

**ODEP Milestones
2001 - 2011**

A Decade of Disability Employment Policy in Action

2001

- ***Formation and Consolidation of Initiatives***

In its Fiscal Year 2001 appropriation, Congress establishes ODEP, a sub-cabinet level agency within the U.S. Department of Labor (DOL) and an outgrowth of the Presidential Task Force on Employment of Adults with Disabilities and the President's Committee on Employment of People with Disabilities. This landmark occasion creates a permanent focus on disability policy within the context of DOL's work and consolidates responsibility for several related resources and programs, including the Job Accommodation Network (JAN), Workforce Recruitment Program (WRP), Employer Assistance and Resource Network (EARN), Business Leadership Network (BLN) and National Disability Employment Awareness Month (NDEAM).
- ***Customized Employment Grant Initiative***

ODEP implements its first grant program, a multi-year initiative to validate customized employment as an effective workplace practice for employing people with significant disabilities previously perceived as "not employable."
- ***National Center on Workforce and Disability/Adult (NCWD/Adult)***

ODEP establishes NCWD/Adult, a national training and technical assistance provider charged with improving access to the workforce development system for adults and youth with disabilities and providing technical assistance to ODEP's Customized Employment and Workforce Action grantees.
- ***National Collaborative on Workforce and Disability for Youth (NCWD/Youth)***

ODEP establishes NCWD/Youth, a collaborative charged with conducting research and providing technical assistance to youth-focused demonstration projects and the workforce development and other service delivery systems.
- ***High School/High Tech (HS/HT) Realignment Grants***

ODEP awards grants to existing HS/HT programs—which provide young people with disabilities the opportunity to engage in educational activities leading to technology-related careers—to develop strategies for forming new partnerships with Workforce Investment Act (WIA) youth-focused programs.
- ***Innovative Demonstration Grants for Youth with Disabilities***

ODEP funds model demonstration programs designed to enhance the capacity of youth programs to serve youth with disabilities. Reflecting a commitment to building the next generation of leaders, ODEP requires that youth with disabilities and subject matter experts (including disability organizations, researchers, policy makers, employers, family members and/or family organizations, independent living centers or service providers) work side by side to implement the grant activities.
- ***Disability Mentoring Day***

ODEP partners with the American Association of People with Disabilities (AAPD) as a national co-sponsor of Disability Mentoring Day, an effort to promote career development for students and job seekers with disabilities through hands-on work experience, job shadowing and internships. Overtime, this partnerships leads to a shift in focus toward year-round mentoring initiatives, consistent with recognized best practices.

- **Confirmation of Dr. W. Roy Grizzard**
Dr. W. Roy Grizzard is confirmed by the Senate as the first Assistant Secretary of Labor for Disability Employment Policy.
- **Secretary of Labor's New Freedom Initiative Awards**
The Secretary of Labor's New Freedom Initiative award program is established to recognize innovative efforts to recruit, hire and promote people with disabilities; distinguished recipients form ODEP's Circle of Champions, which works to share best practices in disability inclusion.
- **Disability Program Navigator Initiative**
ODEP collaborates with DOL's Employment & Training Administration (ETA) and the Social Security Administration (SSA) to launch the Disability Program Navigator (DPN) initiative to increase the capacity of the workforce development system to serve people with disabilities.
- **DisabilityInfo.gov**
ODEP leads the development and launch of DisabilityInfo.gov, the first interagency website for disability-related information and resources.
- **Training and Technical Assistance for Providers (T-TAP)**
ODEP funds a cooperative agreement to implement T-TAP, a national effort to increase the capacity of community rehabilitation programs and other community-based service providers to promote integrated, competitive employment for people with disabilities through customized employment strategies.
- **Employment and Transportation Summit**
ODEP and the U.S. Department of Transportation co-sponsor an Employment and Transportation Summit to develop strategies to provide greater access to transportation systems for individuals with disabilities.
- **National Forum on Reauthorization of the Workforce Investment Act (WIA)**
ODEP and the DOL Employment and Training Administration jointly sponsor a national forum on providing services to those with disabilities. This forum was designed to ensure that the needs of those with disabilities are fully considered during reauthorization of WIA.
- **U.S. Business Leadership Network (USBLN)**
The Business Leadership Network program was originally the purview of the President's Committee on Employment of People with Disabilities and was subsumed under ODEP upon its establishment. It becomes its own entity as the USBLN, an umbrella organization that promotes the development and growth of BLN chapters nationwide.

