

FY 2021

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, [38,500,000] \$27,100,000, *of which not less than \$9,000,000 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, 2020.)

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2019 Enacted		FY 2020 Enacted		FY 2021 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	49	\$38,203	46	\$38,500	46	\$27,100
<i>Subtotal Appropriation</i>	<i>49</i>	<i>\$38,203</i>	<i>46</i>	<i>\$38,500</i>	<i>46</i>	<i>\$27,100</i>
CEO Transfer	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>49</i>	<i>\$38,203</i>	<i>46</i>	<i>\$38,500</i>	<i>46</i>	<i>\$27,100</i>
B. Gross Budget Authority	49	\$38,203	46	\$38,500	46	\$27,100
Offsetting Collections To: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>49</i>	<i>\$38,203</i>	<i>46</i>	<i>\$38,500</i>	<i>46</i>	<i>\$27,100</i>
C. Budget Authority Before Committee	49	\$38,203	46	\$38,500	46	\$27,100
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>\$38,203</i>	<i>46</i>	<i>\$38,500</i>	<i>46</i>	<i>\$27,100</i>
D. Total Budgetary Resources	49	\$38,203	46	\$38,500	46	\$27,100
Unobligated Balance Expiring	0	-\$50	0	\$0	0	\$0
FTE Lapse	-3	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	46	\$38,153	46	\$38,500	46	\$27,100

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2020 Enacted	FY 2021 Request	Net Change
Budget Authority			
General Funds	\$38,500	\$27,100	-\$11,400
Total	\$38,500	\$27,100	-\$11,400
Full Time Equivalents			
General Funds	46	46	0
Total	46	46	0

Explanation of Change	FY 2021 Change							
	FY 2020 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	46	\$5,415	0	\$0	0	\$100	0	\$100
Personnel benefits	0	\$1,681	0	\$0	0	\$0	0	\$0
Employee health benefits	0	\$0	0	\$0	0	\$0	0	\$0
One day less of Pay	0	\$0	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act (FECA)	0	\$0	0	\$0	0	\$0	0	\$0
Benefits for former personnel	0	\$0	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$140	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	\$13,521	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$653	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$2,659	0	\$0	0	\$0	0	\$0
Other Federal sources (DHS Charges)	0	\$20	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$400	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$10	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$6	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$20	0	\$0	0	\$0	0	\$0
Equipment	0	\$185	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$12,995	0	\$0	0	\$0	0	\$0

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Explanation of Change	FY 2021 Change							
	FY 2020 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	46	+\$38,423	0	\$0	0	+\$100	0	+\$100
B. Programs:								
Total Increase	46	+\$38,423	0	\$0	0	+\$100	0	+\$100
Decreases:								
A. Built-Ins:								
To Provide For:								
One day less of Pay	0	\$0	0	\$0	0	-\$32	0	-\$32
Federal Employees' Compensation Act (FECA)	0	\$77	0	\$0	0	-\$5	0	-\$5
Built-Ins Subtotal	0	+\$77	0	\$0	0	-\$37	0	-\$37
B. Programs:								
Reductions in Contracts	0	\$0	0	\$0	0	-\$11,464	0	-\$11,464
Programs Subtotal			0	\$0	0	-\$11,464	0	-\$11,464
Total Decrease	0	+\$77	0	\$0	0	-\$11,501	0	-\$11,501
Total Change	46	+\$38,500	0	\$0	0	-\$11,401	0	-\$11,401

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY								
(Dollars in Thousands)								
	FY 2019 Enacted		FY 2020 Enacted		FY 2021 Request		Diff. FY21 Request / FY20 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	46	38,203	46	38,500	46	27,100	0	-11,400
General Funds	46	38,203	46	38,500	46	27,100	0	-11,400
Total	46	38,203	46	38,500	46	27,100	0	-11,400
General Funds	46	38,203	46	38,500	46	27,100	0	-11,400

