

FY 2025

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

SALARIES AND EXPENSES

For necessary expenses for the Office of Disability Employment Policy to provide leadership, develop policy and initiatives, and award grants, cooperative agreements and contracts furthering the objective of eliminating barriers to the training and employment of people with disabilities, \$44,876,000, to remain available until September 30, 2026, 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.

Note.--A full-year 2024 appropriation for this account was not enacted at the time the Budget was prepared; therefore, the Budget assumes this account is operating under the Continuing Appropriations Act, 2024 and Other Extensions Act (Division A of Public Law 118-15, as amended). The amounts included for 2024 reflect the annualized level provided by the continuing resolution.

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ANALYSIS OF APPROPRIATION LANGUAGE

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.

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AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	60	\$40,500	63	\$43,000	63	\$44,876
<i>Subtotal Appropriation</i>	<i>60</i>	<i>\$40,500</i>	<i>63</i>	<i>\$43,000</i>	<i>63</i>	<i>\$44,876</i>
CEO Transfer	0	-\$140	0	\$0	0	\$0
<i>Subtotal</i>	<i>60</i>	<i>\$40,360</i>	<i>63</i>	<i>\$43,000</i>	<i>63</i>	<i>\$44,876</i>
B. Gross Budget Authority	60	\$40,360	63	\$43,000	63	\$44,876
<i>Subtotal</i>	<i>60</i>	<i>\$40,360</i>	<i>63</i>	<i>\$43,000</i>	<i>63</i>	<i>\$44,876</i>
C. Budget Authority Before Committee	60	\$40,360	63	\$43,000	63	\$44,876
<i>Subtotal</i>	<i>60</i>	<i>\$40,360</i>	<i>63</i>	<i>\$43,000</i>	<i>63</i>	<i>\$44,876</i>
D. Total Budgetary Resources	60	\$40,360	63	\$43,000	63	\$44,876
FTE Lapse and Unobligated Balance Expiring	-5	-\$2	0	\$0	0	\$0
E. Total, Estimated Obligations	55	\$40,358	63	\$43,000	63	\$44,876

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2024 Estimate	FY 2025 Request	Net Change
Budget Authority			
General Funds	\$43,000	\$44,876	+\$1,876
Total	\$43,000	\$44,876	+\$1,876
Full Time Equivalents			
General Funds	63	63	0
Total	63	63	0

Explanation of Change	FY 2025 Change							
	FY 2024 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	63	\$9,369	0	\$0	0	\$676	0	\$676
Personnel benefits	0	\$2,723	0	\$0	0	\$0	0	\$0
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	\$44	0	\$0	0	\$7	0	\$7
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$100	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	\$30	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$8,356	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$105	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$3,195	0	\$0	0	\$78	0	\$78
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	\$80	0	\$0	0	\$0	0	\$0
Equipment	0	\$0	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$17,040	0	\$0	0	\$0	0	\$0

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FY 2025 Change

Explanation of Change	FY 2024 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	63	+\$43,000	0	\$0	0	+\$761	0	+\$761
B. Programs:								
Workforce Recruitment Program Enhancement	0	\$0	0	\$0	0	\$1,300	0	\$1,300
Programs Subtotal			0	\$0	0	+\$1,300	0	+\$1,300
Total Increase	63	+\$43,000	0	\$0	0	+\$2,061	0	+\$2,061
Decreases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	0	\$0	0	\$0	0	-\$185	0	-\$185
Built-Ins Subtotal	0	\$0	0	\$0	0	-\$185	0	-\$185
B. Programs:								
Total Decrease	0	\$0	0	\$0	0	-\$185	0	-\$185
Total Change	63	+\$43,000	0	\$0	0	+\$1,876	0	+\$1,876

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2023 Enacted		FY 2024 Estimate		FY 2025 Request		Diff. FY25 Request/ FY24 Estimate	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	55	43,000	63	43,000	63	44,876	0	1,876
General Funds	55	43,000	63	43,000	63	44,876	0	1,876
Total	55	43,000	63	43,000	63	44,876	0	1,876
General Funds	55	43,000	63	43,000	63	44,876	0	1,876

NOTE: FY 2023 reflects actual FTE.

