

FY 2027

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

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, \$33,810,000 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.

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION

(Dollars in Thousands)

	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
Budget Authority Before Committee	65	\$43,000	46	\$43,000	46	\$33,810
Total Budgetary Resources	65	\$43,000	46	\$43,000	46	\$33,810

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2026 Enacted	FY 2027 Request	Net Change
Budget Authority			
General Funds	\$43,000	\$33,810	-\$9,190
Total	\$43,000	\$33,810	-\$9,190
Full Time Equivalents			
General Funds	46	46	0
Total	46	46	0

Explanation of Change

	FY 2026 Enacted		Trust Funds		Federal Funds		FY 2027 Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
Total personnel compensation	46	\$7,810	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$2,635	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$100	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$798	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$20	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$7,110	0	\$0	0	\$0	0	\$0
Other services from non-Federal sources	0	\$54	0	\$0	0	\$0	0	\$0
Other goods and svcs. from Fed. sources	0	\$279	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$35	0	\$0	0	\$0	0	\$0
Equipment	0	\$7	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$20,745	0	\$0	0	\$0	0	\$0
Federal Employees' Compensation Act	0	\$7	0	\$0	0	\$0	0	\$0

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Working Capital Fund	0	\$3,400	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	+46	+\$43,000	0	\$0	0	\$0	0	\$0
B. Programs:								
Programs Subtotal			0	\$0	0	\$0	0	\$0
Total Increase	+46	+\$43,000	0	\$0	0	\$0	0	\$0
Decreases:								
A. Built-Ins:								
Federal Employees' Compensation Act	0	\$0	0	\$0	0	-\$4	0	-\$4
Working Capital Fund	0	\$0	0	\$0	0	-\$152	0	-\$152
Built-Ins Subtotal	0	\$0	0	\$0	0	-\$156	0	-\$156
B. Programs:								
Staff Attrition and Elimination of the Employment Transition Models Program			0	\$0	0	-\$9,034	0	-\$9,034
Programs Subtotal			0	\$0	0	-\$9,034	0	-\$9,034
Total Decrease	0	\$0	0	\$0	0	-\$9,190	0	-\$9,190
Total Change	+46	+\$43,000	0	\$0	0	-\$9,190	0	-\$9,190

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY

(Dollars in Thousands)

	FY 2025 Enacted		FY 2026 Enacted		FY 2027 Request		Diff. FY 2027 Request / FY 2026 Enacted	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Salaries and Expenses	65	\$43,000	46	\$43,000	46	\$33,810	0	-\$9,190
General Funds	65	\$43,000	46	\$43,000	46	\$33,810	0	-\$9,190
Total	65	\$43,000	46	\$43,000	46	\$33,810	0	-\$9,190
General Funds	65	\$43,000	46	\$43,000	46	\$33,810	0	-\$9,190

NOTE: FY 2025 reflects actual FTE.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	9,482	7,098	6,915	-183
11.3 Other than full-time permanent	102	464	464	0
11.5 Other personnel compensation	310	248	248	0
12.1 Personnel Benefits	3,365	2,635	2,622	-13
12.1 FECA	51	7	3	-4
21.0 Travel and transportation of persons	75	100	100	0
23.1 Rental payments to GSA	667	798	798	0
24.0 Printing and reproduction	20	20	20	0
25.1 Advisory and assistance services	6,662	7,110	7,110	0
25.2 Other services from non-Federal sources	85	54	54	0
25.3 Other goods and svcs. from Fed. sources	1,554	279	279	0
25.3 WCF (Non-Add)	3,541	3,400	3,248	-152
26.0 Supplies and materials	25	35	35	0
31.0 Equipment	10	7	7	0
41.0 Grants, subsidies, and contributions	17,051	20,745	11,907	-8,838
Total	43,000	43,000	33,810	-9,190

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 557 (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: 29 U.S.C 537 (b).

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.

