

FY 2010

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

For necessary expenses for the Office of Disability Employment Policy to provide leadership, develop policy and initiatives, and award grants furthering the objective of eliminating barriers to the training and employment of people with disabilities, [~~\$26,679,000~~] *\$37,031,000*.

(Department of Labor Appropriations Act, 2009)

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EXPLANATION OF LANGUAGE CHANGE

Not applicable.

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ANALYSIS OF APPROPRIATION LANGUAGE

Not Applicable.

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AMOUNTS AVAILABLE FOR OBLIGATION								
(Dollars in Thousands)								
	FY 2008 Enacted		FY 2009 Enacted		Recovery Act		FY 2010 Request	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	49	27,712	41	26,679	0	0	49	37,031
Reduction pursuant to (P.L. 111-8) in FY 2009	0	0	0	0	0	0	0	0
Other Supplementals and Rescissions (P.L. 110-161)	0	-484	0	0	0	0	0	0
Appropriation, Revised	49	27,228	41	26,679	0	0	49	37,031
Subtotal Appropriation	49	27,228	41	26,679	0	0	49	37,031
B. Gross Budget Authority	49	27,228	41	26,679	0	0	49	37,031
Offsetting Collections To	0	0	0	0	0	0	0	0
Reimbursements	0	550	0	550	0	0	0	550
Fees	0	0	0	0	0	0	0	0
Subtotal	0	550	0	550	0	0	0	550
C. Budget Authority	49	27,778	41	27,229	0	0	49	37,581
Offsetting Collections From	0	0	0	0	0	0	0	0
Reimbursements	0	-550	0	-550	0	0	0	-550
Fees	0	0	0	0	0	0	0	0
Subtotal	0	-550	0	-550	0	0	0	-550
D. Total Budgetary Resources	49	27,228	41	26,679	0	0	49	37,031
Unobligated Balance Expiring	-2	-288	0	0	0	0	0	0
E. Total, Estimated Obligations	47	26,940	41	26,679	0	0	49	37,031

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2009 Enacted	FY 2010 Request	Net Change
Budget Authority			
General Funds	26,679	37,031	+10,352
Trust Funds	0	0	0
Total	26,679	37,031	+10,352
Full Time Equivalents			
General Funds	41	49	+8
Trust Funds	0	0	0
Total	41	49	+8

Explanation of Change	FY 2009 Base		Trust Funds		FY 2010 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	41	4,698	0	0	8	95	8	95
Personnel benefits	0	1,294	0	0	0	6	0	6
Travel	0	200	0	0	0	1	0	1
GSA Space Rental	0	520	0	0	0	3	0	3
Communications, utilities & miscellaneous charges	0	53	0	0	0	0	0	0
Printing and reproduction	0	62	0	0	0	0	0	0
Advisory and assistance services	0	8,990	0	0	0	45	0	45
Other services	0	3,523	0	0	0	30	0	30
Working Capital Fund	0	1,616	0	0	0	0	0	0
Other government accounts (DHS Charges)	0	14	0	0	0	14	0	14
Purchase of goods and services from other Government accounts	0	1,773	0	0	0	9	0	9
Operation and maintenance of facilities	0	85	0	0	0	0	0	0
Operation and maintenance of equipment	0	1	0	0	0	0	0	0
Supplies and materials	0	75	0	0	0	0	0	0
Equipment	0	75	0	0	0	0	0	0
Grants	0	3,700	0	0	0	14	0	14
Built-Ins Subtotal	41	26,679	0	0	8	217	8	217
B. Program:								
ODEP - Job Matching and Placement Program	0	0	0	0	0	10,135	0	10,135
Programs Subtotal	0	0	0	0	0	+10,135	0	+10,135
C. Financing:								
Total Increase	+41	+26,679	0	0	+8	+10,352	+8	+10,352

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Explanation of Change	FY 2009 Base		Trust Funds		FY 2010 Change General Funds		Total	
Decreases:								
A. Built-Ins:								
To Provide For:								
B. Program:								
C. Financing:								
Total Change	+41	+26,679	0	0	+8	+10,352	+8	+10,352

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2008 Enacted		FY 2009 Enacted		Recovery Act		FY 2010 Request	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	47	27,228	41	26,679	0	0	49	37,031
General Funds	47	27,228	41	26,679	0	0	49	37,031
Total	47	27,228	41	26,679	0	0	49	37,031
General Funds	47	27,228	41	26,679	0	0	49	37,031

