

FY 2022

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

This page is intentionally left blank.

OFFICE OF DISABILITY EMPLOYMENT POLICY

TABLE OF CONTENTS

Appropriation Language	1
Amounts Available for Obligation.....	2
Summary of Changes	3
Summary Budget Authority and FTE by Activity	5
Budget Authority by Object Class	6
Authorizing Statutes.....	7
Appropriation History	8
Overview	9
Organization Chart.....	11
Budget Activities	13
Office of Disability Employment Policy	13

This page is intentionally left blank.

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION LANGUAGE

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] \$42,711,000, *of which not less than \$9,000,000 shall be 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, 2021.)

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2020 Revised Enacted		FY 2021 Enacted		FY 2022 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	46	\$38,500	51	\$38,500	51	\$42,711
<i>Subtotal Appropriation</i>	<i>46</i>	<i>\$38,500</i>	<i>51</i>	<i>\$38,500</i>	<i>51</i>	<i>\$42,711</i>
CEO Transfer	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>46</i>	<i>\$38,500</i>	<i>51</i>	<i>\$38,500</i>	<i>51</i>	<i>\$42,711</i>
B. Gross Budget Authority	46	\$38,500	51	\$38,500	51	\$42,711
Offsetting Collections To: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>46</i>	<i>\$38,500</i>	<i>51</i>	<i>\$38,500</i>	<i>51</i>	<i>\$42,711</i>
C. Budget Authority Before Committee	46	\$38,500	51	\$38,500	51	\$42,711
Offsetting Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
Anticipated Collections From: Reimbursements	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>46</i>	<i>\$38,500</i>	<i>51</i>	<i>\$38,500</i>	<i>51</i>	<i>\$42,711</i>
D. Total Budgetary Resources	46	\$38,500	51	\$38,500	51	\$42,711
Unobligated Balance Expiring	0	-\$50	0	\$0	0	\$0
FTE Lapse	3	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	49	\$38,450	51	\$38,500	51	\$42,711

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2021 Enacted	FY 2022 Request	Net Change
Budget Authority			
General Funds	\$38,500	\$42,711	+\$4,211
Total	\$38,500	\$42,711	+\$4,211
 Full Time Equivalents			
General Funds	51	51	0
Total	51	51	0

FY 2022 Change

Explanation of Change	FY 2021 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	51	\$7,159	0	\$0	0	\$188	0	\$188
Personnel benefits	0	\$2,263	0	\$0	0	\$101	0	\$101
Employee health benefits	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	\$45	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$591	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$2	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$82	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$17,240	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$105	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$2,156	0	\$0	0	\$228	0	\$228
Other Federal sources (DHS Charges)	0	\$12	0	\$0	0	\$0	0	\$0
Other goods and services from Federal sources	0	\$137	0	\$0	0	\$0	0	\$0
Research & Development Contracts	0	\$0	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$2	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$0	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$50	0	\$0	0	\$0	0	\$0

OFFICE OF DISABILITY EMPLOYMENT POLICY

FY 2022 Change

Explanation of Change	FY 2021 Base		Trust Funds		General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Equipment	0	\$34	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$8,549	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	51	+\$38,427	0	\$0	0	+\$517	0	+\$517
B. Programs:								
Expanding Access to Clean Energy Jobs through Inclusive Apprenticeships	0	\$0	0	\$0	0	\$1,956	0	\$1,956
Support Inclusive and Equitable COVID - Recovery into Inclusion	0	\$0	0	\$0	0	\$1,750	0	\$1,750
Programs Subtotal			0	\$0	0	+\$3,706	0	+\$3,706
Total Increase	51	+\$38,427	0	\$0	0	+\$4,223	0	+\$4,223
Decreases:								
A. Built-Ins:								
To Provide For: Federal Employees' Compensation Act (FECA)	0	\$73	0	\$0	0	-\$12	0	-\$12
Built-Ins Subtotal	0	+\$73	0	\$0	0	-\$12	0	-\$12
B. Programs:								
Total Decrease	0	+\$73	0	\$0	0	-\$12	0	-\$12
Total Change	51	+\$38,500	0	\$0	0	+\$4,211	0	+\$4,211

