

Understanding the IEP Diploma Bill

created by Danielle Levine and AHRC-NYC Self-Advocates

Why is S-3890 important?

Document created by Danielle Levine and AHRC-NYC Self-Advocate

S-3890 is a law that “*Allows the Individualized Education Program or IEP diploma to be accepted whenever a high school diploma or GED is required for employment.*”

This law would give people with IEP diplomas the right to interview for jobs that are out of reach because their credential is not recognized for the purposes of employment. It creates no special expectations of the employer, it just removes a barrier to allow them to interview for more types of jobs.

Here are some of the many reasons to support this bill:

- The IEP diplomas that many people with disabilities received when they finished high school do not count as a high school diplomas when those people attempt to apply for jobs.
- This law would recognize the IEP diploma and give more people with disabilities the right to interview for jobs.
- People with IEP diplomas cannot apply for some positions because their credentials are not recognized.
- Most entry level positions require online applications which do not recognize the IEP diploma.
- Most employers and many people with disabilities do not understand the different types of diplomas in New York state.
- The requirements for a traditional diploma have changed and many people who in the past received IEP diplomas would get a local diploma if they graduated today.
- People with disabilities have better rates of retention than their non-disabled coworkers. If this barrier to employment is removed hard working people will be able to get jobs and keep those jobs.
- New York State’s is ranked 38 out of 50 for employing people with a disability with an unemployment rate of over 35%. This law would help New York to catch up to the rest of the country.
- The New York State has historically low unemployment, now is the time to allow more people to have an opportunity to join that workforce and contribute to the state’s economic boom.
- IEP diplomas do not paint a full picture of a person or their skills. This leads to discrimination against those who hold them when they apply for jobs.
- This law is revenue neutral; it will not cost the state or any of its employers any money, it will simply allow more people to get interviews for jobs.
- People with IEP diplomas deserve a chance to work to improve themselves, develop new skills, make money, pay taxes, and be as independent as anyone else. This law would allow them a chance to take the first step by allowing them to interview for jobs.

Danielle Levine
2001 Oriental Blvd
Brooklyn NY 11235

April 2nd 2019

The Honorable Andrew S. Gounardes
New York State Senate
Albany New York 12247

Dear Senator Gounardes,

I would like for you to support S-3890 to give people with disabilities who graduate with an IEP diploma a better chance for employment.

My name is Danielle Levine and I am an advocate for people who have developmental disabilities. I have a learning disability and I graduated with an IEP diploma. I am from Brooklyn NY and I am now in my senior year at the Melissa Riggio Higher Education Program at Kingsborough Community College.

I would like to make it easier for people with disabilities who finish high school to get job opportunities. I am currently looking for a job and I want to become an office administrator. It is very difficult to get a job because we face a barrier every time we try to apply for a job or go to an interview. Employers only interview people who have a high school diploma or a GED. I feel that is discrimination and is unfair because I can do just as great as a person who has a high school diploma.

Recently this problem has become worse because most applications for entry level positions must now be done online. Online job applications do not allow people with IEPs to explain their credential and instead removes them from consideration for positions before they ever have a chance to get an interview or meet a potential manager.

All we want is the chance to get to interviews so we can show employers what we have to offer. I am capable of doing more on the job and if S-3890 is supported I and other people with disabilities will have the chance to prove ourselves.

Sincerely,

Danielle Levine

S3890 CARLUCCI No Same as
ON FILE: 02/21/19 Education Law
TITLE....Relates to individualized education program diploma equivalency
02/20/19 REFERRED TO EDUCATION

CARLUCCI

Add §115, Ed L

Makes the individualized education program diploma equivalent to the high school diploma for purposes of employment requirements in the state of New York.

Same-As History:

Bill Version	Same-As Bill
S 3890	No Same as
Current Same-As	
S 3890	No Same as

STATE OF NEW YORK

3890

2019-2020 Regular Sessions

IN SENATE

February 20, 2019

Introduced by Sen. CARLUCCI -- read twice and ordered printed, and when printed to be committed to the Committee on Education

AN ACT to amend the education law, in relation to individualized education program diploma equivalency

The People of the State of New York, represented in Senate and Assembly, do enact as follows:

- 1 Section 1. The education law is amended by adding a new section 115 to
2 read as follows:
3 § 115. Individualized education program diploma equivalency. Notwith-
4 standing any law, rule, regulation or agreement to the contrary, whenev-
5 er a high school diploma is required for employment in the state of New
6 York as a minimum requirement for employment, an individualized educa-
7 tion program diploma shall be considered the equivalent of such high
8 school diploma.
9 § 2. This act shall take effect immediately.

EXPLANATION--Matter in *italics* (underscored) is new; matter in brackets
[-] is old law to be omitted.

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**NEW YORK STATE SENATE
INTRODUCER'S MEMORANDUM IN SUPPORT
submitted in accordance with Senate Rule VI. Sec 1**

BILL NUMBER: S3890

SPONSOR: CARLUCCI

TITLE OF BILL: An act to amend the education law, in relation to individualized education program diploma equivalency

PURPOSE OR GENERAL IDEA OF BILL:

Allows the Individualized Education Program or IEP diploma to be accepted whenever a high school diploma or GED is required for employment.

SUMMARY OF SPECIFIC PROVISIONS:

Section 1 amends the education law by adding a new section 115 to allow for the acceptance of an IEP diploma whenever a high school diploma or GED is required for employment.

Section 2 of the bill provides for an immediate effective date.

JUSTIFICATION:

Individuals with intellectual and developmental disabilities in high school have the opportunity to earn an IEP diploma, yet they are disadvantaged when looking for employment. Though the IEP Diploma recognizes a student's achievement based on their IEP, this diploma is not fully recognized by employers on applications for employment. This situation severely impacts those individuals with IEP diplomas, even though they can complete many tasks in the work place. Further, it leaves many of these individuals unemployed or underemployed. This bill will help to relieve the disadvantage of an IEP diploma and would help individuals with developmental disabilities get meaningful employment.

FISCAL IMPLICATIONS:

To be determined.

EFFECTIVE DATE:

Immediately.