NOTE: 2019 reflects actual FTE.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
	Full-Time Equivalent				
	Full-time Permanent	49	46	46	0
	Total	49	46	46	0
	Average ES Salary	\$185,308	\$188,438	\$188,438	\$0
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$109,511	\$113,513	\$114,707	\$0
11.1	Full-time permanent	5,861	5,040	5,325	68
11.3	Other than full-time permanent	168	57	0	0
11.5	Other personnel compensation	120	158	205	47
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	6,149	5,415	5,530	115
12.1	Civilian personnel benefits	2,269	1,758	1,753	-5
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	100	140	140	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	615	615	615	0
23.3	Communications, utilities, and miscellaneous charges	3	3	3	0
24.0	Printing and reproduction	100	100	100	0
25.1	Advisory and assistance services	17,475	13,521	2,914	-10,607
25.2	Other services from non-Federal sources	143	653	658	5
25.3	Other goods and services from Federal sources 1/	2,742	3,079	2,523	-556
25.4	Operation and maintenance of facilities	25	10	10	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	1	6	6	0
26.0	Supplies and materials	30	20	20	0
31.0	Equipment	100	185	185	0
41.0	Grants, subsidies, and contributions	8,451	12,995	12,643	-352
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,203	38,500	27,100	-11,400
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,484	2,659	2,659	0
	DHS Services	20	20	20	0
	Services by DOL Agencies	115	277	-279	-556
	GSA Services	10	10	10	0
	HHS Services	10	10	10	0
	Services by Other Government Departments	100	100	100	0

OFFICE OF DISABILITY EMPLOYMENT POLICY

AUTHORIZING STATUTES

Public Law / Act	Legislation	Statute No. US Code	Volume No.	Page No.	Expiration Date
Pub. L. 106-554	Office of Disability Employment Policy	29 U.S.C 537 (b)			

Congress established ODEP in the Omnibus Consolidated Appropriations Act of Fiscal Year 2001. (Pub. L. 106–554, § 1(a)(1) [title I], Dec. 21, 2000, 114 Stat. 2763, 2763A–10. That provision is now codified in the U.S. Code:

Beginning in fiscal year 2001, there is established in the Department of Labor an office of disability employment policy which shall, under the overall direction of the Secretary, provide leadership, develop policy and initiatives, and award grants furthering the objective of eliminating barriers to the training and employment of people with disabilities. Such office shall be headed by an Assistant Secretary.

29 U.S.C 537 (b).

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
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...6/	\$27,000			\$38,500	46
2021					
Base Appropriation	\$27,100				46

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

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

Introduction

The Office of Disability Employment Policy (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 U.S. Department of Labor (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 2019, the unemployment rate for people with disabilities aged 16 and over was 7.3 percent, compared to 3.5 percent for those without a disability. During that same period, the labor force participation rate for people with disabilities was 20.8 percent, compared to 68.7 percent for those without a disability. For individuals with disabilities who are working, the data also show higher rates of part-time work and higher percentages of low-wage jobs. Furthermore, millions of Americans leave the workforce each year after experiencing a disability because of an injury or illness, yet many injured or ill workers could remain in their jobs in the workforce if they received timely, effective supports. In 2017, the median income for adult workers with disabilities was \$22,274, which is \$10,650 less than the \$32,924 median for workers without disabilities (Census Bureau, 2017). Earning a higher wage promotes self-sufficiency and allows people with disabilities greater financial independence, and given this, promoting quality employment for people with disabilities is central to ODEP's work.

ODEP explores labor policy that benefits people with disabilities by working closely with multiple agencies in DOL; the Rehabilitation Services Administration (RSA) and other offices in the U.S. Department of Education (ED); the Social Security Administration (SSA); the U.S. Department of Health and Human Services (HHS); and, additional federal agencies with a focus on workforce development or employment-related supports. ODEP also leverages relationships with states, employers, and other stakeholders to bolster this work.

ODEP researches policy barriers and tests promising solutions to improve access to training, transition services, employment-related supports and accommodations for jobseekers and workers with disabilities. This ensures workers have the skills U.S. businesses demand in today's 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 rigorous research with employers to ensure the policies and practices they adopt are effective and innovative.

