

FY 2023

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

TABLE OF CONTENTS

Appropriation Language	1
Amounts Available for Obligation.....	2
Summary of Changes	3
Summary Budget Authority and FTE by Activity	5
Budget Authority by Object Class	6
Authorizing Statutes.....	7
Appropriation History	8
Overview	9
Organization Chart.....	11
Budget Activities	13
Office of Disability Employment Policy	13

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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, \$58,566,000, 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 2022 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, 2022 (Division A of P.L.117-43, as amended). The amounts included for 2022 reflect the annualized level provided by the continuing resolution.

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.		FY 2023 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	51	\$38,500	56	\$38,500	58	\$58,566
<i>Subtotal Appropriation</i>	<i>51</i>	<i>\$38,500</i>	<i>56</i>	<i>\$38,500</i>	<i>58</i>	<i>\$58,566</i>
CEO Transfer	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>51</i>	<i>\$38,500</i>	<i>56</i>	<i>\$38,500</i>	<i>58</i>	<i>\$58,566</i>
B. Gross Budget Authority	51	\$38,500	56	\$38,500	58	\$58,566
Offsetting Collections To: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>51</i>	<i>\$38,500</i>	<i>56</i>	<i>\$38,500</i>	<i>58</i>	<i>\$58,566</i>
C. Budget Authority Before Committee	51	\$38,500	56	\$38,500	58	\$58,566
Offsetting Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
Anticipated Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>51</i>	<i>\$38,500</i>	<i>56</i>	<i>\$38,500</i>	<i>58</i>	<i>\$58,566</i>
D. Total Budgetary Resources	51	\$38,500	56	\$38,500	58	\$58,566
Unobligated Balance Expiring	0	\$0	0	\$0	0	\$0
FTE Lapse	0	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	51	\$38,500	56	\$38,500	58	\$58,566

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2022 Full Year C.R.	FY 2023 Request	Net Change
Budget Authority			
General Funds	\$38,500	\$58,566	+\$20,066
Total	\$38,500	\$58,566	+\$20,066
Full Time Equivalents			
General Funds	56	58	2
Total	56	58	2

Explanation of Change	FY 2023 Change							
	FY 2022 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	56	\$7,159	0	\$0	0	\$461	0	\$461
Personnel benefits	0	\$2,263	0	\$0	0	\$212	0	\$212
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$45	0	\$0	0	\$17	0	\$17
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$591	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$2	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$82	0	\$0	0	\$1	0	\$1
Advisory and assistance services	0	\$17,240	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$105	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$2,156	0	\$0	0	\$330	0	\$330
Other Federal sources (DHS Charges)	0	\$12	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$137	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$2	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$50	0	\$0	0	\$0	0	\$0
Equipment	0	\$34	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$0	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0

OFFICE OF DISABILITY EMPLOYMENT POLICY

Explanation of Change	FY 2023 Change							
	FY 2022 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Built-Ins Subtotal	56	+\$29,878	0	\$0	0	+\$1,021	0	+\$1,021
B. Programs:								
Equitable Transition Models	0	\$0	0	\$0	2	\$19,101	2	\$19,101
Programs Subtotal			0	\$0	2	+\$19,101	2	+\$19,101
Total Increase	56	+\$29,878	0	\$0	2	+\$20,122	2	+\$20,122
Decreases:								
A. Built-Ins:								
To Provide For:								
Federal Employees' Compensation Act (FECA)	0	\$73	0	\$0	0	-\$28	0	-\$28
Grants, subsidies, and contributions	0	\$8,549	0	\$0	0	-\$28	0	-\$28
Built-Ins Subtotal	0	+\$8,622	0	\$0	0	-\$56	0	-\$56
B. Programs:								
Total Decrease	0	+\$8,622	0	\$0	0	-\$56	0	-\$56
Total Change	56	+\$38,500	0	\$0	2	+\$20,066	2	+\$20,066

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.		FY 2023 Request		Diff. FY23 Request / FY22 Full Year C.R.	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	52	38,500	56	38,500	58	58,566	2	20,066
General Funds	52	38,500	56	38,500	58	58,566	2	20,066
Total	52	38,500	56	38,500	58	58,566	2	20,066
General Funds	52	38,500	56	38,500	58	58,566	2	20,066