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)								
	FY 2020 Revised Enacted		FY 2021 Enacted		FY 2022 Request		Diff. FY22 Request / FY21 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	49	38,500	51	38,500	51	42,711	0	4,211
General Funds	49	38,500	51	38,500	51	42,711	0	4,211
Total	49	38,500	51	38,500	51	42,711	0	4,211
General Funds	49	38,500	51	38,500	51	42,711	0	4,211

NOTE: 2020 reflects actual FTE.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
	Full-Time Equivalent				
	Full-time Permanent	46	51	51	0
	Total	46	51	51	0
	Average ES Salary	\$195,358	\$198,302	\$203,656	\$5,354
	Average GM/GS Grade	13	13	13	0
	Average GM/GS Salary	\$125,769	\$127,014	\$130,443	\$3,429
11.1	Full-time permanent	6,253	6,600	6,788	188
11.3	Other than full-time permanent	71	87	87	0
11.5	Other personnel compensation	191	181	181	0
11.8	Special personal services payments	0	291	291	0
11.9	Total personnel compensation	6,515	7,159	7,347	188
12.1	Civilian personnel benefits	2,104	2,336	2,425	89
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	72	45	45	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	591	591	0
23.3	Communications, utilities, and miscellaneous charges	2	2	2	0
24.0	Printing and reproduction	100	82	82	0
25.1	Advisory and assistance services	17,623	17,240	18,990	1,750
25.2	Other services from non-Federal sources	150	105	105	0
25.3	Other goods and services from Federal sources 1/	2,756	2,305	2,533	228
25.4	Operation and maintenance of facilities	5	2	2	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2	0	0	0
26.0	Supplies and materials	60	50	50	0
31.0	Equipment	242	34	34	0
41.0	Grants, subsidies, and contributions	8,254	8,549	10,505	1,956
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,500	38,500	42,711	4,211
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,337	2,156	2,384	228
	DHS Services	12	12	12	0
	Services by DOL Agencies	277	10	10	0
	GSA Services	10	0	0	0
	HHS Services	10	20	20	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
2012					
Base Appropriation...1/	\$39,031	\$38,879	\$38,879	\$38,879	52
2013					
Base Appropriation...2/	\$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...3/	\$27,203	\$36,800		\$38,012	46
2019					
Base Appropriation...4/	\$27,000			\$38,203	49
2020					
Base Appropriation...5/	\$27,000			\$38,500	46
2021					
Base Appropriation	\$27,100			\$38,500	51
2022					
Base Appropriation	\$42,711				51

1/ Reflects a \$707 reduction pursuant to P.L. 112-74, and a \$770 transfer to the Office of the Solicitor.

2/ 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.

3/ This bill was passed by the Senate. It was passed out of the House Subcommittee but was not reported out of the House Committee or by the full House.

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

5/ FTE for FY 2020 and FY 2021 reflect the Shared Services Realignment.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

The Office of Disability Employment Policy (ODEP) mission is to develop and influence policies and practices to increase employment opportunities for people with disabilities. This mission addresses stark inequities between the employment and earnings of people with disabilities in comparison to people without disabilities and recognizes that our nation is stronger when all Americans have opportunities for good jobs. ODEP supports the U.S. Department of Labor's (DOL) Strategic Goal 1, *Support the Ability of All Americans to Find Good Jobs*, and 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) statistics clearly indicate the need for better policies and practices in this area. In March 2021, the unemployment rate for people with disabilities aged 16 and older was 10.2 percent, compared to 6.0 percent for those without a disability. The labor force participation rate for people with disabilities was 20.2 percent, compared to 66.8 percent for those without a disability; the rate for people with disabilities has been stagnant since at least 2009, when data became available. The employment-population ratio for people with disabilities was 18.1 percent, compared to 62.8 percent for people without disabilities. There is a persistent gap in employment between working-age men and women with disabilities, as the employment-population ratio for women with disabilities is approximately 4 percentage points lower than for men with disabilities. There are significant racial disparities: the employment-population ratio for non-Hispanic blacks with disabilities is approximately 7 percentage points below that of Hispanics with disabilities and approximately 11 percentage points below that of non-Hispanic whites with disabilities.