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BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
	Full-Time Equivalent				
	Full-time Permanent	60	63	63	0
	Total	60	63	63	0
	Average ES Salary	\$185,300	\$185,300	\$185,300	\$0
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$139,174	\$146,411	\$149,632	\$3,221
11.1	Full-time permanent	7,944	9,125	9,616	491
11.3	Other than full-time permanent	102	0	0	0
11.5	Other personnel compensation	188	237	237	0
11.8	Special personal services payments	7	7	7	0
11.9	Total personnel compensation	8,241	9,369	9,860	491
12.1	Civilian personnel benefits	2,870	2,767	2,774	7
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	150	100	100	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	615	615	615	0
23.3	Communications, utilities, and miscellaneous charges	2	2	2	0
24.0	Printing and reproduction	25	30	30	0
25.1	Advisory and assistance services	11,243	8,356	8,356	0
25.2	Other services from non-Federal sources	105	105	105	0
25.3	Other goods and services from Federal sources 1/	4,396	4,536	4,614	78
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	80	80	0
31.0	Equipment	10	0	0	0
41.0	Grants, subsidies, and contributions	15,283	17,040	18,340	1,300
42.0	Insurance claims and indemnities	0	0	0	0
	Total	43,000	43,000	44,876	1,876
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,055	3,195	3,273	78
	DHS Services	13	13	13	0
	GSA Services	13	13	13	0
	HHS Services	20	20	20	0
	Services by Other Government Departments	100	100	100	0

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AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. US Code	Volume No.	Page No.	Expiration Date
Pub. L. 106-554	Office of Disability Employment Policy	29 U.S.C 557 (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.

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
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	\$27,203	\$36,800		\$38,012	46
2019					
Base Appropriation...1/	\$27,000			\$38,203	49
2020					
Base Appropriation...2/3/	\$27,000			\$38,500	46
2021					
Base Appropriation	\$27,100			\$38,500	51
2022					
Base Appropriation...2/	\$42,711	\$42,711		\$40,500	55
2023					
Base Appropriation...2/	\$58,566	\$58,566		\$43,000	60
2024					
Base Appropriation...4/	\$60,594		\$37,000		63
2025					
Base Appropriation	\$44,876				63

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.

4/ The full-year FY 2024 appropriation was not enacted at the time the budget was prepared.

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 the number and quality of 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, *Build Opportunity and Equity for All*, by focusing on the Acting Secretary's priority to improve job quality and create access to good jobs free from discrimination and harassment for all working people. Specifically, ODEP supports DOL's 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*, through ODEP's Performance Goal 1.1, *Develop evidence-based policies, practices, and tools to foster a more inclusive workforce to increase quality employment opportunities for individuals with disabilities*.

Bureau of Labor Statistics (BLS) data clearly indicate the need for better policies and practices to empower workers and job seekers with disabilities. In November 2023, the unemployment rate for people with disabilities aged 16 and older was 7.3 percent, compared to 3.3 percent for people without a disability. The labor force participation rate for people with disabilities was 24.8 percent, compared to 68.2 percent for those without a disability. The employment-population ratio for people with disabilities was 22.9 percent, compared to 66.0 percent for people without disabilities. There is also a persistent gap in employment between working-age men and women with disabilities. 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 in the employment-population ratio for Black and Hispanic workers with disabilities. Among the working-age population aged 16 to 64, the employment-population ratio for non-Hispanic Blacks with disabilities is approximately 10 percentage points lower than 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. For example, 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 Long COVID. 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 disabilities successfully transition into competitive integrated employment (CIE); workers with mental health conditions to maintain employment with effective workplace-based supports; jobseekers with disabilities to access inclusive registered apprenticeships; 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 2025 funding, ODEP will build on existing and embark on new initiatives designed not only to reduce

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unemployment but also to increase labor force participation, assist people to re-enter the workforce or seek employment for the first time.

