

FY 2011

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

*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, [\$39,031,000] \$39,138,000.
(Omnibus Appropriations Act, 2010)*

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EXPLANATION OF LANGUAGE CHANGE

Not applicable

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ANALYSIS OF APPROPRIATION LANGUAGE

NOT APPLICABLE

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AMOUNTS AVAILABLE FOR OBLIGATION								
(Dollars in Thousands)								
	FY 2009 Enacted		Recovery Act		FY 2010 Enacted		FY 2011 Request	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	41	26,679	0	0	52	39,031	52	39,138
Reduction pursuant to (P.L. 111-8) in FY 2009	0	0	0	0	0	0	0	0
Other Supplementals and Rescissions	0	0	0	0	0	0	0	0
Comparative Transfer To:	0	0	0	0	0	0	0	0
Comparative Transfer From:	0	0	0	0	0	0	0	0
Appropriation, Revised	41	26,679	0	0	52	39,031	52	39,138
<i>Subtotal Appropriation</i>	<i>41</i>	<i>26,679</i>	<i>0</i>	<i>0</i>	<i>52</i>	<i>39,031</i>	<i>52</i>	<i>39,138</i>
B. Gross Budget Authority	41	26,679	0	0	52	39,031	52	39,138
Offsetting Collections To	0	0	0	0	0	0	0	0
Reimbursements	0	983	0	0	0	990	0	990
Fees	0	0	0	0	0	0	0	0
<i>Subtotal</i>	<i>0</i>	<i>983</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>990</i>	<i>0</i>	<i>990</i>
C. Budget Authority	41	27,662	0	0	52	40,021	52	40,128
Offsetting Collections From	0	0	0	0	0	0	0	0
Reimbursements	0	-983	0	0	0	-990	0	-990
Fees	0	0	0	0	0	0	0	0
<i>Subtotal</i>	<i>0</i>	<i>-983</i>	<i>0</i>	<i>0</i>	<i>0</i>	<i>-990</i>	<i>0</i>	<i>-990</i>
D. Total Budgetary Resources	41	26,679	0	0	52	39,031	52	39,138
Unobligated Balance Expiring	0	0	0	0	0	0	0	0
E. Total, Estimated Obligations	41	26,679	0	0	52	39,031	52	39,138

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2010 Enacted	FY 2011 Request	Net Change
Budget Authority			
General Funds	39,031	39,138	+107
Trust Funds	0	0	0
Total	39,031	39,138	+107
Full Time Equivalents			
General Funds	52	52	0
Trust Funds	0	0	0
Total	52	52	0

Explanation of Change	FY 2010 Base		Trust Funds		FY 2011 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	52	6,312	0	0	0	83	0	83
Personnel benefits	0	1,480	0	0	0	21	0	21
Travel and transportation of persons	0	350	0	0	0	0	0	0
Transportation of things	0	9	0	0	0	0	0	0
Rental payments to GSA	0	523	0	0	0	4	0	4
Communications, utilities, and miscellaneous charges	0	75	0	0	0	0	0	0
Printing and reproduction	0	100	0	0	0	0	0	0
Advisory and assistance services	0	6,656	0	0	0	0	0	0
Other services	0	1,928	0	0	0	0	0	0
Working Capital Fund	0	1,612	0	0	0	0	0	0
Other government accounts (DHS Charges)	0	14	0	0	0	0	0	0
Other purchases of goods and services from Government accounts	0	1,863	0	0	0	0	0	0
Operation and maintenance of facilities	0	97	0	0	0	0	0	0
Operation and maintenance of equipment	0	13	0	0	0	0	0	0
Supplies and materials	0	100	0	0	0	0	0	0
Equipment	0	100	0	0	0	0	0	0
Grants, subsidies, and contributions	0	17,750	0	0	0	0	0	0
Built-Ins Subtotal	52	38,982	0	0	0	108	0	108
B. Program:								
C. Financing:								
Total Increase	+52	+38,982	0	0	0	+108	0	+108
Decreases:								
A. Built-Ins:								
To Provide For:								

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Explanation of Change	FY 2010 Base		FY 2011 Change				Total	
			Trust Funds		General Funds			
Federal Employees Compensation Act (FECA)	0	49	0	0	0	-1	0	-1
Built-Ins Subtotal	0	49	0	0	0	-1	0	-1
B. Program:								
C. Financing:								
Total Decrease	0	+49	0	0	0	-1	0	-1
Total Change	+52	+39,031	0	0	0	+107	0	+107

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SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2009 Enacted		Recovery Act		FY 2010 Enacted		FY 2011 Request	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	41	26,679	0	0	52	39,031	52	39,138
General Funds	41	26,679	0	0	52	39,031	52	39,138
Total	41	26,679	0	0	52	39,031	52	39,138
General Funds	41	26,679	0	0	52	39,031	52	39,138

NOTE: FY 2009 reflects actual FTE.