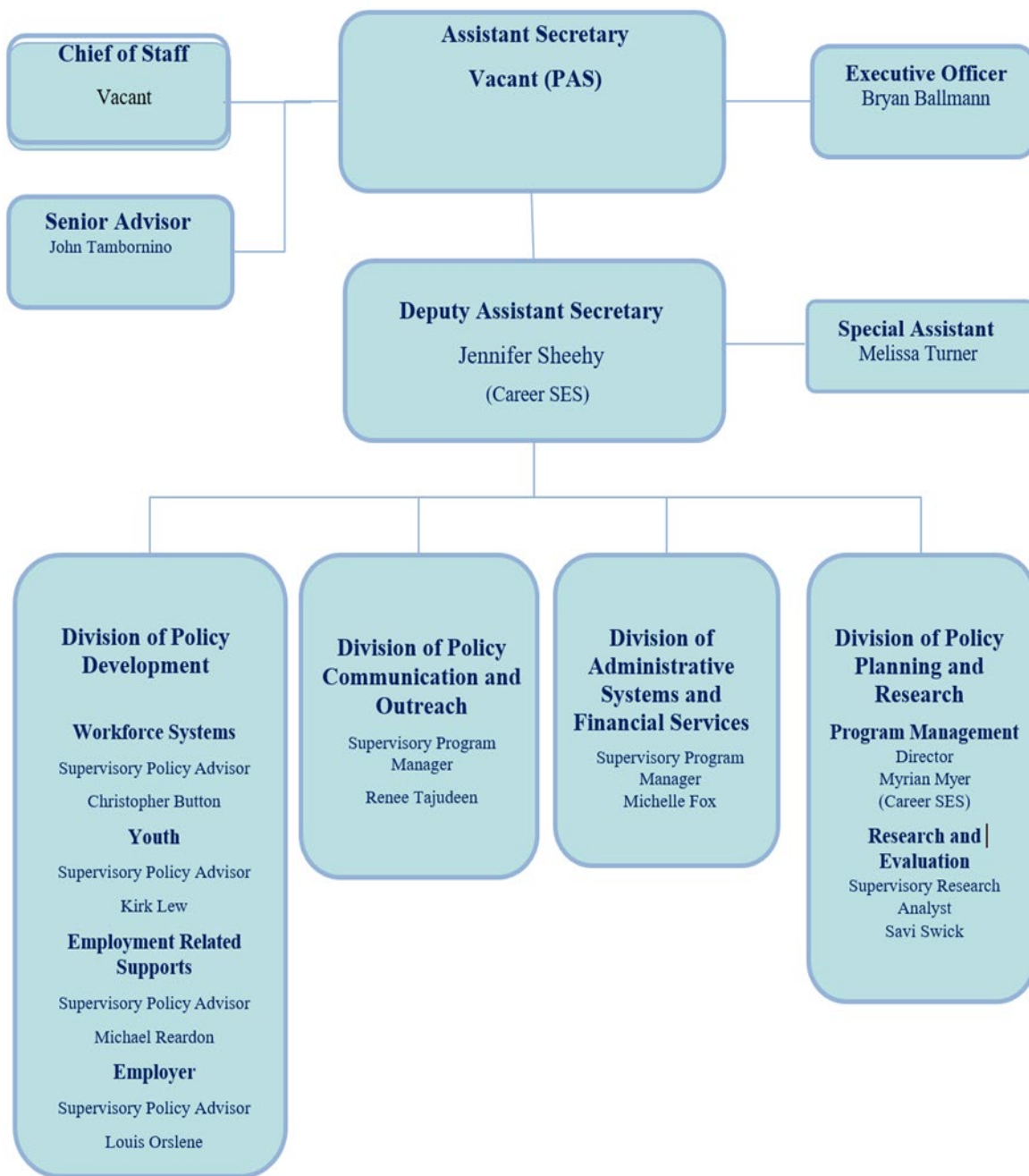
Behind these statistics are millions of Americans. Workers who leave the workforce each year after experiencing a disability because of an injury or illness could remain employed if they received timely integrated supports. Mental health conditions that interfere with employment are often unaddressed. Individuals who need certain services and supports to work at their full potential often lack these services and supports. Proven strategies that enable individuals with serious mental illness to succeed in employment are often not available. Youth and young adults with disabilities have greater difficulty transitioning successfully to employment without effective supports. New technologies and opportunities in emerging industries may not be accessible and inclusive of people with disabilities. Employers are often unaware of simple cost-effective accommodations that would enable them to recruit and retain workers with disabilities. The result is not simply higher unemployment rates for people with disabilities but also, more significantly, much lower labor-force participation rates, which have shown minimal improvement for over a decade, regardless of economic conditions.

