would like to set forth some of their highlights:

- The Public Relations Committee has provided a new avenue of reaching Minnesotans through the thousands of Jaycees who have pledged their full support to the employment of handicapped people. This committee is also attempting to establish in the minds of college students the economic values of employing the handicapped by introducing appropriate data in various college courses.
- The Employers Committee continues to work effectively in breaking down long-standing barriers against the employment of handicapped persons as relates to workmen's compensation problems. This group is also marshaling the top business leadership of the state to personally support the aims of the Governor's Commission.
- A Minnesota businessman and a Minnesota physician have received the highest award granted in the nation by the President's Committee. Max Rheinberger of Duluth was named "Handicapped American of the Year" and Dr. Earl C. Elkins of Rochester was named "Physician of the Year."
- The "Ability Counts" contest among high school students reached new heights of effectiveness with labor and employment groups providing prizes and trips for the winners.
- Architectural barriers, which have too long prevented handicapped persons from realizing their full potential because of doorways, curbs, steps, etc. which locked out the handicapped in wheelchairs and with other infirmities, are crumbling on every front.
- The Inter-agency Committee is on the threshold of initiating a plan which will provide a central index referral and information center for handicapped persons. At the same time, they continue to spearhead the drive to open additional opportunities for mental retardates, for the mentally restored, and other handicapped persons in Minnesota.
- The newsletter, **Horizons**, published by the Executive Secretary, has won nationwide attention for the job it is doing as a house organ in calling attention to the work of the Governor's Commission and the problems yet to be resolved.

- Area councils have been created, which recognize that the real work of identifying handicapped people and their problems and coming up with solutions lies not in state or national capitalism, but with the initiative and ingenuity and the good will of citizens along thousands of main streets throughout Minnesota. Nine such area councils have already been formed, and a dozen more will soon be ready to go.

Far too many Minnesotans are still looking in from the outside at the opportunities most of us take for granted in this life. The economic potential of many of these citizens has not been realized nor their role considered in making Minnesota an even greater state. Until the skills and abilities of all citizens are fully developed, the job is not done, and none of us can rest from our labors.

## **REPORT FROM THE EXECUTIVE SECRETARY**

The Executive Secretary and the Commission office function as a central coordinating organization for all Commission programs, Commission Committees, individuals and agencies in order to attain the goals of the Governor's Commission and mobilize all available resources at all levels to prepare the handicapped for, and assure, their securing suitable employment.

In addition, the Commission office has become an **INFORMATION AND REFERRAL CENTER** for agencies, organizations and service groups, employers and handicapped persons throughout the State—not only in the areas of employment, but rehabilitation, training, workshops, architectural barriers, medical standards, Workmen's Compensation, etc.

Duties of the Executive Secretary include:

- 1) All general office procedures; editing and publishing newsletter, "HORIZONS"; working with twelve committee chairmen; and providing secretarial and programming assistance.
- 2) Represent the Commission and Committees at numerous State, National and regional meetings.
- 3) The Commission office is directly involved in the rehabilitation and placement of the handicapped in Minnesota requiring extensive research and data compilation from many agencies.

## COMMISSION ORGANIZATION

### COMMISSION MEMBERS

L. W. Binger—CHAIRMAN  
Director of Personnel Services  
Minnesota Mining & Mfg. Company  
St. Paul, Minnesota

Eugene W. Spika—VICE CHAIRMAN  
Branch Manager  
U. S. Civil Service Commission  
St. Paul, Minnesota

Dr. Howard Bellows  
President  
Southwest State College  
Marshall, Minnesota

George Q. "Judd" Jacobson  
KDHL Radio Newscaster  
Owatonna, Minnesota

David Bennett  
Myers & Bennett, Inc.  
Minneapolis, Minnesota

Andrew Jones  
Honeywell, Inc.  
Minneapolis, Minnesota

Gerald Beskin  
Minneapolis, Minnesota

Robert Kerr, AIA  
St. Paul, Minnesota

Raymond Doyle  
Minnesota Assn. for Retarded Children  
Rochester, Minnesota

Miss Betty Malcolm  
Northwestern National Bank  
South St. Paul, Minnesota

Robert S. Dunbar  
State President—Jaycees  
Richfield, Minnesota

Oliver S. Perry  
Executive Vice President  
Minnesota Assn. of Commerce  
and Industry  
St. Paul, Minnesota

Judge Daniel F. Foley  
Past National Commander  
American Legion  
Austin, Minnesota

Glenn E. Peterson  
United Steel Workers of America  
Duluth, Minnesota

**John F. Shrouts, M.D.**  
Medical Director  
General Mills, Inc.  
Minneapolis, Minnesota

**Mrs. Vernon Sommerdorf**  
St. Paul, Minnesota

**Allen Sollie**  
Mound, Minnesota

**Curtis B. Warnke**  
Wood Lake, Minnesota

**Cyrus G. Wright**  
Chairman of the Board  
Otter Tail Power Company  
Fergus Falls, Minnesota

### **STAFF MEMBERS**

**Mrs. Dolores M. Kauth—EXECUTIVE SECRETARY**  
St. Paul, Minnesota

**K. Vernon Banta—PROGRAM CONSULTANT**  
White Bear Lake, Minnesota

## **PUBLIC INFORMATION COMMITTEE**

### **Purpose**

Newly expanded role of the Public Information Committee requires service at the policy-making level of GCEHP, broadening objectives to include four well-defined categories: (1) **To edit** and disseminate news releases of the Commission's twelve committees, assuring greater publication coverage by guarding against conflicts in substance and release dates. (2) **To offer** news editing and dissemination facilities to cooperating agencies and councils assuring greater media time and space by avoiding conflicts in substance and release dates. (3) **To assist** in the Commission's annual statewide survey of handicapped persons for contact in depth with all trainable handicapped. (4) **To encourage and publicize** continuing statewide research into the "Economics of the Handicapped" to determine annual dollars and cents value of this vast resource of employables to the Minnesota economy.