NOTE: FY 2021 reflects actual FTE. FY 2022 reflects estimated FTE usage at the annualized level of the CR.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
	Full-Time Equivalent				
	Full-time Permanent	51	56	58	2
	Total	51	56	58	2
	Average ES Salary	\$198,302	\$199,056	\$213,070	\$14,014
	Average GM/GS Grade	13	14	14	0
	Average GM/GS Salary	\$127,014	\$111,627	\$115,115	\$3,488
11.1	Full-time permanent	6,600	6,600	7,347	747
11.3	Other than full-time permanent	87	87	89	2
11.5	Other personnel compensation	181	181	181	0
11.8	Special personal services payments	291	291	300	9
11.9	Total personnel compensation	7,159	7,159	7,917	758
12.1	Civilian personnel benefits	2,336	2,336	2,618	282
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	45	45	62	17
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	591	591	591	0
23.3	Communications, utilities, and miscellaneous charges	2	2	2	0
24.0	Printing and reproduction	82	82	83	1
25.1	Advisory and assistance services	17,240	17,240	17,240	0
25.2	Other services from non-Federal sources	105	105	105	0
25.3	Other goods and services from Federal sources 1/	2,305	2,305	2,635	330
25.4	Operation and maintenance of facilities	2	2	2	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	50	50	50	0
31.0	Equipment	34	34	34	0
41.0	Grants, subsidies, and contributions	8,549	8,549	27,227	18,678
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,500	38,500	58,566	20,066
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,156	2,156	2,486	330
	DHS Services	12	12	12	0
	Services by DOL Agencies	10	10	10	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:

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.

29 U.S.C 537 (b).

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2013					
Base Appropriation...1/	\$38,953			\$36,846	51
2014					
Base Appropriation	\$42,432			\$37,745	51
2015					
Base Appropriation	\$37,833			\$38,500	51
2016					
Base Appropriation	\$38,203	\$23,750	\$38,203	\$38,203	48
2017					
Base Appropriation	\$38,544			\$38,203	50
2018					
Base Appropriation...2/	\$27,203	\$36,800		\$38,012	46
2019					
Base Appropriation...3/	\$27,000			\$38,203	49
2020					
Base Appropriation...4/	\$27,000			\$38,500	46
2021					
Base Appropriation	\$27,100			\$38,500	51
2022					
Base Appropriation...5/	\$42,711	\$42,711			56
2023					
Base Appropriation	\$58,566				58

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

2/ 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.

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

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

5/ The full-year FY 2022 appropriation was not enacted at the time the budget was prepared

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

The Office of Disability Employment Policy (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 and 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, *Support the Ability of All Americans to Find Good Jobs*, and Strategic Objective 1.3, *Develop evidence-based policies, practices, and tools to foster a more inclusive workforce with quality employment opportunities for people with disabilities*.

Bureau of Labor Statistics (BLS) data clearly indicate the need for better policies and practices in this area. In January 2022, the unemployment rate for people with disabilities aged 16 and older was 9.1 percent, compared to 4.2 percent for those without a disability. The labor force participation rate for people with disabilities was 22.8 percent, compared to 67.2 percent for those without a disability. The employment-population ratio for people with disabilities was 20.7 percent, compared to 64.4 percent for people without disabilities. There is a persistent gap in employment between working-age men and women with disabilities, as the employment-population ratio for women with disabilities is approximately 5 percentage points lower than for men with disabilities. There are significant racial disparities: among the working-age population aged 16-64, the employment-population ratio for non-Hispanic Blacks with disabilities is approximately 9 percentage points below that of Hispanics with disabilities and approximately 11 percentage points below that of non-Hispanic Whites with disabilities.

