

FY 2020

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

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OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

OFFICE OF DISABILITY EMPLOYMENT POLICY

SALARIES AND EXPENSES

For necessary expenses for the Office of Disability Employment Policy to provide leadership, develop policy and initiatives, and award grants furthering the objective of eliminating barriers to the training and employment of people with disabilities, [\$38,203,000] \$27,000,000, *of which not less than \$8,000,000 shall be used for research and demonstration projects related to testing effective ways to promote greater labor force participation of people with disabilities: Provided, That the Secretary may transfer amounts made available under this heading for research and demonstration projects to the "State Unemployment Insurance and Employment Service Operations" account for such purposes. (Department of Labor Appropriations Act, 2019.)*

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2018 Enacted		FY 2019 Enacted		FY 2020 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	49	\$38,203	49	\$38,203	49	\$27,000
<i>Subtotal Appropriation</i>	<i>49</i>	<i>\$38,203</i>	<i>49</i>	<i>\$38,203</i>	<i>49</i>	<i>\$27,000</i>
CEO Transfer	0	-\$191	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>49</i>	<i>\$38,012</i>	<i>49</i>	<i>\$38,203</i>	<i>49</i>	<i>\$27,000</i>
B. Gross Budget Authority	49	\$38,012	49	\$38,203	49	\$27,000
Offsetting Collections To: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>49</i>	<i>\$38,012</i>	<i>49</i>	<i>\$38,203</i>	<i>49</i>	<i>\$27,000</i>
C. Budget Authority Before Committee	49	\$38,012	49	\$38,203	49	\$27,000
Offsetting Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
Anticipated Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>49</i>	<i>\$38,012</i>	<i>49</i>	<i>\$38,203</i>	<i>49</i>	<i>\$27,000</i>
D. Total Budgetary Resources	49	\$38,012	49	\$38,203	49	\$27,000
Unobligated Balance Expiring	0	-\$79	0	\$0	0	\$0
FTE Lapse	-4	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	45	\$37,933	49	\$38,203	49	\$27,000

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2019 Enacted	FY 2020 Request	Net Change
Budget Authority			
General Funds	\$38,203	\$27,000	-\$11,203
Total	\$38,203	\$27,000	-\$11,203
Full Time Equivalents			
General Funds	49	49	0
Total	49	49	0

Explanation of Change	FY 2020 Change							
	FY 2019 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	49	\$6,149	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$2,201	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day more of pay	0	\$0	0	\$0	0	\$32	0	\$32
Federal Employees' Compensation Act (FECA)	0	\$68	0	\$0	0	\$9	0	\$9
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$100	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$615	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$3	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$100	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$17,475	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$143	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$2,484	0	\$0	0	\$19	0	\$19
Other Federal sources (DHS Charges)	0	\$20	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$238	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$25	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$1	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$30	0	\$0	0	\$0	0	\$0
Equipment	0	\$100	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$8,451	0	\$0	0	\$0	0	\$0

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FY 2020 Change

Explanation of Change	FY 2019 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	49	+\$38,203	0	\$0	0	+\$60	0	+\$60
B. Programs:								
Total Increase	49	+\$38,203	0	\$0	0	+\$60	0	+\$60
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Reductions in Contracts and Grants	0	\$0	0	\$0	0	-\$11,263	0	-\$11,263
Programs Subtotal			0	\$0	0	-\$11,263	0	-\$11,263
Total Decrease	0	\$0	0	\$0	0	-\$11,263	0	-\$11,263
Total Change	49	+\$38,203	0	\$0	0	-\$11,203	0	-\$11,203

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2018 Enacted		FY 2019 Enacted		FY 2020 Request		Diff. FY20 Request / FY19 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	45	38,203	49	38,203	49	27,000	0	-11,203
General Funds	45	38,203	49	38,203	49	27,000	0	-11,203
Total	45	38,203	49	38,203	49	27,000	0	-11,203
General Funds	45	38,203	49	38,203	49	27,000	0	-11,203