ODEP works across programs and policies to identify how improved system coordination and service delivery can help address inequity. One way ODEP is working to improve system coordination and service delivery to address inequity is through the Equitable Transition Model (ETM) demonstration grants. ODEP convened multiple agencies and systems in the development of the ETM demonstration grants, which require cross-system collaboration and delivery of a suite of comprehensive services, including mental health services, to youth and young adults with disabilities who are multiply marginalized. This approach is consistent with research indicating that youth and young adults are most successful when their holistic needs are met.

ODEP also works to improve access to accurate and adequate data on people with disabilities to address equity issues and identify gaps in services for vulnerable workers 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 and are aligned with the President's Management Agenda goal of *Delivering Excellent, Equitable, and Secure Federal Services and Customer Experience*. For example, to improve the quality and relevance of data collected 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 through a public request for information. 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 and allow ODEP to conduct research and analysis that helps identify factors causing inequities and gaps and informs 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 engages with a host of critical stakeholder organizations representing the advocacy community, academia, employer associations, and state and local governments. ODEP continues to expand its engagement to include organizations representing underserved communities. For example, in 2022, 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, added intermediary partners representing underserved communities. These partners include the National Organization of Black Elected Legislative Women, the National Black Caucus of State Legislators (NBCSL), the Board of Latino Legislative Leaders (BLLL), and the Women's Legislative Network. Policy priorities for these organizations include development of inclusive apprenticeships targeting underserved communities, helping to ensure that workforces established through new infrastructure funding are both racially and disability inclusive, and expanding disability-focused education and awareness in local communities. Partnering with these organizations will add an ongoing and needed perspective to the SEED policy agenda. In addition to the SEED initiative, ODEP's Employer Assistance and Resource