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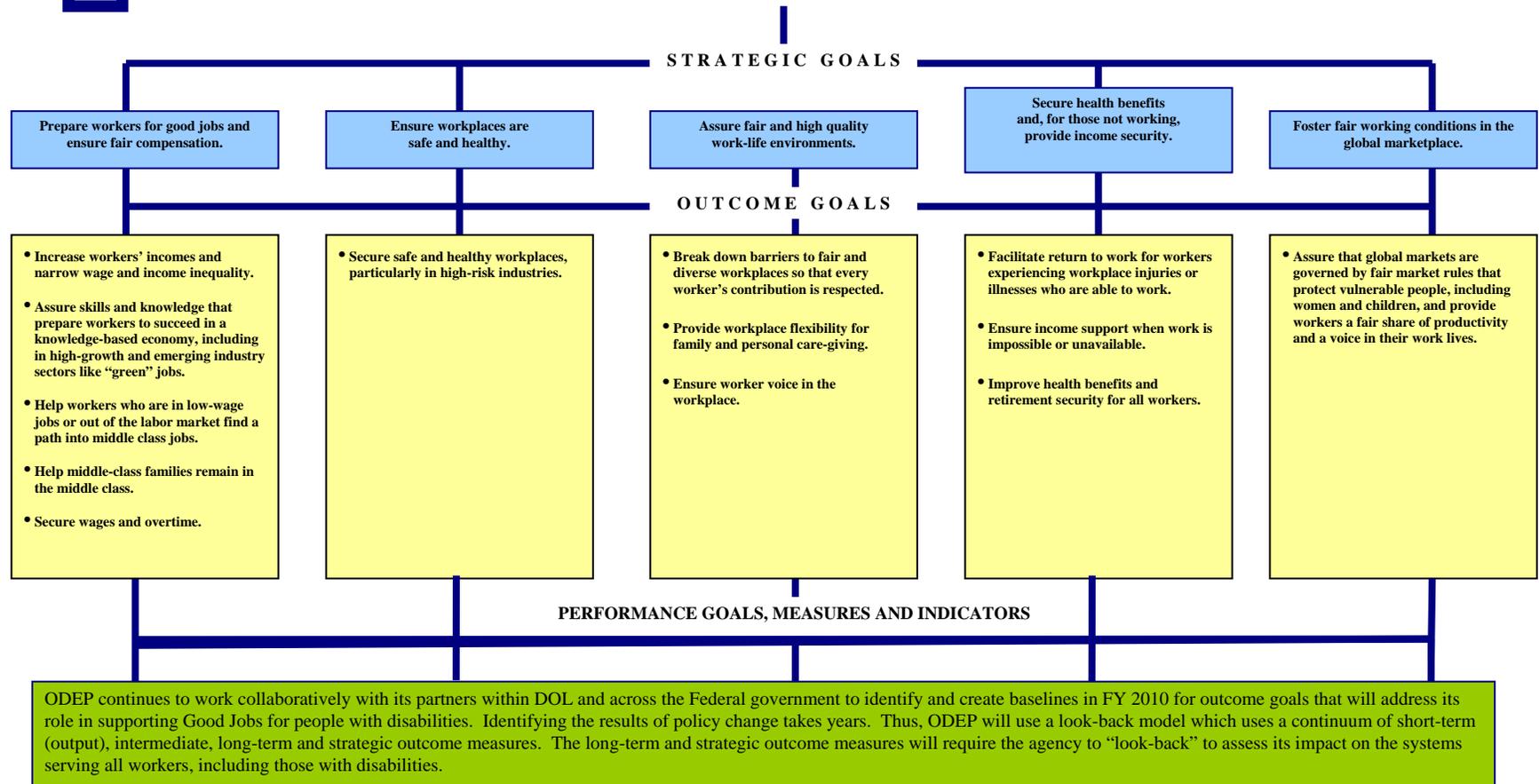
BUDGET AUTHORITY BY OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Enacted	Recovery Act	FY 2010 Enacted	FY 2011 Request	Change FY 11 Req. / FY 10 Enacted
	Full-Time Equivalent					
	Full-time Permanent	41	0	52	52	0
	Total	41	0	52	52	0
	Total Number of Full-time Permanent Positions	41	0	52	52	0
	Average ES Salary	170,791	0	174,207	181,349	7142
	Average GM/GS Grade	14	0	14	14	0
	Average GM/GS Salary	103,732	0	105,807	110,145	4338
11.1	Full-time permanent	4,331	0	5,581	5,664	83
11.3	Other full-time permanent	140	0	331	331	0
11.5	Other personnel compensation	227	0	400	400	0
11.9	Total personnel compensation	4,698	0	6,312	6,395	83
12.1	Civilian personnel benefits	1,294	0	1,529	1,549	20
21.0	Travel and transportation of persons	200	0	350	350	0
22	Transportation of things	0	0	9	9	0
23.1	Rental payments to GSA	520	0	523	527	4
23.3	Communications, utilities, and miscellaneous charges	53	0	75	75	0
24.0	Printing and reproduction	62	0	100	100	0
25.1	Advisory and Assistance Services	8,990	0	6,656	6,656	0
25.2	Other services	3,523	0	1,928	1,928	0
25.3	Other purchases of goods and services from Government accounts 1/	3,403	0	3,489	3,489	0
25.4	Operation and maintenance of facilities	85	0	97	97	0
25.7	Operation and maintenance of equipment	1	0	13	13	0
26.0	Supplies and materials	75	0	100	100	0
31.0	Equipment	75	0	100	100	0
41.0	Grants, subsidies, and contributions	3,700	0	17,750	17,750	0
	Total	26,679	0	39,031	39,138	107
	1/Other Purchases of Goods and Services From Government Accounts					
	Working Capital Fund	1,616	0	1,612	1,612	0
	DHS Services	14	0	14	14	0
	Services by DOL Agencies	31	0	31	31	0
	Services by Other Government Departments	1,742	0	1,832	1,832	0

NOTE: FY 2009 reflects actual FTE.

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Secretary's Vision: "Good Jobs for Everyone"



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TOTAL BUDGETARY RESOURCES													
FY 2009 - 2011													
(Dollars in Thousands)													
	FY 2009 Enacted				Recovery Act	FY 2010 Enacted				FY 2011 Request			
	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total		Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total	Activity Approp.	Other Approp. ^{1/}	Other Resrcs. ^{2/}	Total
Office of Disability Employment Policy	26,679	0	983	27,2662	0	39,031	0	990	40,021	39,138	0	990	40,128
Office of Disability Employment Policy	26,679	0	983	27,662	0	39,031	0	990	40,021	39,138	0	990	40,128
Total	26,679	0	983	27,662	0	39,031	0	990	40,021	39,138	0	990	40,128

^{1/} "Other Appropriation" is comprised of resources appropriated elsewhere, but for which the benefits accrue toward the operation of the budget activities. (Executive Direction and IT Crosscut)

^{2/} "Other Resources" include funds that are available for a budget activity, but not appropriated, such as reimbursements and fees.

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF PERFORMANCE Office of Disability Employment Policy

Build knowledge and advance disability employment policy that affects and promotes systems change

ODEP's efforts contribute to the following outcome goals in support of the Department's Strategic Vision of *Good Jobs for Everyone*:

Prepare workers for good jobs and ensure fair compensation.

Outcome Goal: Increase workers' incomes and narrowing wage and income inequality.

Outcome Goal: Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs.

Outcome Goal: Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

Outcome Goal: Help middle-class families remain in the middle class.

Assure fair and high quality work-life environments.

Outcome Goal: Break down barriers to fair and diverse work places so that every worker's contribution is respected.

Outcome Goal: Provide workplace flexibility for family and personal care-giving.

Secure health benefits and, for those not working, provide income security.

Outcome Goal: Improve health benefits and retirement security for all workers.

Outcome Goal: Facilitate return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work.

Foster fair working conditions in the global marketplace.

Outcome Goal: Assure that global markets are governed by fair market rules that protect vulnerable people, including women and children, and provide workers a fair share of their productivity and voice in their work lives.