In fulfilling these purposes, it is not intended to replace existing functions and personnel of cooperating agencies and councils; but rather, to augment them. Agencies and councils not having formal Public Relations programs may appoint predisposed individuals to perform these functions. The Public Information Committee will establish workshops twice annually to train such new appointees in effective professional PR methods.

### **Report**

#### **BY THE NUMBERS**

Synopsis of the 1968 Public Information Committee log shows: 249 conferences and working sessions conducted by phone and mail; 60 personally attended conferences and work sessions of which one continued for 3 days, 4 for all day and 16 for half days.

#### **"ECONOMICS OF THE HANDICAPPED" PROMOTION**

The committee has been working with the University of Minnesota President and professors of the Liberal Arts College, key Minnesota business executives, the Governor's office, an internationally known philanthropic foundation, the Minnesota Jaycees and others in a move to activate continuing Minnesota research into Economics of the Handicapped. Results of this research are intended for use in updating college courses in Economics, Sociology, Psychology, Business Administration and Government. It will also be used by the Public Information Committee in state and national news releases.

#### **"HANDICAP" DEFINED FOR ACADEMIC USE**

August 1, 1968, we were required by academic necessity to devise a tenable definition of "Handicap" upon which to build an accurate body of research data for our "Economics of the Handicapped" project. The Public Informa-

tion Committee presented the following definition which has been generally approved:

“Handicap—noun—an unhurdled mental or physical block in the way of desired achievement.”

### **MINNESOTA MEDIA COVERAGE**

Time and space devoted to GCEHP by Minnesota newspapers, radio and TV stations in 1968 have been of such heroic proportions it is impossible to log them here. The record is available at the GCEHP Office.

We cannot miss this opportunity to publish our thanks to Minnesota news media for their cooperation throughout 1968.

### **PUBLICITY CLEARING HOUSE PROMOTION**

On October 18, 1968, a Publicity Clearing House Plan was presented for the first time to both morning and afternoon sessions of the 1968 Annual Meeting of the Governor's Commission on Employment of Handicapped Persons. Eventual adoption of dealing with the problem of the handicapped in Minnesota hinges upon willingness of cooperating agencies and councils to join in avoiding competition with each other for editorial attention by Minnesota mass communications media. It is pertinent here to include comments by an executive of the President's Committee on Employment of the Handicapped, following his study of the Clearing House Plan: “I would agree with your finding that editors are snowed under by releases from worthy causes arriving at the same time. I know this happens because I threw tons of these releases into the waste basket in my years in the news business.”

### **PREVIEW OF THE YEAR 1969**

A complete list of key news executives of Minnesota's 416 newspapers and 122 radio and TV stations has been carefully assembled for use in 1969.

This list will be of primary assistance to the new Publicity Clearing House Plan and in backing up the efforts of Minnesota Jaycees to extend assistance to all employable handicapped of our state.

## **COMMITTEE MEMBERS**

**\*Gerald S. Beskin—CHAIRMAN**

Advertising Consultant  
Minneapolis, Minnesota

**Collateral Duty: Liaison,  
GCEHP Committees, Agencies, Councils**

**Thomas L. Carlin—VICE CHAIRMAN**

General Manager  
Dispatch-Pioneer Press  
St. Paul, Minnesota

**Collateral Duty: Coordination, newsmedia**

**Fred S. Hirsekorn—SECRETARY**

Economics Laboratory  
St. Paul, Minnesota

**Collateral Duty: Liaison,  
Mentally Retarded Program**

**Dick Chapman**  
Newscaster  
Radio WCCO  
Minneapolis, Minnesota

**Collateral Duty:** Preparation and dissemination, human interest stories

**Jeffrey W. Hoel**  
Executive Secretary  
Minnesota Jaycees  
St. Paul, Minnesota

**Collateral Duty:** Supervision, news-gathering and statistical research

**George Kohler**  
Auditor  
1st Security State Bank  
St. Paul, Minnesota

**Collateral Duty:** Compilation and analysis, statistical research

**\*Commission Member**

**E. Dudley Parsons**  
Consultant, Visual Education  
Minneapolis Public Schools  
Minneapolis, Minnesota

**Collateral Duty:** Circulation and maintenance, sound movies and slides

**Charles V. Welty**  
Executive Vice President (Ret.)  
Brown and Bigelow  
St. Paul, Minnesota

**Collateral Duty:** Supervision, direct mail campaigns

**Joseph B. West**  
President  
Westco  
Minneapolis, Minnesota

**Collateral Duty:** Direction, Public Information Speakers' Bureau

## **LABOR COMMITTEE**

### **Purpose**

To enlist the interest, understanding and active support of union labor officials and members of locals in behalf of the objectives of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and obtaining employment suited to their abilities and capacities in the public service, in private enterprise and in other fields of employment.

### **Report**

The State Federation of Labor following the recommendation of the AFL-CIO National Headquarters is giving official support to the student competition contest, "Ability Counts". The Federation provides funds covering expenses to Washington, D.C. for Minnesota's first place winner and contender in the National Contest.

The Labor Committee is considering the preparation and distribution of material to members of organized labor throughout the state, indicating labor's interest and responsibilities relating to handicapped workers.

## **COMMITTEE MEMBERS**

**\*Allen Sollie—CHAIRMAN**  
Mound, Minnesota

Harvey Benson  
Retail Clerks 1116  
Duluth, Minnesota

George Colby  
Bakery Workers 222  
Minneapolis, Minnesota

Floyd Coughtry  
Trades & Labor Assembly  
St. Cloud, Minnesota

Ernest Jones  
Meatcutters 9  
Austin, Minnesota

Adolf Tobler  
Trades & Labor Assembly  
St. Paul, Minnesota

Bea Kersten (Mrs.)  
Director of AFL-CIO Community  
Service Activities  
Minneapolis, Minnesota

**\*Commission Member**

## **EMPLOYERS COMMITTEE**

### **Purpose**

To enlist the interest and active support of employer organizations, groups with primary membership among employers, and individual employers in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in the public service, in private enterprise and in other fields of employment.