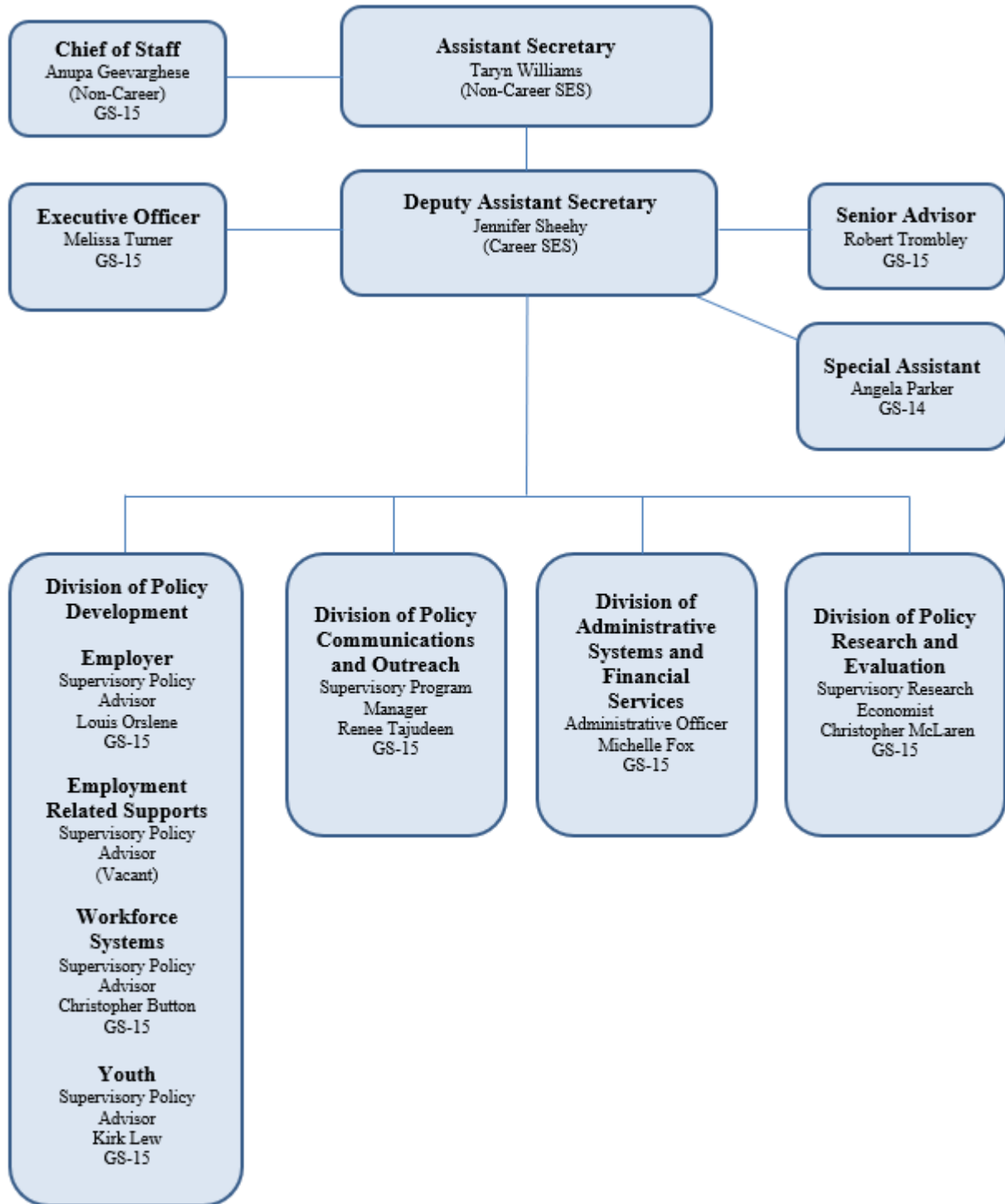
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Network on Disability Inclusion (EARN) convenes the Inclusion@Work Leadership Council representing twenty national organizations. In FY 2024, EARN added new members to the Council to further represent underserved communities. These include Black Veterans Empowerment Council, BLLL, National Asian Pacific American Caucus of State Legislators, NBCSL, and National Caucus of Native American State Legislators.

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; and use of the Presidential Management Fellows (PMF) program and Workforce Recruitment Program (WRP). ODEP's barrier analysis workgroup is addressing challenges and gaps associated with hiring and retaining staff through its review of ODEP policies and practices. Future actions include establishing and maintaining recruitment partnerships to actively recruit from diverse applicant pools, including Veterans with disabilities; ensuring that 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

ORGANIZATION CHART



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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
Activity Appropriation	43,000	43,000	44,876	1,876
FTE	55	63	63	0

NOTE: FY 2023 reflects actual FTE. Authorized FTE for FY 2023 was 60.

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 2025 budget will allow ODEP to launch strategic initiatives that support the Administration’s goals regarding equity and inclusion; sustain critical investments in several areas; and maintain necessary staffing levels in light of increasing expenses resulting from inflation. The requested FY 2025 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 enter or return to the workforce.

For FY 2025, ODEP requests \$44,876,000, an increase of \$1,876,000 from the FY 2024 estimated level. The budget will support:

- Expansion of the WRP. With an investment of \$3,300,000, including \$1,300,000 in new funding, ODEP will implement actions to strengthen and expand the WRP applicant pool and the number of federal agencies utilizing the program; improve website usability, security, and functionality; and provide additional evidence-based services to participants. ODEP, in partnership with the Department of Defense (DoD), proposed these actions in a report to the Assistant to the President for Domestic Policy required by [Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#) (EO 14035), to help make the federal government a model employer of individuals with disabilities.
- Funding in the amount of \$576,000 for FY 2025 pay and benefits built-in increases is necessary to prevent staff reductions due to pay raises and increased benefits costs. These increases will support continued operations and efforts to advance disability employment, that are essential to maintaining ODEP’s high level of performance.

