

FY 2024

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

TABLE OF CONTENTS

Appropriation Language	1
Explanation of Language Change	2
Amounts Available for Obligation.....	3
Summary of Changes	4
Summary Budget Authority and FTE by Activity	6
Budget Authority by Object Class	7
Authorizing Statutes.....	8
Appropriation History	9
Overview	10
Organization Chart.....	13
Budget Activities	15
Office of Disability Employment Policy	15

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OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

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, [\$43,000,000] *\$60,549,000, to remain available until September 30, 2025*, of which not less than \$9,000,000 shall be 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. (*Department of Labor Appropriations Act, 2023.*)

OFFICE OF DISABILITY EMPLOYMENT POLICY

EXPLANATION OF LANGUAGE CHANGE

The Department requests two-year availability to increase flexibility for program execution. The annual uncertainty in the appropriations timing results in delayed hiring and rushed execution of contracts. The multi-year availability would reduce the impact of short-term continuing resolutions at no cost to the annual appropriations bill. This change would also enhance staff oversight of the programs they are administering.

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	55	\$40,500	60	\$43,000	64	\$60,549
<i>Subtotal Appropriation</i>	<i>55</i>	<i>\$40,500</i>	<i>60</i>	<i>\$43,000</i>	<i>64</i>	<i>\$60,549</i>
CEO Transfer	0	-\$140	0	\$0	0	\$0
<i>Subtotal</i>	<i>55</i>	<i>\$40,360</i>	<i>60</i>	<i>\$43,000</i>	<i>64</i>	<i>\$60,549</i>
B. Gross Budget Authority	55	\$40,360	60	\$43,000	64	\$60,549
<i>Subtotal</i>	<i>55</i>	<i>\$40,360</i>	<i>60</i>	<i>\$43,000</i>	<i>64</i>	<i>\$60,549</i>
C. Budget Authority Before Committee	55	\$40,360	60	\$43,000	64	\$60,549
<i>Subtotal</i>	<i>55</i>	<i>\$40,360</i>	<i>60</i>	<i>\$43,000</i>	<i>64</i>	<i>\$60,549</i>
D. Total Budgetary Resources	55	\$40,360	60	\$43,000	64	\$60,549
FTE Lapse and Unobligated Balance Expiring	0	-\$2	0	\$0	0	\$0
E. Total, Estimated Obligations	55	\$40,358	60	\$43,000	64	\$60,549

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2023 Revised Enacted	FY 2024 Request	Net Change
Budget Authority			
General Funds	\$43,000	\$60,549	+\$17,549
Total	\$43,000	\$60,549	+\$17,549
Full Time Equivalents			
General Funds	60	64	4
Total	60	64	4

Explanation of Change	FY 2024 Change							
	FY 2023 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	60	\$8,241	0	\$0	0	\$335	0	\$335
Personnel benefits	0	\$2,825	0	\$0	0	\$185	0	\$185
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day less of Pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$45	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$150	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$615	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$2	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$25	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$0	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$105	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$3,055	0	\$0	0	\$164	0	\$164
Other Federal sources (DHS Charges)	0	\$13	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$1,328	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	\$0	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$60	0	\$0	0	\$0	0	\$0
Equipment	0	\$10	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$15,283	0	\$0	0	\$2,327	0	\$2,327

OFFICE OF DISABILITY EMPLOYMENT POLICY

FY 2024 Change

Explanation of Change	FY 2023 Base		Trust Funds		General Funds		Total	
	FTE	Amount \$0	FTE	Amount \$0	FTE	Amount \$0	FTE	Amount \$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	60	+\$31,757	0	\$0	0	+\$3,011	0	+\$3,011
B. Programs:								
Equitable Transition Models	0	\$0	0	\$0	2	\$13,565	2	\$13,565
Workforce Recruitment Program Enhancement	0	\$0	0	\$0	2	\$3,300	2	\$3,300
Programs Subtotal			0	\$0	4	+\$16,865	4	+\$16,865
Total Increase	60	+\$31,757	0	\$0	4	+\$19,876	4	+\$19,876
Decreases:								
A. Built-Ins:								
To Provide For:								
Advisory and assistance services	0	\$11,243	0	\$0	0	-\$2,327	0	-\$2,327
Built-Ins Subtotal	0	+\$11,243	0	\$0	0	-\$2,327	0	-\$2,327
B. Programs:								
Total Decrease	0	+\$11,243	0	\$0	0	-\$2,327	0	-\$2,327
Total Change	60	+\$43,000	0	\$0	4	+\$17,549	4	+\$17,549

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2022 Revised Enacted		FY 2023 Revised Enacted		FY 2024 Request		Diff. FY24 Request / FY23 Revised Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	55	40,360	60	43,000	64	60,549	4	17,549
General Funds	55	40,360	60	43,000	64	60,549	4	17,549
Total	55	40,360	60	43,000	64	60,549	4	17,549
General Funds	55	40,360	60	43,000	64	60,549	4	17,549