ODEP is uniquely positioned to address these challenges and promote opportunities for gainful employment for people with disabilities. It does so by conducting research and evaluation, providing expertise and leadership, and partnering within the Department of Labor (DOL), across federal agencies, and with employers and key stakeholders. ODEP develops and advances effective policies and practices, including those that support successful youth transitions, apprenticeships that lead to good jobs, an inclusive workplace with appropriate accommodations, mental health awareness, coordinated early interventions for workers who become ill or injured,

OFFICE OF DISABILITY EMPLOYMENT POLICY

state and local solutions that can inform federal policy, accessible technology, and opportunities in emerging industries. The requested FY 2022 funding will continue ODEP initiatives and fuel new initiatives designed not only to reduce unemployment but also to increase labor force participation, assisting people to re-enter the workforce or seek employment for the first time.

OFFICE OF DISABILITY EMPLOYMENT POLICY



OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
Activity Appropriation	38,500	38,500	42,711	4,211
FTE	49	51	51	0

NOTE: 2020 reflects actual FTE.

Introduction

Congress established the Office of Disability Employment Policy (ODEP) in 2001 to bring a strategic focus to disability employment within the Department of Labor (DOL), across Federal agencies and states, and among employers and key stakeholders. ODEP researches, develops and catalyzes policies and practices to improve employment opportunities for people with disabilities. ODEP participates in the entire cycle of policy research and development, including identifying barriers to employment, evaluating potential solutions, supporting implementation and scaling of evidence-based models, and facilitating necessary policy changes at the federal and state levels.

ODEP requests \$42,711,000 in funding for FY 2022, an increase of \$4,211,000 above the FY 2021 funding level of \$38,500,000. This increased funding level will allow ODEP to launch strategic initiatives that respond to the COVID-19 pandemic and support the Administration’s goals regarding equity and inclusion and clean energy jobs, to sustain critical investments in a number of areas, and to maintain necessary staffing levels in light of increasing expenses resulting from inflation.

The budget request for FY 2022 includes \$3,706,000 in program increases to allow:

- Funding in the amount of \$1,956,000 to support the administration priorities of ensuring a diverse and inclusive workforce and rebuilding America’s infrastructure through clean energy. ODEP will expand its Partnership on Inclusive Apprenticeship (PIA) initiative to increase the numbers of apprentices with disabilities in the clean energy sector. With this additional funding, ODEP can build upon the lessons from PIA to develop a clean energy inclusive apprenticeship program pilot in partnership with clean energy intermediaries, unions, and employer associations.
- Funding in the amount of \$1,750,000 to ensure that policies supporting a diverse and inclusive workforce are also advanced at the state and local levels. ODEP will expand its successful State Exchange on Employment and Disability (SEED) initiative and its new Advancing State Policy Integration for Recovery and Employment (ASPIRE) initiative to help states craft policies to promote inclusive recovery and return to work following the COVID-19 pandemic, with an emphasis on supporting individuals with mental health conditions. The COVID-19 Policy Collaborative established under SEED, which engages state and local legislators and policymakers, has identified mental health and

OFFICE OF DISABILITY EMPLOYMENT POLICY

return to work as critical challenges that have grown in importance as a result of the pandemic.