### **Report**

The Employers' Committee reports the following accomplishments:

- 1) Dissemination to private employers through brochures, press releases, articles, the following:
  - a. Special provisions permitting employment of handicapped workers whose earning capacity is severely impaired, at rates lower than the established minimum wage.
  - b. Adaptability of special skills of handicapped to new technologies.
  - c. Identification of public and private agencies providing special services to handicapped persons.
  - d. Rehabilitation facilities.
  - e. Capabilities of sheltered workshops.
  - f. Misconceptions about workmen's compensation and handicapped employees.
  - g. How the Second Injury Law facilitates employment of handicapped persons.
- 2) Formation of Ad Hoc committee to develop set of guidelines for adoption by employers of written company policy favoring employment of handicapped persons.
- 3) Creation of a joint employer-labor committee to develop policy on effect of employment of handicapped persons on labor contracts.
- 4) Developing statewide survey of private employers to determine:
  - a. Employer attitudes, company policy on employment of handicapped persons.
  - b. Availability of jobs suitable for handicapped persons, together with special training requirements.

## COMMITTEE MEMBERS

**\*Oliver S. Perry—CHAIRMAN**  
Executive Vice President  
Minnesota Association of Commerce  
and Industry  
St. Paul, Minnesota

**Ray E. Schmidt—VICE CHAIRMAN**  
Personnel Director  
Honeywell, Inc.  
Minneapolis, Minnesota

**Senator Mel Hanson**  
President, Careers, Inc.  
Minneapolis, Minnesota

**Kenneth L. Sovereign**  
Director of Industrial Relations  
Hoerner-Waldorf Corporation  
St. Paul, Minnesota

**Representative O. J. Heinitz**  
President  
Snelling and Snelling Personnel  
Minneapolis, Minnesota

**W. D. Sweasy**  
President  
Red Wing Shoe Company  
Red Wing, Minnesota

**Gerald A. Joines**  
Director of Personnel  
Cargill, Inc.  
Minneapolis, Minnesota

**Roger G. Wheeler**  
Corporate Admin. of Personnel  
Control Data Corporation  
Minneapolis, Minnesota

**Donald A. Lenarz**  
Vice President  
Associated Industries of Minneapolis  
Minneapolis, Minnesota

**\*Cyrus G. Wright**  
Chairman of the Board  
Otter Tail Power Company  
Fergus Falls, Minnesota

**William C. Nelson**  
St. Paul Employers Association  
St. Paul, Minnesota

**Edward Zakraishek**  
Director of Training  
Associated Industries of Minneapolis  
Minneapolis, Minnesota

**\*Commission Member**

## **INTER-AGENCY COMMITTEE**

### **Purpose**

To enlist the interest and active support of the heads of federal, state, municipal, county and other public agencies which have responsibilities, special interest or are in a position to give material aid in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and obtaining employment suited to their abilities and capacities in the public service and in other fields of related employment.

### **Report**

The Inter-agency Committee continued to channel the plans and efforts of key officials from federal, state, and local government agencies relating to the employment of the handicapped. The past year has seen the widening of plans to use mental retardates in carefully selected positions from state and local jurisdictions to both Hennepin and Ramsey County personnel. Prospects are excellent for the immediate extension of the concept to other counties and cities throughout the state.

As is often the case with private employers, governmental units, which have accepted the responsibility of utilizing mental retardates in their employment structure, have experienced difficulty in locating suitable candidates for their openings. This problem has been addressed by the Inter-agency Committee by conducting a limited survey of handicapped persons in the state, many of whom are potentially employable. The study, conducted by the Employment Service under the cooperative leadership of the Commissioners of Education, Welfare, and Employment Security and the Vice Chairman of the Governor's Commission, resulted in a report which gained nationwide attention. The President's Committee on the Employment of the Handicapped praised the effort and thought underlying the study—Minnesota and its Governor's Commission received much acclaim in the process.

It is expected that the concept of the study will be extended in the next biennium and will be made more extensive and more precise. The efforts of the State's Jaycees, Area Councils on Employment of the Handicapped, and veterans groups will all be coordinated with the new study.

The activity which has gained the most attention of the Inter-agency Committee involves the establishment of an information and referral center for the handicapped which will be a central clearing house and source of assistance and information for handicapped persons.

## COMMITTEE MEMBERS

**\*Eugene W. Spika—CHAIRMAN**  
Branch Manager  
U. S. Civil Service Commission  
St. Paul, Minnesota

**Carroll Jorgensen—VICE CHAIRMAN**  
Personnel Director  
Ramsey County  
St. Paul, Minnesota

**Dr. Robert N. Barr**  
Secretary & Executive Officer  
Department of Health  
University of Minnesota  
Minneapolis, Minnesota

**Frank Blatnik**  
Postmaster  
U. S. Post Office  
Duluth, Minnesota

**A. P. Caligiuri**  
Assistant Commissioner  
Minnesota State Employment Service  
St. Paul, Minnesota

**Walter S. Carlson, VER**  
U. S. Veterans Employment Service  
St. Paul, Minnesota

**Dr. Paul Cashman**  
Assistant Vice President for  
Educational Relationships & Developments  
University of Minnesota  
Minneapolis, Minnesota

**August Gehrke**  
Assistant Commissioner  
Division of Rehabilitation and  
Special Education  
Department of Education  
St. Paul, Minnesota