	FY 2006		FY 2007		FY 2008		FY 2009		FY	FY
	Goal s Achieved		Goal s Achieved		Goal s Achieved		Goal s Achieved		2010*	2011*
Performance Indicators	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
# of policy-related outputs	1st Yr. Base.	20	2nd Yr. Base. (20)	34	3rd Yr. Base. (34)	44	18	39	32	41
# of formal agreements	1st Yr. Base.	20	2nd Yr. Base. (20)	23	3rd Yr. Base. (23)	26	13	17	22	27
# of effective practices	21	26	24	24	24	37	15	15	23	24

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* ODEP Output Measure targets are established based on the average of the past three year results, plus ten percent.

ODEP continues to work collaboratively with its partners within DOL and across the Federal government to identify and create baselines in FY 2010 for outcome goals that will address its role in supporting Good Jobs for people with disabilities. Identifying the results of policy change takes years. Thus, ODEP will use a look-back model which uses a continuum of short-term (output), intermediate, long-term and strategic outcome measures. The long-term and strategic outcome measures will require the agency to “look-back” to assess its impact on the systems serving all workers, including those with disabilities.

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SIGNIFICANT ITEMS IN APPROPRIATION COMMITTEES' REPORTS

Significant Report 111-066 ODEP

Senate: The Committee recommendation includes \$12,000,000 for the ODEP, in collaboration with the Employment and Training Administration [ETA], to develop and implement a plan for improving effective and meaningful participation of persons with disabilities in the workforce. The Committee expects that these funds, in combination with funding available to ETA, will improve the accessibility and accountability of the public workforce development system for individuals with disabilities. The Committee further expects these funds to continue promising practices implemented by disability program navigators, including effective deployment of staff in selected States to: improve coordination and collaboration among employment and training and asset development programs carried out at a State and local level, including the Ticket to Work program and build effective community partnerships that leverage public and private resources to better serve individuals with disabilities and improve employment outcomes. The Committee expects that ETA and ODEP will develop appropriate objectives and performance measures by which this initiative will be evaluated. The Committee requests that the joint plan described above be submitted to the Senate Committee on Appropriations no later than 30 days after the date of enactment of this act.

Response:

ODEP has been working with the Employment and Training Administration to design this initiative. The Department will submit the joint plan to the Committees on Appropriations, detailing the cooperative approach to improve the effective and meaningful participation of persons with disabilities in the workforce.

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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	.			

Although, ODEP has no authorizing statute(s), ODEP was established in fiscal year 2001 in the Omnibus Consolidated Appropriations Act (P.L. 106-554).

“...Provided further, That 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
2001	0	0	0	0	0
2002....1/	43,263	33,053	43,236	38,134	67
2003....2/	47,015	47,015	47,015	47,178	65
2004....3/	47,333	47,333	47,333	47,024	65
2005....4/	47,555	47,555	47,555	47,164	59
2006....5/	27,934	27,934	47,164	27,655	59
2007	20,319	27,712	27,712	27,712	57
2008....6/	18,602	27,712	27,712	27,228	47
2009....7/	12,441	0	26,679	26,679	41
2010	37,031	0	0	39,031	52
2011	39,138	0	0	0	52

1/ Reflects a \$368,000 reduction pursuant to P.L. 107-116 and 107-206.

2/ Reflects a \$309,000 reduction pursuant to P.L. 108-07.

3/ Reflects a \$309,000 reduction pursuant to P.L. 108-199.

4/ Reflects a \$391,000 reduction pursuant to P.L. 108-447.

5/ Reflects a \$279,000 reduction pursuant to P.L. 109-148.

6/ Reflects a \$484,000 reduction pursuant to P.L. 110-161.

7/ This bill was only reported out of Subcommittee and was not passed by the Full House.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

Introduction

The Office of Disability Employment Policy (ODEP) was established to bring a permanent focus within the U.S. Department of Labor (DOL) and across the Federal government and to develop and disseminate policy that addresses the significant barriers to employment faced by individuals with disabilities. In FY 2011, ODEP requests \$39,138,000 to carry out its mission.

Although many people with disabilities are prepared, willing, and able to work, they remain a largely untapped labor pool. The Bureau of Labor Statistics (BLS) reported in November 2009 that the unemployment rate of persons with a disability was 14.1 percent, compared with 9.2 percent for persons with no disability, not seasonally adjusted. The employment-population ratio for persons with a disability was 18.4 percent, compared with 64.0 percent for persons with no disability.

These data demonstrate a clear need for transformational action. Policy development must be approached in a new way and implemented to ensure that individuals with disabilities who want to obtain, maintain, and advance in jobs do so with the same access to the employment process and supports available to all workers. To increase employment opportunities and workforce participation of individuals with disabilities, the FY 2011 Budget will fund innovative efforts *in nine critical public and private sector areas* to expand and improve access to:

- o Workforce systems.
- o Workplaces and corporate cultures.
- o Employment supports systems and programs.

ODEP's budget will focus on bringing together Federal agencies, private and public sector employers, labor organizations, and other stakeholders to develop policy solutions that will:

- o Expand physical and programmatic access to the workforce system, including One-Stop Career Centers and vocational rehabilitation;
- o Improve employer organizational practices and make workplaces more inclusive; and
- o Increase access to the employment supports, like technology and transportation that are crucial to an individual's success throughout the employment process.

ODEP's success requires the active involvement of Federal agencies, state and local governments, private and public sector employers, labor unions, and other stakeholders to implement its policy and effective practice recommendations. ODEP will lead collaborative efforts with these key stakeholders to develop innovative policy and policy strategies.