The budget request includes funding to support the continuation of Retaining Employment and Talent after Injury/Illness Network (RETAIN) demonstration in year two of Phase 2. RETAIN is developing, implementing, evaluating, and scaling effective stay-at-work and return-to-work early intervention strategies to support injured or ill workers in employment, including workers with COVID-19-related illnesses. The project is jointly funded by DOL's Employment and Training Administration (ETA) and the Social Security Administration (SSA). In FY 2018, ODEP competitively awarded grants to eight states to launch pilot projects under Phase 1, and provided additional funding in FY 2019. In FY 2021, ODEP competitively awarded grants to five of these states under Phase 2 of the demonstration, in order to expand Phase 1 projects by improving the coordination of health care and employment-related supports and services to new geographic areas and larger populations within these states. ODEP will maintain a technical assistance contract to support RETAIN grantees and SSA will maintain a contract for conducting a rigorous evaluation of the projects.

ODEP's SEED will continue to engage intermediary organizations in order to help state and local legislators and policymakers adopt policies and practices that increase the employment of individuals with disabilities. A major focus of SEED in late FY 2020 and during FY 2021 has been its COVID-19 Policy Collaborative, which has helped states and localities address common challenges posed by the pandemic and economic recession for people with disabilities, and ensured that states and localities have the latest information and guidance regarding topics such as workplace safety and accommodations. ODEP also will continue to fund its Advancing State Policy Integration for Recovery and Employment (ASPIRE) initiative, which helps states implement evidence-based programs that enable individuals with serious mental illness succeed in competitive integrated employment.

ODEP will continue to fund the Job Accommodation Network (JAN), which is the leading national source of free, expert, confidential, individual guidance on workplace accommodations, the Americans with Disabilities Act (ADA) and other legal requirements, and resources to enable employers to recruit and retain employees with disabilities. To offer employment opportunities for people with disabilities and to help federal agencies meet their staffing needs, ODEP will continue to administer the Workforce Recruitment Program (WRP), a recruitment and referral program that works with colleges and universities to provide a pathway for recent graduates to pursue careers in public service. The Leadership for Employment and Advancement of People with Disabilities (LEAD) Center will continue to assist state and service providers to support implementation of the Workforce Innovation and Opportunity Act (WIOA), including its goal of promoting competitive integrated employment for people disabilities.

Through funding from prior years, during FY 2022, ODEP will continue its Center for Advancing Policy on Employment for Youth (CAPE-Youth) to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities into competitive integrated employment; its Employer Assistance and Resource Network in Disability Inclusion (EARN) to conduct research and provide resources to assist employers as they recruit, retain, and advance individuals with disabilities; and its study, which was requested by Congress, of employment barriers among young adults on the Autism spectrum and other

OFFICE OF DISABILITY EMPLOYMENT POLICY

developmental disabilities.

In addition to the above initiatives and additional projects, ODEP will continue to provide expertise, leadership and coordination to enhance federal efforts to improve employment opportunities and outcomes for people with disabilities. This will include continuing to work closely within DOL, including with BLS, ETA, Occupational Health and Safety Administration (OSHA), Office of Federal Contract Compliance Programs (OFCCP), Veterans' Employment and Training Service (VETS), Wage and Hour Division (WHD), Women's Bureau (WB) and others to maximize DOL's ability to promote disability employment. In addition, ODEP will build upon relationships with other federal agencies, including the Departments of Education (ED), Health and Human Services (HHS), and Veterans Affairs (VA), the Office of Personnel Management (OPM), SSA, the Equal Employment Opportunity Commission (EEOC) and the Small Business Administration (SBA) to promote a unified response to promoting employment opportunities and addressing inequities for people with disabilities.

A key priority across a number of ODEP initiatives and projects will be advising federal agencies and assisting states and employers in transitioning from sub-minimum wage employment for individuals with significant disabilities, as currently permitted under Section 14(c) of the Fair Labor Standards Act (FLSA), toward competitive integrated employment. The Department's WHD administers the 14(c) program, but ODEP experience and expertise can contribute to the successful transition to competitive integrated employment in coming years.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2017	\$38,203	50
2018	\$38,012	46
2019	\$38,203	49
2020	\$38,500	46
2021	\$38,500	51

FY 2022

ODEP requests \$42,711,000 in funding for FY 2022. The request level will allow ODEP to begin strategic initiatives that respond to the COVID-19 pandemic and support the Administration's goals regarding equity and inclusion and clean energy jobs. At this level, ODEP would have the capacity to sustain critical investments in a number of areas and maintain necessary staffing levels, the costs of which have increased due to rising locality pay, employee benefit costs, and other overhead costs in recent years.