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

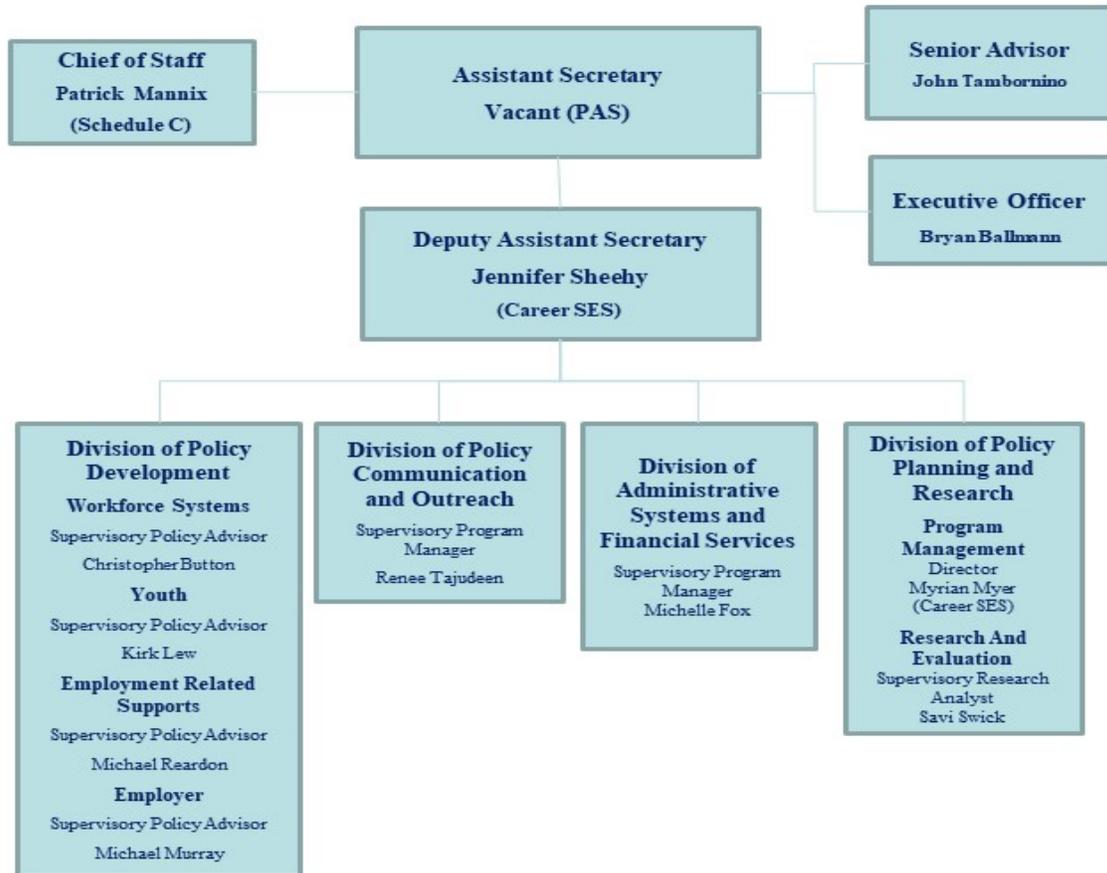
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ODEP conducts research to understand disability employment issues and the impact of potential interventions by testing and evaluating promising strategies to develop evidence for policies and practices that improve disability employment. ODEP then shares these policies and practices widely with employers and government agencies at all levels. ODEP coordinates these policy research and development efforts with relevant federal agencies, to ensure consistent and complimentary federal investments. 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 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
Activity Appropriation	38,203	38,500	27,100	-11,400
FTE	46	46	46	0

NOTE: FY 2019 reflects actual FTE. Authorized FTE for FY 2019 was 49.

Introduction

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

ODEP researches and recommends policy changes that can create gainful employment opportunities for people with disabilities to maximize their self-sufficiency and 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 research, evaluation, and the development and dissemination of effective practices and policies. 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. This also allows for continual learning and improvement. In collaboration with DOL's Chief Evaluation Office (CEO), ODEP 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 2021 budget request.