OFFICE OF DISABILITY EMPLOYMENT POLICY

APPROPRIATION HISTORY

(Dollars in Thousands)

	Budget Estimates to Congress	Appropriations	FTE
2017			
Base Appropriation	\$38,544	\$38,203	49
2018			
Base Appropriation	\$27,203	\$38,012	45
2019			
Base Appropriation	\$27,000	\$38,203	46
2020			
Base Appropriation	\$27,000	\$38,500	49
2021			
Base Appropriation	\$27,100	\$38,500	52
2022			
Base Appropriation	\$42,711	\$40,500	55
2023			
Base Appropriation	\$58,566	\$43,000	55
2024			
Base Appropriation	\$60,594	\$43,000	61
2025			
Base Appropriation	\$44,876	\$43,000	65
2026			
Base Appropriation	\$33,810	\$43,000	46
2027			
Base Appropriation	\$33,810	\$0	46

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

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, including veterans and those with mental health conditions. While progress has been made in terms of employment for people with disabilities, more work needs to be done to increase employment and earnings and to bring discouraged workers with disabilities back into the workforce. ODEP recognizes that our nation is stronger when all Americans have opportunities to contribute to their families, communities, and the economy. ODEP supports the U.S. Department of Labor's (DOL) Strategic Goal 1, *Making America Skilled Again*. Specifically, ODEP supports DOL's Strategic Objective 1.1, *Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age*. Through ODEP's continuous work of effective policy and practice development and technical assistance, ODEP helps expand career pathways that create jobs that in turn bolster the economy and put American workers, including those with disabilities, first.

ODEP provides national leadership to reduce barriers and help increase employment opportunities for adults and youth with disabilities. ODEP influences the recruitment, hiring, retention, and advancement of people with disabilities not only by validating policy strategies and effective practices, but also by sharing information and providing technical assistance to government agencies, service providers and non-governmental entities, as well as public and private employers.

According to data from the Bureau of Labor Statistics (BLS), the labor market for people with disabilities has strengthened in recent years.¹ In the 12-months ending November 2025, the employment-population ratio and labor force participation rate for working-aged people with disabilities (ages 16 to 64) averaged 38.0 percent and 41.7 percent, respectively. Those percentages continue to increase and are the highest on record since disability data collection began in 2008. Despite these recent gains in disability employment, for the 12-months ending November 2025, the employment-population ratio for working-aged people without disabilities was substantially higher than the employment-population ratio for those with disabilities (74.8 percent compared to 38.0 percent). Further, over the same period, the unemployment rate was much higher for working-aged people with disabilities compared to those without (8.8 percent compared to 4.1 percent). Worse yet, the labor force participation is 41.7 percent for working-aged people with disabilities compared to 78.0 percent for those without disabilities. These differences highlight the need for better policies and practices to continue expanding opportunities for workers and job seekers with disabilities and bringing discouraged workers with disabilities into the workforce.

Behind these statistics, there are millions of workers and job seekers with disabilities, and ODEP is tasked with addressing the multiple barriers that people with disabilities face. As a nonregulatory policy agency within the DOL, ODEP is uniquely positioned to identify, develop, validate, and promote the adoption of successful policies that lead to gainful employment. ODEP

¹ All labor force statistics reported in this section come from the Bureau of Labor Statistics' Current Population Survey, and may be accessed at <https://www.bls.gov/webapps/legacy/cpsatab6.htm>

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aims to influence entities that directly oversee disability employment programs or provide job opportunities. ODEP collaborates with many partners including other federal agencies within and outside DOL, state and local governments, employers, providers, and a range of non-governmental groups.

ODEP develops and advances effective policies and practices that successfully transition youth with disabilities into career pathways by equipping states to build capacity in their youth service delivery and workforce systems. ODEP will support workers with significant disabilities to successfully enter competitive integrated employment; assist workers with mental health conditions to maintain employment with effective workplace-based services; help jobseekers with disabilities to access registered apprenticeships; and support disabled workers and jobseekers with accessible emerging technologies that drive productivity in the workplace today and into the future.

In FY 2027, ODEP will continue to research, develop, and assess innovative policies and strategies to remove employment barriers. ODEP will provide national leadership, disseminate its resources, and facilitate policy and practice adoption through outreach and technical assistance. Ultimately, ODEP's FY 2027 funding will support initiatives that enable jobseekers and workers with disabilities, including veterans, and those with mental health conditions attain their professional goals and economic mobility. ODEP's work aligns with President Trump's priority of putting *American Workers First* and Executive Orders and Presidential Actions that address the workforce needs of a rapidly changing economy to achieve the next Golden Age and ensure that all Americans, including people with disabilities, have access to good-paying jobs.

OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BEFORE THE COMMITTEE

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
Activity Appropriation	43,000	43,000	33,810	-9,190
FTE	65	46	46	0

NOTE: FY 2026 reflects actual FTE.

Introduction

Congress established ODEP in 2001 to provide leadership, develop policy and initiatives, and award grants to further the objective of eliminating barriers to the training and employment of people with disabilities (29 U.S.C. § 557b). ODEP participates in the entire cycle of policy research and development, including identifying roadblocks to employment, testing and evaluating potential solutions, supporting the implementation and scaling of evidence-based models, and facilitating necessary policy and practice changes at the federal, state, and organization levels. In doing so, ODEP helps expand access to skilled trade and in-demand jobs to build a high-performing workforce and support the next Golden Age. ODEP’s initiatives empower workers and jobseekers with disabilities, including veterans and those with mental health conditions, to access America’s jobs, sustain family-supporting careers, and meet business workforce needs.

The FY 2027 funding will allow ODEP to advance the Department’s Strategic Goal 1, *Making America Skilled Again*, and Strategic Objective 1.1, *Strengthen the American workforce by expanding skilled trade jobs and propelling workers into secure, high-need jobs to support the next Golden Age*, through ODEP’s Performance Goal 1.1, *Increase employment opportunities for individuals with disabilities*. With FY 2027 funding, ODEP will be able to maintain its staff of national experts in policy, economics, research, technical assistance, and management. ODEP will continue to identify effective policies and practices for improving the employment opportunities and outcomes of people with disabilities through rigorous program evaluation and performance results and to recommend improvements and alternative approaches for legislation, regulation, and federal, state, and local policy.

As a policy development agency, ODEP relies on establishing and maintaining strong partnerships to effectively carry out its mission. ODEP’s cross-agency approach translates into collaborations with agencies within DOL. ODEP will continue to partner with BLS and the Employment and Training Administration (ETA) to improve disability employment data. ODEP will continue to work with ETA and the Veterans’ Employment and Training Services (VETS) to enhance the public workforce system and to increase accessibility and outcomes for workers with disabilities, including disabled veterans, and those with mental health conditions. ODEP will work with the Office of Workers’ Compensation Programs (OWCP) to implement effective

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policies and practices to facilitate the return to work for ill and injured workers, thereby improving their financial well-being and reducing the need for disability benefits. Similarly, ODEP will maintain its partnership with external federal entities, such as the Department of Health and Human Services (HHS) and the Social Security Administration (SSA) to improve the labor force participation of individuals with disabilities. Given ODEP’s unique ability to broadly review federal policy and promote integration across many programs, ODEP will continue to play a distinct coordinating role with a wide range of federal agencies to influence disability employment. For example, ODEP will partner with and provide policy guidance to ETA to improve service delivery to disabled jobseekers through the public workforce system.

ODEP engages with stakeholder organizations that represent the advocacy community, academia, employer associations, and state and local governments. One example is ODEP’s Alliance program that includes the Society for Human Resource Management, Professional Baseball Athletic Trainers Society, National Industry Liaison Group, Disability:IN, and American Staffing Association. ODEP will cultivate its relationships with these private membership organizations to develop and implement strategies that enable their members – more than one million – to benefit from the skills and talents of workers with disabilities.

ODEP will utilize FY 2027 funding to maintain its critical investments in several areas to meet its core statutory requirements. ODEP’s projects will focus on reducing unemployment and increasing labor force participation. ODEP will assist employers and states to improve employment opportunities in skilled trades, manufacturing, and high-demand industries for people with disabilities, including disabled “discouraged workers” referenced in the President’s memorandum on *Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis* (January 20, 2025). ODEP’s initiatives will support the Department’s Strategic Plan and advance several of the President’s Executive Orders that aim to help the nation achieve the next Golden Age.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2022	\$40,500	55
2023	\$43,000	55
2024	\$43,000	61
2025	\$43,000	65
2026	\$43,000	46

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FY 2027

For FY 2027, ODEP requests funding in the amount of \$33,810,000 to:

