

FY 2019

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

OFFICE OF DISABILITY EMPLOYMENT POLICY

SALARIES AND EXPENSES

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, \$27,000,000, of which not less than \$9,000,000 shall be made available through September 30, 2021, for research and demonstration projects related to testing effective ways to promote greater labor force participation of people with disabilities: Provided, That the Secretary may transfer amounts made available under this heading for research and demonstration projects to the "State Unemployment Insurance and Employment Service Operations" account for such purposes.

Note.—A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115–56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution.

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2017 Enacted		FY 2018 Full Year C.R.		FY 2019 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	50	\$38,203	49	\$37,944	49	\$27,000
<i>Subtotal Appropriation</i>	<i>50</i>	<i>\$38,203</i>	<i>49</i>	<i>\$37,944</i>	<i>49</i>	<i>\$27,000</i>
CEO Transfer	0	-\$95	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>50</i>	<i>\$38,108</i>	<i>49</i>	<i>\$37,944</i>	<i>49</i>	<i>\$27,000</i>
B. Gross Budget Authority	50	\$38,108	49	\$37,944	49	\$27,000
Offsetting Collections To: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>50</i>	<i>\$38,108</i>	<i>49</i>	<i>\$37,944</i>	<i>49</i>	<i>\$27,000</i>
C. Budget Authority Before Committee	50	\$38,108	49	\$37,944	49	\$27,000
Offsetting Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
Anticipated Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>50</i>	<i>\$38,108</i>	<i>49</i>	<i>\$37,944</i>	<i>49</i>	<i>\$27,000</i>
D. Total Budgetary Resources	50	\$38,108	49	\$37,944	49	\$27,000
Unobligated Balance Expiring	0	-\$79	0	\$0	0	\$0
FTE Lapse	-1	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	49	\$38,029	49	\$37,944	49	\$27,000

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2018 Full Year C.R.	FY 2019 Request	Net Change
Budget Authority			
General Funds	\$37,944	\$27,000	-\$10,944
Total	\$37,944	\$27,000	-\$10,944
Full Time Equivalents			
General Funds	49	49	0
Total	49	49	0

FY 2019 Change

Explanation of Change	FY 2018 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	49	\$5,923	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$1,866	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day more of pay	0	\$0	0	\$0	0	\$31	0	\$31
Federal Employees' Compensation Act (FECA)	0	\$39	0	\$0	0	\$30	0	\$30
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$0	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$0	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$8	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$100	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$13,373	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$118	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$2,357	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$18	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$195	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$3	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$40	0	\$0	0	\$0	0	\$0
Equipment	0	\$66	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$13,053	0	\$0	0	\$0	0	\$0

OFFICE OF DISABILITY EMPLOYMENT POLICY

FY 2019 Change

Explanation of Change	FY 2018 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	49	+\$37,159	0	\$0	0	+\$61	0	+\$61
B. Programs:								
Total Increase	49	+\$37,159	0	\$0	0	+\$61	0	+\$61
Decreases:								
A. Built-Ins:								
To Provide For:								
Benefits for former personnel	0	\$10	0	\$0	0	-\$10	0	-\$10
Travel and transportation of persons	0	\$150	0	\$0	0	-\$41	0	-\$41
Rental payments to GSA	0	\$625	0	\$0	0	-\$10	0	-\$10
Built-Ins Subtotal	0	+\$785	0	\$0	0	-\$61	0	-\$61
B. Programs:								
Reduction in Contracts and Grants	0	\$0	0	\$0	0	-\$10,944	0	-\$10,944
Programs Subtotal			0	\$0	0	-\$10,944	0	-\$10,944
Total Decrease	0	+\$785	0	\$0	0	-\$11,005	0	-\$11,005
Total Change	49	+\$37,944	0	\$0	0	-\$10,944	0	-\$10,944

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2017 Enacted		FY 2018 Full Year C.R.		FY 2019 Request		Diff. FY19 Request / FY18 Full Year C.R	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	49	38,203	49	37,944	49	27,000	0	-10,944
General Funds	49	38,203	49	37,944	49	27,000	0	-10,944
Total	49	38,203	49	37,944	49	27,000	0	-10,944
General Funds	49	38,203	49	37,944	49	27,000	0	-10,944