NOTE: 2018 reflects actual FTE.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
	Full-Time Equivalent				
	Full-time Permanent	46	49	49	0
	Total	46	49	49	0
	Average ES Salary	\$189,600	\$189,600	\$189,600	\$0
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$106,668	\$113,132	\$113,132	\$0
11.1	Full-time permanent	5,713	5,861	5,893	32
11.3	Other than full-time permanent	74	168	168	0
11.5	Other personnel compensation	99	120	105	-15
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	5,886	6,149	6,166	17
12.1	Civilian personnel benefits	1,934	2,269	2,068	-201
13.0	Benefits for former personnel	3	0	0	0
21.0	Travel and transportation of persons	100	100	100	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	625	615	615	0
23.3	Communications, utilities, and miscellaneous charges	8	3	3	0
24.0	Printing and reproduction	100	100	75	-25
25.1	Advisory and assistance services	11,285	17,475	4,728	-12,747
25.2	Other services from non-Federal sources	122	143	98	-45
25.3	Other goods and services from Federal sources 1/	2,542	2,742	3,186	444
25.4	Operation and maintenance of facilities	0	25	12	-13
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	3	1	1	0
26.0	Supplies and materials	40	30	30	0
31.0	Equipment	91	100	70	-30
41.0	Grants, subsidies, and contributions	15,464	8,451	9,848	1,397
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,203	38,203	27,000	-11,203
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,329	2,484	2,503	19
	DHS Services	18	20	20	0
	Services by DOL Agencies	60	115	550	435
	GSA Services	10	10	10	0
	HHS Services	10	10	0	-10
	Services by Other Government Departments	110	100	100	0

OFFICE OF DISABILITY EMPLOYMENT POLICY

AUTHORIZING STATUTES

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

ODEP has no authorizing statute(s). Congress established ODEP in Fiscal Year 2001 in the Omnibus Consolidated Appropriations Act (P.L. 106-554).

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2010					
Base Appropriation	\$37,031	\$37,031	\$39,031	\$39,031	52
2011					
Base Appropriation...1/	\$39,138	\$38,953	\$38,953	\$38,953	51
2012					
Base Appropriation...2/	\$39,031	\$38,879	\$38,879	\$38,879	52
2013					
Base Appropriation...3/	\$38,953			\$36,846	51
2014					
Base Appropriation	\$42,432			\$37,745	51
2015					
Base Appropriation	\$37,833			\$38,500	51
2016					
Base Appropriation	\$38,203	\$23,750	\$38,203	\$38,203	48
2017					
Base Appropriation	\$38,544			\$38,203	50
2018					
Base Appropriation...4/	\$27,203	\$36,800		\$38,012	46
2019					
Base Appropriation...5/	\$27,000			\$38,203	49
2020					
Base Appropriation	\$27,000				49

1/ Reflects a \$78,000 reduction pursuant to P.L. 112-10.

2/ Reflects a \$74,000 reduction pursuant to P.L. 112-74.

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

4/ Congress did not enact a full-year 2018 appropriation for this account when ODEP prepared this budget.

5/ The Senate passed the bill. The House Subcommittee passed out the bill, but neither the House Committee nor the full House reported it out.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

Introduction

The Office of Disability Employment Policy's (ODEP) mission is to develop and influence policies and practices to increase the number and quality of employment opportunities for people with disabilities. This mission recognizes that our nation's economic health is strengthened when all Americans work, including individuals with disabilities. ODEP supports DOL Strategic Goal 1, *Support the Ability of All Americans to Find Good Jobs*, and specifically, Strategic Objective 1.3, *Develop evidence-based policies, practices, and tools to foster a more inclusive workforce with quality employment opportunities for people with disabilities*. Bureau of Labor Statistics (BLS) data demonstrates the need for disability-focused employment policy strategies and effective practices. In 2018, the unemployment rate for people with disabilities aged 16 and over was 8.0 percent, compared to 3.7 percent for those without a disability. The unemployment rate tells only a small fraction of the story. For example, during that same period the labor force participation rate for people with disabilities was 20.8 percent, compared to 68.4 percent for those without a disability. For individuals with disabilities with jobs, the data also show higher rates of part-time work and higher percentages of low-wage jobs. The median income for adult workers with disabilities was \$22,274, \$10,650 less than the \$32,924 median for people without disabilities (Census Bureau, 2017). Earning a higher wage promotes self-sufficiency and allows people with disabilities greater financial independence.

