ODEP ACCOMPLISHMENTS: 2009-2012

REAL PEOPLE
REAL IMPACT

OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR

U.S. Department of Labor

Assistant Secretary for
Office of Disability Employment Policy
Washington, D.C. 20210

Dear Colleagues and Friends,

One of the most rewarding aspects of working for the Department of Labor (DOL) is supporting its mission of improving job opportunities for America's workers. As the Assistant Secretary of Labor for Disability Employment Policy, it has been my pleasure since 2009 to oversee the efforts of the Office of Disability Employment Policy (ODEP) to ensure that people with disabilities are fully included in this mission.

ODEP has worked steadfastly to address the persistent barriers to employment for people with disabilities. In this pursuit, we have been fortunate to work with many dedicated partners in both the public and private sectors. As a result, the conversation about disability employment continues to evolve from one focused on whether people with disabilities can work to how they can succeed in and improve our workplaces.

The achievements and resources highlighted in this report are illustrative of the wide breadth of ODEP's activities in support of the Obama Administration's disability employment agenda. Among ODEP's many accomplishments, I would particularly like to note that ODEP has:

- Increased employment opportunities for people with disabilities in small and minority-owned businesses by distributing $4.6 million to eight grantees through the Add Us In initiative to test new approaches;
- Enhanced the capacity of the workforce system to provide employment services to people with disabilities by collaborating with DOL's Employment and Training Administration on the Disability Employment Initiative to issue policy guidance and to distribute more than $63 million in grants to 23 states;
- Increased the employment of people with disabilities in the Federal Government by supporting the implementation of the President's Executive Order 13548;
- Promoted integrated employment at competitive wages as the preferred goal for individuals with significant disabilities by developing tools and assisting states to adopt such strategies;
- Improved services to transitioning youth by developing and promoting a soft skills curriculum and use of individual learning plans;
- Fostered the development and adoption of accessible workplace technology so that all workers have the productivity tools they need to succeed;
- Educated the public about disability employment by developing and distributing videos, public service announcements, reports, guidance, web tools, posters, and other products; and
- Established credible, consistent data on the employment of people with disabilities by helping to fund and develop new supplements and tabulations for national employment surveys.

This report contains a myriad of resources, reports, and examples showing how ODEP has countered negative perceptions about the employability of people with disabilities; increased access to training, employment and youth transition services; and expanded access to employment supports and job accommodations. The table of contents can help locate resources most relevant to you and your constituents. In most cases, there are Web links directly to the resources. ODEP is proud to have contributed to the Administration's efforts to ensure that America's promise of equal opportunity includes our nation's more than 57 million people with disabilities.

Sincerely,

Kathy Martinez

ODEP

WORKFORCE • OPPORTUNITY • LEADERSHIP

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ODEP ACCOMPLISHMENTS: 2009-2012

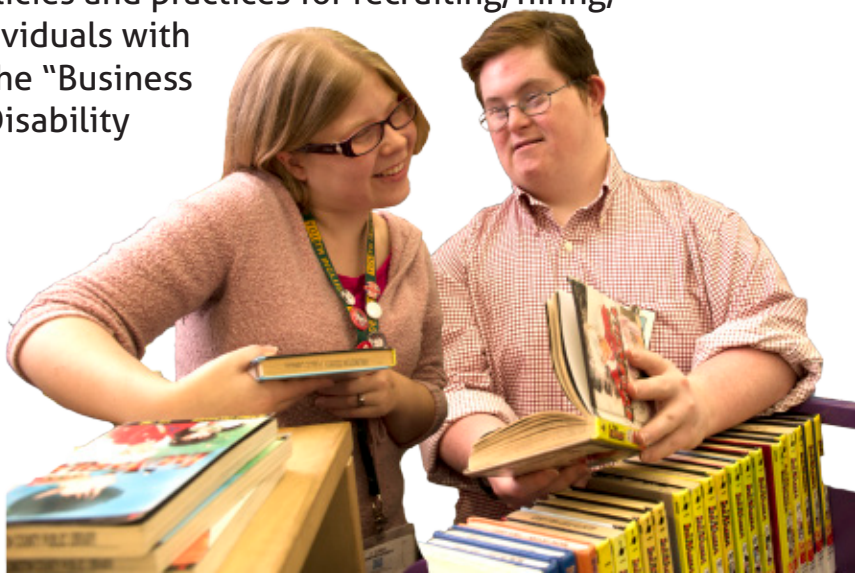
Provided Reliable and Accurate Disability Employment Statistics

- In collaboration with DOL's Bureau of Labor Statistics (BLS), ODEP sponsored the addition of new questions to the Current Population Survey (CPS) to provide credible, consistent data that is updated monthly. In 2012, DOL developed and conducted a CPS Supplement to collect more detailed information about the characteristics and employment situation of people with disabilities to inform future policy and demonstration pilot initiatives.
- In collaboration with the U.S. Census Bureau and DOL's Office of Federal Contract Compliance Programs (OFCCP), ODEP developed and funded a Disability Employment Tabulation, which uses data from the American Community Survey to allow for comparisons by disability status, employment status, occupation, age, sex, race, citizenship, educational attainment, and earnings across various geographic levels. Released in March 2013, it is the first Census Bureau product providing in-depth labor force characteristics of people with disabilities.
  The data will serve as a resource for further education, research, evaluation, and policy initiatives.