NOTE: 2017 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
	Full-Time Equivalent				
	Full-time Permanent	50	49	49	0
	Total	50	49	49	0
	Average ES Salary	\$187,000	\$191,282	\$191,282	\$0
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$114,034	\$114,998	\$114,998	\$0
11.1	Full-time permanent	5,819	5,824	5,848	24
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	140	99	99	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	5,959	5,923	5,947	24
12.1	Civilian personnel benefits	1,888	1,905	1,942	37
13.0	Benefits for former personnel	0	10	0	-10
21.0	Travel and transportation of persons	125	150	109	-41
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	600	625	615	-10
23.3	Communications, utilities, and miscellaneous charges	7	8	8	0
24.0	Printing and reproduction	105	100	75	-25
25.1	Advisory and assistance services	12,012	13,373	4,728	-8,645
25.2	Other services from non-Federal sources	153	118	88	-30
25.3	Other goods and services from Federal sources 1/	1,919	2,570	2,540	-30
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	7	3	3	0
26.0	Supplies and materials	42	40	30	-10
31.0	Equipment	169	66	66	0
41.0	Grants, subsidies, and contributions	15,217	13,053	10,849	-2,204
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,203	37,944	27,000	-10,944
	1/Other goods and services from Federal sources				
	Working Capital Fund	1,919	2,357	2,357	0
	DHS Services	0	18	18	0
	Services by DOL Agencies	0	60	50	-10
	GSA Services	0	10	10	0
	HHS Services	0	10	0	-10
	Services by Other Government Departments	0	110	100	-10

OFFICE OF DISABILITY EMPLOYMENT POLICY

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).

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2009					
Base Appropriation...1/	\$12,441		\$26,679	\$26,679	41
2010					
Base Appropriation	\$37,031	\$37,031	\$39,031	\$39,031	52
2011					
Base Appropriation...2/	\$39,138	\$38,953	\$38,953	\$38,953	51
2012					
Base Appropriation...3/	\$39,031	\$38,879	\$38,879	\$38,879	52
2013					
Base Appropriation...4/	\$38,953			\$36,846	51
2014					
Base Appropriation	\$42,432			\$37,745	51
2015					
Base Appropriation	\$37,833			\$38,500	51
2016					
Base Appropriation	\$38,203	\$23,750	\$38,203	\$38,203	48
2017					
Base Appropriation	\$38,544			\$38,203	50
2018					
Base Appropriation...5/	\$27,203	\$36,800			
2019					
Base Appropriation	\$27,000				49

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

2/ Reflects a \$78,000 reduction pursuant to P.L. 112-10.

3/ Reflects a \$74,000 reduction pursuant to P.L. 112-74.

4/ Reflects a 0.2% across the board rescission pursuant to P.L. 113-6 and the sequestration reduction pursuant to the Balanced Budget and Emergency Deficit Control Act of 1985

5/ A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

Introduction

The mission of the Office of Disability Employment Policy (ODEP) is to develop and influence policies and practices to increase the number and quality of employment opportunities for people with disabilities. ODEP's mission recognizes that our nation's economic health is strengthened when all Americans work, including individuals with disabilities. The need for disability employment-focused policy strategies and effective practices is reflected in Bureau of Labor Statistics (BLS) data from December 2017. The unemployment rate for people with disabilities aged 16 and over was 8.4 percent, compared to 3.7 percent for those without a disability. However, the unemployment rate tells only a small fraction of the story. The labor force participation rate for people with disabilities was 20.9 percent, compared to 67.9 percent for those without a disability. For individuals with disabilities who were employed, the data show higher rates of part-time work and higher percentages of low-wage jobs. The median income for adult workers with disabilities was \$21,509, \$10,356 less than the \$31,865 median for people without disabilities (Census Bureau, 2016). Earning a higher wage allows people with disabilities to be self-sufficient.

In addition, millions of Americans leave the workforce each year after experiencing an injury or illness. Many injured or ill workers could remain in their jobs or the workforce if they received timely, effective supports. ODEP is uniquely equipped to work on increasing gainful employment opportunities for people with disabilities by collaborating with the agencies in the U.S. Department of Labor; the Rehabilitation Services Administration (RSA) and other offices in the U.S. Department of Education (ED); the Social Security Administration (SSA); and other Federal agencies with a focus on workforce development or employment-related supports (e.g., healthcare and technology).