Millions of Americans leave the workforce each year after experiencing a disability because of an injury or illness. Many injured or ill workers could remain in their jobs or the workforce if they received timely, effective supports. Because of its focus on disability employment and position within the U.S. Department of Labor (DOL), ODEP is uniquely equipped to work on increasing gainful employment opportunities for people with disabilities. It does so by working closely with the agencies in DOL; the Rehabilitation Services Administration (RSA) and offices in the U.S. Department of Education (ED); the Social Security Administration (SSA); and Federal agencies with a focus on workforce development or employment-related supports (e.g., healthcare and technology). ODEP also leverages relationships with states and employers to bolster this work.

ODEP researches policy barriers and tests promising solutions to improve access to training, transition services, and employment-related supports and accommodations for jobseekers and workers with disabilities. This ensures workers have the skills U.S. businesses demand in the highly competitive global economy. To support these efforts, ODEP partners with businesses and other organizations to help employers implement inclusive practices and policies that meet their business needs. ODEP also conducts and shares credible research with employers to ensure the policies and practices they adopt are effective and innovative. Because ODEP does not have regulatory or enforcement responsibilities, employers readily seek solutions from ODEP to meet their workforce and talent needs.

ODEP's initiatives typically follow a logic model that includes these steps:

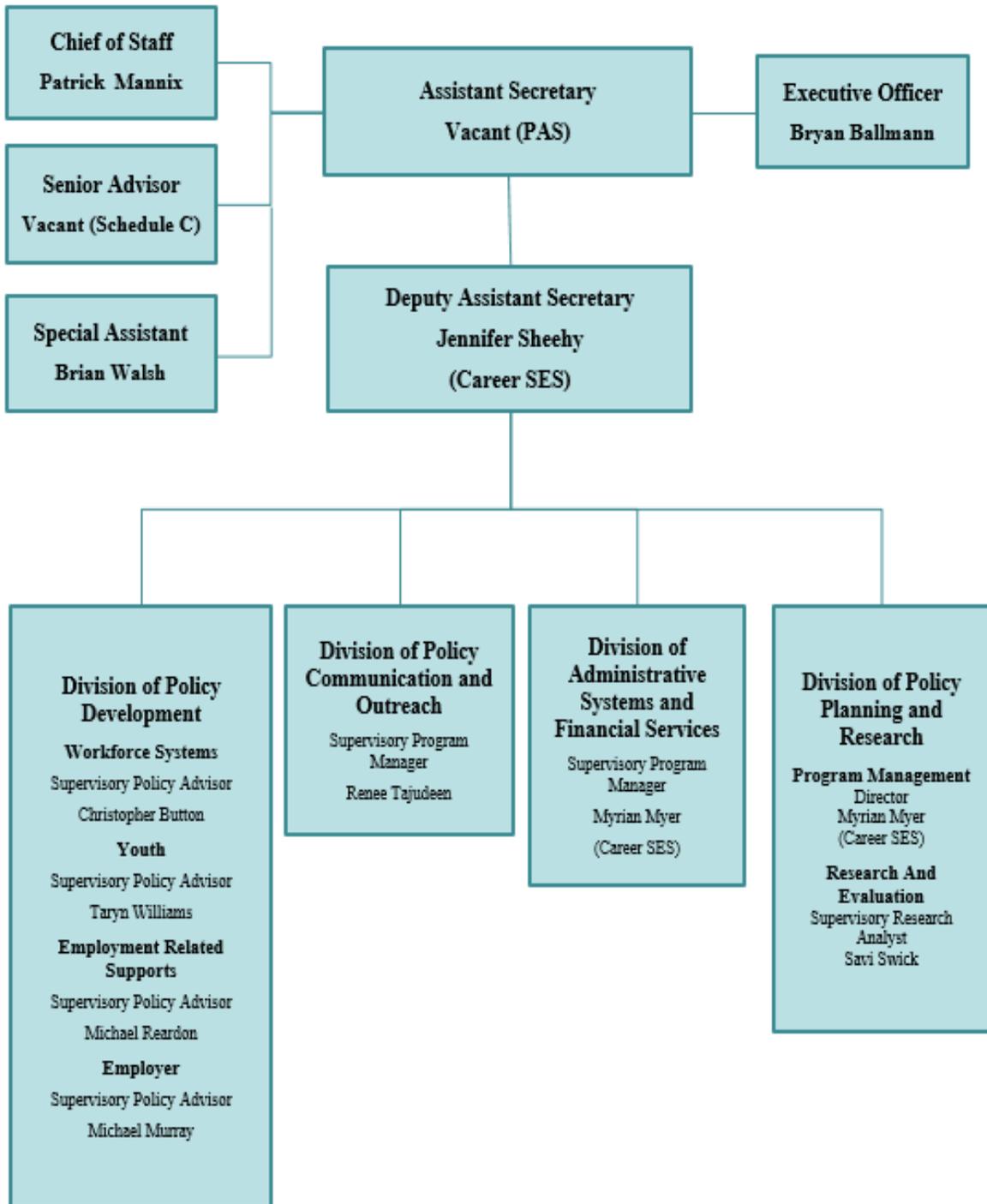
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ODEP conducts research to understand disability employment issues and the impact of potential interventions by testing and evaluating promising strategies to develop a body of evidence for policies and practices that improve disability employment. ODEP then widely shares these policies and practices with employers and government agencies at all levels. Finally, ODEP works with a variety of stakeholders that can directly impact employment outcomes for people with disabilities by helping them adopt and implement evidence-based policies and practices.