Behind these statistics are millions of Americans. Workers who leave the workforce each year after experiencing a disability because of an injury or illness, including COVID-19, could remain employed if they received timely integrated supports. Mental health conditions that interfere with employment are often unaddressed. Individuals who need certain services and supports to work at their full potential often lack these services and supports. Proven strategies that enable individuals with serious mental illness to succeed in employment are often not available. Youth and young adults with disabilities have greater difficulty transitioning successfully to employment without effective supports. New technologies and opportunities in emerging industries may not be accessible and inclusive of people with disabilities. Employers are often unaware of simple cost-effective accommodations that would enable them to recruit and retain workers with disabilities. Over the period for which we have data, more than a decade, the result is not simply higher unemployment rates for people with disabilities but also, more significantly, much lower labor-force participation rates, which have shown minimal improvement, regardless of economic conditions.

ODEP is uniquely positioned to address these challenges and promote opportunities for gainful employment for people with disabilities. It does so by conducting research and evaluation, providing expertise and leadership, and partnering within the Department of Labor (DOL), across federal agencies, and with employers and key stakeholders. ODEP develops and advances effective policies and practices, including those that support an inclusive COVID response and recovery, promote disability awareness, expand jobs and apprenticeships in clean, green, and high-growth industries, and overcome barriers in employment and create inclusive workplaces.

OFFICE OF DISABILITY EMPLOYMENT POLICY

The requested FY 2023 funding will continue ODEP projects and fuel 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.

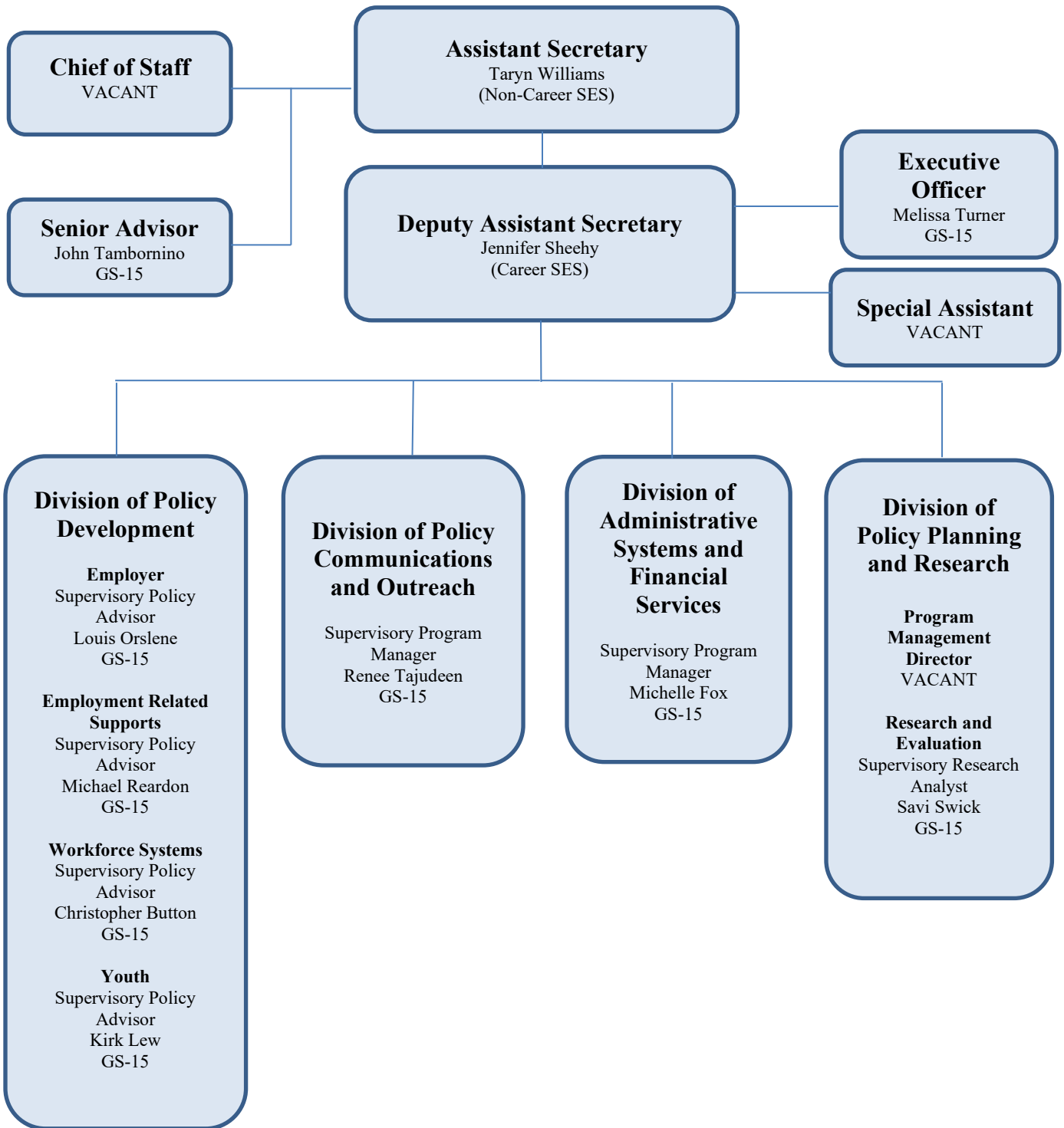
To advance training, apprenticeship, employment, and return-to-work opportunities that connect workers to higher-wage jobs in ways that address systemic inequities, ODEP promotes policies and practices to increase employment opportunities for individuals with disabilities and to help employers succeed by connecting them to talented and skilled employees with disabilities.