NOTE: FY 2022 reflects actual FTE.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
	Full-Time Equivalent				
	Full-time Permanent	55	60	64	4
	Total	55	60	64	4
	Average ES Salary	\$203,700	\$212,100	\$223,129	\$11,029
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$130,315	\$132,312	\$139,625	\$7,313
11.1	Full-time permanent	7,281	7,944	8,727	783
11.3	Other than full-time permanent	117	102	102	0
11.5	Other personnel compensation	184	188	200	12
11.8	Special personal services payments	21	7	7	0
11.9	Total personnel compensation	7,603	8,241	9,036	795
12.1	Civilian personnel benefits	2,470	2,870	3,195	325
13.0	Benefits for former personnel	63	0	0	0
21.0	Travel and transportation of persons	100	150	150	0
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	603	615	615	0
23.3	Communications, utilities, and miscellaneous charges	1	2	2	0
24.0	Printing and reproduction	103	25	25	0
25.1	Advisory and assistance services	13,504	11,243	8,916	-2,327
25.2	Other services from non-Federal sources	115	105	105	0
25.3	Other goods and services from Federal sources 1/	4,108	4,396	4,560	164
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	0	0	0	0
26.0	Supplies and materials	60	60	60	0
31.0	Equipment	119	10	10	0
41.0	Grants, subsidies, and contributions	11,511	15,283	33,875	18,592
42.0	Insurance claims and indemnities	0	0	0	0
	Total	40,360	43,000	60,549	17,549
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,313	3,055	3,219	164
	DHS Services	7	13	13	0
	GSA Services	9	13	13	0
	HHS Services	20	20	20	0
	Services by Other Government Departments	100	100	100	0

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	29 U.S.C 537 (b)			

Congress established ODEP in the Omnibus Consolidated Appropriations Act of Fiscal Year 2001. (Pub. L. 106–554, § 1(a)(1) [title I], Dec. 21, 2000, 114 Stat. 2763, 2763A–10. That provision is now codified in the U.S. Code: 29 U.S.C 537 (b).

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.

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
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...1/	\$27,203	\$36,800		\$38,012	46
2019					
Base Appropriation...2/	\$27,000			\$38,203	49
2020					
Base Appropriation...3/	\$27,000			\$38,500	46
2021					
Base Appropriation	\$27,100			\$38,500	51
2022					
Base Appropriation...4/	\$42,711	\$42,711		\$40,500	55
2023					
Base Appropriation	\$58,566	\$58,566		\$43,000	60
2024					
Base Appropriation	\$60,594				64

1/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

2/ This bill was passed by the House. It was not taken up by the Senate Appropriations Subcommittee or full Appropriations Committee.

3/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

The Office of Disability Employment Policy's (ODEP) mission is to develop and influence policies and practices to increase employment opportunities for people with disabilities. This mission addresses stark inequities between the employment and earnings of people with disabilities in comparison to people without disabilities. ODEP recognizes that our nation is stronger when all Americans have opportunities for good jobs. ODEP supports the U.S. Department of Labor's (DOL) Strategic Goal 1, *Building Opportunity and Equity for All*, by focusing on the Secretary's priority to strengthen and empower all workers morning, noon, and night. Specifically, ODEP supports Strategic Objective 1.1, *Develop evidence-based policies, practices, and tools to foster a more inclusive workforce to increase quality employment opportunities for individuals with disabilities*, through advancing training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.

Bureau of Labor Statistics (BLS) data clearly indicate the need for better policies and practices to empower workers and job seekers with disabilities. In January 2023, the unemployment rate for people with disabilities aged 16 and older was 7.1 percent, compared to 3.7 percent for people without a disability. The labor force participation rate for people with disabilities was 24.1 percent, compared to 67.4 percent for those without a disability. The employment-population ratio for people with disabilities was 22.4 percent, compared to 64.9 percent for people without disabilities. There is a persistent gap in employment between working-age men and women with disabilities that shows the employment-population ratio for women with disabilities is approximately two percentage points lower than for men with disabilities. There are also significant racial disparities. Among the working-age population aged 16 to 64, the employment-population ratio for non-Hispanic Blacks with disabilities is approximately 11 percentage points below that of non-Hispanic Whites with disabilities.

Behind these statistics are millions of workers and jobseekers with disabilities and ODEP is working to address multiple barriers they face. ODEP is uniquely positioned to tackle barriers and promote opportunities for gainful employment for people with disabilities. ODEP conducts research and evaluation, provides expertise and leadership, and partners within DOL, across federal agencies, and with employers and key stakeholders to retain workers who leave the workforce each year after experiencing a disability because of an injury or illness, including COVID-19. ODEP's work demonstrates how these workers could remain employed if they received timely integrated supports. ODEP also develops and advances effective policies and practices to support youth and young adults with disabilities to transition successfully into career pathways; workers with mental health conditions to maintain employment with effective workplace-based supports; jobseekers with disabilities to access registered apprenticeships in clean, green, and high-growth industries; and workers and jobseekers to benefit from accessible emerging technologies that drive the workplace today and into the future. As such, ODEP supports the Department's management priority of improving the lives of the most vulnerable workers. With FY 2024 funding, ODEP will build on existing and embark on new initiatives designed not only to reduce unemployment but also to increase labor force participation, assisting people to re-enter the workforce, or seek employment for the first time.