**John Hanson**  
Personnel Manager  
Hennepin County  
Minneapolis, Minnesota

**Rolland F. Hatfield**  
Commissioner of Administration  
St. Paul, Minnesota

**Douglas M. Head**  
Attorney General  
State of Minnesota  
St. Paul, Minnesota

**Wallace Hoaglund**  
Administrative Assistant  
Governor's Office  
St. Paul, Minnesota

**Walter E. Holtan**  
District Director  
Social Security Administration  
Minneapolis, Minnesota

**Morris Hursh**  
Commissioner of Public Welfare  
St. Paul, Minnesota

**John W. Jackson, Director**  
Civil Service Department  
St. Paul, Minnesota

**Harold King**  
State Supervisor of Services to  
the Handicapped  
Minnesota Department of Employment  
Security  
St. Paul, Minnesota

**Frank H. Lenhart**  
Area Director  
General Services Administration  
Minneapolis, Minnesota

**Alcuin G. Loehr**  
Commissioner of Veterans Affairs  
St. Paul, Minnesota

**Commissioner Elmer I. "Bud" Malone**  
Labor & Industry Department  
St. Paul, Minnesota

**Dr. Duane J. Mattheis**  
Commissioner of Education  
St. Paul, Minnesota

**George J. Vavoulis**  
Commissioner of Employment Security  
St. Paul, Minnesota

**Adrian P. Winkel**  
Regional Director  
Minneapolis Regional Office  
Post Office Department  
Minneapolis, Minnesota

**\*Commission Member**

## **LEGISLATIVE COMMITTEE**

### **Purpose**

In an attempt to better coordinate legislative changes of benefit to the handicapped citizens of all ages in Minnesota, this committee will perform a communication function between the Governor's Commission on Employment of Handicapped Persons and the Minnesota Rehabilitation Association legislative committee.

### **Report**

The following quote from a report of October 17, 1968, from the MRA Committee will give an indication of the thrust of legislation being discussed in anticipation of the 1969 session.

"For the first time, the M.R.A. Legislative Committee addressed itself to the needs of handicapped children as well as handicapped adults, believing that the earlier the intervention with habilitative programs and services, the less likely it would be that the handicapped adult would need extensive and expensive rehabilitation services. For this reason, the daytime activity centers which provide preschool and postschool programs for retarded children and adults are included in the legislative package. Special education for handicapped children is also included as a vital part of the rehabilitation process. Because large numbers of residents of the institutions for the mentally retarded return to the community when they are adults, it is proposed that education and habilitation programs in the institution be improved and will equip them for independent or sheltered employment."

## **COMMITTEE MEMBERS**

Representative R. F. Christensen—CHAIRMAN  
Personnel Services  
Minnesota Mining and Manufacturing Co.  
St. Paul, Minnesota

### **MRA LEGISLATIVE COMMITTEE 1968-1969:**

Mrs. Betty Hubbard, Chairman  
St. Paul Public Schools  
St. Paul, Minnesota  
Charles L. Bruce  
Indoor Sports' Club, Inc.  
Minneapolis, Minnesota  
Robert Christensen  
3M Company  
St. Paul, Minnesota  
Henry Daum  
Rehabilitation Center & Workshop  
St. Paul, Minnesota  
John DuRand  
Occupational Training Center  
St. Paul, Minnesota  
William Hopkins  
Minnesota Society for Crippled Children  
& Adults  
Minneapolis, Minnesota

Edwin Opheim  
Division of Vocational Rehabilitation  
St. Paul, Minnesota  
Gene Stelman  
Comm. Health & Welfare Council  
Minneapolis, Minnesota  
Robert Tuttle  
St. Paul Association for Retarded Children  
St. Paul, Minnesota  
Richard Ugland  
Ability Building Center  
Rochester, Minnesota  
Crayton Walker  
Minnesota State Planning Agency  
St. Paul, Minnesota  
Miss Rosemary Young  
Handicapped Service Club  
Minneapolis, Minnesota

## **MENTAL HEALTH COMMITTEE**

### **Purpose**

To enlist the interest and active support of the medical profession, mental health authorities, employer and labor officials, employment and rehabilitation counselors and others interested and concerned in the rehabilitation and employment of persons with a history of mental retardation or mental illness.

### **Report**

The activities of the committee include a state-wide conference on employment problems of the mentally restored in private industry and the public service. The committee is involved in the development of a state-wide educational program for employers, labor, the medical profession, rehabilitation and placement agencies to promote a better understanding of mental illness and to further develop employment opportunities for the mentally restored and employable retarded citizens of our state.

## **COMMITTEE MEMBERS**

Sheldon Caswell  
Jaycees  
Chairman, Committee on Retardation  
North St. Paul, Minnesota

\*Raymond Doyle  
Minnesota Association for Retarded Children  
Rochester, Minnesota

John Farley  
St. Thomas College  
St. Paul, Minnesota

Robert Fischer, M.D.  
St. Paul, Minnesota

Louis Flynn, M.D.  
St. Paul, Minnesota

John Haavick, M.D.  
Duluth, Minnesota

Clarence J. Rowe, M.D.  
Minnesota Mental Health Planning Council  
St. Paul, Minnesota

George R. Samardich  
Minneapolis, Minnesota

\*Commission Member

## **MEDICAL COMMITTEE**

### **Purpose**

To enlist the interest and active support of the medical profession, auxiliary organizations and related medical groups in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and in obtaining employment suited to their abilities and capacities in the public service, in private enterprise and in other fields of employment.

### **Report**

Although no formal program for this Committee has been submitted, members of the Committee are active in professional associations and medical groups to further the objectives of the Commission. The members represent various medical specialties and several large Minnesota employers having a keen interest in the problems of the handicapped and efforts for solution.

Standards for employment that the handicapped person faces in both large and small business firms, as well as in government, have been a subject for discussion with recognition that in many instances standards are unrealistic. Standards have been unduly influenced by benefit programs for employees, including sickness and accident insurance, disability pensions, life insurance, etc.