NOTE: FY 2008 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2008 Enacted	FY 2009 Enacted	Recovery Act	FY 2010 Request	Change FY 10 Req. / FY 09 Enacted
	Full-Time Equivalent					
	Full-time Permanent	47	41		49	8
	Total	47	41	0	49	8
	Total Number of Full-Time Permanent Positions	47	41		49	8
	Average ES Salary	163,000	170,791		174,207	3415.8
	Average GM/GS Grade	14	14		14	0
	Average GM/GS Salary	99,000	103,732		105,807	2074.6
11.1	Full-time permanent	5,014	4,331	0	5,307	976
11.3	Other full-time permanent	0	140	0	182	42
11.5	Other personnel compensation	187	227	0	238	11
11.9	Total personnel compensation	5,201	4,698	0	5,727	1029
12.1	Civilian personnel benefits	1,371	1,294	0	1,634	340
21.0	Travel and transportation of persons	245	200	0	301	101
23.1	Rental payments to GSA	525	520	0	523	3
23.3	Communications, utilities, and miscellaneous charges	60	53	0	53	0
24.0	Printing and reproduction	80	62	0	62	0
25.1	Advisory and Assistance Services	6,173	8,990	0	12,780	3790
25.2	Other services	4,086	3,523	0	5,576	2053
25.3	Other purchases of goods and services from Government accounts 1/	3,203	3,403	0	3,420	17
25.4	Operation and maintenance of facilities	76	85	0	85	0
25.7	Operation and maintenance of equipment	11	1	0	1	0
26.0	Supplies and materials	97	75	0	75	0
31.0	Equipment	100	75	0	75	0
41.0	Grants, subsidies, and contributions	6,000	3,700	0	6,719	3019
	Total	27,228	26,679	0	37,031	10,352
	1/Other Purchases of Goods and Services From Government Accounts					
	Working Capital Fund	1,696	1,616	0	1,624	8
	DHS Services	14	14	0	14	0
	Services by DOL Agencies	30	31	0	31	0
	Services by Other Government Departments	1,463	1,742	0	1,751	9

NOTE: FY 2008 reflects actual FTE.

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BUDGET AUTHORITY BY STRATEGIC GOAL

(Dollars in Thousands)

	Strategic Goal 1: A Prepared Workforce	DOL Strategic Goal 2: A Competitive Workforce	DOL Strategic Goal 3: Safe and Secure Workplaces	DOL Strategic Goal 4: Strengthened Economic Protections	SGTotal
Performance Goal 1: Office of Disability Employment Policy	0	37,031	0	0	37,031
Agency Total	0	37,031	0	0	37,031

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TOTAL BUDGETARY RESOURCES													
FY 2008 - 2010													
(Dollars in Thousands)													
	FY 2008 Enacted				FY 2009 Enacted				Recovery Act	FY 2010 Request			
	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total		Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total
Office of Disability Employment Policy	27,228	0	550	27,778	26,679	0	550	27,229	0	37,031	0	550	37,581
Office of Disability Employment Policy	27,228	0	550	27,778	26,679	0	550	27,229	0	37,031	0	550	37,581
Total	27,228	0	550	27,778	26,679	0	550	27,229	0	37,031	0	550	37,581

^{1/} "Other Appropriation" is comprised of resources appropriated elsewhere, but for which the benefits accrue toward the operation of the budget activities. (Mgmt Crosscut, Executive Direction, and IT Crosscut)

^{2/} "Other Resources" include funds that are available for a budget activity, but not appropriated such as, reimbursements and fees

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF PERFORMANCE										
Performance Goal — Office of Disability Employment Policy Build knowledge and advance disability employment policy that affects and promotes systems change										
	PY 2005		PY 2006		PY 2007		PY 2008		PY 2009	PY 2010
	Goal Achieved		Goal Achieved		Goal Achieved		Goal Achieved			
Performance Indicators	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
Policy Outputs	NA	NA	1st Yr. Base.	20	2nd Yr. Base.	34	3rd Yr. Base	44	18	32
Formal Agreements	NA	NA	1st Yr. Base.	20	2nd Yr. Base.	23	3rd Yr. Base	36	13	22
Effective Practices	11	19	21	26	24	24	24	27	15	23

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SIGNIFICANT ITEMS IN APPROPRIATION COMMITTEES' REPORTS

Significant Report Joint Explanatory Statement / House Report 110-410 ODEP

No less than 80 percent of these funds shall be used to design and implement research and technical assistance grants and contracts to develop policies that reduce barriers to employment for youth and adults with disabilities.

Response

ODEP utilizes no less than 80% of its funds as directed, to carry out its leadership role with respect to designing and implementing research and technical assistance grants and contracts to develop Government-wide policy that reduces barriers to employment for youth and adults with disabilities. These grants and contracts have produced data and information that ODEP has analyzed to develop policy that will reduce physical and programmatic barriers to employment that exist in workforce systems, employment-related supports systems (e.g., health care and mental health, transportation, etc.), and businesses.