OFFICE OF DISABILITY EMPLOYMENT POLICY

Organization Chart



OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
Activity Appropriation	38,203	38,203	27,000	-11,203
FTE	45	49	49	0

NOTE: FY 2018 reflects actual FTE. Authorized FTE for FY 2018 was 46.

Introduction

Congress established ODEP in 2001 to bring a strong, strategic focus to disability employment within DOL, throughout the Federal Government and states, and among private sector employers. Data indicates the need for this focus still exists. Significant disparities remain between the wages and employment rates of people with and without disabilities.

ODEP researches and recommends policy changes that create gainful employment opportunities for people with disabilities to maximize their self-sufficiency and increase their continuous labor force participation. ODEP creates these opportunities by promoting the adoption and implementation of policy strategies and effective practices to drive change within the systems that impact labor market outcomes. This systems change occurs through a process of research, evaluation, and the development and dissemination of effective practices and policies to change agents within systems. ODEP relies on outreach and collaboration to inform policy development and engage stakeholders. It provides technical assistance to encourage the adoption of evidence-based policies and practices to improve employment outcomes for people with disabilities.

ODEP uses program evaluation and performance management to monitor its immediate performance as well as the longer-term impact of its policy development initiatives. This ensures its initiatives are designed efficiently and likely to improve labor market outcomes for people with disabilities. For example, the Retaining Employment and Talent after Injury/Illness Network (RETAIN) Demonstration Projects are based on ODEP’s extensive research and lessons learned from its community of practice in which researchers, policy experts, physicians, and professionals in the disability management field share ideas, challenges, and opportunities. RETAIN will test the impact of early intervention strategies that improve stay-at-work/return-to-work (SAW/RTW) outcomes of individuals who experience work disability while employed. In addition, ODEP, in collaboration with DOL’s Chief Evaluation Office (CEO), has multiple studies underway to assess and document the results of its initiatives and to analyze the prevailing labor market conditions for people with disabilities. Analysis of performance data guides ODEP’s FY 2020 budget request.