- ***Guideposts for Success***
ODEP publishes the *Guideposts for Success*, a policy development framework representing what research and practice has identified as key educational and career development interventions that make a positive difference in the lives of all youth, including youth with disabilities.
- ***Work Group on Promoting the Employment of Persons with Psychiatric Disabilities***
ODEP establishes the interagency Work Group on Promoting the Employment of Persons with Psychiatric Disabilities, charged with ensuring that all DOL-sponsored employment and training activities incorporate the perspectives of people with mental health disabilities.
- ***Ending Chronic Homelessness through Employment and Housing Cooperative Agreements***
In coordination with DOL's Veterans' Employment and Training Service (VETS) and ETA, as well as the U.S. Department of Housing and Urban Development (HUD), ODEP funds five cooperative agreements to improve employment opportunities for chronically homeless individuals with disabilities through local partnerships with housing providers.
- ***Working for Freedom, Opportunity and Real Choice Through Community Employment (WorkFORCE) Action Grant Initiative***
ODEP funds grants to document effective strategies that increase the capability of individuals transitioning from segregated environments—pursuant to the Olmstead decision—such as nursing homes and institutions, to successfully participate in community employment through utilization of customized strategies.
- ***High School/High Tech State Development and Implementation Grants***
ODEP funds grants to assist several states, in partnership with their Workforce Investment Boards, to integrate and sustain High School/High Tech career development programs into youth services funded under the Workforce Investment Act.
- ***Innovative State Alignment Grants for Improving Transition Outcomes for Youth with Disabilities through the Use of Intermediaries***
ODEP funds grants to assist help states develop, implement and evaluate cross-agency, multi-year plans to improve transition outcomes for youth with disabilities through blending and braiding of resources and to conduct local pilot demonstrations with intermediary organizations.
- ***Intermediary Grants for Mentoring Youth with Disabilities***
In coordination with DOL's Center for Faith-Based and Community Initiatives and the U.S. Department of Education's Rehabilitation Services Administration, ODEP funds grants to build the capacity of community organizations to provide mentoring services to young people.
- ***Small Business Administration-ODEP Strategic Alliance Memorandum***
ODEP initiates and leads a formal agreement to catalyze self-employment opportunities for people with disabilities through a coordinated, interagency initiative.
- ***Home Modification Grants***
ODEP, in partnership with the Corporation for National and Community Service and HUD, funds grants to promote home modifications as a means to encourage the employment of individuals with disabilities.
- ***Washington Center for Internships and Academic Seminars***
ODEP provides funds to the Washington Center for Internships and Academic Seminars to establish a designated program to help college students with disabilities gain professional work experience with the federal government.