Revisions of standards to develop opportunities for the employable handicapped (who are medically known to be greater risks than normal) could be stimulated by insurance provisions (either private or government) for special benefits. Such a program would relieve the smaller employer of an economic burden that he would assume if he employs such individuals.

The Committee also recognizes that there are many people who are not physically handicapped but are unemployable for other reasons. These include restrictions that are imposed by employers, labor unions, and government involving rules, laws, and regulations.

### **Special Report**

Earl Cook Elkins, M.D., a Senior Consultant on Physical Medicine and Rehabilitation at the Mayo Clinic in Rochester who has pioneered in the rehabilitation of quadriplegics, was named Physician of the Year for 1967 by the President's Committee on Employment of the Handicapped.

## COMMITTEE MEMBERS

**\*John Shronts, M.D.—CHAIRMAN**  
Medical Director  
General Mills, Inc.  
Minneapolis, Minnesota

**Tracy Barber, M.D.**  
Medical Director  
George A. Hormel & Co.  
Austin, Minnesota

**Harry B. Hall, M.D.**  
Medical Arts Building  
Minneapolis, Minnesota

**Bruce Douglass, M.D.**  
Mayo Clinic  
Rochester, Minnesota

**C. H. Hodgson, M.D.**  
Medical Director  
3M Company  
St. Paul, Minnesota

**\*\*E. C. Elkins, M.D.**  
Mayo Clinic  
Rochester, Minnesota

**Miland E. Knapp, M.D.**  
Physical Medicine & Rehabilitation Group  
Minneapolis, Minnesota

**John F. Fee, M.D.**  
Midway Medical Arts  
St. Paul, Minnesota

**Valentine O'Malley, M.D.**  
Lowry Medical Arts Building  
St. Paul, Minnesota

**Louis B. Folsom, M.D.**  
Northwest Industrial Clinic  
Minneapolis, Minnesota

**C. G. Sheppard, M.D.**  
President,  
St. Peter State Hospital  
St. Peter, Minnesota

**Archie Vinitzky**  
State Department of Labor and Industry  
St. Paul, Minnesota

**\*Commission Member**

**\*\*See: Special Report**

## **WOMEN'S COMMITTEE**

### **Purpose**

To enlist the interest and active support of women's organizations, groups, and individual women in behalf of the objective of the Governor's Commission, i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens of Minnesota equal opportunity in preparing for and obtaining employment suited to their abilities and capacities in public service, in private enterprise and in other fields of employment.

### **Report**

Through the organizations the members represent, the needs of the handicapped are becoming known through discussions, talks, and active participation with the State Service Clubs for the Handicapped.

Since 1965, the Women's Committee has sponsored the "Ability Counts" contest for high school students in the State of Minnesota. Winners have attended the annual meeting of the President's Committee on Employment of the Handicapped in Washington, D. C. in 1966, 1967 and 1968. Travel arrangements for the first place winners are provided by the Minnesota AFL-CIO Federation of Labor.

In 1969, an all-expense paid trip to Washington D. C. will also be awarded to the teacher of the winning student for the State of Minnesota. This special award will be sponsored by the Minnesota Association of Commerce and Industry and it is hoped this will be continued on an annual basis. Many of the Area Councils on Employment of Handicapped Persons will conduct local contests during 1969 for the "Ability Counts" contest in conjunction with the State program.

## COMMITTEE MEMBERS

**\*Miss Betty Ann Malcolm—CHAIRMAN**  
Assistant Cashier  
Northwestern National Bank  
South St. Paul, Minnesota

**Miss Ellen Anderson—VICE CHAIRMAN**  
Industrial Relations Rep.  
Defense Contract Administration  
Services District—Twin Cities  
St. Paul, Minnesota

**Mrs. Marilyn Rosenwinkel—SECRETARY**  
Minneapolis, Minnesota

**Mrs. Margaret Burke**  
National Auxiliary Commander, DAV  
Stillwater, Minnesota

**Mrs. Beatrice Kersten**  
United Fund of Hennepin County, Inc.  
Minneapolis, Minnesota

**Mrs. Ruth Burns**  
ALTRUSA, St. Paul Chapter  
St. Paul, Minnesota

**Mrs. Ann Kinstler**  
Soroptomist Club  
St. Paul Bureau of Health  
St. Paul, Minnesota

**Miss Georgia Carlson**  
Quota Club of St. Paul  
St. Paul, Minnesota

**Mrs. Sophie Marblestone**  
United Fund of St. Paul  
St. Paul, Minnesota

**Mrs. Elva Gensinger**  
Pilot Club of St. Paul  
Minneapolis, Minnesota

**Miss Pat Muggenberg**  
St. Paul, Minnesota

**Mrs. Karl Johnson**  
State Medical Auxiliary  
Duluth, Minnesota

**Mrs. Elizabeth O'Donnell**  
Personnel Department  
First National Bank  
St. Paul, Minnesota

**Mrs. Dolores M. Kauth**  
Executive Secretary  
Governor's Commission on Employment  
of Handicapped Persons  
St. Paul, Minnesota

**\*Mrs. Vernon Sommerdorf**  
St. Paul, Minnesota

**Mrs. Esther C. Westman**  
ZONTA  
Marshall, Minnesota

**\*Commission Member**

## **ARCHITECTURAL BARRIERS COMMITTEE**

### **Purpose**

To enlist the interest, understanding and active support of architects, builders and others concerned with or responsible for planning, designing and construction or remodeling buildings and other structures, and making such buildings and structures accessible to and usable by persons limited or restricted in ambulation or who must use wheelchairs for mobility. It is the intent of this Committee to make it possible through improved building and structure design for persons with restricted mobility to seek and engage in occupations or in activities now denied to them because of architectural barriers.

### **Report**

The Architectural Barriers Committee, through consultations and discussions with the State Architect and participation at hearings on the proposed laws, rules and regulations of the State Fire Marshall relating to fire and life safety for hotel occupancy, can report the inclusion (as an amendment to the Fire Safety Code for Hotels) of a clause, SFM 503, stating that all new hotels must conform to the American Standards Association Specifications A-117.1, 1961 edition, as related to facilities to accommodate the physically handicapped.