OFFICE OF DISABILITY EMPLOYMENT POLICY

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2015	\$38,500	51
2016	\$38,203	48
2017	\$38,203	50
2018	\$38,012	46
2019	\$38,203	49

FY 2020

In FY 2020, consistent with the President’s Management Agenda’s (PMA) Cross-Agency Priority Goal 6 - Shifting From Low-Value to High-Value Work, ODEP will proceed to Phase 2, the full implementation of the RETAIN demonstration projects, as proposed in the President’s FY 2018 and FY 2019 Budgets, by competitively awarding additional funds to a subset of grantees who demonstrate during Phase 1 the capacity for full implementation of the proposed pilot projects completed in FY 18 and FY 19. In addition, ODEP will maintain a related technical assistance contract to support RETAIN grantees. In implementing RETAIN, ODEP will continue partnering with DOL’s Employment and Training Administration (ETA) and CEO, SSA, and the Departments of Education (ED) and Health and Human Services (HHS). ODEP modeled the RETAIN projects after promising programs in Washington State including the Centers for Occupational Health and Education (COHE)¹ and the Early Return to Work² (ERTW) and Stay at Work programs.³ However, the RETAIN projects incorporate a stronger emphasis on connections to existing employment services and supports provided through the workforce development system.

In addition, in FY 2020, ODEP will continue working with state intermediary membership organizations such as the National Conference of State Legislatures (NCSL), the National Governors Association (NGA), the Council of State Governments (CSG), Women in Government (WIG), and the National Hispanic Caucus of State Legislators (NHCSL) through its State Exchange on Employment and Disability (SEED) initiative. SEED promotes the state-level adoption and implementation of evidence-based policies and effective practices. This policy exchange is a logical step to advance ODEP’s policy development and dissemination efforts. Since its inception in 2015, SEED has demonstrated success in helping states improve employment opportunities for their citizens with disabilities by helping them adopt innovative and effective disability employment policies. In FY 2020, SEED will add new state intermediary organizations and expand its scope to include initial lessons from ODEP’s RETAIN initiative. Moreover, through SEED, ODEP will provide disability employment policy expertise to proposed new state task forces, patterned on the year-long Kentucky Work Matters Task Force⁴, launched in 2017.

¹ <http://www.lni.wa.gov/ClaimsIns/Providers/ProjResearchComm/OHS/default.asp>

² <http://www.lni.wa.gov/ClaimsIns/Insurance/Injury/LightDuty/Ertw/Default.asp>

³ <http://lni.wa.gov/Main/StayAtWork/>

⁴ http://governor.ky.gov/wp-content/uploads/2018/05/Binder_Workforce-Small-2.pdf

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In FY 2020, ODEP will continue coordinating Federal efforts to improve the labor force participation rate of people with disabilities and improve access to training, transition services, and employment-related supports and accommodations for people with disabilities. In this regard, ODEP will continue working closely with critical agencies within DOL such as the BLS, ETA, the Office of Federal Contract Compliance Programs, the Veterans' Employment and Training Service, the Wage and Hour Division, and others to maximize DOL's ability to promote disability employment. ODEP will build upon longstanding relationships with other Federal agencies such as SSA, ED, the U.S. Department of Veterans Affairs, HHS' Administration on Community Living and Centers for Medicaid and Medicare Services, the Small Business Administration, and others to ensure that the Government leverages its resources to streamline and improve the services it provides to improve employment opportunities for people with disabilities.

ODEP will continue to fund the Employer Assistance and Resource Network on Disability Inclusion (EARN). EARN is a policy development and assistance center that conducts research and provides free resources, technical assistance, and training to help employers (including Federal contractors) recruit, hire, retain, and advance individuals with disabilities. EARN conducts research to identify effective policies and practices, and disseminates resources on the policies and best practices employers can use to attract and manage a labor force that includes people with disabilities. EARN works closely with business intermediary organizations such as chambers of commerce and industry associations to keep current on workforce trends, identify and address policy barriers and technical assistance needs, and engage their membership in implementing workplace practices that promote disability employment. Current areas of inquiry include the impact of effective return-to-work strategies on employee retention rates, understanding mental health in the workplace, and ways to measure the effectiveness of disability inclusion strategies.