OFFICE OF DISABILITY EMPLOYMENT POLICY

Resource and Program Data

Data Category	FY 2019 Enacted	FY 2020 Enacted	FY 2021 President's Budget
<u>Resource Data:</u>			
Discretionary Grants Funded by ODEP	8,451	13,145	11,091
Discretionary Grants Funded by SSA	0	52,504	0
Discretionary Grants Funded by ETA	0	8,000	9,000
Discretionary Contracts Funded by ETA	0	1,000	0
Total Resources	8,451	74,649	20,091
<u>Program Data:</u>			
Total Grants	2	18	15
New Starts			
#	2	5	0
\$	8,283	64,654	0
Continuing			
#	11	13	15
\$	168	9,995	20,091
Contracts			
#	19	15	9
\$	17,475	11,230	3,567

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2016	\$38,203	48
2017	\$38,203	50
2018	\$38,012	46
2019	\$38,203	49
2020	\$38,500	46

FY 2021

In FY 2021, the ODEP budget request is \$27,100,000 and 46 FTE. In FY 2021, consistent with the President's Management Agenda's (PMA) Cross-Agency Priority Goal 6 - Shifting From Low-Value to High-Value Work, ODEP will continue Phase 2, the full implementation of the Retaining Employment and Talent after Injury/Illness Network (RETAIN) Demonstration Projects, in collaboration with Social Security Administration (SSA) and DOL's Employment and Training Administration (ETA). A subset of grantees who demonstrated the capacity for full implementation of the pilot projects carried out in FYs 2018 and 2019 during Phase 1 of these

OFFICE OF DISABILITY EMPLOYMENT POLICY

grants will receive Phase 2 grants in FY 2020. ODEP will continue to maintain a technical assistance contract to support RETAIN grantees and SSA will maintain the evaluation contract. In fully implementing the RETAIN Demonstration Projects, ODEP will partner SSA, DOL's ETA and CEO, and with ED and HHS. ODEP modeled RETAIN on promising programs in Washington State, including the Centers for Occupational Health and Education (COHE)¹ and the Early Return to Work² and Stay at Work programs.³ In the Phase 1 pilot, eight states are using their funds in a variety of ways to improve the early coordination of health care and employment-related supports and services, train health care providers in occupational best practices, and facilitate communication and return-to-work efforts between workers, their employers, and their health care providers.⁴ The ultimate policy goal is to reduce long-term disability, including the need for Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) benefits, and to increase labor force participation among those individuals.

In 2021, SSA will, subject to the enactment of authorizing legislation, transfer administration of the Ticket to Work Program to ETA. The Ticket to Work program allows SSA to pay service providers to help SSDI beneficiaries and SSI recipients achieve employment outcomes.

In its current form, the Ticket to Work program faces several challenges in achieving its purpose. First, the program falls outside of SSA's core mission of administering Old-Age and Survivors Insurance (OASI), SSDI, and SSI programs. Second, the program duplicates administrative structures and services in existing state and local workforce systems. Finally, the program is administratively complex and burdensome, making it difficult for beneficiaries, employers, and service providers to effectively interact with the program.

This proposal would move the Ticket to Work Program to ETA, the Federal Government's leading workforce development agency. It would empower the American Job Center network to carry out the Ticket to Work Program in concert with other workforce programs. In addition, it would simplify program rules while improving structure and outcomes of the performance-based funding allocation. The reformed program will move toward a more integrated, effective, and efficient system for supporting SSDI beneficiaries and SSI recipients in obtaining and sustaining employment.

The ultimate goals of the proposal include:

- Increasing the number of disability beneficiaries who participate in the program, succeed in employment, and achieve economic mobility,
- Improving the experience of individual program participants;
- Reducing program fragmentation and duplication;
- Establishing national uniformity in essential program features while allowing local innovation;

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 The States include California, Connecticut, Kansas, Kentucky, Minnesota, Ohio, Vermont, and Washington.