**Note:** This is now in the form of a proposed amendment to the revision of the Building Code as related to fire safety.

A recent revision to Federal Regulations (now being processed) as related to hospitals, nursing homes and all medically related facilities must be designed for use by the physically handicapped.

**Note:** This is directed to the handicapped employee, trainee, student, or others using the buildings in the course of his everyday mode of living, rather than as a patient.

Until the State Building Code, which is now being prepared, becomes a reality, the Architectural Barriers Committee is encouraging the responsible persons in City, County and Village offices, where building permits are issued, in the effective role they can play towards sponsoring the elimination of Architectural Barriers.

The 1968 decision of the Minneapolis City Council to construct curbed ramping throughout the city, and similar proposals to Owatonna and Rochester being considered at this time; the interest and cooperation of State Fair officials to construct and remodel facilities to accommodate handicapped visitors; and the interest and requests for recreational facilities for the handicapped (and the elderly) indicates the degree of activity this committee has accomplished.

## COMMITTEE MEMBERS

**\*Robert Kerr, AIA—CHAIRMAN**  
St. Paul, Minnesota

**\*David Bennett, AIA—VICE CHAIRMAN**  
Myers & Bennett, Inc.  
Minneapolis, Minnesota

**Professor Frederick M. Chapman**  
College of Education  
School of Physical Education  
Cooke Hall, University of Minnesota  
Minneapolis, Minnesota

**Miss Ethel Scott**  
College of Education  
School of Physical Education  
Cooke Hall, University of Minnesota  
Minneapolis, Minnesota

**Paul F. Cummings**  
State Architect  
Capitol  
St. Paul, Minnesota

**Guy O. Tollerud, Director**  
School Building Planning & Development  
Department of Education  
St. Paul, Minnesota

**Orville C. Hognander**  
G. H. Tennant Company  
Minneapolis, Minnesota

**Eugene L. Weber**  
Assistant Commissioner  
Insurance Division  
Fire Marshall Division  
St. Paul, Minnesota

**William Hopkins**  
Minnesota Society for Crippled  
Children and Adults  
Minneapolis, Minnesota

**Lorenzo D. Williams, AIA**  
Architectural Barriers Committee  
President's Committee on  
Employment of the Handicapped  
Minneapolis, Minnesota

**Robert Schwanke**  
School of Public Health  
College of Medical Sciences  
University of Minnesota  
Minneapolis, Minnesota

**George Winterowd**  
Professor of Architecture  
University of Minnesota  
Minneapolis, Minnesota

**\*Commission Member**

## COMMITTEE ON COMMUNITY ORGANIZATIONS

### Purpose

To develop organization plans and procedures designed to enlist the interest, support and active participation of community agencies, community leaders, groups and interested individuals in a statewide program of community action to achieve the objective of the Governor's Commission; to develop cooperative projects in consultation with the Commission staff and members; to utilize the knowledge and experience of other State committees having a common objective; to develop and carry out plans to utilize projects and methods recommended by the President's Committee on Employment of the Handicapped in relation to employment of the handicapped; and to carry out such other plans and projects suggested by the Governor's Commission as may be suitable and applicable in local situations.

### Report

The Minnesota Jaycees have accepted the responsibility of improving and expanding the program of our current Area Councils and establishing additional Councils as indicated:

- 1) Nine active Area Councils on Employment of Handicapped Persons.
- 2) An additional eight Councils are in the process of being established.
- 3) An additional fifteen Area Councils will be established during 1969.

### COMMITTEE MEMBERS

#### \*Robert S. Dunbar—CHAIRMAN

President, Minnesota Jaycees  
Richfield, Minnesota

#### \*G. Q. "Judd" Jacobson—VICE CHAIRMAN

KDHL Radio  
Owatonna, Minnesota

Harvey L. Benson, Chairman  
Duluth Area Council  
Retail Clerks Union  
Duluth, Minnesota

Warren Hutchens, Chairman  
St. Cloud Area Council  
Assistant Director, Vocational Education  
St. Cloud, Minnesota

Melvin J. Ptacek, Chairman  
Steele County Area Council  
Owatonna, Minnesota

Vernon R. Schultz, Chairman  
St. Paul Area Council  
Horace Mann School  
St. Paul, Minnesota

Pat Sours, Chairman  
Rochester Area Council  
Minnesota Department of  
Employment Security  
Rochester, Minnesota

Mitchel Spector, Chairman  
Minneapolis Area Council  
Minneapolis, Minnesota

Dale Wichman  
(Acting Chairman-Moorhead Area Council)  
President, Red River Valley Service Club  
Moorhead, Minnesota

\*Commission Member

## **VETERANS COMMITTEE**

### **Purpose**

To enlist the interest and active support of veterans, veterans' organizations and agencies in behalf of the objectives of the Governor's Commission; i.e., to secure for physically, mentally, emotionally and otherwise handicapped citizens and notably handicapped veterans of Minnesota, equality of opportunity in selection and appointment, and in advancement in occupations suited to their abilities and capacities in the public service and in private enterprise, and to participate in the support of promotional and educational programs and projects of the Commission and cooperating organizations and agencies to eliminate or alleviate barriers to preparation for, or engaging in occupations and vocations suited to the remaining abilities.

### **Report**

The Veterans Committee in the past year and a half has continued to become broadened with respect to its membership. Every major veterans' organization and chartered group is represented on the Veterans Committee, as well as the auxiliary groups of the various organizations.

Veterans' organizations by their very nature have a sympathetic interest in the field of rehabilitation and in their concern for the plight of the handicapped. Each veterans' organization in its own way interests itself in the many and varied problems experienced by handicapped and disabled persons.