▶ CLICK FOR RELATED SUBJECT LINKS

Supported Employers in Making Their Workplaces Inclusive by Providing Extensive Training, Support, and Technical Assistance

- Updated the existing business case, for hiring people with disabilities and in collaboration with the Wharton Business School, began a multi-year project to develop a compelling new business case.
- Identified promising employment policies and practices for recruiting, hiring, retaining and advancing qualified individuals with disabilities and compiled them into the "Business Strategies that Work Framework for Disability Inclusion" document.
- In collaboration with DOL's Office of the Assistant Secretary for Policy and Office of the Assistant Secretary for Administration and Management's (OASAM) Civil Rights Center, developed an interactive on-line advisor on disability non-discrimination laws.



- Developed and disseminated numerous other technical assistance products such as toolkits and fact sheets on recruiting, hiring, and retaining employees with disabilities.

IMPACT

As a result of technical assistance provided through ODEP's Employer Assistance and Resource Network, three Federal agencies in Albuquerque established Disability Employee Resource Groups: Kirtland Air Force Base, the U.S. Forest Service, and Army Corps of Engineers. The initiative in Albuquerque was so successful that the U.S. Forest Service is replicating the ERG nationally.

▶ CLICK FOR RELATED SUBJECT LINKS

Assisted in the Development of Legislation and Regulations

- Provided support and actively consulted with OFCCP in the development of the Notices of Proposed Rule Making for regulations implementing Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA).

▶ CLICK FOR RELATED SUBJECT LINKS

Increased Employment Opportunities in Small and Minority-Owned Businesses

- Provided $4.6 million in funding to 8 grantees through the **Add Us In Initiative (AUI)** to test and develop models to increase the capacity of small businesses, including those in underrepresented and historically excluded communities, to successfully employ people with disabilities.

IMPACT

A particularly strong early systems change impact of AUI was the connection between business organizations and education and vocational rehabilitation programs. Vocational rehabilitation programs, in particular, reported that they have benefited from exposure to the business perspective. Nonprofits have also expressed optimism about the long-term value of the soft skills training being developed through AUI.

- Convened AUI-related events, including:
  - A National Diversity Forum to identify policies and strategies to increase and improve the labor force participation of people with disabilities in small businesses;

— An Expert Strategy Meeting to explore disability employment policy through the lens of diversity and identify strategies to promote systems change within the workforce development system; and

— A Small Business Stakeholder Engagement Discussion to further explore and verify barriers and concerns, as well as promising practices highlighted through early efforts of AUI consortia.

IMPACT

Several grantees have tackled some of the more difficult populations to serve—people with disabilities with additional challenges including homelessness, growing up in inner-city environments, imprisonment and felonies, gender identity stigma, mental illness stigma, gang violence, and high school dropouts.

- In collaboration with the Employer Assistance and Resource Network (EARN), developed a Small Business Disability Inclusion Fact Sheet.

IMPACT

By June of 2012, Round 1 grantees had made considerable inroads with employers and both Round 1 and Round 2 grantees had placed targeted people with disabilities in employment.

The Chicago AUI site is creating business incubators to help potential participants jump start their entrepreneurial endeavors.

CLICK FOR RELATED SUBJECT LINKS

Strived to Make the Federal Government and its Contractors Model Employers

- In collaboration with the Office of Personnel Management (OPM), convened a disability hiring event and collaborated with the Equal Employment Opportunity Commission (EEOC) to develop a toolkit for federal agencies on implementing Executive Order 13548. A series of ABCs of Schedule A brochures for service providers, program managers

and/or selective placement coordinators, hiring managers, human resource professionals, and applicants with disabilities was also developed.

- Developed a Return-to-Work Toolkit, and, in collaboration with DOL's Office of Workers Compensation Programs (OWCP), conducted research on federal employees who sustained workplace injury or illness resulting in disability.

- Conducted joint research with OPM and EEOC to identify effective practices contained in federal agencies' plans to implement Executive Order 13548, and developed the related Federal Agency Employment Strategies Framework for Disability Inclusion.

IMPACT

The EEOC is incorporating the effective practices identified through ODEP's research and documented in the Federal Agency Employment Strategies Framework for Disability Inclusion into its training materials.

- Established a Federal Community of Practice for federal managers and human resources personnel, to advance the hiring and advancement of persons with disabilities.

- In collaboration with the Department of Defense, provided federal employers with a pipeline of employees with disabilities through the Workforce Recruitment Program.

IMPACT

Since 2009, 2,379 students with disabilities obtained federal jobs through the Workforce Recruitment Program.

- In collaboration with OPM, OWCP, the Computer/Electronic Accommodations Program, and EEOC, convened a day-long symposium, *"Promising Employment Practices for People With Disabilities,"* to train Federal Selective Placement Coordinators and Disability Program Managers.

- Through the Employer Assistance and Resource Network, developed a roadmap for the successful implementation of Employer Resource Groups (ERGs) in the federal sector.

- In collaboration with the Federal Partners in Transition Workgroup, developed the Federal Schedule A Hiring Authority Fact Sheet: Tips for Youth and Young Adults with Disabilities Interested in Starting a Career with the Federal Government.