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- Restructuring funding mechanisms and performance metrics to align with the Workforce Innovation and Opportunity Act (WIOA);
- Providing financial incentives to states that perform well;
- Leveraging DOL's expertise in promoting innovative workforce development solutions and disability employment; and
- Better integrating services for disability beneficiaries into the core workforce system.

ODEP will provide policy guidance to ETA to support its new responsibilities in implementing the transfer and administration of the program.

The State Exchange on Employment and Disability (SEED) will continue its efforts to actively engage state intermediary organizations, which serve as trusted sources of information to their policymaking members, including the Council of State Governments (CSG), National Conference of State Legislatures (NCSL), National Governors Association (NGA), the Lieutenant Governors Association (LGA), the Board of Hispanic Caucus Chairs (BHCC), and Women in Government (WIG). The SEED partnerships assist states to improve employment success for people with disabilities through the adoption of effective policies and inclusive workforce development. In addition, while continuing to engage state-level membership organizations, SEED will expand its engagements to include local intermediaries such as the U.S. Conference of Mayors, the League of Cities, and the National Association of Counties.

SEED will also expand its efforts to track the adoption of employment policies and will assess the most efficient ways of reaching state and local policymakers. This includes providing information and intensive technical assistance, fostering collaboration among all relevant stakeholders, and determining the potential for using this proven model in other policy areas within DOL.

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. 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 (OFCCP), the Veterans' Employment and Training Service (VETS), the Wage and Hour Division (WHD), 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 Equal Employment Opportunity Commission (EEOC), the U.S. Department of Veterans Affairs (VA), HHS' Administration on Community Living (ACL) and Centers for Medicaid and Medicare Services (CMS), the Small Business Administration (SBA), and others to ensure that the Government leverages its resources to streamline and improve the services it provides to support employment for people with disabilities. ODEP also will partner with outside organizations, including business member organizations and disability serving organizations, in order to help develop and disseminate resources and best practices in disability employment, and to promote ODEP's mission across the country.

ODEP will continue to fund the Employer Assistance and Resource Network on Disability Inclusion (EARN), through a cooperative agreement awarded in FY 2019. EARN is a policy

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development and assistance center that conducts research and policy studies. EARN identifies and validates effective policy and practice models, translates that knowledge into engaging formats to share with employers, and provides technical assistance and training to public and private employers of all sizes so they can create cultures that are inclusive of workers with disabilities. EARN works closely with business intermediary organizations such as chambers of commerce and industry associations, which helps EARN remain current on workforce trends so it can identify and address policy barriers and technical assistance needs. It also allows EARN to better engage employers through these intermediaries so businesses can implement workplace practices that promote disability employment. Current areas of inquiry include: strategies to increase rates of employee self-identification of disabilities, ways to measure the effectiveness of disability inclusion strategies, and proactive approaches to recruitment of individuals with disabilities.

In FY 2021, ODEP will continue to fund the Job Accommodation Network (JAN). JAN is the leading national source of free, expert, and confidential one-on-one guidance on workplace accommodations, the Americans with Disabilities Act (ADA) and related legislation, and self-employment and entrepreneurship for people with disabilities. Those who benefit from JAN's services include private employers of all sizes, government agencies, employee representatives, and service providers, as well as people with disabilities, including disabled veterans and their families. Research conducted from JAN's thousands of consultations on the types and costs of accommodations contributes to ODEP's employer policy and practice tools. JAN provides a vital service to employers and workers that breaks down barriers to disability employment through successful workplace accommodations.

To increase the labor force participation of people with disabilities, ODEP will continue to administer the Workforce Recruitment Program (WRP). WRP is a recruitment and referral program that works with colleges and universities nationwide. The WRP connects private- and federal-sector employers across the country with skilled, job-ready college students and recent graduates with disabilities, including veterans, for internships or permanent jobs. Annually, federal recruiters interview candidates to prescreen them before they are included in the WRP database. Employers then search the database to find qualified employees to join their workforces. WRP provides an effective pathway for young workers to transition from post-secondary education to careers. Given significant changes that have occurred in recruitment and job search strategies since the program began, ODEP will explore options for improving program efficacy and efficiency.