Significant Report Joint Explanatory Statement / House Report 110-410 ODEP

Within the funds provided, \$500,000 shall be used to expand a structured internship program for undergraduate college students with disabilities.

Response

ODEP's successful partnership with The Washington Center for Internships and Academic Seminars resulted in the adoption of practices and strategies that opened generic internship program opportunities to students with disabilities, increasing program capacity and broadening career opportunities in public service for students with disabilities. ODEP is using \$500,000 to build on this success by developing policy on, disseminating inclusive internship models of, and providing technical assistance on implementation that will increase the capacity of generic internship programs to include students with disabilities, thereby ensuring greater access and inclusion.

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AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. / US Code	Volume No.	Page No.	Expiration Date
Pub. L. 106-554	Office of Disability Employment Policy	.			

Although, ODEP has no authorizing statute(s), ODEP was established in fiscal year 2001 in the Omnibus Consolidated Appropriations Act (P.L. 106-554).

“...Provided further, That beginning in fiscal year 2001, there is established in the Department of Labor an office of disability employment policy which shall, under the overall direction of the Secretary, provide leadership, develop policy and initiatives, and award grants furthering the objective of eliminating barriers to the training and employment of people with disabilities. Such office shall be headed by an Assistant Secretary....”

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2000	0	0	0	0	0
2001	0	0	0	0	0
2002....1/	43,263	33,053	43,236	38,134	67
2003....2/	47,015	47,015	47,015	47,178	65
2004....3/	47,333	47,333	47,333	47,024	65
2005....4/	47,555	47,555	47,555	47,164	59
2006....5/	27,934	27,934	47,164	27,655	59
2007	20,319	27,712	27,712	27,712	57
2008....6/	18,602	27,712	27,712	27,228	47
2009....7/	12,441	0	26,679	26,679	41
2010	37,031	0	0	0	49

1/ Reflects a \$368,000 reduction pursuant to P.L. 107-116 and 107-206.

2/ Reflects a \$309,000 reduction pursuant to P.L. 108-07.

3/ Reflects a \$309,000 reduction pursuant to P.L. 108-199.

4/ Reflects a \$391,000 reduction pursuant to P.L. 108-447.

5/ Reflects a \$279,000 reduction pursuant to P.L. 109-148.

6/ Reflects a \$484,000 reduction pursuant to P.L. 110-161.

7/ This bill was only reported out of Subcommittee and was not passed by the Full House.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

Introduction

The Office of Disability Employment Policy (ODEP) was established to bring a permanent focus within the U.S. Department of Labor (DOL) and across the Federal government to develop and disseminate policy that addresses the significant barriers to employment faced by individuals with disabilities. In FY 2010, ODEP requests \$37,031,000 and 49 FTE to carry out its mission.

Many people with disabilities are prepared, willing, and able to work, but remain a largely untapped labor pool. Bureau of Labor Statistics (BLS) data from March 2009 indicate that only 23 percent of individuals with disabilities are participating in the labor force, compared to 71 percent of persons with no disability. Individuals with disabilities also have a higher unemployment rate than the general population (13.1 percent, versus 8.9 percent for the overall population, based on March 2009 data).¹

These data demonstrate a clear need to develop policy and build effective practices to ensure that individuals with disabilities who want to obtain, maintain and advance in jobs do so with access to the employment-related supports and accommodations afforded all workers. The FY 2010 Budget will fund a new \$10,000,000 initiative that will focus on working with One-Stops, employers, labor organizations, and other stakeholders to improve the employment process for individuals with disabilities utilizing pre-apprenticeship and apprenticeship programs, and career-related community service opportunities.

In addition, ODEP will continue its on-going efforts to increase the workforce participation of people with disabilities by developing policies and practices that remove barriers found in workforce systems, in corporate cultures and workplaces, and in programs and organizations that provide employment-related supports (*e.g.* health care, transportation and technology). ODEP's success requires the active involvement of Federal agencies, state and local governments, employers, and individuals with disabilities. The agency collaborates with key stakeholders in the private and public sectors to develop policy that:

- Expands access to service systems (such as employment and training, education, vocational rehabilitation);
- Addresses employer needs for recruiting, hiring and retaining job seekers and workers with disabilities, and,
- Increases the availability and accessibility of employment-related supports (such as health care and mental health support, transportation, and technology).

¹ Data is not seasonally adjusted.

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Performance

ODEP contributes to the DOL Strategic Goal 2: A Competitive Workforce by working to meet its annual Performance Goal: Build knowledge and advance disability employment policy that affects and promotes systems change. ODEP's success requires the active involvement and cooperation of key stakeholders such as Department of Labor agencies, other Federal agencies, state and local governments, non-government organizations, and employers. ODEP will continue to target significant performance across its measures to focus on the most critical disability employment policy issues. As it does so, ODEP's annual performance will be measured using three indicators: (1) number of policy outputs, (2) number of formal agreements, and (3) number of effective practices.