The RETAIN demonstration will further implement and rigorously evaluate promising stay-at-work and return-to-work early intervention strategies to support injured or ill workers in employment, including workers with lingering COVID-19-related symptoms in participating states. In order to advance the Administration priorities of ensuring an inclusive workforce and rebuilding America's infrastructure through clean energy, the FY 2022 budget expands the PIA initiative by engaging new clean energy intermediaries and employers to increase the numbers of

OFFICE OF DISABILITY EMPLOYMENT POLICY

apprentices with disabilities in the clean energy sector, in partnership with clean energy intermediaries, unions, and employer associations.

To support state and local disability employment policy efforts, the FY 2022 budget expands the successful SEED initiative and continues its new ASPIRE initiative to help states and localities craft policies to increase employment, promote inclusive recovery and facilitate return to work following the COVID-19 pandemic, with an emphasis on supporting competitive integrated employment for those with mental health conditions. To assist states and service providers in implementation of WIOA, including in its goal of promoting competitive integrated employment for individuals with disabilities, the budget supports ODEP's LEAD Center.

Ensuring that emerging job opportunities are accessible and inclusive also requires anticipating future directions in the workplace. To do so, the FY 2022 budget renews the successful FutureWorks project, which allows ODEP and its partners to anticipate the changing nature of work and to develop strategies to ensure accessibility of technologies that will serve as the foundation for the way we work and the work we do.

The FY 2022 budget maintains JAN, which is the leading source of free, expert, confidential and individual guidance on workplace accommodations, the ADA and other legal requirements, to enable employers to recruit and retain employees with disabilities, including during the pandemic. The budget also allocates funding to ODEP's successful Campaign for Disability Employment (CDE) and to the WRP program, to provide pathways for students and recent graduates with disabilities into federal careers.

Through funding from prior years, during FY 2022 ODEP will continue to implement its CAPE-Youth policy development center to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities into competitive integrated employment; its EARN center to conduct research and provide resources to assist employers as they recruit, retain and advance individuals with disabilities; and its study of employment barriers among young adults on the Autism spectrum and other developmental disabilities. In addition to these initiatives and projects, ODEP staff will continue to provide analysis, expertise, leadership and coordination to enhance federal efforts to improve employment opportunities for people with disabilities.

FY 2021

ODEP received \$38,500,000 in funding in FY 2021, which is level compared to FY 2020, and 51 FTE.

The RETAIN demonstration advanced to Phase 2. Select states have begun to scale their Phase 1 pilot projects and to participate in a rigorous evaluation. States adapted to the challenges posed by the COVID-19 pandemic, and have begun serving workers with persistent COVID-19-related conditions.

The SEED initiative is engaging state and local policymakers in partnership with intermediary organizations (including the Council of State Governments, National Conference of State

OFFICE OF DISABILITY EMPLOYMENT POLICY

Legislatures, National Governors Association, Women in Government, and now local intermediaries, such as the Council of Mayors and National Association of Counties), to support state and local efforts to improve employment opportunities for people with disabilities. In response to the COVID-19 economic disruption, SEED created the COVID-19 Policy Collaborative, a working group of state legislators, governors' and mayors' office representatives, and policy experts to develop policies to help states and localities support disability inclusive workplaces during and after the pandemic.

In response to a congressional request for a study of employment barriers and effective service models for youth with developmental disabilities, including those on the Autism spectrum, ODEP initiated an independent study to engage experts, review the scientific literature, analyze extant data and collect new data as necessary. The goal is to advance understanding of this important topic and provide direction for improvements in policies and practices.

The PIA pilot is developing new models for making apprenticeships accessible and successful for people with disabilities, with a focus on young adults and careers in high-demand fields such as health care and technology. The ASPIRE initiative is helping help states create and execute strategic plans to align policy, programs and funding in order to scale evidence-based supported employment models for individuals with serious mental illness to succeed in competitive integrated employment. The LEAD Center continues to assist states and service providers in improving the accessibility and usefulness of the workforce system for jobseekers with disabilities.