Additionally, based on data and evidence built through research and evaluation, ODEP develops or identifies effective policy and practices, conducts outreach to share this critical information, and provides technical assistance to all levels of government and employers to support adoption and implementation.

To better serve historically marginalized populations, ODEP plans to expand work leading to the adoption and implementation of policy recommendations at the state and local level to ameliorate the impact of COVID-19, continue return-to-work services to increase labor force participation for ill/injured workers, and address barriers to the employment of individuals with mental health disabilities. Additionally, ODEP will support collaboration between the workforce development system and the financial services industry and increase financial literacy for low-income individuals with disabilities in communities that have historically faced discrimination and other barriers to employment, including American Indians and Alaska Natives and people of color. Lastly, ODEP will 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.

ODEP measures the performance of these activities by measuring the number of conducted analysis, research, and evaluations; implementation tools; policy options; outreach efforts; collaborations; and number of technical assistance events. These measured activities reflect a deliberative process toward identification, adoption, implementation, and scaling of effective policies and practices that enhance employment opportunities and outcomes for people with disabilities, advance racial equity, diversity, and inclusion, and support underserved communities.

OFFICE OF DISABILITY EMPLOYMENT POLICY



OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
Activity Appropriation	38,500	38,500	58,566	20,066
FTE	52	56	58	2

NOTE: FY 2021 reflects actual FTE. Authorized FTE for FY 2021 was 51. FY 2022 reflects estimated FTE usage at the annualized level of the CR.

Introduction

Congress established the Office of Disability Employment Policy (ODEP) in 2001 to bring a strategic focus to disability employment within the Department of Labor (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 2023 budget will allow ODEP to launch 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 2023 funding will continue ODEP projects and fuel 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.

The budget will support:

- Four-year grants to two to three states to support planning and implementation of Equitable Transition Model (ETM) projects, intensive technical assistance to grantees, and two FTE to support project implementation. ETM projects 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.
- Expansion of ODEP’s Partnership on Inclusive Apprenticeship (PIA) initiative to increase the numbers of apprentices with disabilities in the clean energy sector. This effort supports the Administration priorities of ensuring a diverse and inclusive workforce and rebuilding America’s infrastructure through clean energy.
- Expansion of ODEP’s successful State Exchange on Employment and Disability (SEED) initiative and its new Advancing State Policy Integration for Recovery and Employment

OFFICE OF DISABILITY EMPLOYMENT POLICY

(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. This will ensure that policies supporting a diverse and inclusive workforce are also advanced at the state and local levels.