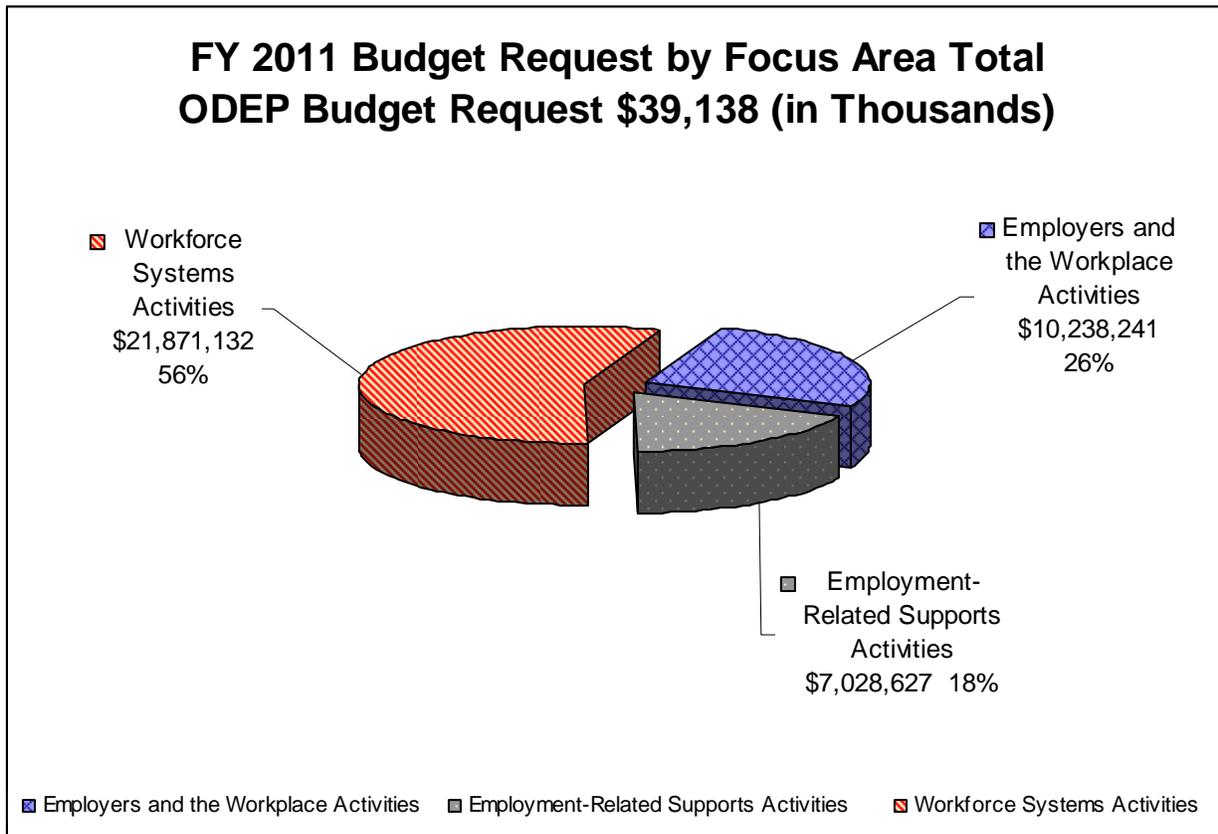
Cost Model

The Office of Disability Employment Policy requests a total of \$39,138,000. This level of funding will enable ODEP to continue its focus on critical disability employment priorities, developing policy and policy strategies for the workforce system to reduce physical and

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programmatic barriers to employment that exist in generic systems (*e.g.*, One-Stop Career Centers) and in disability-specific systems (*e.g.*, DI/SSDI); businesses to expand access to the workplace and enhance corporate cultures relevant to disability; and for the most critical employment supports (*e.g.*, technology) so that people with disabilities, like all people, have the access needed to obtain and maintain a job.

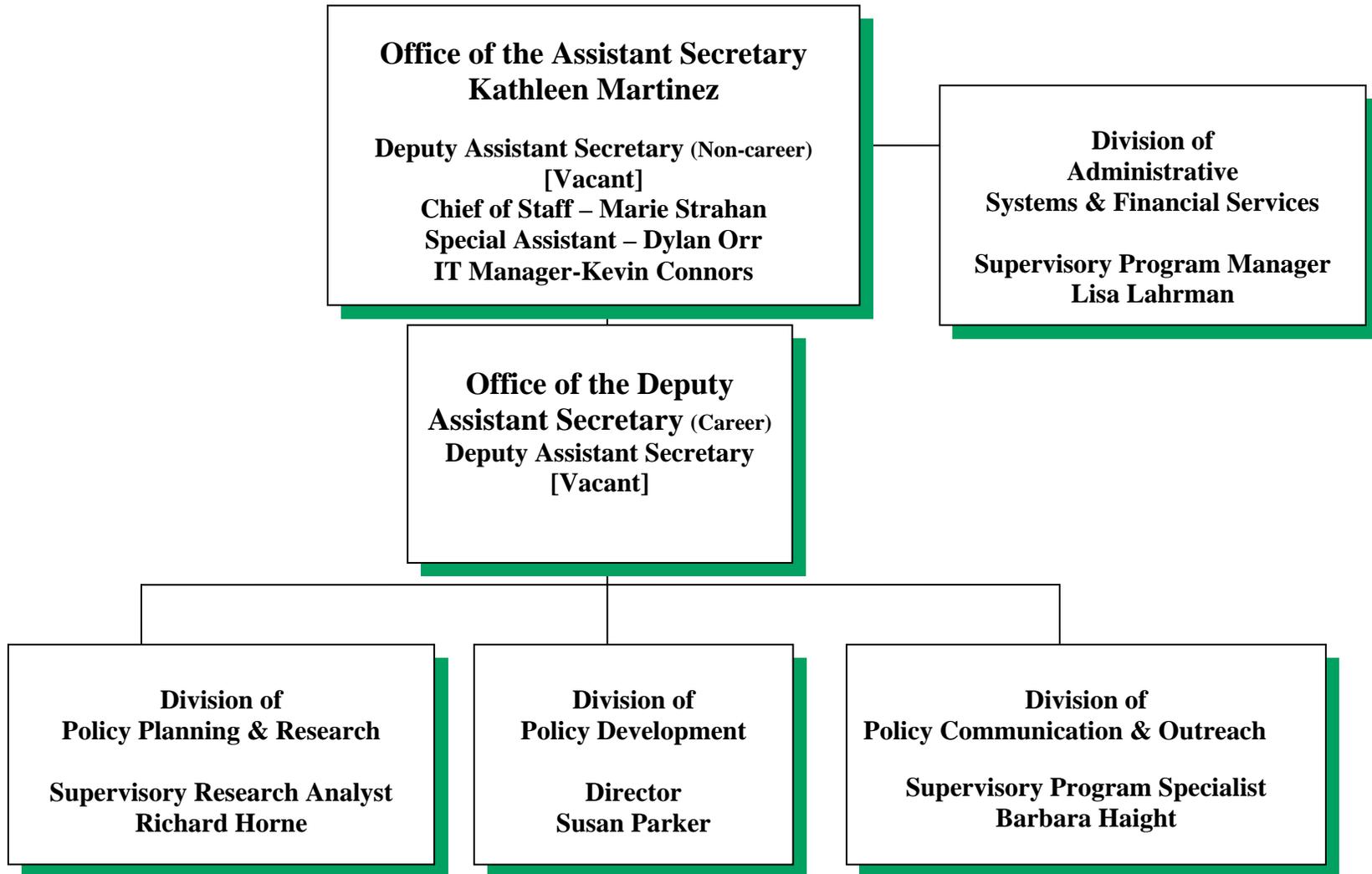
ODEP's single budget activity supports the agency's comprehensive approach to developing and fostering the implementation of policy that reduces barriers to employment. ODEP focuses on initiatives and activities within three broad, comprehensive policy areas: Workforce Systems, Employers and the Workplace, and Employment-Related Supports across the Federal government, within the DOL and through public-private partnerships. The cost model below graphically represents the breakout of how all of ODEP's resources, from its expert policy research and outreach staff to the projects the agency conducts, are targeted across these three broad areas, through which ODEP works to reduce numerous and complex barriers to employment.