JAN is making available free, expert and confidential information to employers on workplace accommodations and disability employment issues. ODEP also continues to administer the WRP, to help connect qualified college students and graduates with disabilities to federal employment opportunities.

In addition, ODEP is implementing initiatives primarily funded in prior years, including EARN, which provides research and resources to employers as they recruit, retain, and advance individuals with disabilities; the Partnership on Employment and Accessible Technology (PEAT), to foster collaborations that enhance accessibility of emerging technologies; CAPE-Youth, to conduct policy analysis and provide technical assistance to ensure successful transitions for youth with disabilities; and the Supplemental Security Income (SSI) Youth Solutions Project, which has developed 12 expert proposals for the next generation of program innovations and improvements for this critical disability benefits program.

In addition to the above projects and initiatives, ODEP continues to coordinate federal efforts to improve employment opportunities for people with disabilities by working within DOL, with other agencies, and with employers and stakeholders. Within DOL, ODEP works with BLS, the Chief Evaluation Office (CEO), ETA, OFCCP, VETS, WHD, and others to maximize DOL's ability to promote disability employment. ODEP has continued to build upon its relationships with other federal departments, such as ED, HHS, and VA, SSA, EEOC, OPM, and others to work toward coordinated, unified federal efforts to improve disability employment. ODEP is also partnering with a range of external organizations, including employer associations and

OFFICE OF DISABILITY EMPLOYMENT POLICY

disability advocacy organizations, in collective ventures to ensure employment opportunities for people with disabilities.

FY 2020

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

In FY 2020, ODEP continued managing the RETAIN demonstration, in partnership with ETA and SSA, to test early intervention strategies to help workers stay at work or return to work quickly after experiencing the onset of a work-threatening injury, illness, or disability. During this period, the eight RETAIN state grantees, supported by a technical assistance center, used their RETAIN grants to improve the early coordination of health care and employment-related supports and services, to train health care providers, and to adapt plans and services during the COVID-19 pandemic, including by serving workers with COVID-19-related conditions. Disruptions caused by the pandemic necessitated delaying certain activities; accordingly, ODEP extended the performance periods for the grants and delayed the start of the Phase 2 competition.

During FY 2020, ODEP's SEED initiative helped states adopt policies designed to improve disability employment. Using productive collaborations with state intermediary membership organizations, SEED facilitated state- and local-level adoption and implementation of these policies. In FY 2020, SEED expanded its scope to incorporate preliminary lessons from ODEP's RETAIN demonstration and other evidence-based return-to-work policies.

ODEP also maintained its leadership role in coordinating federal efforts to improve employment outcomes for individuals with disabilities. At DOL, ODEP worked closely with BLS, CEO, ETA, OFCCP, VETS, WHD, and others to maintain a focus on disability employment. ODEP also collaborated with key federal partners such as SSA, ED, HHS, VA, and SBA to ensure unified and coordinated attention to improving employment opportunities for people with disabilities.

In FY 2020, ODEP also funded EARN, to help employers recruit, hire, retain, and advance individuals with disabilities. EARN worked 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 inclusive workplace practices that promote disability employment, including regarding the impact of effective return-to-work strategies on employee retention rates, understanding mental health in the workplace, and measuring the effectiveness of employer disability inclusion strategies, and maintaining employment during the pandemic.

ODEP also funded JAN in FY 2020 to continue providing guidance on workplace accommodations and disability employment laws. JAN's customers included private employers of all sizes, government agencies, employee representatives, and service providers, as well as workers and veterans with disabilities and their families. ODEP operated the WRP, a program that connects federal sector employers nationwide with highly motivated college students and

OFFICE OF DISABILITY EMPLOYMENT POLICY

recent graduates with disabilities (including veterans), for internships or permanent jobs, providing a pathway for young workers to transition from school to careers.

Having a better understanding of the factors that impact the labor force participation of people with disabilities is essential to informing ODEP policy development and policymakers, researchers and others working to improve competitive integrated employment for people with all disabilities. For this reason, ODEP partnered with BLS to produce comprehensive, accurate, and objective statistics on disability employment across the nation by funding a Disability Supplement to the Current Population Survey (CPS).

