



# Stakeholder Consultation

Office of Disability Employment  
Policy

Department of Labor (DOL)

DRAFT FY 2014-2018  
DOL Strategic Plan

July 18, 2013



# We Want to Hear From *You*

---

- Collect your feedback on proposed strategies and ideas on achieving our priorities.
- Consider your views and concerns while writing the plan.



# Department of Labor's Strategic Goal Structure

---

## **Strategic Goal 1 – Prepare workers for better jobs and ensure fair compensation**

Strategic Objectives:

- 1.1 Advance employment opportunities for U.S. workers
- 1.2 Provide marketable skills and knowledge to increase workers' income and help them overcome barriers to the middle class
- 1.3 Secure wages and overtime
- 1.4 Foster acceptable work conditions and respect for workers in the global economy to provide workers with a fair share of productivity and protect vulnerable people

## **Strategic Goal 2 – Ensure workplaces are safe and healthy**

Strategic Objective:

- 2.1 Secure safe and healthy workplaces, particularly in high-risk industries

## **Strategic Goal 3 – Promote fair and high-quality work environments**

Strategic Objectives:

- 3.1 Break down barriers to fair and diverse workplaces and narrow wage and income inequality
- 3.2 Protect workers' rights

## **Strategic Goal 4 – Secure retirement, health, and other employee benefits and, for those not working, provide income security**

Strategic Objectives:

- 4.1 Provide income support when work is impossible or unavailable and facilitate return to work
- 4.2 Improve health benefits and retirement security for all workers

## **Strategic Goal 5 – Produce timely and accurate data on the economic conditions of workers and their families**

Strategic Objective:

- 5.1 Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans



# Office of Disability Employment Policy (ODEP) Overview

---

- **Mission:** Provide national leadership by developing and influencing disability employment-related policy and practices affecting an increase in the employment of people with disabilities.
- **Leadership: Assistant Secretary Kathleen Martinez**

ODEP supports the following Department of Labor Strategic Goals and Objectives:

- Strategic Goal 3 – Promote fair and high-quality work environments
  - Strategic Objective 3.1 – Break down barriers to fair and diverse workplaces and narrow wage and income inequality



# ODEP Strategies

---

## ➤ Our priorities:

- Promote the adoption and implementation of ODEP policy strategies and effective practices to:
  - Improve access to training, education, transition services, and integrated and competitive employment opportunities for people with disabilities, including those with significant disabilities, youth, and ethnic, cultural, and socio-economically disadvantaged groups.
  - Improve accessibility and availability of employment supports, accommodations, and universal design and workplace flexibility approaches, including those that can be used to recruit, hire, retain or return workers who become ill or injured on the job or who acquire a disability later in life.
  - Foster high expectations and positive perceptions of the value of employing people with disabilities.
  - Ensure the availability and use of disability data and statistics regarding the employment characteristics of people with disabilities.



# ODEP Strategies

---

- **The strategies to achieve our goals and objectives include:**
  - Foster inclusive workplaces, through technical assistance and model policy development, where culture, policies, and practices promote the employment, re-employment, retention, and advancement of people with disabilities in an integrated setting that values the contribution of all workers, including workers with disabilities.
  - Enhance public workforce system capacity to meet employment-related needs of people with disabilities through technical assistance, information dissemination, collaboration and systems change.
  - Enhance integrated employment opportunities where people with disabilities work alongside their non-disabled peers and are paid at least the minimum wage through policy development, technical assistance, information sharing, and collaboration with states to promote policy and funding alignment across systems.
  - Improve service delivery through policy development, technical assistance, information sharing, systems alignment and collaboration to enable youth to attain the supports, skills and experiences needed to transition successfully to careers.



# ODEP Strategies

---

- **The strategies to achieve our goals and objectives include:**
  - Conduct ongoing public information campaigns and targeted outreach through public service announcements, National Disability Employment Awareness Month and other means to disseminate policy and practices to improve perceptions of people with disabilities and their value in the workplace.
  - Support the collection and use of credible, reliable data related to the employment of people with disabilities to inform program, policy and research initiatives.
  - Utilize innovative, accessible web-based collaboration tools, such as team collaborative workspaces, online dialogues and social networking, to engage stakeholders in a cooperative and iterative process on disability employment issues.



# ODEP Strategies

---

- **Do these make sense to you?**
- **Are there other strategies that we should consider to meet our objectives?**
- **If you would like to send comments to DOL or to learn more about the DOL strategic planning process, please visit [DOL's Strategic Plan Comment Page.](#)**