OFFICE OF DISABILITY EMPLOYMENT POLICY

ODEP will support collaboration between the workforce development system and the financial services industry to increase the capacity of these systems to provide services that reduce barriers to financial literacy for low-income individuals with disabilities in underserved communities. ODEP will also work to ensure that accurate and adequate data is available to address equity issues by expanding outreach and collaboration with stakeholders and federal partners to improve internal and external survey and administrative data. These efforts help ODEP build a more inclusive workforce.

ODEP works across programs and policies to identify how improved system coordination and service delivery can help address inequity. For example, ODEP convened multiple agencies and systems in the development of the Equitable Transition Model (ETM) demonstration grants, which will include cross-system collaboration and comprehensive case management for youth and young adults with disabilities who are marginalized in multiple ways. Disadvantaged youth may need support not only in accessing work-based learning to successfully enter a career pathway, but they also may need access to health care, housing, transportation, mental health services, and employment-related supports that are culturally responsive. This approach is consistent with research indicating that youth and young adults are most successful when their holistic needs are met.

ODEP has taken several steps to improve the quality of data on workers with disabilities in underserved communities to identify gaps in services for vulnerable workers, aligned with the President's Management Agenda goal of Delivering Excellent, Equitable, and Secure federal Services and Customer Experience. For example, to improve quality and relevance of data collection through the Current Population Survey Disability Supplement that will be fielded in 2024, ODEP gathered input from multiple stakeholder groups including federal partners, researchers, policy makers, disability advocacy organizations, and workers and job seekers with disabilities. In addition, ODEP works with DOL agencies, such as the Employment and Training Administration (ETA), to enhance data collection on job seekers with disabilities who access workforce system programs. ODEP also partners with external agencies such as the Census Bureau and the Federal Reserve Board to expand their current data collections to include disability status as a standard demographic. These partnerships provide ODEP access to data on several topics pertaining to people with disabilities in underserved communities, including credit access, savings, retirement, economic fragility, and student loans. These data allows ODEP to conduct research and analysis that may help identify potential factors resulting in inequities and gaps, which could be used to support policy development to address such inequities.

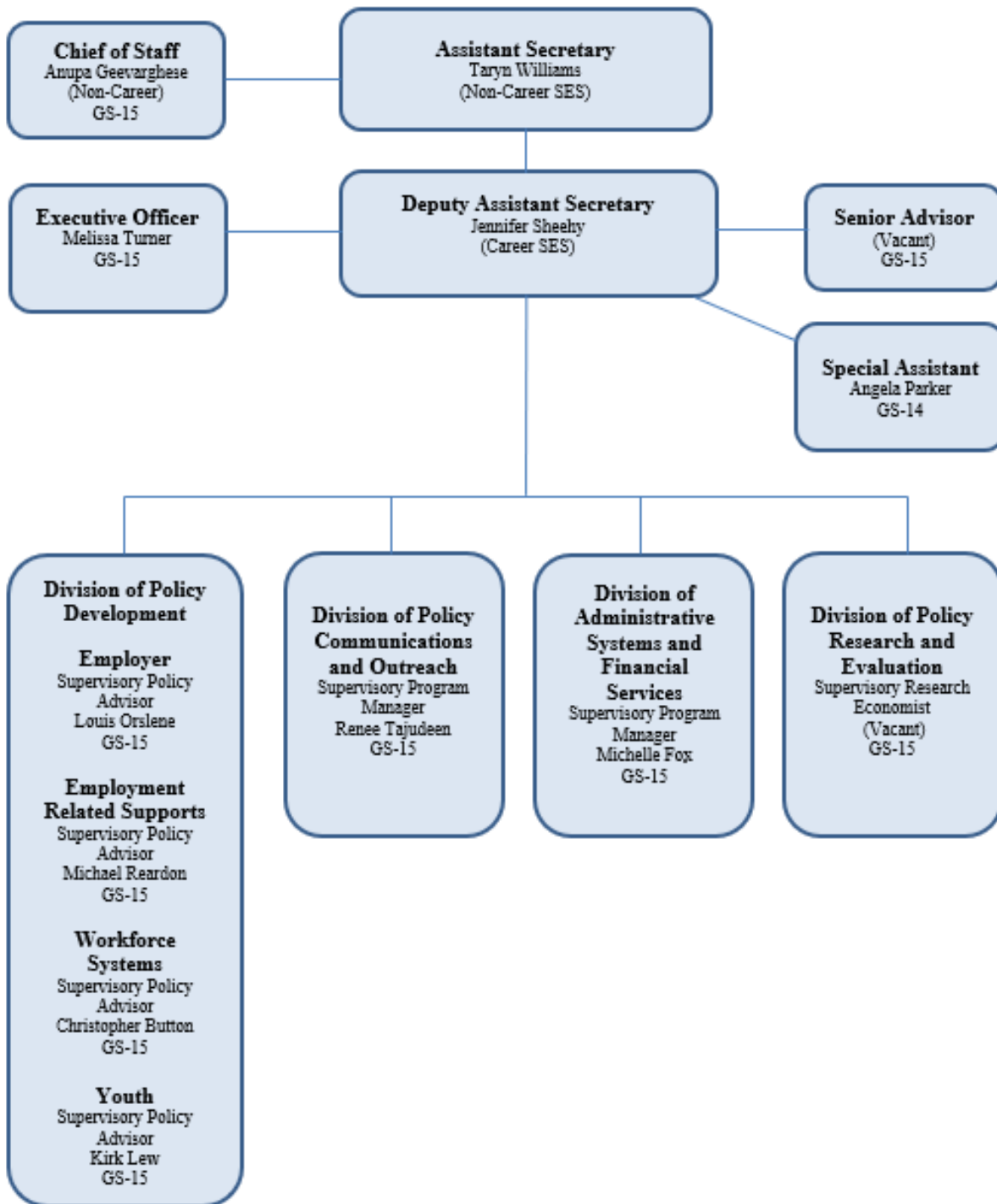
As a policy development organization, ODEP relies on establishing and maintaining strong partnerships to successfully carry out its mission. Each of the four policy teams engage with a host of critical stakeholder organizations representing the advocacy community, academia, employer associations, and state and local governments. ODEP continues expanding its engagement to include organizations representing underserved communities. For example, ODEP's State Exchange on Employment and Disability (SEED) initiative, which partners with state and local member intermediary organizations representing key policymakers at the state and local levels, recently added new intermediary partners representing underserved communities. These new partners include the National Organization of Black Elected Legislative Women (NOBEL Women), the National Black Caucus of State Legislators (NBCSL), the National Board