Cost Model

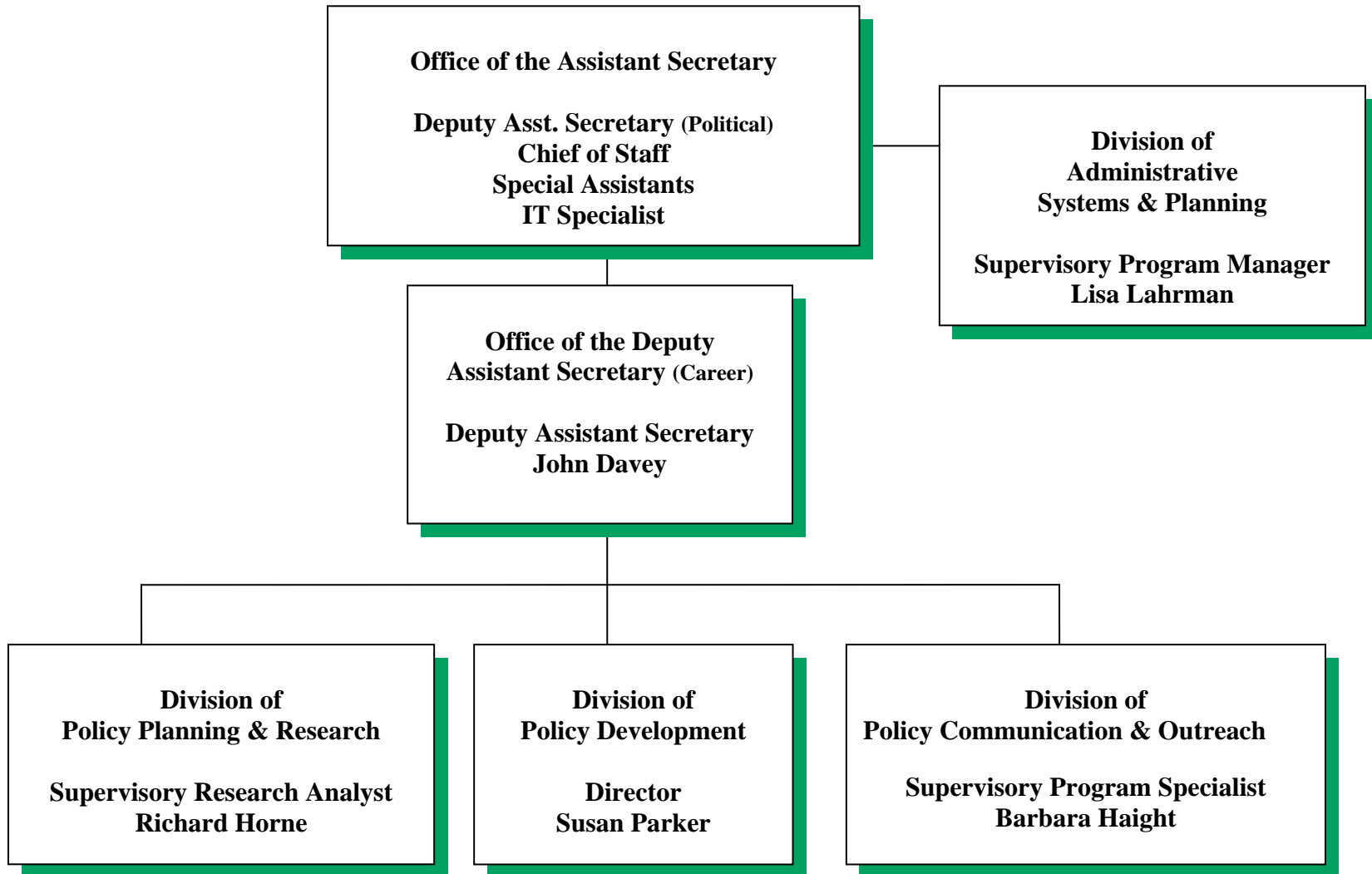
The FY 2010 request of \$37,031,000 and 49 FTE represents an increase of \$10,352,000 over FY2009. It will allow ODEP to undertake a new competitive grant program and support ongoing activities to develop policy and foster its implementation by providing targeted technical assistance and disseminating the information and resources needed by workforce systems, businesses, and employment-related supports programs and organizations to increase workforce participation by people with disabilities. ODEP will utilize a staff of policy and research experts to identify, analyze, develop, and support the implementation of policy critical to the employment of people with disabilities.