The request for FY 2023 also allows continuation of the following initiatives:

- Continued funding to support the Retaining Employment and Talent after Injury/Illness Network (RETAIN) demonstration in year three 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 COVID-19-related illnesses.
- 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 and retain employees with disabilities.
- To offer employment opportunities for people with disabilities and to help federal agencies meet their staffing needs, ODEP will continue to administer the Workforce Recruitment Program (WRP). In addition, ODEP and its WRP partner, the Department of Defense, will continue to review the WRP for potential improvements and expansion as directed by the Executive Order 14035 on Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce.
- 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, the Employer Assistance and Resource Network in Disability Inclusion (EARN) to conduct research and provide resources to assist employers as they recruit, retain, and advance individuals with disabilities, and the Leadership for Employment and Advancement of People with Disabilities (LEAD) 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. This will include continuing to work closely across DOL agencies to maximize DOL's ability to promote disability employment. ODEP will also build upon relationships with other federal agencies to promote 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

OFFICE OF DISABILITY EMPLOYMENT POLICY

14(c) of the Fair Labor Standards Act (FLSA), toward competitive integrated employment. The Department's Wage and Hour Division (WHD) administers the 14(c) program, but ODEP experience and expertise can contribute to the successful transition to competitive integrated employment (CIE) in coming years.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2018	\$38,012	46
2019	\$38,203	49
2020	\$38,500	46
2021	\$38,500	51
2022	\$0	56

NOTE: A full-year 2022 appropriation for this account was not enacted at the time the budget was prepared.

FY 2023

In FY 2023, ODEP requests \$58,566,000 in funding, an increase of \$19,101,000 above the FY 2022 full year CR level of \$38,500,000. This funding level will allow ODEP to launch 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 2023 funding will continue ODEP initiatives and fuel 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.

The budget request for FY 2023 includes \$19,101,000 in program increases to allow:

- Funding in the amount of \$15,395,000 to support four-year grants to two to three states to support planning and implementation of ETM projects, intensive technical assistance to grantees, and two FTE to support project implementation. ETM projects 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.
- Funding in the amount of \$1,956,000 to support the Administration priorities of ensuring a diverse and inclusive workforce and rebuilding America's infrastructure through clean energy. ODEP will expand its PIA initiative to increase the numbers of apprentices with disabilities in the clean energy and related infrastructure sectors. With this additional funding, ODEP can build upon the lessons from PIA to develop an inclusive clean energy and infrastructure apprenticeship program pilot in partnership with clean energy intermediaries, other federal agencies, unions, and employer associations.

OFFICE OF DISABILITY EMPLOYMENT POLICY

- Funding in the amount of \$1,750,000 will ensure that policies supporting a diverse and inclusive workforce are also advanced at the state and local levels. ODEP will maintain its expanded SEED initiative, working in cooperation with its 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 COVID-19 Policy Collaborative established under SEED, which engages state and local legislators and policymakers, identified mental health and return to work as critical challenges that have grown in importance as a result of the pandemic.

The budget request also includes funding to support the continuation of the RETAIN demonstration in year three 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 COVID-19-related illnesses. The project is jointly funded by ODEP, DOL's Employment and Training Administration (ETA) and the Social Security Administration (SSA).

ODEP will continue to fund 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.

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

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

In FY 2023, the last year of the Research Support Services for Employment of Young Adults on the Autism Spectrum (REYAAS) Project, ODEP will produce a report on the findings from the analysis of extant administrative data on this population as well as develop evaluation design options laying the groundwork for future research. ODEP may also conduct optional data gathering activities if extant administrative data proved inadequate in providing a 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.

ODEP will also compete 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 EARN to conduct research and provide resources to assist employers as they recruit, hire, retain, and advance individuals with disabilities. ODEP will continue to fund the LEAD Center to assist state and service providers to

OFFICE OF DISABILITY EMPLOYMENT POLICY

support implementation of the Workforce Innovation and Opportunity Act (WIOA), including its activities promoting CIE for people with disabilities.

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 was launched early in 2021, and published a comprehensive disability and COVID-19/Long COVID resource toolkit and webpage in July 2021. ODEP leads the IPC employment subcommittee, which published two interagency resources for the July Americans with Disabilities Act anniversary, highlighting new American Rescue Plan funding that could be used for training and employment services for jobseekers with disabilities. 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 2023, the group will address emerging employment issues as a result of the pandemic, such as Long COVID and mental health, as well as competitive integrated employment.