ODEP will continue to fund the Job Accommodation Network (JAN) in FY 2020. JAN is the leading national source of free, expert, and confidential guidance on workplace accommodations and disability employment issues. Private employers of all sizes, government agencies, employee representatives, and service providers, as well as workers and veterans with disabilities and their families benefit from JAN's services. Using data from thousands of consultations, JAN conducts research on the types and costs of accommodations that contribute to ODEP's employer policy and practice development. Because accommodations can remove barriers to employment, JAN continues to provide a critical service to employers and workers that promotes disability employment.

In FY 2020, building on existing research and the momentum gained by Executive Order 13801, *Expanding Apprenticeships in America*, ODEP will continue to collaborate with ETA's Office of Apprenticeship. Together, the agencies will promote inclusive apprenticeship as a workforce strategy to increase employment opportunities for youth and young adults with disabilities, including those with significant disabilities by leveraging and disseminating the policies and practices emerging from ODEP's Apprenticeship Inclusion Models (AIM), which was funded in FY 2018. Apprenticeships offer a path to self-sufficiency and this effort can ensure people with disabilities are fully included as the Department responds to America's call for skilled workers by expanding these programs.

OFFICE OF DISABILITY EMPLOYMENT POLICY

ODEP also will continue to operate its Workforce Recruitment Program (WRP). WRP is a recruitment and referral program that connects private and Federal sector employers nationwide with highly motivated college students and recent graduates with disabilities (including veterans), for internships or permanent jobs. Federal recruiters prescreen and interview candidates before they are included in the database that employers can use to find qualified candidates. WRP continues to provide a pathway for young workers to transition from school to careers.

Finally, consistent with the Data, Accountability, and Transparency Transformation Goal in the President's Management Agenda (PMA), and in partnership with BLS, ODEP will produce comprehensive, accurate, and objective statistics on the state of disability employment in our nation by funding a Disability Supplement to the Current Population Survey. ODEP will lead this effort, which aligns closely with the PMA's Data Accountability and Transparency Goal. Providing access to high quality detailed data reflecting the changing labor force characteristics of the disability population is critical to the ability of researchers and other public and private stakeholders to identify and develop innovative and effective solutions to increase the labor force participation of this population. Detailed data relevant to local communities and labor markets is currently not available, making it difficult to generate policy and programs that are directly relevant to this population in local settings. Having a better understanding of the factors that currently impact the labor force participation of people with disabilities will inform ODEP's decision-making at the national level and allow ODEP to develop disability employment policy solutions that are customer-centric. ODEP will reduce the RETAIN demonstration project amount originally planned for \$9,000,000 by \$1,000,000 to fund the Disability Supplement. However, this one time reduction will not affect total funding anticipated for the implementation of the RETAIN demonstration projects.

FY 2019

ODEP received \$38,203,000 in funding in FY 2019, level with the FY 2018 level, and 49 FTE.

Consistent with the priorities established in the FY 2019 President's Budget request, ODEP fully funded the five year technical assistance contract supporting the implementation of the RETAIN Demonstration Projects. ODEP, in partnership with ETA and SSA, initially awarded this contract in FY 2018. ODEP and ETA funded the Phase One RETAIN planning and eight pilot grants in FY 2018. SSA's 2018 appropriation will also fund up to four Phase Two RETAIN implementation grants in FY 2020 from the pool of existing grantees.

In FY 2019, ODEP is continuing to assist public and private employers, including Federal contractors, in recruiting, hiring, retaining, and advancing qualified workers with disabilities. ODEP will conduct employer research and compliance assistance through a new cooperative agreement to operate EARN. In addition, ODEP is continuing the contract for JAN to provide employers and the public with guidance on workplace accommodations to support workforce participation. ODEP also is collaborating with state membership organizations to promote state-level adoption of evidence-based policies and effective practices through its SEED initiative. ODEP is maintaining an important coordinating role on disability employment by collaborating with a wide range of Federal agencies including ETA, the Veterans' Employment and Training

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Service, the Wage and Hour Division, SSA, RSA, the Administration on Community Living, and the Centers for Medicaid and Medicare Services, among others, to develop effective policy. With these agency partners, ODEP seeks policy solutions to improve access to training, transition services, and employment-related supports and accommodations for jobseekers with disabilities to ensure they have the skills businesses demand in the rapidly changing 21st Century workplace. In collaboration with the U.S. Department of Defense's Office of Diversity Management & Equal Opportunity, ODEP is helping employers access the talents of college students with disabilities through the Workforce Recruitment Program.