ODEP's single budget activity supports the agency's comprehensive approach to developing and fostering the implementation of policy that reduces barriers to employment.

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Office of Disability Employment Policy (ODEP)

U.S. Department of Labor



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BUDGET AUTHORITY BEFORE THE COMMITTEE						
(Dollars in Thousands)						
	FY 2008 Enacted	FY 2009 Enacted	Diff. FY08 Enacted / FY09 Enacted	Recovery Act	FY 2010 Request	Diff. FY09 Enacted / FY10 Req
Activity Appropriation	27,228	26,679	-549	0	37,031	10,352
FTE	47	41	-6	0	49	8

NOTE: FY 2009 reflects actual FTE of 42. Authorized FTE for FY 2009 was 49.

Introduction

ODEP's FY 2010 budget request is \$31,031,000 and 49 FTE. This request will enable ODEP to carry out its core mission and Federal leadership role, utilizing a staff of policy and research experts to identify, analyze, develop, and support the implementation of policy critical to the employment of people with disabilities. ODEP will develop policy for and in collaboration with key policy makers and implementers in workforce systems, business, and employment-related supports programs and organizations. To foster the implementation of these comprehensive and innovative policies that will increase workforce participation by people with disabilities, ODEP will provide targeted technical assistance and disseminate the information and resources needed by workforce systems, businesses, and employment-related supports programs and organizations.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2005	47,164	59
2006	27,655	59
2007	27,712	57
2008	27,228	47
2009	26,679	41

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2010

The Department's new leadership is reexamining ODEP to determine what the priorities are for 2010 funding. Specific projects that will be undertaken include:

- *Competitive One-Stop Grant Program.* \$10,000,000 to fund a new workforce-systems competitive grant program that will focus on working with One-Stops, employers, labor unions, labor-management partnerships, and other stakeholders to improve the employment process for individuals with disabilities utilizing pre-apprenticeship and apprenticeship programs, and career-related community service opportunities. Recent BLS data on the low labor force participation rate and high unemployment rate for individuals with disabilities point to a clear need to develop policy and build effective practices to ensure that individuals with disabilities who want to obtain, maintain and

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advance in jobs will have access to the employment-related supports and accommodations afforded all workers. This program will build upon lessons learned from the Disability Navigator Program and ODEP will partner with Department of Education's Rehabilitative Services Administration and others to develop policy and effective practices to improve One-Stop employment outcomes for individuals with disabilities. ODEP will concentrate on implementing the following strategies:

- o Providing additional job matching services for individuals with disabilities, particularly youth and young adults with disabilities, working with One-Stops, labor unions, labor-management partnerships, and employers. This funding could also be used to match individuals with jobs; apprenticeship and pre-apprenticeship programs; and community service activities, to the extent such programs can help youth obtain soft skills and facilitate employment.
 - o Working with employers, One-Stops, labor unions, labor-management partnerships, and others to facilitate the hiring/placement, retention, and promotion of individuals with disabilities in integrated employment; apprenticeship and pre-apprenticeship programs; and community service activities that help build skills for employment. These efforts would include supportive services and accommodations including, but not limited to, assistive and other workplace technologies.
- *Add Us In.* ODEP will fund a workforce systems focused competitive grant to provide mentoring opportunities for young people with disabilities from minority communities who are transitioning from school (secondary or post secondary) and interested in entrepreneurship. In developing this initiative, ODEP will partner with stakeholders in the public and private sectors, including minority Chambers of Commerce, and leverage existing resources on mentoring and entrepreneurship developed by ODEP.
- *Federal Hiring and Internship.* ODEP will continue its employer-focused work with Office of Personnel Management (OPM) and the Equal Employment Opportunity Commission (EEOC) to expand the number of people with disabilities employed by the Federal government and provides policy recommendations and technical assistance to make the Federal government a model employer of people with disabilities. ODEP will build on its comprehensive resource inventory of current efforts, initiatives, trainings, and organizations focused on recruiting individuals for Federal employment. Additionally, ODEP will identify effective practices and strategies utilized by its Workforce Recruitment Program (WRP) and collaborate with OPM and EEOC to create a pipeline for young adults with disabilities to enter the Federal workforce.
- *Technical Assistance on Workplace Accommodations – Job Accommodation Network (JAN).* ODEP provides a free, national service that facilitates the employment and retention of workers with disabilities by disseminating and promoting best practices and providing technical assistance, training, and other resources on the employment provisions of the Americans with Disabilities Act (ADA) and other employment-related laws and regulations. Employers, people with disabilities, service providers, and others can access information on providing accommodations for job seekers and employees with disabilities, workplace health and productivity strategies, and other issues related to

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employing youth and adults with disabilities. The JAN disseminates information in a number of ways, including through a toll-free telephone service and website [<http://www.jan.wvu.edu/>].