CLICK FOR RELATED SUBJECT LINKS

Strived to Make DOL a Model Employer of People with Disabilities

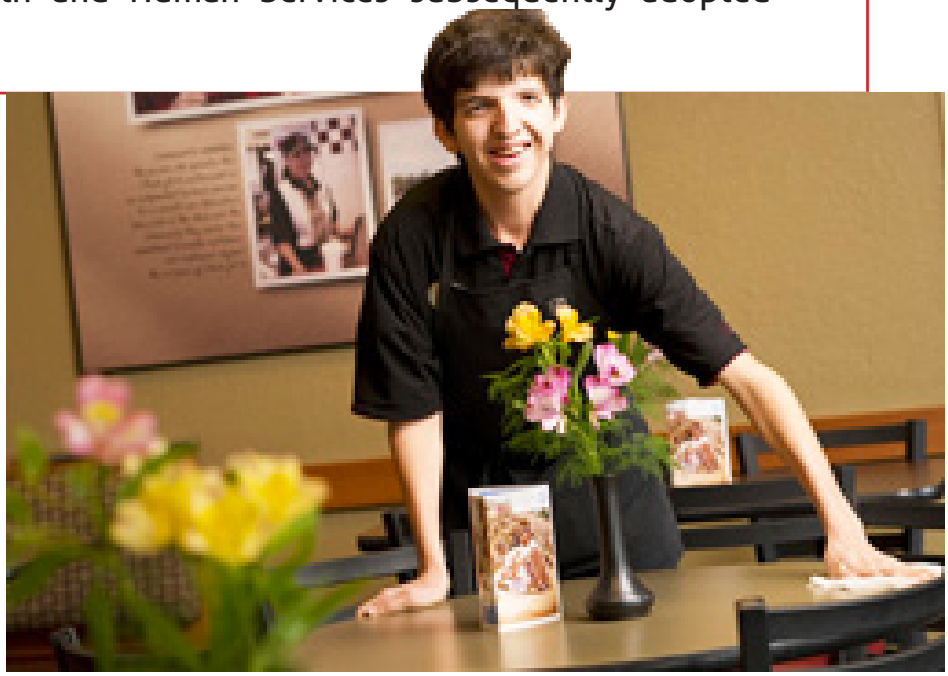
- In collaboration with OASAM:
  - — Established a centralized accommodations fund and worked to have a blanket purchase agreement put in place to allow DOL agencies to easily access personal assistant services.
  - — Updated the Department's Policy on Equal Opportunity and Policy Statement on Harassing Conduct in the Workplace.
  - — Re-surveyed the disability status of DOL's workforce.
  - — Developed a Section 508 Implementation plan.

- In collaboration with the District of Columbia's Department of Disability Services, the District of Columbia's Public Schools, the Kennedy Institute, and multiple agencies at DOL's national headquarters, implemented the first Federal Sector Project SEARCH Initiative.

IMPACT

Following DOL's successful development/implementation of the Project SEARCH Initiative at the federal level, the U.S. Departments of Education, Commerce, and Health and Human Services subsequently adopted the model.

CLICK FOR RELATED SUBJECT LINKS

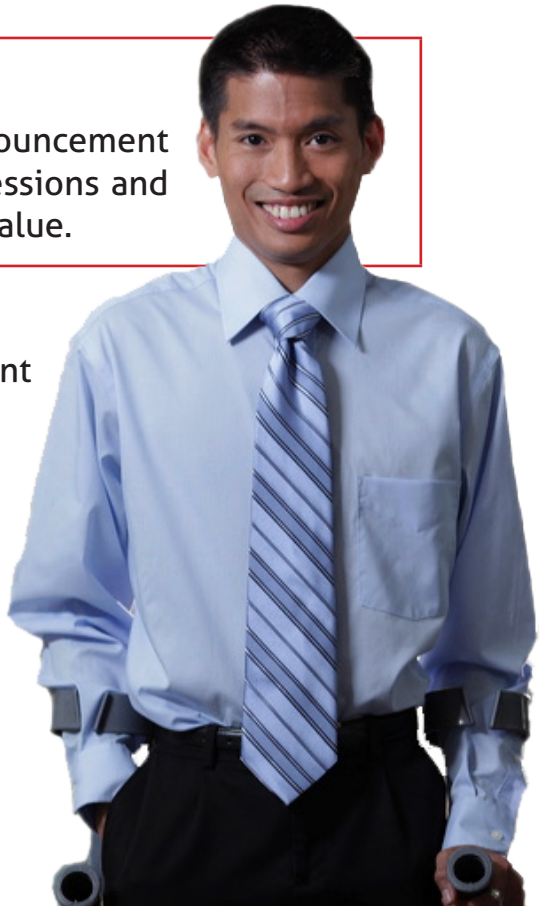


Dispelled Outdated Stereotypes through Public Information Campaigns and Outreach

- Convened Sector Summits to promote the employment of people with disabilities in the following industries:
  - — Entertainment
  - — Health Care
  - — Financial Services
  - — Manufacturing
  - — Higher Education
- Encouraged employers and others to recognize the value and talent people with disabilities bring to the workplace through the award-winning **Campaign for Disability Employment (CDE)**, a collaborative effort with the American Association of People with Disabilities, the National Business and Disability Council, Special Olympics, the United States Business Leadership Network, the National Gay and Lesbian Chamber of Commerce, the Society for Human Resource Management, and the National Council of La Raza.
- Created and produced an award winning "I Can" public service announcement (PSA) and a new "Because" PSA that was released in early 2013.

IMPACT

ODEP's award winning "I Can" public service announcement (PSA) accrued more than 600 million media impressions and garnered more than $31 million in earned media value.



- Conducted a "What can YOU do?" video contest to challenge filmmakers to produce disability employment awareness videos that reflect the diversity of skills people with disabilities offer, challenge common misconceptions about disability employment, and reinforce the CDE's core message that, at work, it's what people CAN do that matters.
  Winners were selected in three categories: employer, youth, and general public.