OFFICE OF DISABILITY EMPLOYMENT POLICY

of Latino Legislative Leaders (BLLL), and the Women’s Legislative Network (WLN). Policy priorities for these organizations include development of inclusive apprenticeships targeting underserved communities and expanding disability-focused education and awareness in local communities. Partnering with these organizations will add an ongoing and needed perspective to the full SEED policy agenda.

Finally, ODEP strives to serve as a model workplace and implements strategies to hire and support a diverse team of professionals. ODEP achieves diversity through use of federal hiring vehicles and flexibilities, such as the Schedule A Hiring Authority for Persons with Disabilities; extensive outreach to our partner organizations to announce open positions; use of the Presidential Management Fellows (PMF) program; the Workforce Recruitment Program (WRP); and the American Association of People with Disabilities (AAPD) Summer Internship Programs. To promote Diversity, Equity, Inclusion, and Accessibility (DEIA) in the workplace, ODEP staff participated in four sessions of DEIA training and hosted informal sessions on various inclusion themes, with additional training planned for 2023. Future DEIA actions include establishing and maintaining recruitment partnerships to actively recruit from diverse applicant pools; ensuring accessible and equitable opportunities for professional growth are available for all employees; assessing needs and leveraging resources to support equitable access and remove potential barriers; and providing fair and equitable recognition of accomplishments for all ODEP employees.

OFFICE OF DISABILITY EMPLOYMENT POLICY



OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
Activity Appropriation	40,360	43,000	60,549	17,549
FTE	55	60	64	4

NOTE: FY 2022 reflects actual FTE. Authorized FTE for FY 2022 was 55.

Introduction

Congress established ODEP in 2001 to bring a strategic focus to disability employment within DOL, across federal agencies and states, and among employers and key stakeholders. ODEP researches, develops, and catalyzes policies and practices to improve employment opportunities for people with disabilities. ODEP participates in the entire cycle of policy research and development, including identifying barriers to employment, evaluating potential solutions, supporting implementation and scaling of evidence-based models, and facilitating necessary policy changes at the federal and state levels.

ODEP’s FY 2024 budget will allow ODEP to launch strategic initiatives that respond to the ongoing COVID-19 pandemic; support the Administration’s goals regarding equity and inclusion; sustain critical investments in a number of areas; and maintain necessary staffing levels in light of increasing expenses resulting from inflation. The requested FY 2024 funding will continue ODEP projects and fuel new initiatives designed not only to reduce unemployment but also to increase labor force participation by assisting people seeking to re-enter the workforce or seeking employment for the first time.

For FY 2024, ODEP requests \$60,549,000, an increase of \$17,549,000 from the FY 2023 Appropriation. The budget will support:

- Expansion of the WRP. With an increase of \$3,300,000 in funding, ODEP will implement actions to strengthen and expand the WRP applicant pool and the number of federal agencies utilizing the program. ODEP, in partnership with the Department of Defense (DoD), proposed these actions in a report to the President required by [Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#) (DEIA EO), to help make the federal government a model employer of individuals with disabilities.

The request for FY 2024 also allows:

- Funding of \$13,565,000 to support the second year of the ETM grants to expand implementation of the demonstration projects and to provide intensive technical assistance to grantees. ETM demonstration projects will implement scalable strategies to enable low-income youth with disabilities, including youth experiencing homelessness,

OFFICE OF DISABILITY EMPLOYMENT POLICY

leaving foster care and/or impacted by the justice system, to be more likely to successfully transition to employment.