1. Prepare Workers with Disabilities for Skilled Trades and In-Demand Careers

- **National Expansion of Employment Opportunities Network (NEON)** – NEON provides technical assistance, develops strategic plans, and promotes positive changes in state-level policies and systems to help individuals with disabilities obtain and maintain competitive integrated employment. Beginning in FY 2026 and continuing in FY 2027, a new round of NEON will focus on expanding employment opportunities for people with mental health conditions. Four to seven NEON core states will receive technical assistance for three years. NEON will establish formal partnerships with national provider organizations, state intermediary organizations, mental health organizations, faith-based organizations, and federal partners to form a board of experts to provide input on the initiative. NEON will also maintain its monthly webinar series and National Community of Practice, which includes participants from all 50 states.
- **Stay-at-Work/Return-to-Work (SAW/RTW) Strategies for Workers with Mental Health and Substance Use Disorders** – ODEP will continue to lead federal efforts to improve SAW/RTW outcomes, building on lessons from ODEP’s Retaining Employment and Talent After Injury/Illness Network (RETAIN). The RETAIN demonstration, which ODEP led in partnership with ETA and SSA, was the first federally funded early intervention program to coordinate health care and employment services to help workers return after a work-limiting injury or illness. In FY 2027, ODEP will expand resources for SAW/RTW by piloting direct services for workers with mental health and substance use disorders and generating evidence of their effectiveness in improving employment outcomes and reducing reliance on public benefits. These efforts support President Trump’s agenda to reengage discouraged workers and reduce dependency on disability benefit programs, ultimately lowering costs to American businesses.

2. Assist Employers to Strengthen Recruitment and Retention of Workers with Disabilities

- **Job Accommodation Network (JAN)** – ODEP manages JAN, the nationally recognized leader for providing job accommodation solutions, trusted interactive process strategies, and practical guidance on the Americans with Disabilities Act (ADA). In FY 2027, ODEP will continue to fund JAN to serve disabled workers and employers through one-on-one personalized assistance and help job seekers and workers with disabilities to become or remain valued employees. JAN conducts more than 40,000 individual consultations per year and will continue to conduct employer training and update its website with self-service resources and new material based on user inquiries and trends in health conditions and disabilities.
- **Employer Assistance and Resource Network on Disability (EARN)** – EARN promotes disability employment solutions, compliance strategies, and effective policies and practices to help employers recruit, hire, retain, and advance people with disabilities. Beginning in FY 2026 and continuing in FY 2027, EARN is conducting a supplemental project titled, *Workplace Strategies and Substance Use Disorder*. This project will

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expand EARN's portfolio with resources that give employers tools to support workers recovering from substance use disorder, including opioid use disorder, and co-occurring mental health conditions. EARN will conduct empirical research on the business benefits of disability employment. In FY 2027, ODEP will boost outreach to Equal Employment Opportunity officers using EARN's resources to equip employers to recruit, hire, retain, and advance qualified people with disabilities.

- **Partnership on Employment and Accessible Technology (PEAT)** – PEAT provides technical assistance to help employers adopt and use accessible technology, including Artificial Intelligence (AI). Technology helps workers improve their work performance, unlocking disabled talent in the Golden Age. Accessible technology increases employee productivity and allows organizations to reach disabled customers with significant purchasing power. In FY 2027, PEAT will focus on key areas that support President Trump's agenda to advance American innovation in emerging technology, which will include enhancing digital accessibility of workplace tools. PEAT's efforts will also include promoting innovative AI resources for workers with disabilities to open doors to previously unattainable jobs.
- **Campaign for Disability Employment (CDE)** – ODEP will continue to manage the CDE, a public education and outreach initiative designed to encourage employers to recognize the value that individuals with disabilities bring to the workplace and increase hiring. The campaign's focus will align with the Administration's priorities of putting *American Workers First*. In FY 2027, ODEP will develop a distribution plan for CDE video(s) to ensure that they have the broadest possible reach. Distribution will occur through a variety of channels, including TV, radio, digital/social media, and streaming audio.