- ***United We Ride***
ODEP, in conjunction with the U.S. Departments of Transportation, Health and Human Services, and Education, co-sponsors the *United We Ride: Interagency Forum on Transportation Coordination*, which resulted in Executive Order 13330, Human Service Transportation Coordination and the creation of Interagency Coordinating Council on Access and Mobility. As a principal member on this council, ODEP oversees several national technical assistance and grant programs to assist states to better coordinate employment-related transportation efforts.
- ***Telework/Telecommuting Pilot Research***
ODEP funds initiatives in three states to investigate, develop and validate strategies likely to yield the largest number of telework positions for people with disabilities in cooperation with federal and state agencies.
- ***Chronic Homelessness Employment Technical Assistance Initiative (CHETA)***
ODEP, in cooperation with ETA and VETS, awards a grant to the Corporation for Supportive Housing under CHETA, an initiative to end chronic homelessness among people with disabilities, including veterans. The funds provide intensive employment-related training to organizations in five states.
- ***Recovery and Employment Assistance Lifelines (REALifelines)***
ODEP provides assistance to VETS in launching REALifelines, a military medical facility-based program that offers active-duty wounded and injured service members with personal assistance to ensure a successful transition to civilian life.
- ***Youth Service Professionals' Knowledge, Skills, and Abilities (YSP/KSA) Initiative***
ODEP establishes the Youth Service Professionals' Knowledge, Skills, and Abilities (YSP/KSA) initiative, which seeks to strengthen youth professionals' competencies to better connect all youth, including youth with disabilities, to workforce, educational and independent living opportunities. Early outcomes include a background paper and the establishment of ten core competencies for youth service professionals.

2005

- **Emergency Preparedness**
As part of its participation in the Interagency Coordinating Council on Emergency Preparedness and Individuals with Disabilities, ODEP chairs the Subcommittee on Emergency Preparedness in the Workplace and leads the development of *Preparing the Workplace for Everyone: Accounting for the Needs of People with Disabilities*, a framework of emergency preparedness guidelines for federal agencies.
- **Workforce Development Case Study**
ODEP publishes case studies of 12 WIA-assisted program sites conducted over five years; information gathered during this longitudinal study focuses on impact evaluation and customer satisfaction and helps inform policy to increase the capacity of WIA-assisted programs to serve people with disabilities.

- **Federal Partners on Mental Health Transformation/Employment Work Group**
ODEP leads the Employment Work Group of the Federal Partners on Mental Health Transformation. Established by the Substance Abuse and Mental Health Services Administration, the group includes representatives from six federal agencies and is charged with addressing work as an integral part of recovery from mental illness and as part of the modernization of mental health systems.
- **Self-Employment Technical Assistance, Resources, & Training (START-UP)**
ODEP funds START-UP, a multi-part grant and technical assistance initiative to develop models for increasing access to self-employment and entrepreneurship for youth and adults with disabilities, and to provide national technical assistance to advance policy change in this area.
- **ODEP Alliance Program**
ODEP launches a formal Alliance program to foster collaboration with external organizations committed to improving disability employment. Shortly thereafter, it signs its first Alliance agreement with SHRM, the world's largest association devoted to human resource management.
- **Federal Partners in Transition Interagency Workgroup**
ODEP establishes the Federal Partners in Transition Interagency Workgroup, which brings together representatives from several federal agencies whose work impacts youth, transition and disability issues.
- **Disability Case Study Research Consortium on Employer Organizational Practices in Employing People with Disabilities**
ODEP awards a grant to establish a national research consortium to study employer practices in recruiting, retaining and advancing people with disabilities.
- **EU-US Information Exchange**
In collaboration with DOL's Bureau of International Labor Affairs, ODEP hosts *Exploring Employment and Retention Strategies for People with Disabilities*, a two-day information exchange held as part of an agreement between DOL and the European Union.
- **Employers and Workers: Creating a Competitive Edge—Summary Report on Customized Employment Grants and Workforce Action Grants**
ODEP releases its summary report on Customized Employment and Workforce Action grants.
- **Interagency Taskforce on the Aging of the American Workforce**
ODEP plays a critical role on an interagency taskforce convened by DOL, at the request of the Senate Special Committee on Aging, to address issues created by the "graying" of the American workforce.
- **Health Care Initiative**
ODEP launches an initiative to give health care priority consideration in all of its policy efforts and bring national attention to the critical intersection between health care, disability and employment. As part of this effort, ODEP hosts a State-Federal Policy Exchange to identify solutions to the fragmented funding streams for health care and other employment and training supports.