FY 2022

In FY 2022, ODEP is operating under a continuing resolution, and anticipates full year funding of at least \$38,500,000, with 56 FTE.

The RETAIN demonstration 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. In FY 2022, each of the five Phase 2 RETAIN states are conducting participant and employer outreach to underserved communities within their state.

ODEP is also advancing the Administration priorities of ensuring an inclusive workforce, and rebuilding America's infrastructure under the Good Jobs Initiative, and expanding the Partnership for Inclusive Apprenticeship initiative by engaging new clean energy intermediaries and employers to increase the numbers of apprentices with disabilities in the clean energy sector,

OFFICE OF DISABILITY EMPLOYMENT POLICY

in partnership with clean energy intermediaries, other federal agencies, unions, and employer associations.

ODEP's SEED initiative is greatly expanding its policy development work with intermediaries representing local policymakers (US Conference of Mayors, League of Cities, National Association of Counties) and has 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 are 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 is helping 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 is also producing 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 competitive integrated employment for individuals with disabilities, ODEP is awarding a new grant in FY 2022 to continue funding the LEAD WIOA Policy Development Center.

Ensuring that emerging job opportunities are accessible and inclusive also requires anticipating future directions in the workplace. In FY 2022, ODEP continued its FutureWorks project, 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.

JAN, which is the leading source of free, expert, confidential and individual guidance on workplace accommodations, the ADA and other legal requirements, enables employers to recruit and retain employees with disabilities, including during the pandemic. JAN continues to create new resources to address COVID-19 related questions from workers and employers. In FY 2022, ODEP is also allocating funding to the CDE to promote positive messages about employment for people with disabilities, and the WRP program to provide pathways for students and recent graduates with disabilities into federal careers.

ODEP will re-compete a cooperative agreement to manage its LEAD Center, which promotes policies and provides technical assistance to improve service delivery to jobseekers with

OFFICE OF DISABILITY EMPLOYMENT POLICY

disabilities through the public workforce system programs. Through funding from prior years, during FY 2022 ODEP will continue to implement 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 continue to provide analysis, expertise, leadership and coordination to enhance federal efforts to improve employment opportunities for people with disabilities.

FY 2021

ODEP received \$38,500,000 in funding in FY 2021, which was level compared to FY 2020, and 51 FTE.

The RETAIN demonstration advanced to Phase 2. Select states began to scale their Phase 1 pilot projects and to participate in a rigorous evaluation. States adapted to the challenges posed by the COVID-19 pandemic and have begun serving workers with persistent COVID-19-related conditions.

The SEED initiative engaged state and local policymakers in partnership with intermediary organizations (including the Council of State Governments, National Conference of State Legislatures, National Governors Association, Women in Government, and the Western Governors Association), to support state efforts to improve employment opportunities for people with disabilities. Key issues addressed by the initiative included the development and promotion of state as a model employer policy options, promoting the creation of new disability offices with state government, and developing policy to lessen the negative impact of the pandemic on employees with disabilities.

In response to a congressional request for a study of employment barriers and effective service models for youth with developmental disabilities, including those on the Autism spectrum, ODEP initiated an independent study to engage experts, review the scientific literature, analyze extant data and collect new data as necessary.

The PIA pilot developed new models to make apprenticeships accessible and successful for people with disabilities, with a focus on young adults and careers in high-demand fields such as health care and technology. The ASPIRE initiative helped states create and execute strategic plans to align policy, programs and funding in order to scale evidence-based supported employment models for individuals with serious mental illness to succeed in competitive integrated employment. The LEAD Center continued to assist states and service providers in improving the accessibility and usefulness of the workforce system for jobseekers with disabilities.

JAN made available free, expert and confidential information to employers on workplace accommodations and disability employment issues. ODEP also continued to administer the WRP, to connect qualified college students and graduates with disabilities to federal employment opportunities.