At the \$27.1 million level, ODEP will continue projects such as the Apprenticeship Pilots and Youth Policy Development Center into FY 2021 using funding from previous years. ODEP will reduce technical assistance funding to service providers and the public workforce system that have largely completed their work and could be redundant with those of other federal agencies. Lessons learned from those technical assistance projects have and will continue to be shared with state workforce agencies and other stakeholders.

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FY 2020

ODEP received \$38,500,000 in funding in FY 2020, an increase of \$297,000 from the FY 2019 level, and has 46 FTE.

In FY 2020, consistent with the PMA Cross-Agency Priority Goal 6 - Shifting From Low-Value to High-Value Work, ODEP will proceed to Phase 2 of the RETAIN demonstration projects, as proposed in the President's FY 2018, and FY 2020 Budgets, by competitively awarding additional funds to a subset of grantees who demonstrate the capacity to scale up the pilot projects from Phase 1. RETAIN is a joint demonstration with SSA that tests early interventions to help workers stay at work or return to work quickly after experiencing the onset of a work-threatening injury, illness, or disability. In addition, ODEP will maintain a technical assistance contract to support RETAIN grantees while SSA will maintain the evaluation contract. In implementing RETAIN, in addition to partnering with SSA, ODEP will continue partnering with DOL's ETA and CEO, ED and HHS. ODEP modeled the RETAIN projects on promising programs in Washington State including the COHE⁵ and the Early Return to Work⁶ and Stay at Work programs.⁷ RETAIN grantees are using their funds in a variety of ways to improve the early coordination of health care and employment-related supports and services, train health care providers in occupational best practices, and facilitate communication and return-to-work efforts between workers, their employers, and their health care providers. The ultimate policy goal is to reduce long-term disability, including the need for DI or SSI benefits, and increase labor force participation among those individuals.

In addition, during FY 2020, ODEP is continuing to work with state intermediary membership organizations such as NCSL, NGA, CSG, WIG, and the National Hispanic Caucus of State Legislators (NHCSL) through its SEED initiative. SEED promotes the state-level adoption and implementation of evidence-based policies and effective practices, and advances ODEP's policy development and dissemination efforts. Since its inception in 2015, SEED has helped states improve employment opportunities for people with disabilities by helping them adopt innovative and effective disability employment policies. In FY 2020, SEED is adding new state intermediary organizations and will expand its scope to incorporate preliminary lessons from ODEP's RETAIN initiative. Moreover, through SEED, ODEP will provide disability employment policy expertise to emerging new state task forces, patterned on the year-long Kentucky Work Matters Task Force launched in 2017.⁸

In FY 2020, ODEP is coordinating federal efforts to improve the labor force participation rate of people with disabilities and improve their access to training, transition services, and employment-related supports and accommodations. In this regard, ODEP will continue working closely with critical agencies within DOL such as BLS, ETA, OFCCP, VETS, WHD, and others

⁵ <http://www.lni.wa.gov/ClaimsIns/Providers/ProjResearchComm/OHS/default.asp>

⁶ <http://www.lni.wa.gov/ClaimsIns/Insurance/Injury/LightDuty/Ertw/Default.asp>

⁷ <http://lni.wa.gov/Main/StayAtWork/>

⁸ http://governor.ky.gov/wp-content/uploads/2018/05/Binder_Workforce-Small-2.pdf

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to maximize DOL's ability to promote disability employment. ODEP continues to build upon longstanding relationships with other federal agencies such as SSA, ED, VA, HHS' ACL and CMS, and SBA. ODEP will also cultivate new partnerships with key federal agencies to ensure that the Government leverages its resources to streamline and improve the services to improve employment opportunities for people with disabilities.

In FY 2020, ODEP will continue funding 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 shares 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 is funding JAN in FY 2020. JAN is the leading national source of free, expert, and confidential guidance on workplace accommodations and related 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 remove barriers to employment, JAN continues to provide a critical service to employers and workers that promotes disability employment and workplace success.