- ***National Technical Assistance and Research Center to Promote Leadership for Increasing the Employment and Economic Independence of Adults with Disabilities (NTAR Leadership Center)***
ODEP establishes a cooperative agreement that works to build capacity across workforce and disability systems to increase the employment and self-sufficiency of adults with disabilities.
- ***National Technical Assistance Center on Transition and Employment for Youth with Disabilities***
ODEP awards a cooperative agreement to establish a National Technical Assistance Center on Transition and Employment for Youth with Disabilities, the collaborative known as NCWD/Youth.
- ***CVS/Caremark Alliance***
ODEP signs an Alliance agreement with CVS/Caremark to develop replicable model programs for recruiting, hiring and advancing employees with disabilities.
- ***Blazing the Trail: A New Direction in Youth Development and Leadership***
ODEP convenes more than 200 youth and adults to discuss ideas for improvements to laws, policies and communication strategies to ensure that young people are well-prepared to successfully transition to adulthood and the world of work.
- ***Business Dialogue on Accessible Technology and Disability Employment***
ODEP, along with the U.S. Department of Education's Office of Special Education and Rehabilitative Services, plays a key role in a Business Dialogue on Accessible Technology and Disability Employment held by the Assistive Technology Industry Association (ATIA) and USBLN. The outcome is two roadmap reports outlining actionable steps that can be taken by the business community and the federal government to facilitate the adoption of accessible technology policies and practices.
- ***Universal Design for the Workforce Development System Toolkit***
NCWD/Adult publishes the first in a collection of tools, online training modules and best practice findings from the field, all of which are designed to promote a workforce development system that is both responsive to local needs and realities and able to meet the needs of diverse businesses and job seekers.

- **Confirmation of Neil Romano**
Neil Romano is confirmed by the Senate as the second Assistant Secretary of Labor for Disability Employment Policy.
- **U.S. Business Leadership Network (USBLN) Alliance**
ODEP signs an Alliance agreement with USBLN to provide the organization's members and other businesses with information, guidance and access to resources that will help them to recruit, hire and advance workers with disabilities.
- **University of California at Los Angeles (UCLA) Anderson School of Business Alliance**
ODEP signs an Alliance agreement with the UCLA's Anderson School of Business to provide participants in its Executive Education Programs with information, guidance and access to resources to help advance employment opportunities for managers with disabilities.
- **Transforming the American Workplace: A 21st Century Vision**
ODEP convenes *Transforming the American Workplace: A 21st Century Vision*, a two-days summit during which hundreds of business, government and nonprofit leaders discuss how today's global marketplace has the power to open doors to employment for people with disabilities.
- **Business \$ense**
ODEP publishes the first issue of *Business \$ense*, a monthly communiqué on disability employment issues targeted at the small business community.
- **America's Heroes at Work**
In collaboration with VETS, ODEP launches America's Heroes at Work, a targeted outreach campaign to address the employment challenges of returning Service Members and Veterans living with Traumatic Brain Injury (TBI) and/or Post-Traumatic Stress Disorder (PTSD).
- **Survey of Employer Perspectives on the Employment of People with Disabilities**
ODEP conducts a nationally representative survey exploring attitudes and practices of employers in 12 industry sectors, including some high growth industries as projected by the Bureau of Labor Statistics (BLS); the resulting data assist in formulating and promoting targeted strategies for increasing employment opportunities for people with disabilities.
- **Disability Case Study Research Consortium on Employer Organizational Practices in Employing People with Disabilities**
In collaboration with leading researchers in disability issues, ODEP conducts case studies to examine corporate culture and how organizational structures, values, policies and day-to-day practices affect the employment of people with disabilities; findings help shape employer policy and corporate perceptions regarding disability inclusion.
- **National Association of Governors' Committees on People with Disabilities (NAGC) Alliance**
ODEP signs an Alliance agreement with NAGC to provide its members and others with resources to assist in advancing employment opportunities for workers with disabilities; through this Alliance, ODEP and NAGC also jointly develop a toolkit to encourage and assist states to incorporate disability history into school curricula.
- **Smithsonian Collaboration**
ODEP partners with the Smithsonian Institution to develop materials and identify best practices to increase the number of Smithsonian employees with disabilities and create a replicable model for other federal agencies.
- **National Resource Directory**
ODEP partners with the Departments of Defense and Veterans Affairs to develop the National Resource Directory (NRD), a website that provides wounded warriors, Service Members, Veterans and their families with access to services and resources at the national, state and local levels to support recovery, rehabilitation and community reintegration.