CLICK FOR RELATED SUBJECT LINKS

Forged Strategic Partnerships to Enhance Employment Opportunities

- Entered Alliances with the following:
  - — National Organization of Nurses with Disabilities
  - — National Industry Liaison Group
  - — Assistive Technology Industry Association
  - — US Customs and Border Protection
  - — HSC Foundation
  - — National Association of Governors' Committees on People with Disabilities
  - — Partnership for Public Service
  - — Society for Human Resource Management
  - — US Business Leadership Network

▶ CLICK FOR RELATED SUBJECT LINKS

Enhanced the Capacity of the Workforce Development System to Meet the Employment-Related Needs of People with Disabilities

- Collaborated with Employment and Training Administration to award over $63 million in **Disability Employment Initiative (DEI)** Grants to 23 states.
  - — Year One: Kansas, Arkansas, New York, New Jersey, Illinois, Virginia, Alaska, Maine and Delaware.
  - — Year Two: California, Ohio, Hawaii, South Dakota, Tennessee, Wisconsin and Washington.
  - — Year Three: Indiana, Florida, Massachusetts, Iowa, Minnesota, Louisiana, and Rhode Island

IMPACT

Several DEI projects (e.g., Alaska, Maine and Virginia) are holding Asset Summits designed to address the integration of asset-building strategies with the needs of individuals with disabilities in the public workforce system, and bring together stakeholders in a state and/or a local areas with the goal of creating greater awareness of the options for achieving economic self-sufficiency for people with disabilities. Projects are also making significant connections between the workforce system and financial institutions (e.g., Alaska, Illinois and Maine).

- In collaboration with ETA, jointly published "Building a Roadmap Out of Poverty for Americans with Disabilities: A Report on the Relationship of the Workforce Development System and Local Asset Building Coalitions."

IMPACT

Real JOBS is a key partner of the Syracuse, New York DEI site. Funded by a Projects with Industry grant from the Rehabilitation Services Administration, Real JOBS is a collaboration of the Workforce Development Institute, Burton Blatt Institute at Syracuse University, Schenectady County Community College, Adirondack Community College, and the New York Association of Psychiatric Rehabilitation Services. The program assists and supports individuals with psychiatric disabilities in securing and maintaining employment. Independent Living Centers (ILCs) offer both employment and non-employment services and supports to individuals with disabilities.

- Issued joint policy guidance with ETA through Training and Employment Notices (TENS) to inform the public workforce system about:
  - Increasing the public workforce investment system's participation in the Ticket to Work Program for disability beneficiaries (TEN No. 6-11)
  - ODEP's Skills to Pay the Bills Curriculum (TEN No. 48-11)
  - The ODEP-developed Toolkit and White Paper on Improving Transition Outcomes of Youth with Disabilities through Apprenticeship (TEN No. 10-09)
  - Use of One-Stops by Social Security Disability Beneficiaries in Four States Implementing Disability Program Navigator (DPN) Initiatives (TEN No. 01-10)
  - Increasing Enrollment and Improving Services to Youth with Disabilities (TEN No. 31-10)

- Issued two policy briefs examining the impact of the Great Recession on disability employment.

▶ CLICK FOR RELATED SUBJECT LINKS

Promoted Integrated Employment

- Developed an Integrated Employment Toolkit and related video with critical resources, organized by six stakeholder groups: Employers; Community Employment Agencies; Families and Individuals (both youth and adult); Policymakers; and Researchers.
- Collaborated with the Committee for Purchase from People Who are Blind or Severely Disabled to develop a new policy focused on creating Quality Work Environments to increase choice, career advancement opportunities, and wages for individuals served by providers who use the commensurate wage certificate program authorized under Section 14(c) of the Fair Labor Standards Act.

▶ CLICK FOR RELATED SUBJECT LINKS

Supported State Level Employment First Initiatives

- Initiated an **Employment First State Leadership Mentor Program** and, in collaboration with the Administration on Intellectual and Developmental Disabilities, launched an Employment First Community of Practice to assist states in aligning their funding and policy to promote integrated employment at minimum wage or above as the primary and preferred outcome for people with significant disabilities.

IMPACT

In late November 2012, ODEP convened a national meeting of 20 states involved in Employment First state policy alignment. Participants included not only the states ODEP is working with through its Employment First State Leadership Mentor Program, but also 8 states funded by the Administration on Intellectual and Developmental Disabilities at HHS. Over 80 national and state leaders attended, focusing on knowledge translation of best practices for aligning policy and funding at the state level to promote employment as the first choice for youth and adults with the most significant disabilities.

As a result of ODEP's Employment First State Leadership Mentor Program:

— The State of Iowa developed a comprehensive interagency memorandum of understanding and supplemental action plan that includes meaningful objectives and commitments from eight state agencies (the most comprehensive set of state partners focused on Employment First that we are aware of in the nation).

— The State of Tennessee developed a proposed alternative delivery system and funding model strategy.

▶ CLICK FOR RELATED SUBJECT LINKS

Promoted Customized Employment - An Individualized Approach to Job Development That Leads to Integrated Employment

- Through the Knowledge Development and Translation Initiative, promoted the use of Customized Employment among employers, job seekers with disabilities, and employment specialists.
- Collaborated with the U.S. Department of Health and Human Services' Office of the Assistant Secretary for Planning and Evaluation and the Federal Employment Workgroup on Disability to issue Federal Financing of Supported Employment and Customized Employment for People with Mental Illnesses.
- Released four Customized Employment videos, available in both English and Spanish.