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Office of Disability Employment Policy (ODEP)

U.S. Department of Labor



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BUDGET AUTHORITY BEFORE THE COMMITTEE					
(Dollars in Thousands)					
	FY 2009 Enacted	Recovery Act	FY 2010 Enacted	FY 2011 Request	Diff. FY 11 Req. / FY 10 Enacted
Activity Appropriation	26,679	0	39,031	39,138	107
FTE	41	0	52	52	0

NOTE: FY 2009 reflects actual FTE. Authorized FTE for FY 2009 was 41.

Introduction

ODEP's FY 2011 budget request is \$39,138,000 and 52 FTE. This request will enable ODEP to carry out its mission and Federal leadership responsibilities to ensure that the Secretary's goal of Good Jobs for Everyone includes effective transformational change in addressing critical disability-employment priorities. ODEP will lead efforts and collaborate within DOL, with other Federal agencies and with private sector organizations to develop, disseminate, provide targeted technical assistance and support the effective implementation of its policy and policy strategies needed by *workforce systems, businesses, and employment supports systems and programs* to increase labor force participation by creating incentives to improve the recruitment, hiring, retention, and advancement of people with disabilities.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2006	27,655	59
2007	27,712	57
2008	27,228	47
2009	26,679	41
2010	39,031	52

NOTE: Excludes Recovery Act Funding. See budget activity head table.

FY 2011

ODEP's efforts in FY 2011 will focus on critical disability employment priorities, developing policy and policy strategies for the workforce system to reduce systematic, physical and programmatic barriers to employment that exist in generic systems (*e.g.*, One-Stop Career Centers, education) and in disability-specific systems (*e.g.*, DI/SSDI); businesses to expand access to the workplace and enhance corporate cultures relevant to disability; and for the most critical employment supports (*e.g.*, technology) so that people with disabilities, like all people, have the access needed to obtain and maintain a job.

To increase employment opportunities and workforce participation of individuals with disabilities, the FY 2011 Budget will fund innovative policy and strategies *in nine critical public and private sector areas*. ODEP's FY 2011 budget request, \$39,138,000, will support the expert policy and research staff and funding of cooperative agreements and contracts critical to fostering networks and partnerships with policy-makers and implementers. The request will also

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support the analysis, development, and validation of policy and strategies for dissemination and implementation. The FY 2011 budget will fund these efforts as follows:

ODEP will undertake critical *inter-agency* policy development and policy strategy activities, as well as public-private partnerships, to improve the labor force participation of all people with disabilities. ODEP will:

1. Leverage incentives and reduce disincentives to securing “good jobs.” The Administration plans to establish a commission to examine how the Federal government can help improve the employment rate of individuals with disabilities. As appropriate, ODEP resources and personnel may be used to support this commission.
2. Increase Federal workforce participation and make the government a model employer. ODEP, in partnership with the Office of Personnel Management (OPM), the Equal Employment Opportunity Commission (EEOC) and others, will aggressively work to increase Federal hiring and ensure that model hiring practices are utilized by Federal employers. This collaborative effort will increase the utilization of Schedule A and Veterans hiring authorities, leverage Federal “buying power” under Section 503 of the Rehabilitation Act; expand internship programs, to include women, veterans, and other minorities with disabilities; improve return to work outcomes; and design and implement centrally funded accommodations programs.
3. Ensure the availability of and access to universally usable workplace technology. ODEP will utilize its ongoing partnerships with the Departments of Commerce (Commerce) and Education (ED), the Government Services Administration (GSA) and National Science Foundation (NSF), businesses, technology designers, developers, manufacturers, distributors, the disability community, and others to ensure that emerging workplace information and communication technology (ICT) is universally usable. This public-private partnership will lead to the design of new ICT and develop strategies that address issues of accessibility to health care-related ICT; the nexus between accessibility and ICT security; the role of telecommunications devices in enhancing employment for individuals with vision or hearing impairments; youth entering employment in science and technology fields; employment opportunities in the “green” and other emerging sectors; and ICT availability as specifically related to traditionally underserved communities.

ODEP will undertake critical *intra-agency* policy development and policy strategy activities, as well as public-private partnerships, to improve labor force participation of people with disabilities. ODEP will:

4. Increase and improve access to Workforce Investment Act (WIA) programs. ODEP requests \$12,000,000 for the *Disability Employment Initiative* to increase system capacity and meaningful access (*e.g.* Section 188 of the Rehabilitation Act, as amended) to WIA programs. The initiative will build upon the promising practices of ETA’s Disability Program Navigator initiative and ODEP’s customized employment projects to improve the employment outcomes of individuals with disabilities served by One-Stop Career Centers. It will include the effective deployment of staff in selected states and their One-Stop Career

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Center system to: (1) improve coordination and collaboration among employment and training and asset development programs carried out at the state or local level; (2) build effective state and local partnerships that leverage public and private resources to better serve individuals with disabilities and increase employment or self-employment outcomes; and (3) expand services to women, minorities and veterans with disabilities. States will develop models for One-Stops that will help them improve accessibility in terms of physical, programmatic and communications, including state of the art assistive technologies. The work will also seek to improve performance measures; better leverage limited resources; ensure all youth are included in DOL-funded youth employment programs, such as those in Job Corps and YouthBuild; improve the effectiveness of community colleges and economic development agencies serving as intermediaries delivering services; and ensure Community Rehabilitation Providers (CRPs) serving as Employment Networks are meaningful partners within the One-Stop system.

5. Reduce discrimination, ensure civil rights protections, and promote affirmative hiring programs and authorities.

ODEP will work with the Office of Federal Contract Compliance Programs (OFCCP), Veterans Employment and Training Service (VETS), Women's Bureau (WB), Civil Rights Center (CRC), and others to ensure employment rights and access to good jobs, for adults and youth with disabilities, including veterans, women, and minorities. This comprehensive intra-agency partnership led by ODEP will develop compliance assistance materials and resources; promote affirmative hiring programs and authorities; and ensure civil right protections.