ODEP tests and develops policies to improve access to training, transition services, and employment-related supports and accommodations for jobseekers and workers with disabilities to ensure they have the skills U.S. businesses demand in the competitive global economy. ODEP partners with business and other organizations and is well-positioned to assist employers in implementing inclusive practices and policies that align with their business needs. ODEP also effectively conducts demand-side focused research which is useful to employers because it is based on input from ODEP's long-standing partnerships with employer organizations and a high level of subject matter expertise in disability employment. ODEP does not have regulatory or enforcement responsibilities and employers readily seek solutions from it to address identified needs.

ODEP's initiatives typically follow a logic model that includes the following steps:

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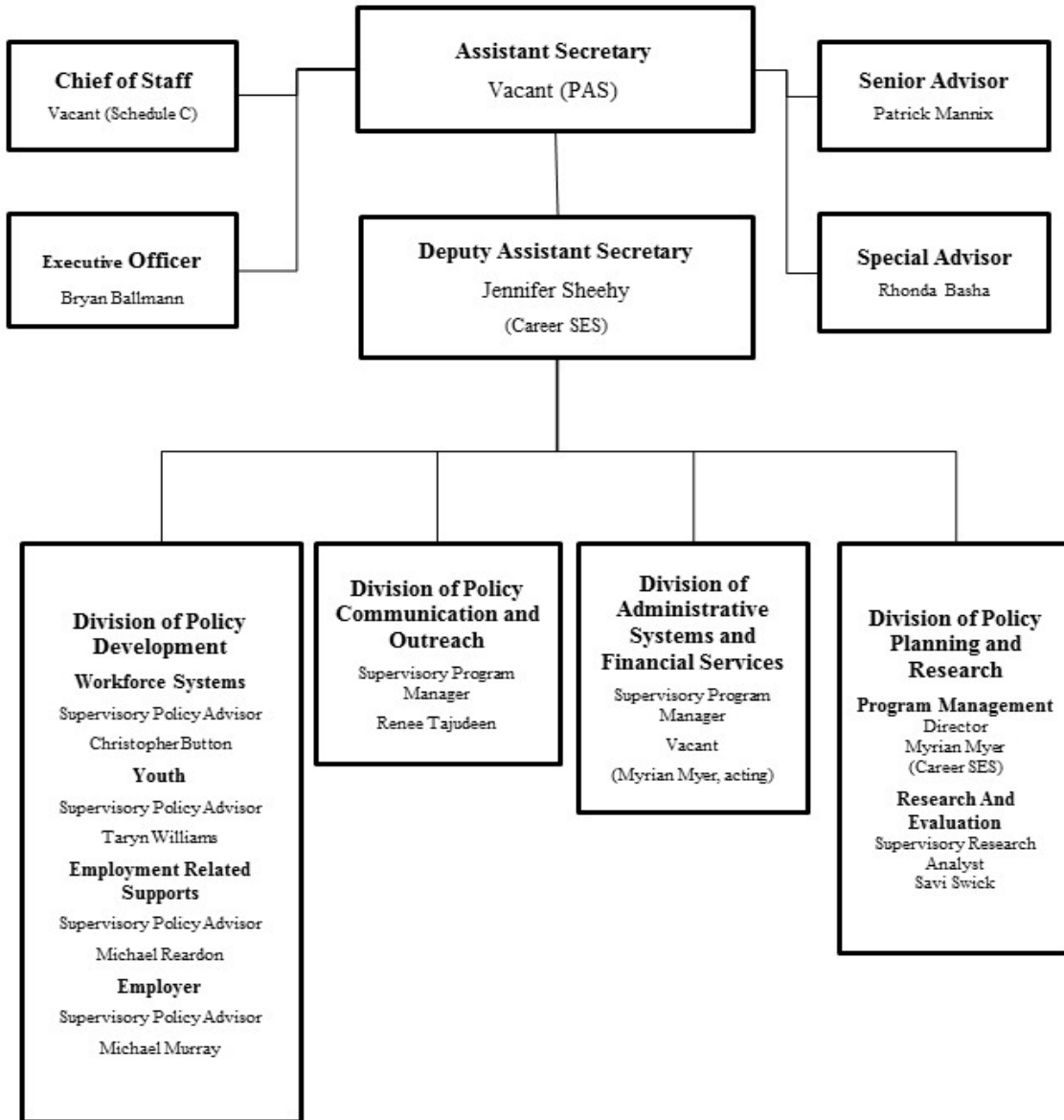
ODEP conducts research to understand issues associated with disability employment and the efficacy of potential interventions. The most promising strategies are then tested and evaluated to develop a body of evidence for policies and practices that effectively improve disability employment. These policies and practices are shared with employers, and Federal and State Government agencies. Finally, ODEP works with entities that can directly impact employment outcomes for people with disabilities by helping them adopt and implement evidence-based policies and practices.