3. Assist State Governments in Applying Proven Strategies that Expand Disability Employment Opportunities

- **State Exchange on Employment and Disability (SEED)** – SEED is a state-federal collaboration that supports state and local governments in adopting and implementing best practices that lead to increased employment opportunities for disabled people and a stronger American economy. In FY 2027, SEED will assess the most efficient ways of reaching state policymakers, provide resources and intensive technical assistance, and foster collaboration among intermediary organizations. SEED will track the impact of adopted policies and scale evidence-based disability employment policies across the country. SEED will convene regional and national peer-to-peer exchanges and host a policy forum on an emerging disability employment issue.
- **Center for Advancing Policy on Employment for Youth (CAPE-Youth)** – CAPE-Youth improves career pathways and employment outcomes by educating states' youth-service-delivery and workforce systems on effectively serving youth and young adults with disabilities. In FY 2027, CAPE-Youth will provide technical assistance to state and local workforce development entities in the following five key areas that are aligned with the Workforce Innovation and Opportunity Act (WIOA): 1) strategic partnerships and system coordination, 2) career pathways, 3) professional growth of workforce

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development system staff, 4) enhancements to state and local workforce development systems, and 5) research and evaluation.

- **Partnership with ETA** – In FY2027, ODEP will continue to partner with ETA on policy guidance and technical assistance to state workforce system agencies to improve outcomes for jobseekers with disabilities and those with mental health conditions. In addition, ODEP will continue to supplement the expertise of ETA’s workforce system technical assistance center. ODEP also will work with ETA to build the capacity of apprenticeship intermediaries and employers to support the success of disabled apprentices.

4. Improve the quality and availability of data that informs policies to increase employment opportunities for people with disabilities:

- **Current Population Disability Supplement (CPD-S)** – ODEP partnered with the Department’s Chief Evaluation Office and BLS to conduct a nationwide data collection effort that captured critical information on the work experiences of people with disabilities. In FY 2027, ODEP will continue to analyze this rich data source to produce briefs that will inform stakeholders about the work experiences (including the use of workplace accommodations) and barriers to employment for people with disabilities to help guide ODEP’s work and design future initiatives.

FY 2026

ODEP’s appropriation for FY 2026, is \$43,000,000 to:

- Help state and local policymakers (e.g., governors, state legislators, mayors, and county executives) craft policies to promote employment for Americans with disabilities, with an emphasis on veterans, public apprenticeships, and employment for individuals with mental health conditions.
- Support the workforce development partner agencies and service providers to ensure effective service delivery to jobseekers with disabilities through the American Job Centers.
- Enhance the Job Accommodation Network (JAN) and amplify its reach. JAN’s work supports President Trump’s memorandum on *Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis* (January 20, 2025).
- Complete the full implementation of the four Employment Transition Models state grants and advise them on sustaining work that supports all youth with disabilities through policy development and technical assistance to the workforce system, employers, and service providers.

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- Identify innovative career pathways and apprenticeships to prepare youth with disabilities for manufacturing and high-demand industries and include critical services such as transportation and mental health services. ODEP's career pathways work supports President Trump's Executive Order 14278, *Preparing Americans for High-Paying Skilled Trade Jobs of the Future* (April 23, 2025).
- Collaborate with and provide technical assistance to national and local provider organizations to increase employment for Americans with significant disabilities. ODEP works with State Intermediary Organizations representing state agencies for vocational rehabilitation, mental health, Medicaid, education, intellectual/developmental disabilities, and labor. Subject matter experts focus on job placement and use blending, braiding, and sequencing of funds to improve employment outcomes.
- Improve employment opportunities for people with mental health conditions and enhance work-based substance use recovery resources. In addition, ODEP is assisting state agencies in aligning policy, practice, and funding for services and developing career pathways that support behavioral health professions.
- Conduct research, policy analysis, and technical assistance that ensures successful transitions for youth with disabilities into careers; identify and promote the adoption of innovative evidence-based solutions for employers to recruit, hire, retain, and advance individuals with disabilities; and develop strategies to ensure that emerging workplace technologies, such as AI, are accessible.
- Continue to lead National Disability Employment Awareness Month (NDEAM) activities, engaging employers, federal agencies, community, and faith-based organizations to celebrate the value of workers with disabilities to America's economy and communities. ODEP coordinates with employer organizations and DOL leadership to incorporate Administration priorities into NDEAM's messaging and activities. Congress authorized ODEP to carry out NDEAM activities through 36 U.S.C. § 2502.
- Continue to provide expertise, leadership, and coordination to enhance federal efforts to improve employment opportunities and outcomes for Americans with disabilities. This work includes partnering with and advising DOL's agencies, including the Office of the Assistant Secretary for Policy (ASP), Wage and Hour Division (WHD), ETA, OWCP, and VETS. ODEP also continues to convene the Federal Exchange on Employment and Disability in partnership with the Equal Employment Opportunity Commission (EEOC).