At the enacted funding level, ODEP is helping states adopt policies that increase the labor force participation of people with disabilities, helping employers establish policies for inclusive apprenticeships, and ensuring people with disabilities have the skills businesses need. Building on existing research and the momentum gained by Executive Order 13801, *Expanding Apprenticeships in America*, ODEP is continuing to collaborate with ETA's Office of Apprenticeship (OA) in the AIM grant program, which was funded in FY 2018. The 24-month AIM initiative, which will conclude in September 2020, supports the development of models to include youth and adults with disabilities in apprenticeship programs in high-growth, in-demand sectors such as healthcare, finance, and industrial manufacturing. Together, ODEP and ETA will promote inclusive apprenticeship as a workforce strategy to increase employment opportunities for youth and young adults with disabilities, including those with significant disabilities by leveraging and disseminating the policies and practices emerging from AIM. Additional ODEP/OA collaboration activities include co-hosting a two-part online dialogue series for information technology businesses and related stakeholders; conducting a regional disability employment listening session for inclusive apprenticeship and work-based learning at DOL's Chicago office; and co-leading a collaboration with the Veterans Health Administration (VHA) to provide technical assistance focused on improving access and entry to employment and training opportunities for veterans and returning service members with disabilities. ODEP also will fund the development of policy and practice solutions to assist adults and youth with mental health disabilities, including those who are Social Security beneficiaries and veterans, to succeed in competitive integrated employment. Finally, ODEP will help employers adopt, innovate, and implement accessible workplace technologies.

FY 2018

ODEP received \$38,203,000 in funding in FY 2018 and produced a total of 63 Policy Outputs and 136 Implementation Tools to improve employment outcomes for people with disabilities.

ODEP produced a large number of Policy Outputs through its state policy work and produced implementation tools to help states and employers implement disability inclusive policies and practices. For example, in FY 2018 ODEP helped draft Ohio Executive Order 2018-06K which established the Technology First Initiative and the Ohio Technology First Council. This executive order expanded the use of supportive technology for individuals with developmental disabilities. ODEP also helped Louisiana create its state as a Model Employer Task Force Executive Order and helped Washington draft Assembly Bill 625 which promoted competitive integrated employment for people with disabilities, including by using rule-making authority. ODEP also helped Oregon create House Bill (HB) 4041 which improved how its workforce

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development system served people with disabilities. ODEP provided similar assistance to Tennessee (Senate Bill 1777), Arizona (HB 2588), and Pennsylvania (House Resolution 855).

Examples of the 136 Implementation Tools include: *Tips for Employers on Creating Accessible Websites*; *Effective Accommodation Practices – Plan of Action: Workplace Preparedness Tool for Disability-Related Emergencies in the Workplace*; the video, *You Can Lead Too* (youth discussing leadership and advocacy); the *Transition to Postsecondary Education Guide for Families,*” and the *Apprenticeship & Youth with Disabilities Brief*.

OFFICE OF DISABILITY EMPLOYMENT POLICY

WORKLOAD AND PERFORMANCE SUMMARY				
	FY 2018 Enacted		FY 2019 Enacted	FY 2020 Request
	Target	Result	Target	Target
Office of Disability Employment Policy				
Strategic Goal 1 - Support the Ability of All Americans to Find Good Jobs				
Strategic Objective ODEP 1.3 - Develop evidence-based policies, practices, and tools to foster a more inclusive workforce to increase quality employment opportunities for individuals with disabilities.				
Output Measure				
ODEP-01.1	Number of policy outputs	64	63	44
ODEP-03.1	Number of implementation tools	70	136	60
ODEP-05.2	Number of Outreach Events (Planned)	189	189	486
ODEP-08.2	Number of Technical Assistance Events (Targeted)	469	469	402
ODEP-11	Number of Internal and External Collaborations	35	36	34
ODEP-12	Number of Analyses, Research, and Evaluations	56	55	24

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

OFFICE OF DISABILITY EMPLOYMENT POLICY

WORKLOAD SUMMARY

To produce its outputs and realize policy goals, ODEP uses analyses, research and evaluation, technical assistance, outreach, and collaboration as strategies to address the factors that impact the number and quality of employment opportunities for people with disabilities.