- *Diversity and Disability in the Workplace.* ODEP will establish an employer-focused policy dialogue among business schools and trade associations; labor unions; national human resource and disability advocacy organizations; Federal and state government agencies; and the U.S. and minority Chambers of Commerce to advance employment opportunities for minorities with disabilities who are disproportionately underrepresented in the workforce. ODEP will leverage and build on existing partnerships to develop policy recommendations by conducting listening sessions and information exchanges and analyzing literature on promising practices and existing Federal policy on such topics as job coaching, on the job training and internships. Additionally, this national dialogue will build a network of employers who can educate each other about on best practices for employing minorities with disabilities.
- *Public-Private Partnership on Emerging Technologies.* This new employment-related supports policy initiative, led by the Secretary of Labor, will engage the Departments of Commerce and ED as well as private sector organizations to develop and implement a comprehensive strategy to ensure that emerging technologies incorporate the needs of people with disabilities. This public-private partnership will create an extended online national dialogue that includes the unique perspective of citizens with disabilities, national and regional assistive technology organizations, service providers, and advocates. Particular attention will be given to ensuring that minorities and individuals with limited English proficiency have full and equal access to technology.
- *Disability.gov.* ODEP will continue to manage Disability.gov [www.disability.gov/] to provide information on disability across subjects, including employment, training, benefits, education, housing, health, technology, and transportation, and utilize social media optimization to facilitate communication among peers and public audiences. Disability.gov's content is supplied by the programs and services administered by its 22 Federal partner agencies and from national non-profit organizations and their community-based affiliates, state and local governments and other entities. The business justification can be viewed at the following hyperlink [Exhibit 300 BY 10 - ODEP - DisabilityInfo.gov](#).
- *Current Population Survey Supplement.* ODEP will work with the Bureau of Labor Statistics (BLS) to finalize the design of a disability-focused survey supplement to be included in the Current Population Survey in 2012. This activity will complete the design, validation, and testing of the survey instrument, which will provide a more in-depth picture of the characteristics of people with disabilities in the labor force.
- *Analysis of Unemployment Data on People with Disabilities.* ODEP will collaborate with BLS, the Census Bureau, the National Institute on Disability and Rehabilitation Research (NIDRR), the Interagency Committee on Disability Research (ICDR), and other Federal agencies to undertake a comparative socio-demographic and economic data analysis of

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the Current Population Survey (CPS) and the American Community Survey (ACS) data to better understand characteristics of those in the labor force and identify the employment barriers of people with disabilities not participating in the labor force. Critical data analysis will inform policy development and support ODEP's efforts to produce and disseminate disability employment statistical research information, including topical research briefs, presentations, and articles.

FY 2009

ODEP's FY 2009 budget authority is \$26,769,000 and 41 FTE. In FY 2009, ODEP is undertaking a broad range of activities detailed below. Multi-year activities are represented in the most recent fiscal year of effort:

In the area of **Workforce Systems**, ODEP's activities advanced policy efforts through three initiatives: Service-Members and Veterans-Related Supports, Universal Access and Design, and Employment Strategies. ODEP launched its America's Heroes at Work activity, continued REALifelines and partnerships with DOL/VETS, VA and DOD to address specific laws, policies and practices that assist service-members and veterans successfully re-enter the workforce, especially those with TBI and/or PTSD. To expand the use of universal design and access in the organization and delivery of employment services, ODEP provided technical assistance within the workforce system to improve post-school outcomes for youth with disabilities through improved professional development of youth service workers, the use of individual learning or graduation plans; and innovative job training service models for transitioning youth, including those involved in foster care, juvenile justice and mental health systems. Finally, ODEP identified customized and self-employment strategies, effective models, and policy and technical assistance for the workforce system to improve the employment outcomes for youth and adults with disabilities, utilizing partnerships with DOL/ETA, ED, SBA and others.

In the area of **Employers and the Workplace**, ODEP's activities advanced policy through three initiatives: Recruitment and Hiring, Workplace Health and Productivity, and Organizational Practices. ODEP partnered with Federal agencies to develop resources for, and provide technical assistance to public and private sector employers on implementing effective employment practices, including on communication technologies, tax incentives for hiring, development and use of accessible online systems (*e.g.*, timekeeping, benefits, travel, and personnel), nondiscrimination and mental health policies, and accommodations. Finally, ODEP established and built partnerships with business schools, employers and employer associations, and other organizations to encourage the inclusion of disability employment issues and practices in business school curricula and workplace diversity as it affects the employment of people with disabilities from racially, culturally, and ethnically diverse communities.