IMPACT

Ohio's Vocational Rehabilitation Systems are adopting Customized Employment and investing in the training of their staff in Customized Employment Certification (ACRE) as another employment option in the VR system.

CLICK FOR RELATED SUBJECT LINKS

Enhanced Employment Opportunities for Aging Workers with Disabilities

- In collaboration with ODEP's National Technical Assistance and Research Center to Promote Leadership for Increasing the Employment and Economic Independence of Adults with Disabilities, conducted a roundtable on Disability Implications of an Aging Workforce and developed an action strategy from the event.
- Issued several reports that examine the disability implications of an aging workforce.
- Convened the Aging Workforce Challenges for the Health Care Industry Workforce Forum to examine strategies the medical/health care profession can implement to ensure that older workers and workers with disabilities have the opportunity to continue to work in this profession as they age.

CLICK FOR RELATED SUBJECT LINKS

Promoted Workforce Flexibility, A Win-Win Strategy

- Hosted a forum in collaboration with DOL's Women's Bureau (WB) on Advancing Workplace Flexibility Policies and Practices and issued a related synthesis report with federal, state, and local recommendations.
- Developed a Workplace Flexibility Toolkit in collaboration with the WB which offers numerous resources regarding time, place, and job task flexibilities targeted to employers, employees, researchers, and policymakers.
- Implemented a Workplace Flexibility - Universal Design Employer Demonstration Project.

▶ CLICK FOR RELATED SUBJECT LINKS

Promoted Cross-Systems Collaboration through Technical Assistance

- Developed numerous technical assistance products describing issues and strategies to aid state and federal systems, and agencies in successfully collaborating to improve employment opportunities for people with disabilities.

▶ CLICK FOR RELATED SUBJECT LINKS

Initiated Efforts to Improve the Employment Opportunities and Outcomes for People Living with HIV/AIDS in Support of the National HIV/AIDS Strategy

- Held the first-ever HIV/AIDS and Employment Roundtable at DOL.
- In collaboration with the National Working Positive Coalition, convened an Institute on HIV/AIDS and Employment, an affiliated event of the XIX International AIDS Conference (AIDS 2012).
- In collaboration with HHS, developed the first webpage dedicated to employment on AIDS.gov.
- Launched an HIV/AIDS and Employment eWorkgroup, a collaborative workspace for stakeholders to work together to improve employment opportunities and outcomes for people living with HIV/AIDS.
- Developed technical assistance and outreach resources related to employment and people living with HIV/AIDS.

▶ CLICK FOR RELATED SUBJECT LINKS

Co-Chaired the Federal Partners' Committee on Women and Trauma

- With the Substance Abuse and Mental Health Services Administration's Center for Mental Health Services as the other co-chair, the Committee convened and sponsored two retreats and two roundtables, and released a report on its efforts.

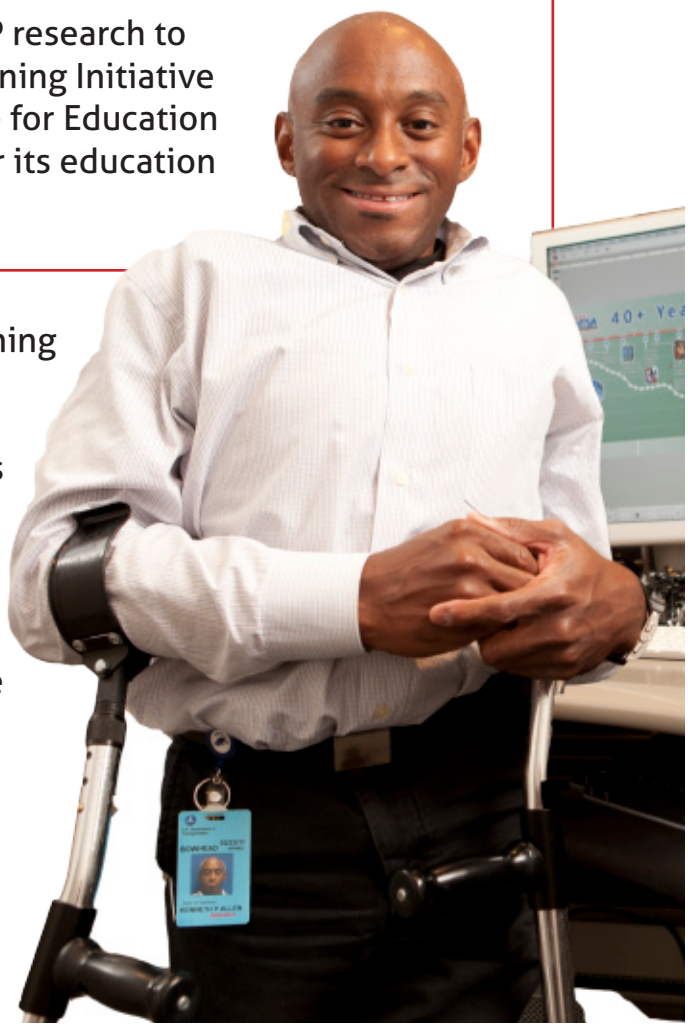
▶ CLICK FOR RELATED SUBJECT LINKS

Promoted Positive Transition Outcomes for Youth and Young Adults

- Conducted longitudinal research and a demonstration project to assess the effectiveness of Individualized Learning Plans in promoting college and career readiness in 14 (rural, urban and suburban) schools in 4 states (LA, NM, SC, and WA).