- **Confirmation of Kathleen Martinez**
Kathleen Martinez is confirmed by the Senate as the third Assistant Secretary of Labor for Disability Employment Policy.
- **Disability.gov**
The interagency website DisabilityInfo.gov is revamped and re-launched as Disability.gov. Managed by ODEP in collaboration with 21 federal partners, the new site incorporates numerous Web 2.0 functionalities and interactive features to engage the disability community.
- **Campaign for Disability Employment**
The CDE, an ODEP-funded collaborative of several disability and business organizations, launches *What can YOU do?*, a national outreach effort focused on disability employment. The centerpiece of this effort is the “I Can” public service announcement (PSA), a montage of seven people with disabilities sharing what they “can do” when given the opportunity.
- **National Employer Technical Assistance Center**
ODEP awards a cooperative agreement to establish a National Employer Technical Assistance Center to assist in developing demand-side policy and share best practices on the employment of people with disabilities.
- **Registered Apprenticeship for Youth and Young Adults with Disabilities Initiative**
ODEP awards cooperative agreements to organizations in two states to lead consortia to develop innovative models of providing inclusive registered apprenticeship training to youth and young adults with disabilities.
- **Current Population Survey (CPS) Supplement**
After extensive research and testing, ODEP sponsors the addition of disability-related questions to the CPS, and for the first time official government data on the employment status of people with disabilities are available. Updated monthly since January 2009, these data now provide credible, consistent information to assist in shaping effective disability employment policy.
- **Business Case for Hiring People with Disabilities**
ODEP publishes the *Business Case for Hiring People with Disabilities*, an online, multi-media resource illustrating how people with disabilities add value across six key concerns common to all employers, regardless of size or industry: return on investment, human capital, marketing, innovation, diversity and social responsibility.
- **WIA Reauthorization Listening Session**
ODEP Assistant Secretary Kathleen Martinez and ETA Assistant Secretary Jane Oates hear comments from workforce investment systems personnel and representatives from the disability and business communities during a listening session attracting more than 700 participants via the web and conference call.
- **Strategies for Including People with Disabilities in the Green Jobs Talent Pipeline Roundtable**
ODEP convenes thought leaders and entrepreneurial problem solvers to develop recommendations to ensure that people with disabilities are included in the emerging energy efficiency and renewable energy workforce talent pipelines.
- **Federal Partners Committee on Women and Trauma**
As part of its involvement in the Federal Partners on Mental Health Transformation Work Group, ODEP joins the Federal Partners Committee on Women and Trauma, serving as co-chair with HHS’s Substance Abuse and Mental Health Services Administration/Center for Mental Health Services.
- **State Leadership Innovation Institute**
ODEP’s NTAR Leadership Center conducts a project to promote employment and economic independence for adults with disabilities by connecting state workforce policies to state and local economic development goals in three states: Connecticut, Maryland and Minnesota.
- **Telework Study**
ODEP conducts research to explore telework as a return-to-work strategy for people receiving workers’ compensation and a path to competitive employment for disabled veterans, as well as the conditions necessary to effectively sustain telework for people with disabilities.