OFFICE OF DISABILITY EMPLOYMENT POLICY

WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2020 Revised Enacted		FY 2021 Enacted	FY 2022 Request	
	Target	Result	Target	Target	
Office of Disability Employment Policy					
Output Measure					
ODEP-01.1	Number of policy outputs	35	51	23	64
ODEP-03.1	Number of implementation tools	84	98	107	112
ODEP-05.2	Number of Outreach Events (Planned)	151	123	146	--
ODEP-08.2	Number of Technical Assistance Events (Targeted)	236	195	234	--
ODEP-13	Percent of customers that find technical assistance center information useful	--	92%	--	--
ODEP-11	Number of Internal and External Collaborations	26	26	34	--
ODEP-12	Number of Analyses, Research, and Evaluations	41	26	73	42

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

OFFICE OF DISABILITY EMPLOYMENT POLICY

Workload and Performance Narrative

ODEP uses analysis, research and evaluation, technical assistance, outreach, and collaboration to produce critical outputs and realize policy goals, as means to improve the number and quality of employment opportunities for people with disabilities.

In FY 2022, ODEP will continue to produce policy outputs through its SEED initiative. ODEP will also continue to develop implementation tools through its EARN, JAN, and the Youth Policy Development Center. ODEP will generate fewer research products than in FY 2021 because the unique SSI Youth Solutions Research Project which solicited and completed a large number of research papers at a fast pace, concluded during FY 2021. In FY 2022, ODEP will develop research products at an ambitious but more moderate pace through its key initiatives such as RETAIN, SEED, EARN, JAN, and the Youth Policy Development Center. Additionally, ODEP will begin to produce research products from its two research and evaluation projects, evaluation of the Partnership for Inclusive Apprenticeship and the research on Strategies to Increase Employment Outcomes for Young Adults with Developmental Disabilities (particularly those with Autism). Beginning in FY22, ODEP will shift how it reports performance outcomes to focus on key measures of policy outputs, implementation tools and research products.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2020 Revised Enacted	FY 2021 Enacted	FY 2022 Request	Diff. FY22 Request / FY21 Enacted
11.1	Full-time permanent	6,253	6,600	6,788	188
11.3	Other than full-time permanent	71	87	87	0
11.5	Other personnel compensation	191	181	181	0
11.8	Special personal services payments	0	291	291	0
11.9	Total personnel compensation	6,515	7,159	7,347	188
12.1	Civilian personnel benefits	2,104	2,336	2,425	89
13.0	Benefits for former personnel	0	0	0	0
21.0	Travel and transportation of persons	72	45	45	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	591	591	0
23.3	Communications, utilities, and miscellaneous charges	2	2	2	0
24.0	Printing and reproduction	100	82	82	0
25.1	Advisory and assistance services	17,623	17,240	18,990	1,750
25.2	Other services from non-Federal sources	150	105	105	0
25.3	Other goods and services from Federal sources 1/	2,756	2,305	2,533	228
25.4	Operation and maintenance of facilities	5	2	2	0
25.5	Research and development contracts	0	0	0	0
25.7	Operation and maintenance of equipment	2	0	0	0
26.0	Supplies and materials	60	50	50	0
31.0	Equipment	242	34	34	0
41.0	Grants, subsidies, and contributions	8,254	8,549	10,505	1,956
42.0	Insurance claims and indemnities	0	0	0	0
	Total	38,500	38,500	42,711	4,211
	1/Other goods and services from Federal sources				
	Working Capital Fund	2,337	2,156	2,384	228
	DHS Services	12	12	12	0
	Services by DOL Agencies	277	10	10	0
	GSA Services	10	0	0	0
	HHS Services	10	20	20	0
	Services by Other Government Departments	100	100	100	0

OFFICE OF DISABILITY EMPLOYMENT POLICY

CHANGES IN FY 2022

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$188
Personnel benefits	101
Employee health benefits	0
Federal Employees' Compensation Act (FECA)	-12
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	228
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 **\$505**

Net Program **\$3,706**

Direct FTE **0**

	Estimate	FTE
Base	\$39,005	51
Program Increase	\$3,706	0
Program Decrease	\$0	0