In the area of **Employment-Related Supports**, ODEP collaborated with a number of Federal agencies (HHS, NIDRR, DOT, etc.), employer associations, and private sector organizations such as national Assistive Technology (AT) providers to develop and foster the implementation of policy that improves access to employment-related health care, mental health, and personal assistance services (PAS) for people with disabilities; expands accessible and reliable transportation options for people with disabilities through the establishment of employment-

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related mobility management models (travel navigators, transportation brokers, trip planners); and increases the availability of accessible technology and the utilization of employment-related to better provide for the employment-related needs of businesses and job seekers/employees with disabilities.

Finally, ODEP's cross-cutting efforts included continued management of DisabilityInfo.gov, providing information on disability across subjects, including employment, training, benefits, education, housing, health, technology, and transportation available from and among its 22 Federal government partners. The agency continued performance evaluation efforts to ensure that performance data is reliable, valid and reportable, so that agency managers can monitor performance and plan over the short- and long-term. Finally, ODEP's ten-year collaboration with BLS to develop a set of questions to accurately measure the employment rate of people with disabilities resulted in the February 2009 launch of the disability statistics in the Current Population Survey (CPS).

FY 2008

ODEP's FY 2008 budget authority was \$27,228,000 and 47 FTE. In FY 2008, ODEP undertook a broad range of activities detailed below. Multi-year activities are represented in the most recent fiscal year of effort:

In its cross-cutting activities, ODEP continued its management of DisabilityInfo.gov and actively expanded its Federal partners to create a governing board that expanded the range of Federal, state and local disability information available to citizens. ODEP also continued its collaboration with BLS to develop a set of questions to accurately measure the employment rate of people with disabilities in the Current Population Survey (CPS). Finally, independent evaluation was conducted on pilot projects and on program improvement and effectiveness in the three employment-related policy and research areas described below.

In the area of **Workforce Systems**, ODEP produced the *Knowledge, Skills and Abilities of Youth Service Practitioners*, a professional development tool created to assist One-Stop Career Centers and the juvenile justice and foster care systems with the professional development of staff leads to improve program quality and increases positive youth outcomes. ODEP also documented how self-identification and the use of accommodations and financial literacy training impact post-secondary education and employment outcomes of youth with disabilities. ODEP partnered with ETA to integrate elements of *Guideposts for Success* into ETA's *Strategic Youth Vision* guidance and provided technical assistance, training, and capacity building support to states.

ODEP developed models of comprehensive and coordinated employment preparation service delivery including customized and self-employment strategies to adults with disabilities in a range of economic, geographic and structural environments. Collaboration led by ODEP between SBA, ETA, and VETS resulted in the development and provision of technical assistance to workforce and small business development systems to support entrepreneurship for people with disabilities. Finally, ODEP validated models of customized employment strategies that include the leveraging of resources and funds across various separate but related systems. ODEP worked with ETA to ensure that issues related to aging and disability were integrated into the Federal

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Task Force on the Aging of the American Workforces' activities to build capacity for serving seniors with disabilities.

In the area of **Employers and the Workplace**, ODEP facilitated dialogue on workplace health and productivity issues among private and public sector experts in healthcare and employment. ODEP developed and disseminated strategies to employers for reducing the barriers to recruitment and hiring with regard to electronic recruiting and credentialing processes for job seekers with disabilities. Finally, ODEP worked with OPM and EEOC to disseminate effective employment practices and partnered on EEOC's Leadership for the Employment of Americans with Disabilities (LEAD) initiative and other Federal hiring efforts, including outreach on the Schedule A hiring authority and activities related to compliance with EEOC's Management Directive 715 on the recruitment, hiring, flexible work policies, such as flexible schedules, flexiplace, and telework.

In the area of **Employment-Related Supports**, ODEP conducted policy analysis and provided technical assistance to workforce systems (including the One-Stops/Disability Program Navigators) to improve health care-related competency. ODEP fostered a dialogue among advocacy organizations and provider associations on employment-related health care options to reduce disincentives to employment for people with disabilities by strengthening understanding and awareness of work-related personal assistance services (PAS) alternatives. With regard to employment-related transportation, ODEP continued its successful partnerships with DOT on United We Ride to assist communities in meeting the mobility needs of workers with disabilities and, under the auspices of the White House's Interagency Council on the Homeless, with HUD to test and pilot coordinated employment and housing services models for people who are chronically homeless. Finally, ODEP collaborated with ED, Commerce, the U.S. Access Board, DOL/VETS, DOD and VA to develop policy and provide technical assistance regarding the provision of personal recovery and employment assistance to the nation's disabled service members, including those returning from Iraq and Afghanistan.