- Continued work on the Retaining Employment and Talent after Injury/Illness Network (RETAIN) demonstration in year four of Phase 2. RETAIN is developing, implementing, evaluating, and scaling effective stay-at-work and return-to-work early intervention strategies to support injured or ill workers in employment, including workers with persistent COVID-19-related illnesses.
- ODEP will continue to fund the Job Accommodation Network (JAN), which is the leading national source of free, expert, confidential, individual guidance on workplace accommodations, the ADA and other legal requirements, and resources to enable employers to recruit and retain employees with disabilities.
- Continuation of ODEP's successful SEED initiative and its Advancing State Policy Integration for Recovery and Employment (ASPIRE) initiative to help states and localities craft policies to promote inclusive recovery and return to work following the COVID-19 pandemic, with an emphasis on supporting individuals with mental health conditions.
- Continued funding of several policy development centers, including the Center for Advancing Policy on Employment for Youth (CAPE-Youth) to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities into competitive integrated employment (CIE); the Employer Assistance and Resource Network on Disability Inclusion (EARN) to conduct research and provide resources to assist employers as they recruit, retain, and advance individuals with disabilities, including those with Long COVID; and the Leadership for Employment and Advancement of People with Disabilities (LEAD) Policy Development Center to assist state and service providers to support implementation of the Workforce Innovation and Opportunity Act (WIOA).

In addition to the above initiatives and additional projects presently underway, ODEP will continue to provide expertise, leadership, and coordination to enhance federal efforts to improve employment opportunities and outcomes for people with disabilities, including engaging with other DOL agencies to maximize DOL's ability to promote disability employment. ODEP will also build upon relationships with other federal agencies to develop a unified response to promoting employment opportunities and addressing inequities for people with disabilities.

A key priority across a number of ODEP initiatives and projects will be advising federal agencies and assisting states and employers in transitioning from sub-minimum wage employment for individuals with significant disabilities, as currently permitted under Section 14(c) of the Fair Labor Standards Act (FLSA), toward competitive integrated employment (CIE). The Department's Wage and Hour Division (WHD) administers and enforces the 14(c) certificate program, and ODEP's experience and expertise can accelerate the expansion of CIE throughout the nation.

OFFICE OF DISABILITY EMPLOYMENT POLICY

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2019	\$38,203	49
2020	\$38,500	46
2021	\$38,500	51
2022	\$40,500	55
2023	\$43,000	60

FY 2024

In FY 2024, ODEP requests \$60,549,000, an increase of \$17,549,000 from the FY 2023 appropriation. This funding level will allow ODEP to continue strategic initiatives that respond to the COVID-19 pandemic and support the Administration’s goals regarding equity and inclusion and clean energy jobs, to sustain critical investments in a number of areas, and to maintain necessary staffing levels in light of increasing expenses resulting from inflation. The requested FY 2024 funding will continue ODEP initiatives and fuel new initiatives designed not only to reduce unemployment but also to increase labor force participation, assisting people with disabilities to re-enter the workforce or seek employment for the first time.

The budget request for FY 2024 includes \$16,865,000 in program increases to allow:

- Funding in the amount of \$3,300,000, including two FTE to expand the WRP. ODEP will implement actions to strengthen and expand the WRP applicant pool and the number of federal agencies utilizing the program. The funding will advance equity, diversity, and inclusion of individuals with disabilities within the federal workforce through the development of policy, technical assistance, and training to improve data collection; the inclusion of more adults from multiply marginalized and historically underserved populations; increased outreach to community colleges, trade schools, and minority serving student organizations and institutions; improved website usability and functionality; and enhanced access to mentoring, onboarding, and job assistance to support students. ODEP, in partnership with the Department of Defense (DoD), will propose these actions in a report to the President required by the DEIA EO, to help make the federal government a model employer of individuals with disabilities.
- Funding in the amount of \$13,565,000, to support the second year of five-year grants to approximately five states to support the planning and implementation of ETM projects, intensive technical assistance to grantees, and two FTE to support project implementation. ETM projects are developing scalable strategies to enable low-income youth with disabilities, including youth experiencing homelessness, leaving foster care and/or involved in the justice system, to be more likely to successfully transition to employment. Helping low-income youth with disabilities sustain employment is necessary to realize the Secretary’s commitment to build an inclusive workforce and the Administration’s broader commitment to advance racial equity and support underserved communities.

OFFICE OF DISABILITY EMPLOYMENT POLICY

The budget request also includes funding to support the continuation of the RETAIN demonstration in year four of Phase 2. RETAIN is developing, implementing, evaluating, and scaling effective stay-at-work and return-to-work early intervention strategies to support injured or ill workers in employment, including workers with ongoing symptoms of COVID-19. The project is jointly funded by ODEP, DOL's ETA, and the Social Security Administration (SSA).

ODEP will continue funding SEED to work with locally-focused intermediaries (United States Conference of Mayors (USCM), the National Association of Counties (NACo), the National League of Cities (NLC) and others) to create a *Local Work Matters Policy Framework* similar to the highly successful report developed by the state intermediaries in 2016. The resulting framework will be developed by mayors, county administrators, and other local leaders with the assistance of policy experts, and will provide actionable, bi-partisan, and locally-driven policy options that have broad appeal to local leaders.