Consistent with the priorities established in the President's FY 2018 Budget, in FY 2019 funding will support the Retaining Employment and Talent After Injury/Illness (RETAIN) Demonstration Projects, which will test the impact of early comprehensive coordinated health and employment services in supporting injured or ill workers who have, or at risk of a developing, a work disability in remaining at or returning to work. This demonstration is a joint collaboration funded and administered in partnership with DOL's Employment and Training Administration (ETA) and the Social Security Administration (SSA).

ODEP will also direct funding to help states implement policies and strategies that improve employment opportunities for their citizens with disabilities and provide technical assistance to help employers access the talents of these workers.

OFFICE OF DISABILITY EMPLOYMENT POLICY

Organization Chart



OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
Activity Appropriation	38,203	37,944	27,000	-10,944
FTE	49	49	49	0

NOTE: FY 2017 reflects actual FTE. Authorized FTE for FY 2017 was 50.

Introduction

In FY 2019, ODEP will continue the Retaining Employment and Talent After Injury/Illness (RETAIN) Demonstration Grants that were proposed initially in the President’s FY 2018 Budget. The RETAIN Initiative is modeled on promising programs in Washington State including the Centers for Occupational Health and Education (COHE)¹ and the Early Return to Work² (ERTW) and Stay at Work programs,³ but with a stronger emphasis on connections to existing employment services and supports provided through the workforce development system. The purpose of the RETAIN Demonstration Grants is to implement and evaluate promising stay at work/return to work (SAW/RTW) early intervention strategies to support injured or ill workers who have acquired, or who are at risk of developing, a work disability in remaining at or returning to work. Implementing such strategies can be particularly helpful to employers because it can reduce claim and medical costs, return valued experienced employees to work, retain more workers on the job, and improve productivity. Employees also benefit by participating in RTW programs because they can protect their jobs and income, avoid long-term unemployment, recover more quickly, stay physically conditioned and mentally alert, and maintain the daily structure and social connections provided by work.

These early-intervention projects are intended to provide effective, coordinated care to a large number of ill or injured workers in order to reduce long-term disability and increase labor force participation among those individuals. While most workers will be able to return to work relatively quickly with supports, accommodations, or modification of job duties provided through the employer and the RTW coordinator, some workers will require more extensive vocational counseling services, rehabilitation, retraining, and follow-up services, i.e., the types of services typically provided through the workforce development system. Based upon four years of extensive research⁴ conducted by ODEP, and lessons learned from ODEP’s Stay at Work/Return to Work Community of Practice, the RETAIN initiative will be implemented in partnership with DOL’s Employment and Training Administration (ETA) and the Chief Evaluation Office (CEO), the Social Security Administration (SSA), and the Departments of Education (ED) and Health and Human Services (HHS).

¹ <http://www.lni.wa.gov/ClaimsIns/Providers/ProjResearchComm/OHS/default.asp>

² <http://www.lni.wa.gov/ClaimsIns/Insurance/Injury/LightDuty/Ertw/Default.asp>

³ <http://lni.wa.gov/Main/StayAtWork/>

⁴ <https://www.dol.gov/odep/topics/SAW-RTW/research-publications.htm>

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In addition, ODEP's budget in FY 2019 focuses on helping states adopt those policies and practices that remove barriers to the full employment of their citizens with disabilities. In FY 2018, ODEP demonstrated significant success leveraging state intermediary membership organizations to promote state level adoption and implementation of evidence-based policies and effective practices. Previously, during FY 2017, ODEP produced 36 policy outputs from its state intermediary work, all of which contributed to bills introduced in state legislatures across the country. In FY 2017, ODEP also developed and distributed 10 implementation tools to state and local stakeholders to assist in implementing evidence-based best practices. As an example, ODEP assisted in the development of additional state-specific policy task forces patterned after the Kentucky Work Matters Task Force, launched in 2017, and assisted regional legislative policy bodies, such as the Western States Collaborative, in developing their disability employment policy agendas. The demand for this technical assistance by states remains high and in FY 2019 ODEP will leverage this demand to accelerate policy and practice on the state-level to improve employment outcomes for people with disabilities.