ODEP and its partners will provide policy strategies for Federal contractors to comply with expected revisions to Section 503 regulations and a Presidential Executive Order establishing goals and timetables for the hiring of individuals with disabilities in the Federal contractor sector. Additionally, the partners will develop and disseminate exemplary affirmative hiring models to: establish goals and timetables; adopt accessible online recruitment and applicant tracking systems; and create effective recruitment resources and pools of qualified applicants.

6. Improve return-to-work outcomes.

ODEP and the Office of Workers' Compensation Programs (OWCP) will jointly develop Government-wide policy and benchmarks, and develop and track Government-wide goals to improve return-to-work outcomes under the Federal Employees Compensation Act (FECA). ODEP will support the Protecting Our Workforce and Ensuring Re-employment (POWER) initiative, which will incorporate the lessons learned from the earlier Safety, Health, and Return-to-Employment (SHARE) model efforts, by developing policy and policy strategies to increase the effectiveness of workers' compensation programs; identify promising practices and eliminate disincentives; and integrate accommodations and return-to-work strategies into health and productivity programs.

7. Increase integrated employment at minimum wage or above.

ODEP will collaborate with public and private systems and programs, including community rehabilitation providers, to develop policy and policy strategies that expand competitive employment alternatives for the Section 14(c) program and to align policy and funding to

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increase integrated employment alternatives that provide meaningful work opportunities at minimum wage or above for individuals with significant disabilities.

8. Transition returning wounded and injured service members to “good jobs.”
ODEP will collaborate with DOL’s VETS, the Department of Defense (DOD), and the Department of Veterans Affairs (VA), and partner with employers to streamline recruitment and hiring for newly disabled returning service members seeking to enter or re-enter the labor force. ODEP will establish and coordinate an online “community of practice” to increase information sharing and ensure the coordinated development of policy development among civilian and military Federal partners.
9. Improve employment outcomes for diverse populations, including women, minorities and transition age youth with disabilities.
ODEP will collaborate with minority business associations, youth serving organizations, and disability organizations to increase the number of people with disabilities who are employed by small businesses, particularly minority-owned businesses. ODEP will establish and coordinate a “community of practice” to increase information sharing and ensure the coordinated development of policy development among these stakeholders.

ODEP will continue its management of Disability.gov, providing information on disability across subjects, including employment, training, benefits, education, housing, health, technology, and transportation available from and among its 22 Federal government partners. It will also continue to provide the Job Accommodation Network, a free, national service that facilitates the employment and retention of workers with disabilities by disseminating and promoting best practices and providing technical assistance, training, and other resources on the employment provisions of the Americans with Disabilities Act (ADA) and other employment-related laws and regulations. Finally, ODEP will continue performance evaluation efforts to ensure that performance data is reliable, valid and reportable, and that agency managers can monitor performance and strategically plan over the short- and long-term.

ODEP will also continue to employ a number of strategies as it works to increase the labor force participation of people with disabilities, including:

- Working together with its public and private partners to target the most critical and persistent barriers to the employment of individuals with disabilities;
- Including under-represented populations in the development of disability employment policy;
- Basing policy and strategies on sound evidence to ensure that results of implementation are successful and lead to productive change;
- Fostering and facilitating collaboration and cooperation between and among public and private sector policy-makers and implementers;
- Emphasizing inclusive planning and universal usability to leverage limited resources and ensure access to more individuals;
- Reaching out to public and private sector organizations to provide the information and technical assistance needed to dispel misperceptions and broaden understanding of disability and employment issues;
- Collaborating more broadly with other Federal agencies and private sector organizations to comprehensively address issues and leverage limited resources;

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- Establishing and fostering strong partnerships within DOL to ensure that disability is a consideration in the planning and operation of programs and policies;
- Providing knowledge and technical assistance to public and private sector organizations to improve and expand their employment practices.
- Validate and replicate evidence-based disability employment policy and effective practices.

FY 2010

The Department's new leadership refocused ODEP's efforts and priorities in 2010, with specific projects that include:

- *Disability Employment Initiative.* ODEP collaborates with ETA on this initiative, which received \$12,000,000 in ODEP funding in 2010, to improve the employment outcomes of individuals with disabilities. The initiative will build upon the promising practices of ETA's Disability Program Navigator initiative and ODEP's customized employment and youth transition projects to improve the employment outcomes of individuals with disabilities served by One-Stop Career Centers. It will include the effective deployment of staff in selected states and their One-Stop Career Center system to: (1) improve coordination and collaboration among employment and training and asset development programs carried out at the state or local level; (2) build effective state and local partnerships that leverage public and private resources to better serve individuals with disabilities and increase employment or self-employment outcomes; and (3) expand services to women, minorities and veterans with disabilities. States will develop models for One-Stops that will help them improve accessibility in terms of physical, programmatic and communications, including state of the art assistive technologies. In particular,
 - o Facilitating the registration of State and Local Workforce Investment Boards and One-Stop Career Centers as Employment Networks under the Social Security Administration's Ticket to Work Program;
 - o Increasing coordination and collaboration with multiple state systems and programs, including but not limited to Temporary Assistance to Needs Families (TANF), SSA, Education, Medicaid, Mental Health, Developmental Disabilities and others; and
 - o Increasing provision and coordination of various asset building strategies, including but not limited to financial literacy training.
- *Add Us In.* ODEP is funding a workforce systems-focused competitive grant to encourage small businesses, particularly minority-owned businesses, to increase the number of people with disabilities hired by such employers. Public/private partnerships leveraged between minority-focused business associations, disability entities, and youth serving organizations seek to increase each partner's knowledge about each other.
- *Federal Hiring and Internship.* ODEP has continued its employer-focused work with the Office of Personnel Management (OPM) and the Equal Employment Opportunity Commission (EEOC) to expand the number of people with disabilities employed by the Federal government, providing policy recommendations and technical assistance to make

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the Federal government a model employer of people with disabilities. ODEP is using its comprehensive resource inventory of current efforts, initiatives, trainings, and organizations focused on recruiting individuals for Federal employment. Additionally, ODEP is identifying effective practices and strategies utilized by its Workforce Recruitment Program (WRP) and collaborating with OPM and EEOC to expand its pipeline for young adults with disabilities to enter the Federal workforce.