ODEP will continue funding the JAN, which is the leading national source of free, expert, confidential, individual guidance on workplace accommodations, the Americans with Disabilities Act (ADA) and other legal requirements, and resources to enable employers to recruit and retain employees with disabilities. ODEP will bolster its resources available through JAN to support workers with Long COVID ensuring they are able to access reasonable accommodations as they seek employment or return to work.

ODEP will also continue to fund the Campaign for Disability Employment (CDE), an education and outreach campaign to promote positive messages about the skills, capabilities, and inclusion of people with disabilities in the workplace.

In FY 2024, the last year of the Research Support Services for Employment of Young Adults on the Autism Spectrum Project, ODEP will conduct a survey to enhance its substantive knowledge base on employment of young adults on the autism spectrum.

ODEP's National Expansion of Employment Opportunities Network (NEON) will continue collaborating with 5 national provider organizations to implement its *National Plan to Increase Competitive Integrated Employment*, providing one-on-one technical support to over 50 local provider organizations across the country to increase CIE for individuals with disabilities. In addition, NEON will provide at least ten states with technical assistance to increase competitive integrated employment in the areas of rate restructuring through blending, braiding, and sequencing; benefits counseling; state strategic planning; and improved data collection.

ODEP will also continue funding CAPE-Youth to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities into competitive integrated employment; EARN to conduct research and provide resources to assist employers as they recruit, hire, retain, and advance individuals with disabilities; and the LEAD Center to assist state and service providers to support implementation of WIOA, including its activities promoting CIE for people with disabilities.

OFFICE OF DISABILITY EMPLOYMENT POLICY

In addition to the above initiatives and additional projects presently underway, ODEP will continue to provide expertise, leadership and coordination to enhance federal efforts to improve employment opportunities and outcomes for people with disabilities. This will include continuing to work closely within DOL, including with BLS, ETA, Occupational Safety and Health Administration (OSHA), Office of Federal Contract Compliance Programs (OFCCP), Veterans' Employment and Training Service (VETS), WHD, Women's Bureau (WB) and others to maximize DOL's ability to promote disability employment. ODEP will build upon relationships with other federal agencies as well, including the Departments of Education (ED), Health and Human Services (HHS), Transportation (DOT), Energy (DOE), Commerce (DOC), and Veterans Affairs (VA), the Office of Personnel Management (OPM), SSA, the Equal Employment Opportunity Commission (EEOC), the Environmental Protection Agency (EPA) and the Small Business Administration (SBA) to promote a unified response to promoting employment opportunities and addressing inequities for people with disabilities.

ODEP will also continue to actively participate in the White House Interagency Policy Committee (IPC), which launched early in 2021. The employment subcommittee is currently focused on promoting competitive integrated employment and supporting states, service providers and individuals with disabilities as they transition away from subminimum wage and segregated work. In 2024, the group will build upon the success of previous interagency work by creating additional resources focused on competitive integrated employment, and identifying opportunities to collaborate on deliverables commemorating the 50th anniversary of the Rehabilitation Act.

FY 2023

ODEP received \$43,000,000 in funding in FY 2023, an increase of \$2,500,000 compared to FY 2022, and 60 FTE. The FY 2023 funding continues longstanding ODEP initiatives and is fueling new initiatives designed to reduce unemployment and increase labor force participation, assisting people to re-enter the workforce or seek employment for the first time.

The appropriation in FY 2023 allows ODEP to:

- Award five-year grants to approximately five states to support the planning and implementation of ETM projects, which will develop scalable strategies to enable low-income youth with disabilities, including youth experiencing homelessness, leaving foster care and/or involved in the justice system, to be more likely to successfully transition to employment. Helping low-income youth with disabilities sustain employment is necessary to realize the Secretary's commitment to build a modern, inclusive workforce and the Administration's broader commitment to advance racial equity and support underserved communities.
- Continue funding for its Partnership for Inclusive Apprenticeship (PIA) to support the Administration priorities of ensuring a diverse and inclusive workforce and rebuilding America's infrastructure through clean energy. This expanded effort will allow PIA to

OFFICE OF DISABILITY EMPLOYMENT POLICY

increase the numbers of apprentices with disabilities in the clean energy and related infrastructure sectors.

- Continue funding for the expanded SEED initiative, working in cooperation with the ASPIRE initiative, to help states craft policies to promote inclusive recovery and return to work following the COVID-19 pandemic, with an emphasis on supporting individuals with mental health conditions.

The appropriation also maintains support for the continuation of the RETAIN demonstration in year three of Phase 2. RETAIN is implementing and rigorously evaluating promising stay-at-work and return-to-work early intervention strategies to support injured or ill workers in employment, including workers with lingering COVID-19-related symptoms in the five participating states.

Through continued funding for JAN, ODEP provides employers and employees with free, expert, individualized and confidential information, guidance, and resources on workplace accommodations, the ADA, and other disability-employment requirements and issues to support the recruitment and retention of employees with disabilities, including those impacted by COVID-19 and Long COVID.