- ***Federal Interagency Asset Development and Financial Education Working Group***
ODEP leads an interagency working group to enable federal agency stakeholders involved in asset development and financial education initiatives to stay abreast of each others' efforts and to facilitate the coordination and collaboration of relevant research, policy, and programming.
- ***Knowledge Development and Translation Initiative for Expanding the Availability and Use of Customized Employment***
ODEP conducts research to increase knowledge about the use of customized employment strategies among public and private systems personnel and employers and how such strategies enable people with disabilities to move from poverty to self-sufficiency through asset accumulation and customized benefits.
- ***Funding Options for Personal Assistance Services (PAS)***
ODEP examines employer-based reimbursement accounts as a way to assess the feasibility of creating a PAS Flexible Spending Account to reimburse PAS not covered by employers as a workplace accommodation; research findings outline both the benefits and limitations of such a policy, taking into account the perspectives of various stakeholder groups.
- ***Health and Wellness Research Initiative***
ODEP conducts studies to explore corporate health and wellness programs in the context of disability as well as access to health care initiatives for people with potentially disabling conditions who do not qualify for employer-based group coverage; the results identify and describe programs that have been important to people with disabilities and the extent to which these programs have advanced quality access to health care.
- ***Financial Education for Youth with Disabilities***
ODEP conducts a literature review and white paper providing a comprehensive analysis of existing financial literacy programs for all youth, including those with disabilities; the effectiveness of these programs; and the role of employers and employment as they relate to financial literacy.
- ***Emerging Technologies Initiative***
ODEP conducts research and collaborates with key stakeholder groups to systematically identify and analyze effective practices in the employment of individuals with disabilities through the use of accessible workplace technology – specifically emerging information and communications technology (ICT).
- ***ePolicyWorks***
ODEP unveils ePolicyWorks, a first-of-its-kind, coordinated approach to federal policymaking that leverages Web-based technology, stakeholder involvement and real-time information sharing through an online, collaborative workspace. The initiative's inaugural effort, ePolicyWorks Health Care, focuses on the critical intersection between employment, disability and health care.

2010

- **Induction of Justin Dart and Helen Keller into Labor Hall of Fame**
In celebration of the 20th anniversary of the ADA, ODEP champions the inclusion of disability rights activists Justin Dart and Helen Keller in the Labor Hall of Fame.
- **A New Day: We're Listening**
Assistant Secretary of Labor for Disability Employment Policy Kathleen Martinez, in collaboration with leaders from other federal agencies, conducts "A New Day: We're Listening," a series of stakeholder feedback sessions in six cities to gather information about key issues and best practices regarding disability employment.
- **Executive Order 13548**
President Barack Obama marks the 20th anniversary of the ADA by issuing Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities, and charges ODEP with assisting the U.S. Office of Personnel Management (OPM) in implementing it. Outcomes include a Federal Hiring Toolkit, Federal Mentoring Primer and online Community of Practice for Federal hiring managers.
- **Lights! Camera! Access!**
ODEP holds *Lights! Camera! Access!*, which brings together representatives from the entertainment and disability advocacy communities to discuss strategies for improving representation, in both numbers and accurate portrayal, of people with disabilities in the arts and media.
- **Now is the Time! Federal Hiring Event for People with Disabilities**
ODEP, in coordination with OPM, cosponsors *Now is the Time*, a first-of-a-kind hiring event for people with disabilities interested in federal employment. Thirty-five agencies are represented, and more than 5,000 people submit resumes to apply to attend.
- **Add Us In**
ODEP launches the Add Us In initiative, awarding grants to four consortia to identify and develop strategies to increase employment opportunities among small businesses, including those owned and operated by diverse individuals.
- **Disability Employment Initiative (DEI)**
ODEP and ETA jointly fund and administer DEI cooperative agreements to nine states to become Employment Networks and improve education, training and employment opportunities and outcomes of youth and adults who are unemployed and/or receiving Social Security disability benefits.
- **Return-to-Work Toolkit**
ODEP creates an online Return-to-Work Toolkit to help employers understand the return-to-work process and provide resources to help them get employees back to work quickly and smoothly.
- **Project SEARCH**
DOL, through ODEP, pilots the first federal model of Project SEARCH, a combined education and work experience program for students with disabilities in their last year of high school.
- **Women's Bureau Collaboration**
ODEP and DOL's Women's Bureau sign a Memorandum of Understanding to encourage and assist employers to expand and promote the use of flexible workplace strategies, including those focused on job tasks for people with complex employment situations. As part of this collaboration, ODEP and WB co-host the *Advancing Workplace Flexibility Policies and Practices* forum.
- **Roundtable Dialogue on the Future of Accessible Workplace Technology**
As part of its Accessible Technology in the Workplace Initiative, ODEP convenes a Roundtable Dialogue on the Future of Accessible Workplace Technology, at which more than 60 thought leaders from government, private industry, academia and non-governmental organizations engage in an interactive discussion on the strategies and practices necessary to advance the creation and adoption of accessible workplace technologies.
- **Transportation to Work Toolkit for the Business Community**
Through a cooperative agreement with the Community Transportation Association of America (CTAA), ODEP funds the creation of the Transportation to Work Toolkit for the Business Community, an online resource for