The Veterans Committee has a continuing interest in the work of the Governor's Commission on Employment of Handicapped Persons and through the membership on the Veterans Committee have key contacts throughout the State to help carry out the work of this Commission.

This committee believes that minority groups and ghetto areas of the State should be represented more fully not only on the Veterans Committee but also on every committee of the Governor's Commission.

During the next biennium, the Veterans Committee will undertake to improve their membership by broadening it in every respect and be more responsive to the total effort of this Commission.

## **COMMITTEE MEMBERS**

**\*Judge Daniel F. Foley—CHAIRMAN**  
Past National Commander  
American Legion  
Austin, Minnesota

**Walter S. Carlson—VICE CHAIRMAN**  
V E R  
U.S. Veterans Employment Service  
St. Paul, Minnesota

**Joseph C. McCarthy—SECRETARY**  
U. S. Veterans Employment Service  
St. Paul, Minnesota

## COMMITTEE MEMBERS

Mrs. A. L. W. Anderson  
4th Dist., American Legion  
Minneapolis, Minnesota

Mrs. Lloyd F. Anderson  
6th Dist., Veterans WWI  
Little Falls, Minnesota

Dr. A. D. Bradley, Chief  
Vocational Counseling Service  
Veterans Administration Hospital  
Minneapolis, Minnesota

Dr. Herman F. Buegel  
Out-Patient, Mental Hygiene Clinic  
Veterans Administration Center  
Fort Snelling, Minnesota

Mrs. Margaret Burke  
National Auxiliary Commander  
Disabled American Veterans  
Stillwater, Minnesota

Donald Cameron  
V E R  
Duluth, Minnesota

Mrs. Eileen Collins  
8th Dist., Veterans WWI  
Aitkin, Minnesota

Jacob Dim  
Federal Courts Building  
St. Paul, Minnesota

Louis Dorshow, Commander  
Jewish War Veterans  
St. Paul, Minnesota

James (Mike) Doyle  
American Legion National Economic Comm.  
Albert Lea, Minnesota

John Ellerbroek  
Fairmont, Minnesota

James Enneking  
Veterans County Service Officer  
St. Cloud, Minnesota

Mrs. Frank Evan  
2nd Dist., Veterans WWI  
Wells, Minnesota

Raymond Hansen  
Veterans of Foreign Wars  
Veterans Administration  
Fort Snelling, Minnesota

Mrs. C. Fred Hanson  
7th Dist., American Legion  
Alexandria, Minnesota

Dr. Gordon Henley  
Professor of Psychology  
St. John's University  
Collegeville, Minnesota

Einar W. Karlstrand  
Research Editor  
Duluth Herald  
Duluth, Minnesota

Mrs. T. H. Keeler  
American Legion Auxiliary  
St. Paul, Minnesota

James H. Kennedy  
Veterans of Foreign Wars  
St. Paul, Minnesota

Harold King  
State Supervisor of Services to the  
Handicapped  
Department of Employment Security  
St. Paul, Minnesota

Mrs. Frank Koppel  
10th Dist., American Legion  
Minneapolis, Minnesota

Mrs. Carl Larson  
5th Dist., Veterans WWI  
Robbinsdale, Minnesota

Mrs. Rudy Lee  
11th Dist., Veterans WWI  
Bemidji, Minnesota

**Mrs. Gene Lindquist**  
6th Dist., American Legion  
Clarissa, Minnesota

**Alcuin C. Loehr, Commissioner**  
Department of Veterans Affairs  
State Veterans Service Building  
St. Paul, Minnesota

**Dr. Patrick E. Logue**  
Psychology Section  
Veterans Administration Hospital  
St. Cloud, Minnesota

**Howard E. Lohman**  
Moorhead, Minnesota

**Mrs. Edward Lutz**  
3rd Dist., American Legion  
Hugo, Minnesota

**Mrs. Emma Mallinger**  
9th Dist., Veterans WWI  
Barnesville, Minnesota

**Miss Amanda Mann**  
12th Dist., Veterans WWI  
Crookston, Minnesota

**Vincent A. McCoy**  
Minneapolis, Minnesota

**Donald Miller, Commandant**  
Minnesota Soldiers Home  
Minneapolis, Minnesota

**Mrs. J. Paul Miller**  
1st Dist., Veterans WWI  
Albert Lea, Minnesota

**George Mital, Jr.**  
Minnesota Veterans Council  
Minneapolis, Minnesota

**Frank Momsen**  
Department Adjutant  
The American Legion  
State Headquarters  
St. Paul, Minnesota

**James L. Monnahan**  
National Rehabilitation Offices  
D A V  
Fort Snelling, Minnesota

**Mrs. William Norman**  
9th Dist., American Legion  
East Grand Forks, Minnesota

**John O'Neill**  
Veterans of Foreign Wars  
St. Paul, Minnesota

**Mrs. Magdalene Parriott**  
4th Dist., Veterans WWI  
St. Paul, Minnesota

**Mrs. A. G. Patterson**  
1st Dist., American Legion  
Austin, Minnesota

**Charles Rosenquist**  
Minneapolis, Minnesota

**Mrs. Donald Schroedl**  
5th Dist., American Legion  
Minneapolis, Minnesota

**Marguerite Steece**  
D A V  
Brainerd, Minnesota

**Stephen F. Steele**  
Editor, Minnesota Legionnaire  
St. Paul, Minnesota

**Mrs. Milo Waalen**  
7th Dist., Veterans WWI  
Glenwood, Minnesota

**Mrs. Henry Wersal**  
2nd Dist., American Legion  
Mankato, Minnesota

**Mrs. Mary Wesa**  
10th Dist., Veterans WWI  
Hibbing, Minnesota

**Mrs. Floyd Winters**  
8th Dist., American Legion

**\*Commission Member**

## AWARDS COMMITTEE

### Purpose

To develop a statewide plan to recognize individuals, employers, labor unions and other organizations and groups for outstanding contributions to: 1) Public understanding of the employment problems encountered by physically or mentally handicapped persons. 2) Acceptance and placement of handicapped persons in employment suited to their capacities.