ODEP also continues to fund the CDE, an education and outreach campaign to promote positive messages about the skills, capabilities, and inclusion of people with disabilities in the workplace.

To offer employment opportunities for people with disabilities and help federal agencies meet their staffing needs, ODEP continues to administer the WRP, a recruitment and referral program that works with colleges and universities to provide a pathway for students and recent graduates to pursue careers in public service.

In FY 2023, the third year of the REYAAS Project, ODEP is producing a report on the findings from the analysis of extant administrative data on this population as well as developing evaluation design options laying the groundwork for future research. Since extant survey and administrative data is limited in terms of providing a substantive knowledge base on employment of young adults on the autism spectrum, ODEP is engaging in a survey of young adults with autism as well as a separate survey of stakeholder groups.

ODEP's National Expansion of Employment Opportunities Network (NEON) continues to collaborate with 5 national provider organizations to implement its *National Plan to Increase Competitive Integrated Employment*, providing one-on-one technical support to over 50 local provider organizations across the country to increase CIE for individuals with disabilities. In addition, NEON selected 10 states and the District of Columbia to receive direct technical assistance, focusing on increasing competitive integrated employment by promoting positive changes in state-level policies and systems.

In FY 2023, ODEP is competing cooperative agreements to continue funding CAPE-Youth to conduct policy analysis and provide technical assistance to ensure successful

OFFICE OF DISABILITY EMPLOYMENT POLICY

transitions for youth with disabilities into competitive integrated employment, and to continue funding EARN to conduct research and provide resources to assist employers as they recruit, hire, retain, and advance individuals with disabilities.

ODEP also continues to actively participate in the White House Interagency Policy Committee (IPC), which was launched early in 2021. ODEP leads the IPC employment subcommittee, which is currently focused on promoting CIE and supporting states, service providers, and individuals with disabilities as they transition away from subminimum wage and segregated work. In August 2022, this subcommittee developed and released cross-agency guidance promoting blending, braiding, and sequencing of funding and services across systems to increase coordination and partnership across these multiple systems in order to advance CIE. In 2023, the group is addressing emerging employment issues as a result of the pandemic, such as Long COVID and mental health, in addition to CIE.

During FY 2023, ODEP continues to fund the LEAD Center to assist state and service providers to support implementation of WIOA, including its activities promoting CIE for people with disabilities; and its Partnership on Employment and Accessible Technology (PEAT), which allows ODEP and its partners to anticipate the changing nature of work and to develop strategies to ensure accessibility of technologies that will serve as the foundation for the way we work and the work we do. In addition to these initiatives and projects, ODEP staff continue to provide analysis, expertise, leadership, and coordination to enhance federal efforts to improve employment opportunities for people with disabilities.

FY 2022

In FY 2022, ODEP received \$40,360,000, with 55 FTE.

During FY 2022, the second year of the RETAIN demonstration, each of the five Phase 2 RETAIN states conducted participant and employer outreach to underserved communities within their state. States continued developing and implementing stay-at-work and return-to-work early intervention strategies to support injured or ill workers in employment, including workers with persistent COVID-19-related symptoms.

ODEP also advanced the Administration priorities of ensuring an inclusive workforce, and rebuilding America's infrastructure under the Good Jobs Initiative, and expanding the PIA initiative by engaging new clean energy intermediaries and employers to increase the numbers of apprentices with disabilities in the clean energy sector, in partnership with clean energy intermediaries, other federal agencies, unions, and employer associations.

ODEP's SEED initiative greatly expanded its policy development work with intermediaries representing local policymakers (US Conference of Mayors, League of Cities, National Association of Counties) and created a multi-intermediary COVID-19 Policy Collaborative and a Mental Health and Employment Policy Collaborative. Both collaboratives consist of state legislators, governors' office representatives, mayors, and other policymakers that began

OFFICE OF DISABILITY EMPLOYMENT POLICY

developing policy frameworks for recovery to ameliorate the effects of the pandemic on the employment of people with disabilities at both the state and local levels. The Mental Health and Employment Policy Collaborative focuses on job seekers and employees with mental health disabilities.

ODEP's ASPIRE initiative helped states and localities craft policies to increase employment, promote inclusive recovery and facilitate return to work following the COVID-19 pandemic, with an emphasis on supporting competitive integrated employment for those with mental health conditions.

ODEP conducted two literature reviews for the REYAAS Project, one documenting promising programs, models, and strategies serving individuals on the autism spectrum, and the second documenting the level of scientific evidence available to assess the efficacy of those programs, models and strategies. ODEP produced a report on the findings from a series of listening sessions with various stakeholder groups, such as young adults on the autism spectrum, their families, employers, advocacy organizations, educators, and direct service providers.

To assist states and service providers in implementation of WIOA, including in its goal of promoting CIE for individuals with disabilities, ODEP awarded a new grant in FY 2022 to continue funding the LEAD WIOA Policy Development Center.

ODEP continued its PEAT project, which allowed ODEP and its partners to anticipate the changing nature of work and to develop strategies to ensure accessibility of technologies that will serve as the foundation for the way we work and the work we do.