IMPACT

The State of Minnesota is using ODEP's ILP research to inform its Career and Post-Secondary Planning Initiative while the Massachusetts Business Alliance for Education is using this research as the foundation for its education reform efforts.



- Issued joint guidance with ETA through a Training and Employment Guidance Letter (TEGL) to inform the public workforce system about increasing enrollment and improving services to youth with disabilities (TEGL No. 31-10).

- In collaboration with ETA, designed and awarded funding to organizations in two states to lead consortia to develop innovative models for providing inclusive registered apprenticeship training to youth and young adults with disabilities.

- Developed the Skills to Pay the Bills Soft Skills Curriculum, which was released in both English and Spanish.

IMPACT

Since the release of Skills to Pay the Bills, ODEP has received many encouraging responses from the field. For example, the Kentucky Office of Vocational Rehabilitation infused the guidelines, principles, and other facets of the curriculum into their training to job coaches (for their two-year job coaching program which serves approximately 1,000 public school students each year) and revamped their Career/Vocational Assessment to reflect the soft skills focus. In addition, it is being used by a bank on Maryland's Eastern Shore to onboard new hires and at a women's correctional facility in Florida.

- In collaboration with the National Collaborative on Workforce and Disability for Youth (NCWD/Y), ODEP's youth-focused technical assistance center, released the Youth Service Professionals' Knowledge, Skills and Abilities Curriculum to strengthen competencies needed to maximize youth potential.
- In collaboration with NCWD/Y, released Charting the Course: Supporting the Career Development of Youth with Learning Disabilities.
- Improved youth transition practices through technical assistance, including numerous Innovative Strategies Practice Briefs.
- Assisted families in helping youth succeed by providing education and information including a series of Tips for Parents and Families.

▶ CLICK FOR RELATED SUBJECT LINKS

Promoted Workplace Accommodations through the Job Accommodation Network (JAN)

- Provided guidance on job accommodations, the Americans with Disabilities Act (ADA)/Rehabilitation Act, and the self-employment of people with disabilities to over 133,000 customers—about half of which are employers.
- Provided training on job accommodation issues to over 60,000 customers.
- Provided written testimony to the U.S. Senate HELP Committee for its March 22, 2013 full committee hearing, Stay-at-Work and Back-to-Work Strategies: Lessons from the Private Sector.

- Developed numerous publications and informational materials, including:
  - — A new Fact Sheet on Employees with Asperger's Syndrome developed in collaboration with the Autism Self Advocacy Network (ASAN).
  - — Study on the costs and benefits associated with accommodation detailed in the "Low Cost, High Impact" Report.
  - — Effective Accommodation Practice Series publications that describe how both federal sector and non-federal employers can use the interactive process for determining what accommodations will be effective.
  - — Technical Series: Tips for Designing Accessible Websites, including the Self-Assessment SNAP Tool, targeting federal contractors and investigators.
  - — Accommodations by Occupation and Industry which focus on situation and solution case studies from the manufacturing, health care, financial, retail, meat packing, and STEM fields.

▶ CLICK FOR RELATED SUBJECT LINKS

Promoted Accessible Workplace Technology

- Issued two "Roadmaps" reports that provide strategies the business community and government can use to facilitate the widespread adoption of accessible technology policies and practices.
- In partnership with the Assistive Technology Industry Association (ATIA), convened government agencies, advocates, IT developers and industry leaders to engage in a national dialogue about advancing the development and adoption of accessible, interoperable and usable information and communication technology in the workplace.
- Produced a "Framework for Designing and Implementing Accessible Information and Communications Technology (ICT)" to help employers develop a corporate-wide, comprehensive strategic plan for adopting and implementing accessible ICT corporate policies, practices, and procedures.
- Unveiled **ePolicyWorks**, a first-of-its-kind, coordinated Web-based policymaking approach that encourages stakeholder involvement and allows for the exchange of real-time information between individuals and groups.

- Issued joint policy guidance with ETA through TEN No. 16-11 to inform the public workforce system about the availability of assistive technology resources for persons with disabilities.
- In collaboration with the Community Transportation Association of America, developed the Transportation Solutions Curriculum for Direct Service Staff.
- Conducted comprehensive research to support the development of a federal policy agenda on emerging technology.
- In collaboration with the Department of Education and the Social Security Administration, conducted a highly successful Disability Employment App Challenge.

IMPACT

A very positive, albeit unintended, consequence of ODEP's Disability App Challenge was that the applicants formed their own community of practice around accessibility.

- Hosted a Policy Development Think Tank Webcast: New Strategies for Successful Collaboration, where panelists shared their perspectives on the use of new and innovative open government strategies for policy development.
- Hosted a series of Webcasts, Webinars, and podcasts to explore the connection between accessible technology and the employment of people with disabilities.
- Promoted effective use of the telephone relay service through Telephone Relay Systems: Enabling Telephone Access for Customers and Employees.

CLICK FOR RELATED SUBJECT LINKS

Promoted Accessible Transportation Access

- Through the Federal Interagency Coordinating Council on Access and Mobility, made up of 11 federal agencies, conducted the United We Ride National Online Policy Dialogue to develop new ideas regarding transportation access for people with disabilities.