- *Technical Assistance on Workplace Accommodations – Job Accommodation Network (JAN).* ODEP has continued to provide a free, national service that facilitates the employment and retention of workers with disabilities by disseminating and promoting best practices and providing technical assistance, training, and other resources on the employment provisions of the Americans with Disabilities Act (ADA) and other employment-related laws and regulations. Public and private sector employers, people with disabilities, service providers, and others access information on providing accommodations for job seekers and employees with disabilities, workplace health and productivity strategies, and other issues related to employing youth and adults with disabilities. The JAN disseminates information in a number of ways, including through a toll-free telephone service and through its website [<http://www.jan.wvu.edu/>].
- *Diversity and Disability in the Workplace.* ODEP is establishing an employer-focused policy dialogue among business schools and trade associations; labor unions; national human resource and disability advocacy organizations; Federal and state government agencies; and the U.S. and minority business associations to advance employment opportunities for minorities with disabilities who are disproportionately underrepresented in the workforce. ODEP's work leverages and builds on existing partnerships to develop policy recommendations by conducting listening sessions and information exchanges and analyzing literature on promising practices and existing Federal policy on such topics as job coaching, on the job training and internships. Additionally, this national dialogue creates a network of employers who can educate each other about best practices for employing minorities with disabilities.
- *Public-Private Partnership on Emerging Technologies.* This new employment-related policy initiative, led by the Secretary of Labor, engages the Departments of Commerce and ED as well as private sector organizations in the development and implementation of a comprehensive strategy to ensure that emerging technologies incorporate the needs of people with disabilities. This public-private partnership creates an extended online national dialogue that includes the unique perspective of citizens with disabilities, national and regional assistive technology organizations, service providers, and advocates. Particular attention was given to ensuring that minorities and individuals with limited English proficiency have full and equal access to technology.
- *Increasing Integrated Employment and Wages.* ODEP is publishing effective models, research findings and training and technical assistance products aimed at increasing integrated employment and wages for individuals working at sub-minimum wages under Section 14c of the Fair Labor Standards Act. This new initiative is designed to assist community rehabilitation providers to transition away from the use of sub-minimum

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wages in sheltered workshops, and includes identifying the types of incentives that exist to facilitate this transition, as well as developing and disseminating critical training and technical assistance products.

- *Disability.gov.* ODEP continues to fund and to manage Disability.gov [www.disability.gov], providing information on disability across subjects, including employment, training, benefits, education, housing, health, technology, and transportation, and utilizing social media optimization to facilitate communication among peers and public audiences. Disability.gov's content is supplied by the programs and services administered by its 22 Federal partner agencies, national non-profit organizations and their community-based affiliates, state and local governments and other entities.
- *Current Population Survey Supplement.* ODEP continued its work with the Bureau of Labor Statistics (BLS) to finalize the design of a disability-focused survey supplement to be included in the Current Population Survey in 2012. This activity addresses the design, validation, and testing of the survey instrument, to provide a more in-depth picture of the characteristics of people with disabilities in the labor force.
- *Analysis of Unemployment Data on People with Disabilities.* ODEP also is collaborating with BLS, in addition to the Census Bureau, the National Institute on Disability and Rehabilitation Research (NIDRR), the Interagency Committee on Disability Research (ICDR), and other Federal agencies to undertake a comparative socio-demographic and economic data analysis of the Current Population Survey (CPS) and the American Community Survey (ACS) data to better understand characteristics of those in the labor force and identify the employment barriers of people with disabilities not participating in the labor force. Critical data analysis will inform policy development and support ODEP's efforts to produce and disseminate disability employment statistical research information, including topical research briefs, presentations, and articles.

FY 2009

ODEP's FY 2009 budget authority was \$26,769,000 and 41 FTE. In FY 2009, ODEP undertook a broad range of activities detailed below. Multi-year activities are represented in the most recent fiscal year of effort:

In the area of **Workforce Systems**, ODEP's activities advanced policy efforts through three initiatives: Service-Members and Veterans-Related Supports, Universal Access and Design, and Employment Strategies. ODEP launched its America's Heroes at Work activity, continued REALifelines and partnerships with DOL/VETS, VA and DOD to address specific laws, policies and practices that assist service-members and veterans to successfully re-enter the workforce, especially those with TBI and/or PTSD. To expand the use of universal design and access in the organization and delivery of employment services, ODEP provided technical assistance within the workforce system to improve post-school outcomes for youth with disabilities through improved professional development of youth service workers, the use of individual learning or

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graduation plans; and innovative job training service models for transitioning youth, including those involved in foster care, juvenile justice and mental health systems. Finally, ODEP identified customized and self-employment strategies, effective models, and policy and technical assistance for the workforce system to improve the employment outcomes for youth and adults with disabilities, utilizing partnerships with DOL/ETA, ED, SBA and others.

In the area of **Employers and the Workplace**, ODEP's activities advanced policy through three initiatives: Recruitment and Hiring, Workplace Health and Productivity, and Organizational Practices. ODEP partnered with Federal agencies to develop resources for, and provide technical assistance to public and private sector employers on implementing effective employment practices, including communication technologies, tax incentives for hiring, development and use of accessible online systems (*e.g.*, timekeeping, benefits, travel, and personnel), nondiscrimination and mental health policies, and accommodations. Finally, ODEP established and built partnerships with business schools, employers and employer associations, and other organizations to encourage the inclusion of disability employment issues and practices in business school curricula and workplace diversity as it affects the employment of people with disabilities from racially, culturally, and ethnically diverse communities.

In the area of **Employment-Related Supports**, ODEP collaborated with a number of Federal agencies (HHS, NIDRR, DOT, etc.), employer associations, and private sector organizations such as national Assistive Technology (AT) providers to develop and foster the implementation of policy that improves access to employment-related health care, mental health, and personal assistance services (PAS) for people with disabilities; expands accessible and reliable transportation options for people with disabilities through the establishment of employment-related mobility management models (travel navigators, transportation brokers, trip planners); and increases the availability of accessible technology and the utilization of employment-related supports to better provide for the employment-related needs of businesses and job seekers/employees with disabilities.

Finally, ODEP's cross-cutting efforts included continued management of DisabilityInfo.gov, providing information on disability across subjects, including employment, training, benefits, education, housing, health, technology, and transportation available from and among its 22 Federal government partners. The agency continued performance evaluation efforts to ensure that performance data is reliable, valid and reportable, so that agency managers can monitor performance and plan over the short- and long-term. Finally, ODEP's ten-year collaboration with BLS to develop a set of questions to accurately measure the employment rate of people with disabilities resulted in the February 2009 launch of the disability statistics in the Current Population Survey (CPS).