OFFICE OF DISABILITY EMPLOYMENT POLICY

In addition, ODEP implemented initiatives funded in prior years, such as EARN, which provided research and resources to employers as they recruit, retain, and advance individuals with disabilities; the Partnership on Employment and Accessible Technology (PEAT), that fostered collaborations enhancing accessibility of emerging technologies; CAPE-Youth, which conducted policy analysis and provided technical assistance to ensure successful transitions for youth with disabilities; and the Supplemental Security Income (SSI) Youth Solutions Project, which developed 12 expert proposals for the next generation of program innovations and improvements for this critical disability benefits program.

In addition to the above projects and initiatives, ODEP continued to coordinate federal efforts to improve employment opportunities for people with disabilities by working within DOL and across multiple federal agencies. ODEP also partnered with a range of external organizations, including employer associations and disability advocacy organizations, in collective ventures to ensure employment opportunities for people with disabilities.

OFFICE OF DISABILITY EMPLOYMENT POLICY

WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2021 Revised Enacted		FY 2022 Full Year C.R.	FY 2023 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	37	41	42	44
ODEP-03.1	Number of implementation tools	107	128	112	125
ODEP-05.2	Number of Outreach Events (Planned)	146	163	152	156
ODEP-08.2	Number of Technical Assistance Events (Targeted)	234	246	243	250
ODEP-13	Percent of customers that find technical assistance center information useful	85%	98%	92%	93%
ODEP-11	Number of Internal and External Collaborations	34	37	24	28
ODEP-12	Number of Analyses, Research, and Evaluations	73	77	42	43

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

OFFICE OF DISABILITY EMPLOYMENT POLICY

Workload and Performance

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 2023, ODEP will continue to produce policy outputs through its SEED initiative. ODEP will also continue to develop implementation tools through EARN, JAN, and CAPE-Youth. In FY 2023, ODEP will continue to develop research products through its key initiatives such as RETAIN, SEED, EARN, JAN, and CAPE-Youth. Additionally, ODEP will begin to produce research products from its evaluation of the PIA and its research on Strategies to Increase Employment Outcomes for Young Adults with Developmental Disabilities (particularly those with Autism), which was undertaken in response to a request from Congress. ODEP will continue to conduct outreach to its key partners, build collaborations, and provide technical assistance to accomplish its policy and program development goals.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2021 Revised Enacted	FY 2022 Full Year C.R.	FY 2023 Request	Diff. FY23 Request / FY22 Full Year C.R.
11.1	Full-time permanent	6,600	6,600	7,347	747
11.3	Other than full-time permanent	87	87	89	2
11.5	Other personnel compensation	181	181	181	0
11.8	Special personal services payments	291	291	300	9
11.9	Total personnel compensation	7,159	7,159	7,917	758
12.1	Civilian personnel benefits	2,336	2,336	2,618	282
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	45	45	62	17
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	591	591	591	0
23.3	Communications, utilities, and miscellaneous charges	2	2	2	0
24.0	Printing and reproduction	82	82	83	1
25.1	Advisory and assistance services	17,240	17,240	17,240	0
25.2	Other services from non-Federal sources	105	105	105	0
25.3	Other goods and services from Federal sources 1/	2,305	2,305	2,635	330
25.4	Operation and maintenance of facilities	2	2	2	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	50	50	50	0
31.0	Equipment	34	34	34	0
41.0	Grants, subsidies, and contributions	8,549	8,549	27,227	18,678
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,500	38,500	58,566	20,066
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,156	2,156	2,486	330
	DHS Services	12	12	12	0
	Services by DOL Agencies	10	10	10	0
	HHS Services	20	20	20	0
	Services by Other Government Departments	100	100	100	0

OFFICE OF DISABILITY EMPLOYMENT POLICY

CHANGES IN FY 2023

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$461
Personnel benefits	212
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	-28
Benefits for former personnel	0
Travel and transportation of persons	17
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	1
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	330
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	-28
Insurance claims and indemnities	0

Built-Ins Subtotal **\$965**

Net Program **\$19,101**

Direct FTE **2**

	Estimate	FTE
Base	\$39,465	56
Program Increase	\$19,101	2
Program Decrease	\$0	0