In FY 2020, building on existing research and the direction of Executive Order 13801, *Expanding Apprenticeships in America*, ODEP will continue collaborating with ETA's Office of Apprenticeship to promote inclusive apprenticeships as a workforce strategy to increase employment opportunities for youth and young adults with disabilities, including those with significant disabilities. ODEP will leverage and share policies and practices emerging from its Apprenticeship Inclusion Models (AIM) funded in FY 2018. Apprenticeships offer a path to self-sufficiency, and this effort helps ensure that people with disabilities are fully included as the Department of Labor responds to America's demand for skilled workers.

ODEP will also work to improve coordination and service delivery across workforce systems. To support this effort, ODEP will fund a contract for a Policy Development Center (PDC) focused on policy implementation under the Workforce Innovation and Opportunity Act (WIOA). Finally, ODEP will fund a new initiative, the National Expansion of Employment Opportunities Network (NEON), to assist national provider organizations to develop strategic plans to effectively increase competitive integrated employment outcomes for individuals with significant disabilities.

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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.

Consistent with the Data, Accountability, and Transparency Transformation Goal in the PMA, and in partnership with BLS, ODEP will lead the effort to 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. 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 inform policies and programs that are directly relevant to local populations. 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 individualized disability employment policy solutions. 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.

Finally, in partnership with ETA and SSA, ODEP will begin the planning and analysis for the transfer of the Ticket to Work program, which assists those receiving Supplemental Security Income and Social Security Disability Insurance to train for, enter, and maintain employment. The FY 2021 President's budget request proposes the reform and transfer of the Ticket to Work program to ETA. ODEP will provide policy guidance during planning and implementation of the transfer, and ongoing policy support following the transfer.

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 eight RETAIN grants in FY 2018 for planning during the pilot Phase 1 of the project. SSA's 2018 and 2020 appropriation along with ODEP and ETA funds will competitively fund a subset of Phase 1 RETAIN grants to scale up in FY 2020 in Phase 2.

In FY 2019, ODEP continued to assist public and private employers, including federal contractors, with recruiting, hiring, retaining, and advancing qualified workers with disabilities. ODEP began conducting employer research and compliance assistance through a new cooperative agreement to operate EARN. In addition, ODEP continued the contract for JAN to

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provide employers and the public with guidance on workplace accommodations to support workforce participation. ODEP also collaborated with state membership organizations to promote state-level adoption of evidence-based policies and effective practices through its SEED initiative. ODEP maintained an important coordinating role in disability employment by collaborating with a wide range of federal agencies including ETA, VETS, WHD, SSA, RSA, ACL, Veterans Health Administration, and CMS, among others, to develop effective policy. With these agency partners, ODEP sought policy solutions to improve access to training, transition services, and employment-related supports and accommodations for jobseekers with disabilities to ensure they meet the demand in the rapidly changing workplace. In collaboration with the Department of Defense's Diversity Management Operations Center, ODEP helped employers access the talents of college students with disabilities through the WRP.

At the enacted funding level, ODEP helped states adopt policies that increase the labor force participation of people with disabilities, helped employers establish policies for inclusive apprenticeships, and ensured 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 continued to collaborate with ETA's Office of Apprenticeship (OA) through the 24-month, \$1.9 million AIM grant program. Funded in FY 2018 and set to conclude in September 2020, the AIM initiative 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. The AIM pilot partners are Amazon, Microsoft, the Healthcare Career Advancement Program (H-CAP), and Industrial Manufacturing Technician (IMT) projects, which serve approximately 500 jobseekers across all sites. Together, ODEP and ETA promoted 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 included 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 Regional Office in Chicago; and co-leading a collaboration with the Veterans Health Administration 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 funded the development of policy and practice solutions to help adults and youth with mental health disabilities, including those who are Social Security beneficiaries and veterans, succeed in competitive integrated employment. In addition, ODEP funded a technical assistance center and other resources that supported the workforce development system in better serving people with disabilities with the goal of increasing competitive integrated employment. Finally, ODEP helped employers adopt, innovate, and implement accessible workplace technologies.