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OFFICE OF DISABILITY EMPLOYMENT POLICY WORKLOAD SUMMARY			
	FY 2008 Actual	FY 2009 Target	FY 2010 Target
Policy Outputs	44	18	32
Formal Agreements	36	13	22
Effective Practices	27	15	23

Workload Summary

ODEP's single budget activity supports the agency's efforts to develop and influence the implementation of Government-wide policy that reduces barriers to employment where they exist in systems. ODEP focuses on initiatives and activities within three broad, comprehensive policy areas: Workforce Systems, Employers and the Workplace, and Employment-Related Supports.

Workforce Systems efforts include initiatives to develop and foster the implementation of Government-wide policy that will reduce physical and programmatic barriers found in services and programs for all Americans, such as One-Stop Career Centers, and services and programs designed to specifically serve people with disabilities, such as Vocational Rehabilitation. ODEP invests substantial effort and resources in developing policy for these systems that is based on identified, analyzed, and validated strategies.

Employers and the Workplace efforts include initiatives to develop policy and encourage its implementation with regard to all aspects of work, including policies and practices around recruitment, hiring, advancement, and retention. As part of its policy development process, ODEP's collaborates with private and public sector employers and employer organizations to identify innovative and productive practices and strategies.

Employment-Related Supports efforts include initiatives that focus on developing policies that will reduce barriers to employment in programs and services (e.g., health care and mental health, transportation, technology) that all job seekers and workers must have access to in order to obtain and maintain a job. ODEP facilitates new and innovative collaborations within the Department of Labor, across the Federal government, and with private sector organizations to ensure that the needs of job seekers and workers with disabilities are included in the development and implementation of employment-related support programs and services.

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ODEP PERFORMANCE GOAL AND INDICATORS										
Build knowledge and advance disability employment policy that affects and promotes systems change										
	FY 2005		FY 2006		FY 2007		FY 2008		FY 2009	FY 2010
	Goal		Goal		Goal		Goal *			
Performance Indicator	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
Policy Outputs	N/A	N/A	1st Yr. Base.	20	2nd Yr. Base.	34	3rd Yr. Base. (34)	44	18	32
Formal Agreements	N/A	N/A	1st Yr. Base.	20	2nd Yr. Base.	23	3rd Yr. Base. (23)	36	13	22
Effective Practices	11	19	21	26	24	24	24	27	15	23

*FY 2008 targets adjusted relevant to FY 2007 results achieved.

** FY 2009 targets adjusted to 60% of past 3 yr. avg. to account for reduced appropriation in FY 2009.

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BUDGET ACTIVITY by OBJECT CLASS						
(Dollars in Thousands)						
		FY 2008 Enacted	FY 2009 Enacted	Recovery Act	FY 2010 Request	Change FY 10 Req / FY 09 Enacted
11.1	Full-time permanent	5,014	4,331	0	5,307	976
11.3	Other full-time permanent	0	140	0	182	42
11.5	Other personnel compensation	187	227	0	238	11
11.9	Total personnel compensation	5,201	4,698	0	5,727	1,029
12.1	Civilian personnel benefits	1,371	1,294	0	1,634	340
21.0	Travel and transportation of persons	245	200	0	301	101
23.1	Rental payments to GSA	525	520	0	523	3
23.3	Communications, utilities, and miscellaneous charges	60	53	0	53	0
24.0	Printing and reproduction	80	62	0	62	0
25.1	Advisory and Assistance Services	6,173	8,990	0	12,780	3,790
25.2	Other services	4,086	3,523	0	5,576	2,053
25.3	Other purchases of goods and services from Government accounts 1/	3,203	3,403	0	3,420	17
25.4	Operation and maintenance of facilities	76	85	0	85	0
25.7	Operation and maintenance of equipment	11	1	0	1	0
26.0	Supplies and materials	97	75	0	75	0
31.0	Equipment	100	75	0	75	0
41.0	Grants, subsidies, and contributions	6,000	3,700	0	6,719	3,019
Total		27,228	26,679	0	37,031	10,352
1/Other Purchases of Goods and Services From Government Accounts						
	Working Capital Fund	1,696	1,616	0	1,624	8
	DHS Services	14	14	0	14	0
	Services by DOL Agencies	30	31	0	31	0
	Services by Other Government Departments	1,463	1,742	0	1,751	9

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CHANGES IN FY 2010

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	95
Personnel benefits	6
Travel	1
GSA Space Rental	3
Advisory and assistance services	45
Other services	30
Other government accounts (DHS Charges)	14
Purchase of goods and services from other Government accounts	9
Grants	14
Built-Ins Subtotal	217

Net Program	10,135
Direct FTE	0

	Estimate	FTE
Base	26,896	49
Program Increase	10,135	0