ODEP set FY 2018 targets based on President's proposed budget. Even with the reduced budget, ODEP capitalized on many outreach opportunities, which resulted in a large number of outreach events. Such opportunities in excess of the target were not reported, but recorded in ODEP's performance tracking system. Based on this information, ODEP set more realistic targets for FY 2019 and FY 2020.

ODEP will continue to support the RETAIN Demonstration Projects, which SSA will jointly fund. ODEP, along with ETA, funded Phase 1 of the RETAIN demonstration projects by awarding eight states to conduct planning activities and launch pilots of the care coordination service model. In FY 2020, ODEP will award additional funds to a subset of Phase 1 grants to proceed to full implementation of the care coordination service model. As a result, ODEP will produce more implementation tools and conduct fewer outreach events and research products as RETAIN research projects move from pilot to full implementation stage.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2018 Enacted	FY 2019 Enacted	FY 2020 Request	Diff. FY20 Request / FY19 Enacted
11.1	Full-time permanent	5,713	5,861	5,893	32
11.3	Other than full-time permanent	74	168	168	0
11.5	Other personnel compensation	99	120	105	-15
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	5,886	6,149	6,166	17
12.1	Civilian personnel benefits	1,934	2,269	2,068	-201
13.0	Benefits for former personnel	3	0	0	0
21.0	Travel and transportation of persons	100	100	100	0
22.0	Transportation of things	0	0	0	0
23.0	Rent, Communications, and Utilities	0	0	0	0
23.1	Rental payments to GSA	625	615	615	0
23.3	Communications, utilities, and miscellaneous charges	8	3	3	0
24.0	Printing and reproduction	100	100	75	-25
25.1	Advisory and assistance services	11,285	17,475	4,728	-12,747
25.2	Other services from non-Federal sources	122	143	98	-45
25.3	Other goods and services from Federal sources 1/	2,542	2,742	3,186	444
25.4	Operation and maintenance of facilities	0	25	12	-13
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	3	1	1	0
26.0	Supplies and materials	40	30	30	0
31.0	Equipment	91	100	70	-30
41.0	Grants, subsidies, and contributions	15,464	8,451	9,848	1,397
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,203	38,203	27,000	-11,203
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,329	2,484	2,503	19
	DHS Services	18	20	20	0
	Services by DOL Agencies	60	115	550	435
	GSA Services	10	10	10	0
	HHS Services	10	10	0	-10
	Services by Other Government Departments	110	100	100	0

OFFICE OF DISABILITY EMPLOYMENT POLICY

CHANGES IN FY 2020

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
Employee health benefits	0
One day more of pay	32
Federal Employees' Compensation Act (FECA)	9
Benefits for former personnel	0
Travel and transportation of persons	0
Transportation of things	0
Rental payments to GSA	0
Communications, utilities, and miscellaneous charges	0
Printing and reproduction	0
Advisory and assistance services	0
Other services from non-Federal sources	0
Working Capital Fund	19
Other Federal sources (DHS Charges)	0
Other goods and services from Federal sources	0
Research & Development Contracts	0
Operation and maintenance of facilities	0
Operation and maintenance of equipment	0
Supplies and materials	0
Equipment	0
Grants, subsidies, and contributions	0
Insurance claims and indemnities	0

Built-Ins Subtotal **\$60**

Net Program **-\$11,263**

Direct FTE **0**

	Estimate	FTE
Base	\$38,263	49
Program Increase	\$0	0
Program Decrease	-\$11,263	0