### Report

The Awards Program of the Commission has provided public recognition for individuals, agencies and employers making significant contributions to rehabilitation and employment of handicapped persons.

Nominations for 1968 awards were submitted through Area Councils on Employment of Handicapped Persons on forms available for this purpose through Area Councils and the Commission Office. We are now embarked upon a search for worthy 1969 candidates.

The following received awards during the past biennium:

1967		1968
	<b>GOVERNOR'S TROPHY AWARD</b>	
Sister Anna Marie, C.S.J. St. Paul		Donald Bothun LeRoy
	<b>EMPLOYER OF THE YEAR (200 Employees or Over)</b>	
Dayton's St. Paul		R. J. Reynolds Foods, Inc. Duluth
	<b>EMPLOYER OF THE YEAR (Less than 200 Employees)</b>	
LeRoy Products Corp. LeRoy		
	<b>PHYSICIAN'S AWARD</b>	
Earl C. Elkins, M.D. Rochester		Frank S. Babb, M.D. St. Paul
	<b>AMVETS SCHOLARSHIP</b>	
John E. Schatzlein White Bear Lake		John E. Schatzlein White Bear Lake

In 1968 (the first time two persons received recognition from the same state) the President's Committee on Employment of the Handicapped specially honored MAX J. RHEINBERGER, JR. of Duluth, Minnesota as the national "Handicapped American of the Year for 1967". EARL C. ELKINS, M.D. of Rochester, Minnesota received the national "Physician of the Year Award" for 1967.

## AWARDS COMMITTEE MEMBERS

**\*Norma Sommerdorf (Mrs. Vernon)—CHAIRMAN**  
St. Paul, Minnesota

**A. Edward Hunter, VICE CHAIRMAN**  
State Social Resources Planning Director  
State Planning Agency  
St. Paul, Minnesota

**Jackie Germann (Miss)**  
Staff Writer  
St. Paul Pioneer Press  
St. Paul, Minnesota

**Mary Ellen Radman (Mrs. Richard)—**  
**SECRETARY**  
Office of Congressman Joseph E. Karth  
St. Paul, Minnesota

**Agatha Klein (Mrs.)**  
Central Library Coordinator  
St. Paul Public Library  
St. Paul, Minnesota

**Senator John Tracy Anderson**  
Treasurer  
George J. Grant Construction Co.  
St. Paul, Minnesota

**Alcuin G. Loehr**  
Commissioner of Veterans Affairs  
St. Paul, Minnesota

**Gordon Baird**  
Hoerner-Waldorf Corp.  
St. Paul, Minnesota

**Elwood E. Mears**  
Treasurer  
Buckbee Mears Co.  
St. Paul, Minnesota

**Harold W. Brunn**  
Executive Secretary  
Minn. State Medical Association  
St. Paul, Minnesota

**Rosemary Young (Mrs.)**  
Service Club for the Handicapped  
Minneapolis, Minnesota

**\*Commission Member**

## **MINNESOTA STATE EMPLOYMENT SERVICE**

The State Employment Service has responsibility for job counseling and placement for all employable handicapped job applicants.

Because of the necessary and key role of the employment service in our state-wide program of placing our handicapped in private and public employment, the Minnesota Employment Service has appointed 34 placement specialists throughout the state. These men and women have been trained and have the responsibility to work with business and industry to develop proper relationships, and finally, as a result, the proper placement of the handicapped.

Last year, 1967, this Commission requested a survey report of the Minnesota State Employment Service. The survey—a compiled statistical report of the characteristics of handicapped persons in Minnesota who were actively seeking work is the most comprehensive detailed breakdown of handicapped job-seekers available at the present time. The data was obtained from the total statewide active file of handicapped applicants registered with the local offices of the State Employment Service. Some of the statistics gathered include: occupational category, sex, age, education, marital status, previous employment history, past training, number of job referrals and past job development attempts.

Knowing how many handicapped job applicants there are and knowing who and where they are, constitutes a rather modest pool of information for placement personnel and those interested in the employment of the handicapped. Yet this study in Minnesota comprises the only statewide survey undertaken to define the basic problem. Announcement and presentation of this survey given by the Chairman of this Commission, at the 1967 Annual Meeting of the State Chairmen and Executive Secretaries in Washington, D. C. was of immediate interest to the President's Committee. At the request of the President's Committee, the Minnesota Governor's Commission has distributed copies of this survey to members of the President's Committee, to the 50 states, the Virgin Islands and Puerto Rico. In addition, the Commission has filled requests from the Department of Labor, the Library of Congress and three Canadian Provinces.

No one denies the fact that the employment of our handicapped citizens is good business and in the public interest. Without a job, they cost tax dollars . . . with a job they become tax payers . . . with a job, they become self-reliant and self-supporting, a status everyone seeks . . . and with a job they are not a burden to their families, their communities or society at large.

In Minnesota today, most employers have opened their doors for the handicapped but experience difficulties in securing applicants for the openings that exist. Some employers, because of the serious labor shortage, have employed disabled people who have not participated in any type of rehabilitation or training service. As a result, many of these individuals are not qualified or properly placed—and employers are becoming disillusioned about employing the handicapped.

The problems of the handicapped cannot be solved by the President's Committee, the Governor's Commission, Area Councils or federal and state governments. They can only be solved if management, labor, the medical profession, the employment services, rehabilitation agencies, and citizens at the local level become concerned and develop programs utilizing all of the resources that are available—and work as a team to accomplish this total objective.

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The Commission expresses its appreciation to individuals, federal, state and local officials, agency personnel, industry, labor and the medical profession for their interest and cooperation, thereby assisting the Commission to meet its overall responsibilities and objectives.

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