Finally, ODEP's budget will continue providing critical technical assistance to employers to help them attract and retain workers with disabilities. To accomplish this, ODEP will fund two technical assistance centers: the Employer Assistance and Resource Network on Disability Inclusion (EARN), and the Job Accommodation Network (JAN). EARN provides resources, technical assistance, and training to help private- and public-sector employers, including Federal contractors recruit, hire, retain, and advance individuals with disabilities. JAN is the leading national source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Private employers of all sizes, government agencies, employee representatives, and service providers, as well as workers and veterans with disabilities and their families benefit from JAN's services.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2014	\$37,745	51
2015	\$38,500	51
2016	\$38,203	48
2017	\$38,203	50
2018	\$0	0

NOTE: A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared.

FY 2019

The FY 2019 budget request for the Office of Disability Employment Policy (ODEP) is \$27,000,000 and 49 FTE. This funding level allows the agency to conduct activities aligned with its mission to develop and influence policies to increase the number and quality of employment opportunities for people with disabilities. ODEP considers policies that positively impact both jobseekers with disabilities and employers.

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This reflects a program decrease of \$10,944,000 from the FY 2018 full year CR level of \$37,944,000, which will be achieved through reductions in contractual costs and grants. ODEP will concentrate its efforts on testing models to develop policy and on assisting states and employers, including Federal contractors, in recruiting and retaining employees with disabilities, and in implementing inclusive practices and policies that align with their business needs. Resources will also continue to be directed to supporting states in adopting and implementing innovative disability employment policies.

The request includes \$9,000,000 to continue to support the Retaining Employment and Talent After Injury/Illness (RETAIN) Demonstration Project, which ODEP is implementing in collaboration with the Social Security Administration (SSA), the Department of Labor's Chief Evaluation Office and the Employment and Training Administration (ETA), and the U.S. Departments of Education and Health and Human Services. Subject to availability of funding, SSA will execute an IAA with DOL to transfer funds to award a series of competitive State grants for the project implementation. Grants will be awarded competitively to states to test the potential of certain interventions to (1) increase labor force participation of people with disabilities, and (2) prevent permanent labor force detachment resulting from temporary or permanent illness or injury. Millions of American workers leave the workforce each year after experiencing an injury or illness.⁴ Many of these injured workers could remain in their jobs or in the workforce if they received timely, effective help. Early return to work (RTW) programs succeed by returning injured workers to productivity as soon as medically possible during their recovery process.

Modeled on a successful early intervention program, Washington State's Centers of Occupational Health and Education (COHEs), this model demonstration project will test and evaluate the viability and scalability of the COHE program as a strategy to return recently injured, ill, or disabled employees to work. The demonstration will test the effects of implementing key features of the COHE model in other states or municipalities and/or for a broader population beyond workers' compensation. Some of the key features include care and service coordination, population screening and monitoring, increased access and targeted vocational rehabilitation and work supports, workplace accommodations, and technical assistance to healthcare providers and employers. Evaluations of COHE have found that participating workers are nearly 20 percent more likely to be working a year after the initial work absence. The impacts were larger for certain musculoskeletal conditions, such as lower back injuries.

Under the COHE model, which is based on early intervention within the context of workers' compensation, affiliated physicians receive training in occupational health best practices with an employment focus, and receive financial and non-financial incentives to deliver these best practices when treating patients who recently began experiencing difficulties at work due to injury or illness. Health services coordinators within the COHE organizations coordinate care, employment services, and RTW activities (including functional assessments, referrals to existing services, accommodations, and setting appropriate RTW expectations) among patients,

⁴ Bardos, Maura, Hannah Burak, and Yonatan Ben-Shalom. "Assessing the Costs and Benefits of Return-to-Work Programs." Final report submitted to the U.S. Department of Labor, Office of Disability Employment Policy. Washington, DC: Mathematica Policy Research, March 2015.