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WORKLOAD SUMMARY				
	FY 2009		FY 2010	FY 2011
	Target	Result	Target	Target
Office of Disability Employment Policy				
Policy Outputs	18	39	32	41
Formal Agreements	13	17	22	27
Effective Practices	15	15	23	24

* ODEP Output Measure targets are established based on the average of the past three year results, plus ten percent.

Workload Summary

ODEP’s single budget activity supports the agency’s efforts to develop, evaluate, and influence the implementation of Government-wide policy that reduces barriers to employment for individuals with disabilities. ODEP focuses on initiatives and activities within three broad, comprehensive policy areas: Workforce Systems, Employers and the Workplace, and Employment-Related Supports across the Federal government, within the DOL and through public-private partnerships. In addition, ODEP will continue its management of Disability.gov, the Job Accommodation Network, and performance evaluation efforts to ensure that performance data is reliable, valid and reportable.

Workforce Systems efforts include initiatives to develop and foster the implementation of Government-wide policy that will reduce systematic, physical and programmatic barriers found in services and programs for Americans, such as One-Stop Career Centers, and services and programs designed to specifically serve people with disabilities, such as Vocational Rehabilitation. ODEP invests substantial effort and resources in developing policies, effective practices and strategies for these systems that is based on identified, analyzed, and validated strategies.

Employers and the Workplace efforts include initiatives to develop, disseminate, evaluate, and encourage implementation of policy and policy strategies designed to address all aspects of employment recruitment, hiring, advancement, and retention. As part of its policy development process, ODEP collaborates with private and public sector employers and employer organizations to identify innovative and productive practices and strategies.

Employment-Related Supports efforts include initiatives that focus on developing evidence-based policies and policy strategies that will reduce barriers to employment in programs and services (e.g., health care and mental health, transportation, and technology) that all job seekers and workers must access to obtain and maintain a job. ODEP facilitates new and innovative collaborations within the Department of Labor, across the Federal government, and with private sector organizations to ensure that the needs of job seekers and workers with disabilities are included in the development and implementation of employment-related support programs and services.

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PERFORMANCE INDICATORS

Office of Disability Employment Policy

Build knowledge and advance disability employment policy that affects and promotes systems change

ODEP's efforts contribute to the following outcome goals in support of the Department's Strategic Vision of *Good Jobs for Everyone*:

Prepare workers for good jobs and ensure fair compensation.

Outcome Goal: Increase workers' incomes and narrowing wage and income inequality.

Outcome Goal: Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs.

Outcome Goal: Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.

Outcome Goal: Help middle-class families remain in the middle class.

Assure fair and high quality work-life environments.

Outcome Goal: Break down barriers to fair and diverse work places so that every worker's contribution is respected.

Outcome Goal: Provide workplace flexibility for family and personal care-giving.

Secure health benefits and, for those not working, provide income security.

Outcome Goal: Improve health benefits and retirement security for all workers.

Outcome Goal: Facilitate return to work for workers experiencing workplace injuries or illnesses who are able to work and sufficient income and medical care for those who are unable to work.

Foster fair working conditions in the global marketplace.

Outcome Goal: Assure that global markets are governed by fair market rules that protect vulnerable people, including women and children, and provide workers a fair share of their productivity and voice in their work lives.

	FY 2006		FY 2007		FY 2008		FY 2009		FY	FY
	Goal s Achieved		Goal s Achieved		Goal s Achieved		Goal s Achieved		2010*	2011*
Performance Indicators	Target	Result	Target	Result	Target	Result	Target	Result	Target	Target
# of policy-related outputs	1st Yr. Base.	20	2nd Yr. Base. (20)	34	3rd Yr. Base. (34)	44	18	39	32	41
# of formal agreements	1st Yr. Base.	20	2nd Yr. Base. (20)	23	3rd Yr. Base. (23)	26	13	17	22	27
# of effective practices	21	26	24	24	24	37	15	15	23	24

* ODEP Output Measure targets are established based on the average of the past three year results, plus ten percent.

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ODEP continues to work collaboratively with its partners within DOL and across the Federal government to identify and create baselines in FY 2010 for outcome goals that will address its role in supporting Good Jobs for people with disabilities. Identifying the results of policy change takes years. Thus, ODEP will use a look-back model which uses a continuum of short-term (output), intermediate, long-term and strategic outcome measures. The long-term and strategic outcome measures will require the agency to “look-back” to assess its impact on the systems serving all workers, including those with disabilities.

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BUDGET ACTIVITY by OBJECT CLASS						
(Dollars in Thousands)						
		FY 2009 Enacted	Recovery Act	FY 2010 Enacted	FY 2011 Request	FY 11 Req. / FY 10 Enacted
11.1	Full-time permanent	4,331	0	5,581	5,664	83
11.3	Other full-time permanent	140	0	331	331	0
11.5	Other personnel compensation	227	0	400	400	0
11.9	Total personnel compensation	4,698	0	6,312	6,395	83
12.1	Civilian personnel benefits	1,294	0	1,529	1,549	20
21.0	Travel and transportation of persons	200	0	350	350	0
22	Transportation of things	0	0	9	9	0
23.1	Rental payments to GSA	520	0	523	527	4
23.3	Communications, utilities, and miscellaneous charges	53	0	75	75	0
24.0	Printing and reproduction	62	0	100	100	0
25.1	Advisory and Assistance Services	8,990	0	6,656	6,656	0
25.2	Other services	3,523	0	1,928	1,928	0
25.3	Other purchases of goods and services from Government accounts 1/	3,403	0	3,489	3,489	0
25.4	Operation and maintenance of facilities	85	0	97	97	0
25.7	Operation and maintenance of equipment	1	0	13	13	0
26.0	Supplies and materials	75	0	100	100	0
31.0	Equipment	75	0	100	100	0
41.0	Grants, subsidies, and contributions	3,700	0	17,750	17,750	0
	Total	26,679	0	39,031	39,138	107
1/Other Purchases of Goods and Services From Government Accounts						
	Working Capital Fund	1,616	0	1,612	1,612	0
	DHS Services	14	0	14	14	0
	Services by DOL Agencies	31	0	31	31	0
	Services by Other Government Departments	1,742	0	1,832	1,832	0

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CHANGES IN FY 2011

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments \$83

Personnel benefits 21

Federal Employees Compensation Act (FECA) -1

Rental payments to GSA 4

Built-Ins Subtotal 107

	Estimate	FTE
Base	39,138	52