businesses on how to implement workplace transportation programs that benefit employers and employees while also opening doors to employment for a wider segment of people, including those with disabilities.

- ***Affirmative Action Strategies for Federal Contractors***

ODEP collaborates with DOL's Office of Federal Contract Compliance Programs (OFCCP) to assess affirmative action policies applicable to people with disabilities and disabled veterans and make recommendations for changes to OFCCP regulations, namely Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act.

- ***Women and Trauma Roundtable***

ODEP assists in convening a roundtable of stakeholders from federal, nonprofit and tribal communities to initiate a dialogue on the behavioral impacts of trauma affecting women and girls, identify gaps in addressing them, and develop recommendations for an agenda for comprehensive systems change, integration and collaboration.

- ***START-UP/USA Close-out Report***

STARTUP/USA submits the final report for the self-employment initiative outlining policy recommendations to further enhance the opportunities for people with disabilities to become self-employed.

- ***Employment Aging and Disability Roundtable***

ODEP conducts a roundtable of leading thinkers on aging, disability and employment to discuss implications of disability on the ability of workers to continue their careers past traditional retirement age.

- ***Disability Nondiscrimination Law Advisor***

ODEP finalizes and publishes the Disability Nondiscrimination Law Advisor, an interactive, online system that helps employers quickly and simply determine which federal nondiscrimination laws apply to their business or organization and their responsibilities under them.