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providers, employers, and other stakeholders. Providing workers who have the capacity to return to work with assistance quickly will increase their long-term financial security by maintaining their connection to the workforce. Ultimately, the demonstration will identify effective return to work policies and practices that ODEP will subsequently assist states, providers and employers to adopt and implement.

Developing and conducting a rigorous evaluation of the interventions is a key component of RETAIN. In this joint demonstration with SSA and other agencies, ODEP will award grants to States to operate RETAIN projects, and SSA will provide an independent, comprehensive national evaluation of all of the State projects. The evaluation will be conducted to assess impacts on outcomes such as employment, earnings, receipt and duration of workers' compensation, or other benefits. Subject to the availability of funding, in FY 2019, the evaluation contractor will work with the State grantees to finalize their project designs, prepare for implementation, and ensure evaluability of the resulting projects. At the end of the initial planning stage of the grants, the projects will be assessed, and a subset of grants will continue to the full implementation stage. Those grants will continue through FY 2022, and the final evaluation impact report will be due in FY 2023.

At this request level of \$27,000,000, ODEP will also continue funding two research and technical assistance centers with a strong focus on assisting employers in recruiting, hiring, retaining, and advancing people with disabilities: the Employer Assistance and Resource Network on Disability Inclusion (EARN), and the Job Accommodation Network (JAN). EARN is a technical assistance center that provides resources, technical assistance, and training to help private- and public-sector employers, including Federal contractors recruit, hire, retain, and advance individuals with disabilities. EARN conducts research and prepares and disseminates information on effective policies and best practices and other resources employers can use to attract and develop a labor force that includes people with disabilities. Working through intermediary associations such as chambers of commerce and industry associations, ODEP and EARN engage employers to keep current on workforce trends and challenges. Current areas of inquiry include the impact of effective RTW strategies on employee retention rates and disability management costs, workplace supports for employees with mental illness and autism, and ways to measure the effectiveness of disability inclusion strategies.

JAN is the leading national source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Private employers of all sizes, government agencies, employee representatives, and service providers, as well as workers and veterans with disabilities and their families benefit from JAN's services. Using data from thousands of employer consultations, JAN conducts research on types and costs of accommodations that contributes to ODEP's employer policy and practice development.

In FY 2019, ODEP will also continue to assist Federal contractors in implementing non-discrimination provisions of Section 503 of the Rehabilitation Act. Activities will include widely disseminating promising practices of Federal contractors and assisting contractors and subcontractors to implement strategies for successfully recruiting and including people with disabilities within their workforces, and delivering effective accommodation strategies.

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ODEP will continue to collaborate with state level legislative intermediary organizations, such as the National Conference of State Legislatures (NCSL), the National Governors Association (NGA) and the Council of State Governments (CSG), to promote state level adoption and implementation of ODEP's evidence-based policies and practices. Areas of focus are largely driven by the member states and intermediary organizations and will include policies that spur growth of small businesses owned by individuals with disabilities, competitive integrated employment, helping youth and veterans with disabilities transition to careers, accessible transportation and technology, and stay at work/return to work.

As it has in the past, ODEP will serve an important coordinating role with other Federal agencies. ODEP will collaborate with a wide range of Federal agencies including ETA, SSA, the Veteran's Employment and Training Service, the Rehabilitation Services Administration, HHS' Administration on Community Living and Centers for Medicaid and Medicare Services, and the Federal Emergency Management Administration, among others. These collaborations will help to improve access to training, education, transition services, and employment-related supports and accommodations for jobseekers with disabilities to ensure they have the skills businesses demand in the rapidly changing 21st century workplace.

In FY 2019, ODEP will conduct a number of other activities to promote the labor force participation of people with disabilities, including youth and veterans. For example, building on existing research and Executive Order No.13801- Expanding Apprenticeships in America, ODEP will promote inclusive apprenticeship as a workforce strategy to increase employment opportunities for youth and young adults with disabilities, including significant disabilities.