IMPACT

The United We Ride Implementation Grants to states encouraged communities across the country, including human service partners and consumers, to develop coordinated planning processes and provide transportation options to job seekers and workers with disabilities. As a result, 28 states adopted coordinated transportation legislation and 26 states adopted transportation coordination councils. Local and regional entities developed more than 231 coordinated local and regional transit plans.

- In partnership with the National Conference of State Legislatures (NCSL) developed policy guidance entitled, "On the Move: State Strategies for 21st Century Transportation Solutions."
- Issued joint policy guidance with ETA through TEN No. 21-11 to inform the public workforce system about strategies to meet One-Stop Career Centers' business and job-seeker customer needs for employment-related transportation services.
- In collaboration with the Federal Transit Administration (FTA), developed policy guidance on Financing the Operation of Transportation One-Call/One-Click Centers.
- In collaboration with FTA and NCSL, developed Synthesis, Case Studies, and a Directory of Regional Human Service Transportation Coordinating Councils.

▶ CLICK FOR RELATED SUBJECT LINKS

Increased Knowledge and Understanding about Workplace Personal Assistance Services (PAS)

- Through JAN, and in collaboration with the Center for Personal Assistance Services, developed "PAS in the Workplace," a resource for employers on workplace PAS as an accommodation under the ADA.
- Through NCWD/Y, developed "Personal Assistance Services on the Job," an information brief for youth service providers about workplace PAS.
- Through NCWD/Y, developed "Making the Move to Managing Your Own Personal Assistance Services," a toolkit to help youth with disabilities strengthen skills essential for successfully managing their own PAS.

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RELATED SUBJECT LINKS

Provided Reliable and Accurate Disability Employment Statistics

- Current Population Survey Data
- Disability Employment Tabulation

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Supported Employers in Making Their Workplaces Inclusive by Providing Extensive Training, Support and Technical Assistance

- Business Strategies that Work: Framework for Disability Inclusion
- Building an Inclusive Workforce
- Disability Non-Discrimination Law Advisor
- A Toolkit on Establishing and Maintaining Effective Employee Resource Groups.
- States as Model Employers – Strategies for Moving People with Disabilities into Careers in State Government.
- The Small Business Disability Inclusion Fact Sheet.
- Opening Doors to All Candidates: Tips for Ensuring Access for Applicants with Disabilities
- Recruiting Young People with Disabilities.
- Focus on Ability: Interviewing Applicants with Disabilities.
- Strategic Connections: Recruiting Job Candidates with Disabilities.

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Assisted in the Development of Legislation and Regulations

- Section 503 of the Rehabilitation Act
- Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA)

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Increased Employment Opportunities in Small and Minority-Owned Businesses

- Add Us In Initiative
- National Diversity Forum
- Expert Strategy Meeting
- Small Business Disability Inclusion Fact Sheet.

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Strived to Make the Federal Government and its Contractors Model Employers

- Increasing Federal Employment of Individuals with Disabilities–Toolkit for Federal Agencies on Implementing Executive Order 13548
- *ABC*s of Schedule A brochures for:
  — Service Providers
  — Program Managers and/or Selective Placement Coordinators
  — Hiring Managers
  — Human Resource Professionals
  — Applicants with Disabilities
- Return to Work Toolkit
- Promising and Emerging Practices for Enhancing the Employment of Individuals with Disabilities Included in Plans Submitted by Federal Agencies Under Executive Order 13548
- Federal Agency Employment Strategies Framework for Disability Inclusion.
- Workforce Recruitment Program
- Roadmap for Successful Implementation in the Federal Sector of Employee Resource Groups
- Federal Schedule A Hiring Authority Fact Sheet: Tips for Youth and Young Adults with Disabilities Interested in Starting a Career with the Federal Government

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Strived to Make DOL a Model Employer of People with Disabilities

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Dispelled Outdated Stereotypes through Public Information Campaigns and Outreach

Campaign for Disability Employment (CDE)

- "I Can" public service announcement (PSA)
- "Because" PSA
- What can YOU do?" video contest

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Forged Strategic Partnerships to Enhance Employment Opportunities

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Enhanced the Capacity of the Workforce Development System To Meet the Employment-Related Needs of People with Disabilities

- Disability Employment Initiative (DEI) Grants
- Building a Roadmap Out of Poverty for Americans with Disabilities: A Report on the Relationship of the Workforce Development System and Local Asset Building Coalitions
- Joint ETA Guidance Training and Employment Notices Issued
  - — TEN No. 06-11: Increasing the Public Workforce Investments Systems Participation in the Ticket to Work Program for Disability Beneficiaries
  - — TEN No. 48-11: ODEP's Skills to Pay the Bills Curriculum
  - — TEN No. 10-09: ODEP-developed Toolkit and White Paper on Improving Transition Outcomes of Youth with Disabilities through Apprenticeship
  - — TEN No. 01-10: Use of One-Stops by Social Security Disability Beneficiaries in Four States Implementing Disability Program Navigator (DPN) Initiatives
  - — TEN No. 31-10: Increasing Enrollment and Improving Services to Youth with Disabilities
- Policy Briefs Examining the Impact of the Great Recession on Disability Employment
  - — The Great Recession and Serving Dislocated Workers with Disabilities: Perspectives from One-Stop Career Centers and Rapid Response Coordinators.
  - — The Interaction of Workforce Development Programs and Unemployment Compensation by Individuals with Disabilities in Washington State.