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The request for FY 2025 also allows:

- Continued funding to support the second year of demonstration grants to four states to support implementation and evaluation of the ETM projects, and intensive technical assistance provided to grantees. ETM projects will implement scalable strategies to enable low-income youth with disabilities, including youth experiencing homelessness, leaving foster care, and/or are involved in 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 mental health conditions and COVID-19-related illnesses, including Long COVID. This is the final year of program implementation, and no new funding is being awarded in FY 2025, though there will be various research products focusing on stay-at-work/return-to-work best practices and lessons learned.
- Continuation and enhancement of the Job Accommodation Network (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, hire and retain employees with disabilities. JAN will expand outreach to intermediary organizations that serve underserved communities to increase awareness and use of JAN's services.
- Continuation of ODEP's successful SEED initiative to help state and local policymakers (governors, state legislators, mayors, county executives) craft policies to promote employment for people with disabilities, with an emphasis on supporting individuals with mental health conditions.
- Continuation of ODEP's National Expansion of Employment Opportunities Network (NEON) through which ODEP collaborates with 5 national provider organizations to provide one-on-one technical support to local provider organizations across the country to increase CIE for individuals with disabilities. In FY 2025, NEON's subject matter experts will instruct states and providers on using blending, braiding, and sequencing of funds to support individuals transitioning from subminimum wage employment to CIE.
- 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 CIE; EARN to identify and promote the adoption of innovative and equitable evidenced-based solutions for employers to recruit, hire, retain, and advance individuals with disabilities into good jobs; 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

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Opportunity Act (WIOA); and the its Partnership on Employment and Accessible Technology (PEAT), to develop strategies to ensure accessibility and equity of technologies, including critical emerging technologies impacting the workplace, particularly artificial intelligence.

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 work includes partnering with DOL agencies, including the Office of the Assistant Secretary for Policy (ASP), ETA, the Wage and Hour Division (WHD), and the Office of Federal Contract Compliance Programs (OFCCP), to maximize DOL’s ability to promote disability employment, including through the Good Jobs Initiative. ODEP also continues to convene the Federal Exchange on Employment of People with Disabilities in partnership with the Equal Employment Opportunity Commission (EEOC) and the Office of Personnel Management (OPM). 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, including in the development of language related to new infrastructure workforce provisions.

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 CIE. The Department’s WHD administers and enforces the 14(c) program, and ODEP’s experience and expertise can accelerate the expansion of CIE throughout the nation.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2020	\$38,500	46
2021	\$38,500	51
2022	\$40,500	55
2023	\$43,000	60
2024	\$0	63

NOTE: A full-year 2024 appropriation for this account was not enacted at the time the budget was prepared.

FY 2025

In FY 2025, ODEP requests \$44,876,000, an increase of \$1,876,000 from the FY 2024 estimated level. This funding will allow ODEP to launch strategic initiatives that support the Administration’s goals regarding equity and inclusion; sustain critical investments in several areas; and maintain necessary staffing levels in light of increasing expenses resulting from inflation. The requested FY 2025 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 with disabilities seeking to enter or return to the workforce.

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The budget request for FY 2025 includes \$1,876,000 in programmatic and built-in increases to allow:

- Expansion of the WRP. With an investment of \$3,300,000, including \$1,300,000 in new funding, ODEP will implement actions to strengthen and expand the WRP applicant pool and the number of federal agencies utilizing the program; improve website usability, security, and functionality; and provide additional evidence-based services to participants. ODEP, in partnership with DoD, proposed these actions in a report to the Assistant to the President for Domestic Policy pursuant to EO 14035 to help make the federal government a model employer of individuals with disabilities.
- Funding in the amount of \$576,000 for FY 2025 pay and benefits built-in increases, as they are necessary to prevent staff reductions due to pay raises and increased benefit costs to support continued operations and efforts to advance disability employment. This funding increase is essential to maintaining ODEP's high level of performance.