In FY 2022, JAN enabled employers to recruit and retain employees with disabilities, including during the pandemic. In addition to having provided more than 40,000 consultations, JAN created new resources to address COVID-19 related questions from workers and employers, including those related to Long COVID. In FY 2022, ODEP's CDE promoted positive messages about mental health and employment for people with disabilities, and the WRP program provided pathways for students and recent graduates with disabilities into federal careers.

Finally, in FY 2022 ODEP continued implementing its CAPE-Youth policy development center to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities into competitive integrated employment, and its EARN center to conduct research and provide resources to assist employers as they recruit, retain and advance individuals with disabilities. In addition to these initiatives and projects, ODEP staff continued providing analysis, expertise, leadership, and coordination to enhance federal efforts to improve employment opportunities for people with disabilities.

OFFICE OF DISABILITY EMPLOYMENT POLICY

WORKLOAD AND PERFORMANCE SUMMARY						
	FY 2022 Revised Enacted		FY 2023 Revised Enacted	FY 2024 Request		
	Target	Result	Target	Target		
Office of Disability Employment Policy						
Strategic Goal 1 - Build Opportunity and Equity for All						
Strategic Objective 1.1 - Advance training, employment, and return-to-work opportunities that connect workers to higher-wage jobs, especially in ways that address systemic inequities.						
Output Measure						
ODEP-01.1	Number of policy outputs		42	44	42	45
ODEP-03.1	Number of implementation tools		112	112	122	127
ODEP-05.2	Number of Outreach Events (Planned)		152	165	170	181
ODEP-08.2	Number of Technical Assistance Events (Targeted)		243	273	257	265
ODEP-13	Percent of customers that find technical assistance center information useful		90%	91%	92%	93%
ODEP-11	Number of Internal and External Collaborations		24	25	34	29
ODEP-12	Number of Analyses, Research, and Evaluations		42	48	51	54

Legend: (r) Revised (e) Estimate (base) Baseline -- Not Applicable TBD - To Be Determined [p] - Projection

OFFICE OF DISABILITY EMPLOYMENT POLICY

Workload and Performance Narrative

ODEP uses analysis, research and evaluation, technical assistance, outreach, and collaboration to produce critical outputs and realize policy goals, as means to improve employment opportunities for people with disabilities.

In FY 2024, ODEP will produce policy outputs through its SEED initiative and the WRP. ODEP will also continue to develop implementation tools through EARN, JAN, LEAD, CAPE-Youth, and ETM. In FY 2024, ODEP will continue to develop research products through its key initiatives such as RETAIN, SEED, EARN, LEAD, JAN, the Partnership for Inclusive Apprenticeships, REYAAS, and CAPE-Youth. Additionally, ODEP will begin to produce research products from its analysis of the WRP. ODEP will increase its outreach to its key partners through WRP and ETM, build additional collaborations to support WRP and ETM, and provide additional technical assistance to accomplish its WRP and ETM objectives and overall policy and program development goals.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2022 Revised Enacted	FY 2023 Revised Enacted	FY 2024 Request	Diff. FY24 Request / FY23 Revised Enacted
11.1	Full-time permanent	7,281	7,944	8,727	783
11.3	Other than full-time permanent	117	102	102	0
11.5	Other personnel compensation	184	188	200	12
11.8	Special personal services payments	21	7	7	0
11.9	Total personnel compensation	7,603	8,241	9,036	795
12.1	Civilian personnel benefits	2,470	2,870	3,195	325
13.0	Benefits for former personnel	63	0	0	0
21.0	Travel and transportation of persons	100	150	150	0
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	603	615	615	0
23.3	Communications, utilities, and miscellaneous charges	1	2	2	0
24.0	Printing and reproduction	103	25	25	0
25.1	Advisory and assistance services	13,504	11,243	8,916	-2,327
25.2	Other services from non-Federal sources	115	105	105	0
25.3	Other goods and services from Federal sources 1/	4,108	4,396	4,560	164
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	0	0	0	0
26.0	Supplies and materials	60	60	60	0
31.0	Equipment	119	10	10	0
41.0	Grants, subsidies, and contributions	11,511	15,283	33,875	18,592
42.0	Insurance claims and indemnities	0	0	0	0
	Total	40,360	43,000	60,549	17,549
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,313	3,055	3,219	164
	DHS Services	7	13	13	0
	GSA Services	9	13	13	0
	HHS Services	20	20	20	0
	Services by Other Government Departments	100	100	100	0

OFFICE OF DISABILITY EMPLOYMENT POLICY

CHANGES IN FY 2024

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$335
Personnel benefits	185
Employee health benefits	0
One day less of Pay	0
Federal Employees' Compensation Act (FECA)	0
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	-2,327
Other services from non-Federal sources	0
Working Capital Fund	164
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	2,327
Insurance claims and indemnities	0

Built-Ins Subtotal **\$684**

Net Program **\$16,865**

Direct FTE **4**

	Estimate	FTE
Base	\$43,684	60
Program Increase	\$16,865	4
Program Decrease	\$0	0