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Promoted Integrated Employment

- Integrated Employment Toolkit and related video
- Quality Work Environments

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Supported State Level Employment First Initiatives

- Employment First State Leadership Mentor Program

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Promoted Customized Employment- An Individualized Approach to Job Development That Leads to Integrated Employment

- Knowledge Development and Translation Initiative
- Federal Financing of Supported Employment and Customized Employment for People with Mental Illnesses
- Customized Employment videos
  — Solutions for Youth with Disabilities
  — Solutions for Employers
  — Creating Opportunities and Solutions
  — Creating Opportunities and Solutions (Spanish)

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Enhanced Employment Opportunities for Aging Workers with Disabilities

- Reports examining the disability implications of an aging workforce:
  — The Public Workforce System: Serving Older Job Seekers and the Disability Implications of an Aging Workforce
  — Employer Strategies for Responding to an Aging Workforce
  — Impact of Federal Policies on an Aging Workforce with Disabilities

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Promoted Workforce Flexibility, a Win-Win Strategy

- Advancing Workplace Flexibility Policies and Practices Synthesis Report
- Workplace Flexibility Toolkit

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Promoted Cross-Systems Collaboration through Technical Assistance

- Integrating Job Opportunities for People with Disabilities into State and Regional Economic and Workforce Development Strategies
- Using Medicaid Funding to Support the Employment of People with Disabilities: A Federal Framework
- Ready and Able: Addressing Labor Market Needs and Building Productive Careers for People with Disabilities through Collaborative Approaches
- Moving TANF Recipients with Disabilities to Work: Examples of State Strategies
- Using Braided Funding Strategies to Advance Employer Hiring Initiatives that Include People with Disabilities
- Integrating Job Opportunities for People with Disabilities into State and Regional Economic and Workforce Development Strategies

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Initiated Efforts to Improve the Employment Opportunities and Outcomes for People Living with HIV/AIDS in Support of the National HIV/AIDS Strategy

- HIV/AIDS and Employment Roundtable
- Institute on HIV/AIDS and Employment
- AIDS.gov Employment Page
- A Resource Guide for Individuals Seeking to Enter or Reenter the Workforce
- HIV/AIDS Employment Toolkit for Individuals, Employers and Service Providers
- Success Stories — Individual, Employer and HIV/AIDS Service Provider examples
- The Business Case for Employing Qualified Individuals with HIV/AIDS
- HIV/AIDS Service Providers with Employment/Training Services

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Co-Chaired the Federal Partners' Committee on Women and Trauma

- Report of the Federal Partners' Committee on Women and Trauma: A Federal Intergovernmental Partnership on Mental Health Transformation — A Working Document

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Promoted Positive Transition Outcomes for Youth and Young Adults

- Individualized Learning Plans
- TEGL No. 31-10: Increasing Enrollment and Improving Services to Youth with Disabilities
- Registered Apprenticeship Training
- Skills to Pay the Bills Soft Skills Curriculum
- Youth Service Professionals' Knowledge, Skills and Abilities Curriculum
- Charting the Course: Supporting the Career Development of Youth with Learning Disabilities
- Innovative Strategies Practice Briefs
  — Engaging Youth in Work Experiences
  — Using Career Interest Inventories to Inform Career Planning
  — Career Exploration in Action
  — Bullying and Disability Harassment in the Workplace: What Youth Should Know
- Tips for Parents and Families
  — Helping Youth Develop Soft Skills for Job Success

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Promoted Workplace Accommodations through the Job Accommodation Network (JAN)

- JAN at www.askjan.org
- Written testimony for Senate Help Committee Hearing Stay-at-Work and Back-to-Work Strategies: Lessons from the Private Sector
- Examples of JAN's publications and contributions:
  — Employees with Asperger's Syndrome Fact Sheet
  — Low Cost, High Impact Report
  — Technical Series: Tips for Designing Accessible Websites, including the Self-Assessment SNAP Tool
  — Effective Accommodation Practice Series on the interactive process for federal sector and non-federal employers
  — Accommodations by Occupation and Industry

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Promoted Accessible Workplace Technology

- Roadmaps for Enhancing Employment of Persons with Disabilities through Accessible Technology
- Roadmaps II for Enhancing Employment of Persons with Disabilities through Accessible Technology
- Final Report: Action Items and Policy Issues for Consideration from the ATIA partnership and national dialogue
- Framework for Designing and Implementing Accessible Information and Communications Technology (ICT) Strategic Plans
- ePolicyWorks
- TEN No. 16-11: Availability of Assistive Technology Resources for Persons with Disabilities
- Transportation Solutions Curriculum for Direct Service Staff
- Disability Employment App Challenge
- Policy Development Think Tank Webcast: New Strategies for Successful Collaboration
- Technology webcasts, webinars, and podcasts
- Telephone Relay Systems: Enabling Telephone Access for Customers and Employees

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Promoted Accessible Transportation Access

- United We Ride National Online Policy Dialogue
- "On the Move: State Strategies for 21st Century Transportation Solutions"
- TEN No. 21-11: Strategies to Meet One-Stop Career Centers' Business and Job-Seeker Customer Needs for Employment-Related Transportation Services
- Financing the Operation of Transportation One-Call/One-Click Centers
- Synthesis, Case Studies and Directory of Regional Human Service Transportation Coordinating Councils

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Increased Knowledge and Understanding about Workplace Personal Assistance Services (PAS)

- PAS in the Workplace
- Personal Assistance Services on the Job
- Making the Move to Managing Your Own Personal Assistance Services

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