The budget request provides continued funding to support the second year of demonstration grants to four states to support implementation and evaluation of the ETM projects and providing intensive technical assistance to grantees. ETM projects will implement 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.

ODEP will continue funding SEED to work with state and locally focused intermediaries, including the National Governors Association, United States Conference of Mayors, the National Association of Counties, the National League of Cities and others, to provide actionable, bi-partisan, and locally driven policy options that have broad appeal to local leaders.

ODEP will continue funding 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, hire and retain employees with disabilities. JAN provides training and promotes its services nationwide to diverse business organizations, service providers, and federal agencies serving people of color, immigrants, youth, women, and the LGBTQ+ community. JAN will continue to expand this outreach to intermediary organizations that serve underserved communities, to increase awareness and use of JAN's services.

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.

ODEP's NEON will continue collaborating with five 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

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for individuals with disabilities. In addition, NEON will continue providing 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; the LEAD Center to assist state and service providers to support implementation of WIOA, including its activities promoting CIE for people with disabilities; and the 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 and equity of technologies, including critical emerging technologies impacting the workplace, particularly artificial intelligence.

While no new funding is allocated in FY 2025, ODEP will continue to work on the RETAIN demonstration projects. 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 mental health conditions and COVID-19-related illnesses. This is the final year of program implementation, and no new funding is being awarded in FY 2025, though there will be various implementation tools and research products focusing on stay-at-work/return-to-work best practices and lessons learned. The project was jointly funded by ODEP, DOL's ETA, and the Social Security Administration (SSA).

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), 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), OPM, SSA, 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. In 2025, the group will build upon the success of previous interagency work by creating additional policy issuances and resources and identifying opportunities to collaborate.

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FY 2024

Figures for FY 2024 are an estimate. Discretionary amounts shown for FY 2024 reflect an annualized Continuing Resolution (Division A of P.L. 118-15, as amended), as a full-year appropriation, had not been enacted at the time the budget was produced. Mandatory amounts are equal to the FY 2024 President's Budget and do not reflect sequestration.

FY 2023

ODEP received \$43,000,000 in funding in FY 2023. The FY 2023 funding continued longstanding ODEP initiatives and fueled 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 allowed ODEP to:

- Continue funding 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 allowed PIA to identify opportunities for inclusive apprenticeships and to increase the numbers of reported apprentices with disabilities in the clean energy and related infrastructure sectors.
- Continue funding the expanded SEED initiative, working in cooperation with the Advancing State Policy Integration for Recovery and Employment initiative, which helped 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. SEED worked with its intermediary partners to create the Work Matters National Task Force on Workforce Mental Health, a bipartisan mix of state legislators and governors' office representatives that developed policy principles and state examples on nondiscrimination, parity and benefits; workplace care and supports; underserved rural, racial and ethnic communities; and behavioral health workforce shortages.

The appropriation also maintained support for the continuation of the RETAIN demonstration in year three of Phase 2. RETAIN continued 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 provided 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.

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ODEP also continued 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 continued to administer the WRP, a recruitment 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 Research Support Services for Employment of Young Adults on the Autism Spectrum Project, ODEP produced a report on the findings from the analysis of extant administrative data on this population and developed evaluation design options laying the groundwork for future research. Since existing survey and administrative data is limited in terms of providing a substantive knowledge base on employment of young adults on the autism spectrum, ODEP developed a plan to survey young adults with autism and to separately survey stakeholder groups.

ODEP's NEON continued to collaborate with five 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 ten 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. Through NEON, the participating State Intermediary Organizations (SIOs) also started the process of developing a Framework to Increase CIE at the state agency level that is expected to be released in FY 2024.