Finally, in collaboration with the U.S. Department of Defense's Office of Diversity Management & Equal Opportunity, ODEP will help college students with disabilities and the public and private businesses seeking to hire them through the Workforce Recruitment Program (WRP). The WRP is a recruitment and referral program that connects Federal and private sector employers with highly motivated college students and recent graduates with disabilities who are eager to prove their abilities in the workplace. Through the WRP, employers have access to a database of pre-screened students and recent graduates with disabilities from over 300 colleges and universities to meet both temporary and permanent workforce needs.

FY 2018

A full-year 2018 appropriation for this account was not enacted at the time the budget was prepared; therefore, the budget assumes this account is operating under the Continuing Appropriations Act, 2018 (Division D of P.L. 115-56, as amended). The amounts included for 2018 reflect the annualized level provided by the continuing resolution. The Department will provide an Operating Plan after a full-year appropriation bill is enacted.

OFFICE OF DISABILITY EMPLOYMENT POLICY

FY 2017

ODEP received \$38,203,000 in funding in FY 2017, and \$95,000 of it was transferred to DOL's Chief Evaluation Office for the purposes of program evaluation.

In FY 2017, ODEP produced a total of 43 Policy Outputs and 147 Implementation Tools in promoting adoption and implementation of evidence-based policies and practices to improve employment outcomes for people with disabilities. A large number of Policy Outputs assisted in state policy work across the country while most of the implementation tools were developed to help states implement WIOA regulations within the public workforce system and its partners. For example, in FY 2017, ODEP assisted in drafting the Arkansas HB 1255 – Building Better Futures Program (Transition postsecondary program) and Arkansas HB 1256 – Building Better Futures High School Program. ODEP provided similar assistance to Connecticut (SB 1502a), Rhode Island (HB 8044), Nevada Assembly Bill 192, Florida Senate Bill 202, Maine (SB 1589) to name a few of the 43 Policy Outputs. Among the 147 Implementation Tools were : “Work Matters: A Framework for States on Workforce Development for People with Disabilities,” JAN’s Workplace Accommodation Toolkit, Provider Transformation Issue Brief, Colorado 511 Policy Guidance, Tennessee draft provider training guidelines, Section 501 Infocenter, to name a few.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2017 Enacted	FY 2018 Full Year C.R.	FY 2019 Request	Diff. FY19 Request / FY18 Full Year C.R.
11.1	Full-time permanent	5,819	5,824	5,848	24
11.3	Other than full-time permanent	0	0	0	0
11.5	Other personnel compensation	140	99	99	0
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	5,959	5,923	5,947	24
12.1	Civilian personnel benefits	1,888	1,905	1,942	37
13.0	Benefits for former personnel	0	10	0	-10
21.0	Travel and transportation of persons	125	150	109	-41
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	600	625	615	-10
23.3	Communications, utilities, and miscellaneous charges	7	8	8	0
24.0	Printing and reproduction	105	100	75	-25
25.1	Advisory and assistance services	12,012	13,373	4,728	-8,645
25.2	Other services from non-Federal sources	153	118	88	-30
25.3	Other goods and services from Federal sources 1/	1,919	2,570	2,540	-30
25.4	Operation and maintenance of facilities	0	0	0	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	7	3	3	0
26.0	Supplies and materials	42	40	30	-10
31.0	Equipment	169	66	66	0
41.0	Grants, subsidies, and contributions	15,217	13,053	10,849	-2,204
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,203	37,944	27,000	-10,944
	1/Other goods and services from Federal sources				
	Working Capital Fund	1,919	2,357	2,357	0
	DHS Services	0	18	18	0
	Services by DOL Agencies	0	60	50	-10
	GSA Services	0	10	10	0
	HHS Services	0	10	0	-10
	Services by Other Government Departments	0	110	100	-10

OFFICE OF DISABILITY EMPLOYMENT POLICY

CHANGES IN FY 2019

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	31
Federal Employees' Compensation Act (FECA)	30
Benefits for former personnel	-10
Travel and transportation of persons	-41
Transportation of things	0
Rental payments to GSA	-10
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	0
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$0**

Net Program **-\$10,944**

Direct FTE **0**

	Estimate	FTE
Base	\$37,944	49
Program Increase	\$0	0
Program Decrease	-\$10,944	0