- **Add Us In Expert Strategy Meeting**
As part of its newly formed Add Us In initiative, ODEP convenes an Expert Strategy Meeting to explore replicable strategies for disability inclusion among small businesses, including those owned by diverse individuals.
- **“I Can” PSA**
After two years of circulation, the ODEP-funded “I Can” PSA surpasses \$17 million in donated media airtime and receives awards from four organizations: Public Relations Society of America (PRSA), PR Week, PR News and the Association of Marketing and Communication Professionals.
- **Women’s Bureau Collaboration**
ODEP and WB sign a new MOU to expand and promote the use of flexible workplace strategies among employers, particularly relating to the hiring and career advancement of individuals with disabilities (including female and male disabled veterans) and others with complex employment situations.
- **Workplace Flexibility Forum and Forum Report**
ODEP and WB co-host the *Advancing Workplace Flexibility Policies and Practices* forum, during which workplace flexibility and disability subject matter experts share best practices and research, identify knowledge gaps, and offer suggestions for moving workplace flexibility forward in American workplaces.
- **Workplace Flexibility-Universal Design Employer Demonstration Project**
ODEP implements an employer pilot demonstration project designed to expand and promote the adoption of flexible workplace strategies that will assist in the recruitment, retention (including return-to-work) and advancement of aging workers, and other people with disabilities, including significant disabilities.
- **HIV/AIDS Employment Roundtable**
In coordination with the Office of National AIDS Policy, ODEP convenes the *HIV/AIDS Employment Roundtable* to explore ways to improve employment and job training outcomes for people living with HIV/AIDS.
- **Health Care: Career Trends, Best Practices and Call-to-Action Summit**
Together with Access Living of Metropolitan Chicago, ODEP hosts the *Health Care: Career Trends, Best Practices and Call-to-Action Summit* to explore strategies for increasing employment and training opportunities for people with disabilities in the health care industry.
- **Financial Services Workers with Disabilities: Career Trends and Current Practices Summit**
ODEP partners with The Financial Services Roundtable to host the *Financial Services Workers with Disabilities: Career Trends and Current Practices Summit* to discuss strategies for increasing the recruiting, retaining and advancing of people with disabilities in the financial services industry.
- **Add Us In National Diversity Forum**
ODEP convenes Add Us In grantees and national disability and diversity experts for a National Diversity Forum. During the event, ODEP also announces the awarding of funding to three additional consortia under the Add Us In initiative, bringing the total number of grantees to seven.
- **Center of Development Expertise (CODE) for Accessibility Task Force**
ODEP engages the Assistive Technology Industry Association’s Accessibility Interoperability Alliance (ATIA/AIA) to establish the CODE Task Force. Comprised of executives and developers from leading information technology companies, the group considers ways to promote accessible design in software and hardware development, especially related to workplace information and communications technology.
- **Partnership for Public Service Alliance**
ODEP signs an Alliance agreement with the Partnership for Public Service, a nonprofit organization that works to encourage a new generation to serve in the federal service.
- **Disability Employment Initiative (DEI)**
ODEP and ETA jointly fund and administer seven additional DEI cooperative agreements to become Employment Networks and improve education, training and employment opportunities and outcomes of youth and adults who are unemployed and/or receiving Social Security disability benefits.
- **Integrated Employment Initiative**

ODEP launches an Integrated Employment initiative to promote the value and benefits of integrated, community-based employment at competitive wages for individuals with significant disabilities. A key feature of this initiative, an online toolkit, highlights relevant research findings, educational and policy information, and real-world success stories.

- ***Report of the Federal Partners Committee on Women and Trauma***
The Federal Partners Committee on Women and Trauma, co-chaired by ODEP, releases a report illustrating the importance of listening to people who have been directly impacted by trauma and describing “trauma-informed care,” a new approach to addressing trauma that can be implemented in any setting. ODEP writes the section on women with disabilities and trauma issues related to employment.
- ***Ready and Able***
ODEP publishes a case study analysis of 13 diverse examples of employer workforce-intermediary partnerships with a track record of helping employers recruit, hire, train and retain employees with disabilities.
- ***Strategies for Including People with Disabilities in the Green Jobs Talent Pipeline: Roundtable Proceedings***
ODEP publishes the proceedings of the *Strategies for Including People with Disabilities in the Green Jobs Talent Pipeline* roundtable; included are recommendations for promoting the inclusion of people with disabilities in green jobs initiatives. A companion guide, *Green Jobs: A Resource for Individuals with Disabilities*, details major employment and training opportunities and job skills associated with emerging green jobs occupations
- ***Youth Service Professionals’ Knowledge, Skills, and Abilities (YSP/KSA) Training Modules***
ODEP’s Youth Service Professionals’ Knowledge, Skills, and Abilities (YSP/KSA) initiative releases eight professional development training modules covering the following competencies: Knowledge of the Field; Communication with Youth; Assessment and Individualized Planning; Relationship to Family; Career Exploration & Workforce Preparation; Community Resources; Employer Relations; and Program Design, Delivery, and Administration.
- ***Individual Learning Plan (ILP) Case Study***
ODEP launches a longitudinal research and demonstration project designed to understand the effectiveness of ILPs; this state-level analysis uses a multifaceted approach including research and evaluation; information dissemination; training and technical assistance; and partnerships and collaborations.