In FY 2023, ODEP awarded cooperative agreements to continue funding CAPE-Youth to conduct policy analysis and provide technical assistance to ensure successful 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 continued to actively participate in the White House IPC, which was launched early in 2021. In 2023, the group collaborated on several tools, policy briefs, and resources in recognition of the 50th anniversary of the Rehabilitation Act.

During FY 2023, ODEP continued 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 allowed ODEP and its partners to anticipate the changing nature of work and to develop strategies to ensure accessibility and equity of technologies, including critical emerging technologies impacting the workplace, particularly artificial intelligence. 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.

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WORKLOAD AND PERFORMANCE SUMMARY					
		FY 2023 Enacted		FY 2024 Estimate	FY 2025 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	43	39	40
ODEP-03.1	Number of implementation tools	122	140	102	104
ODEP-05.2	Number of Outreach Events (Planned)	170	193	99	111
ODEP-08.2	Number of Technical Assistance Events (Targeted)	257	291	294	302
ODEP-13	Percent of customers that find technical assistance center information useful	92%	92%	92%	92%
ODEP-11	Number of Internal and External Collaborations	34	36	54	55
ODEP-12	Number of Analyses, Research, and Evaluations	51	56	46	47

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

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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 2025, ODEP will produce policy outputs primarily through its SEED initiative, NEON, and the WRP. ODEP will also continue to develop implementation tools through EARN, JAN, LEAD, NEON, RETAIN, and CAPE-Youth. In FY 2025, ODEP will continue to develop research products through its key initiatives such as SEED, EARN, ETM, LEAD, REYAAS and CAPE-Youth. Additionally, ODEP will begin to produce research products from its analysis of the WRP enhancements. ODEP will increase its outreach to its key partners through WRP, build additional collaborations to support WRP, and provide additional technical assistance to accomplish its WRP objectives and overall policy and program development goals.

ODEP notes that the proposed funding increase for inflationary costs is necessary to maintain this high level of outputs and productivity. In the absence of that increase, certain outputs would decrease due to reduced staff capacity, potential staff turnover, and related delays in knowledge transfer.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2023 Enacted	FY 2024 Estimate	FY 2025 Request	Diff. FY25 Request / FY24 Estimate
11.1	Full-time permanent	7,944	9,125	9,616	491
11.3	Other than full-time permanent	102	0	0	0
11.5	Other personnel compensation	188	237	237	0
11.8	Special personal services payments	7	7	7	0
11.9	Total personnel compensation	8,241	9,369	9,860	491
12.1	Civilian personnel benefits	2,870	2,767	2,774	7
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	150	100	100	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	615	615	615	0
23.3	Communications, utilities, and miscellaneous charges	2	2	2	0
24.0	Printing and reproduction	25	30	30	0
25.1	Advisory and assistance services	11,243	8,356	8,356	0
25.2	Other services from non-Federal sources	105	105	105	0
25.3	Other goods and services from Federal sources 1/	4,396	4,536	4,614	78
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	80	80	0
31.0	Equipment	10	0	0	0
41.0	Grants, subsidies, and contributions	15,283	17,040	18,340	1,300
42.0	Insurance claims and indemnities	0	0	0	0
	Total	43,000	43,000	44,876	1,876
	1/Other goods and services from Federal sources				
	Working Capital Fund	3,055	3,195	3,273	78
	DHS Services	13	13	13	0
	GSA Services	13	13	13	0
	HHS Services	20	20	20	0
	Services by Other Government Departments	100	100	100	0

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CHANGES IN FY 2025

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$491
Personnel benefits	0
Employee health benefits	0
One day less of Pay	0
Federal Employees' Compensation Act (FECA)	7
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	0
Other services from non-Federal sources	0
Working Capital Fund	78
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$576**

Net Program **\$1,300**

Direct FTE **0**

	Estimate	FTE
Base	\$43,576	63
Program Increase	\$1,300	0
Program Decrease	\$0	0