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WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2019 Enacted		FY 2020 Enacted	FY 2021 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	44	66	44	35
ODEP-03.1	Number of implementation tools	60	110	70	100
ODEP-05.2	Number of Outreach Events (Planned)	486	460	400	200
ODEP-08.2	Number of Technical Assistance Events (Targeted)	402	403	402	250
ODEP-11	Number of Internal and External Collaborations	34	34	34	26
ODEP-12	Number of Analyses, Research, and Evaluations	24	31	20	40

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

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WORKLOAD SUMMARY

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

FY 2021 targets across output measures are set at a lower rate than the results achieved in FY 2019 to account for the reduction in requested funding. However, ODEP will continue to invest in assisting states and employers to adopt and implement policies and practices that enhance the employment outcomes for people with disabilities.

In FY 2021, ODEP will continue to produce policy outputs through its SEED initiative. However, ODEP will produce fewer than in FY 2020 as efforts shift to developing implementation tools that states request to assist them in adopting and implementing disability employment policies. ODEP will also continue to support the RETAIN Demonstration Projects, which SSA jointly funds. ODEP partnered with ETA and SSA to fund Phase 1 of the RETAIN demonstration projects by awarding grants to eight states to conduct planning activities and launch pilots of the care coordination service model.⁹ In FY 2020, ODEP will award additional funds to a subset of Phase 1 grantees to scale up the care coordination service model in Phase 2. In FY 2021, Phase 2 grantees will continue to serve ill or injured workers in greater numbers. As a result, in FY 2021 ODEP will produce more implementation tools which will be necessary to initiate Phase 2 of the RETAIN projects in FY 2021, but reduce the number of outreach and technical assistance events. ODEP will have fewer internal and external formal collaborations through SEED, as SEED focuses on assisting currently engaged states rather than developing additional alliances. ODEP will maintain key collaborations necessary to support EARN, JAN, and WRP. ODEP will increase its efforts in analysis, research and evaluation to develop evidence that can assist ODEP in targeting future investments to increase the number and quality of employment opportunities for people with disabilities.

⁹ The States are California, Connecticut, Kansas, Kentucky, Minnesota, Ohio, Vermont, and Washington.

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2019 Enacted	FY 2020 Enacted	FY 2021 Request	Diff. FY21 Request / FY20 Enacted
11.1	Full-time permanent	5,861	5,097	5,165	68
11.3	Other than full-time permanent	168	160	160	0
11.5	Other personnel compensation	120	158	205	47
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	6,149	5,415	5,530	115
12.1	Civilian personnel benefits	2,269	1,758	1,753	-5
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	100	140	140	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	615	615	615	0
23.3	Communications, utilities, and miscellaneous charges	3	3	3	0
24.0	Printing and reproduction	100	100	100	0
25.1	Advisory and assistance services	17,475	13,521	2,914	-10,607
25.2	Other services from non-Federal sources	143	653	658	5
25.3	Other goods and services from Federal sources 1/	2,742	3,079	2,523	-556
25.4	Operation and maintenance of facilities	25	10	10	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	1	6	6	0
26.0	Supplies and materials	30	20	20	0
31.0	Equipment	100	185	185	0
41.0	Grants, subsidies, and contributions	8,451	12,995	12,643	-352
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,203	38,500	27,100	-11,400
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,484	2,659	2,659	0
	DHS Services	20	20	20	0
	Services by DOL Agencies	115	277	-279	-556
	GSA Services	10	10	10	0
	HHS Services	10	10	10	0
	Services by Other Government Departments	100	100	100	0

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CHANGES IN FY 2021

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$100
Personnel benefits	0
Employee health benefits	0
One day less of Pay	-32
Federal Employees' Compensation Act (FECA)	-5
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	0
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 **\$63**

Net Program **-\$11,463**

Direct FTE **0**

	Estimate	FTE
Base	\$38,563	46
Program Increase	\$0	0
Program Decrease	-\$11,463	0