FY 2025

Discretionary amounts shown for FY 2025 reflect the FY 2025 full-year Continuing Resolution amounts (P.L. 119-4).

In accordance with the Presidential directives, ODEP achieved the following accomplishments for Americans with disabilities in FY 2025:

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- ODEP partnered with VETS and created the Veterans Accommodations Toolkit to drive veteran and disabled veteran hiring in the Maritime Industrial Base. Secretary Chavez-DeRemer launched the toolkit at an industry and stakeholder roundtable in the Hampton Roads, VA area, amplifying its reach and potential to serve more of the Nation's deserving disabled veterans. This action also delivered on the President's memorandum on *Delivering Emergency Price Relief for American Families and Defeating the Cost-of-Living Crisis* (January 20, 2025) and Executive Order 14269 on *Restoring America's Maritime Dominance* (April 9, 2025).
- ODEP's RETAIN demonstration, which launched in five states during President Trump's first term, helped more than 9,000 ill or injured workers return to the workforce, preventing discouraged workers and reducing reliance on Social Security Disability Insurance. This pioneering initiative was the only federal investment in early prevention that coordinated health and employment services for ill and injured workers, helping families build financial security and prevent long-term unemployment.
- The SEED initiative engaged policymakers from 46 states and responded to more than 100 technical assistance requests for policy solutions promoting jobs for citizens with disabilities. In 2025, states enacted 117 bills that were aligned with ODEP's policies.
- The NEON initiative partnered with five national service provider organizations, representing more than 5,000 providers, to develop and promote tools to create jobs for Americans with intellectual/developmental disabilities and mental health conditions.
- ODEP moved its Workforce Recruitment Program (WRP) platform and database to the Office of Personnel Management's (OPM's) USAJobs Talent Program portal. The WRP connects federal and interested private-sector employers nationwide with college students, graduate students, and recent graduates with disabilities. ODEP's WRP team continues to manage the program through outreach, training, and program operations. The move resulted in significant IT saving costs and should streamline the student application process. Increasing the number of entry level job hires across the federal government aligns with the Administration's hiring guidance.

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WORKLOAD AND PERFORMANCE SUMMARY					
	FY 2025 Enacted		FY 2026 Enacted	FY 2027 Request	
	Target	Result	Target	Target	
Office of Disability Employment Policy					
Output Measure					
ODEP-01.1	Number of policy outputs	39	37	38	37
ODEP-03.1	Number of implementation tools	115	132	91	93
ODEP-05.2	Number of Outreach Events (Planned)	107	116	122	118
ODEP-08.2	Number of Technical Assistance Events (Targeted)	252	258	229	214
ODEP-13	Percent of customers that find technical assistance center information useful	92%	93%	92%	93%
ODEP-11	Number of Internal and External Collaborations	44	45	37	37
ODEP-12	Number of Analyses, Research, and Evaluations	50	48	32	33

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

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Workload and Performance Narrative

ODEP leverages research, evaluation, technical assistance, outreach, and collaboration to advance policies that expand employment opportunities for people with disabilities. In FY 2027, ODEP will deliver practical implementation tools and research products, host targeted outreach and technical assistance events, and strengthen partnerships with key stakeholders. These efforts will focus on preparing workers with disabilities for skilled trade and in-demand careers, supporting employers in recruiting and retaining workers with disabilities, and helping state governments apply proven strategies to increase disability employment.

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BUDGET ACTIVITY BY OBJECT CLASS

(Dollars in Thousands)

	FY 2025 Enacted	FY 2026 Enacted	FY 2027 Request	Diff. FY 2027 Request / FY 2026 Enacted
11.1 Full-time permanent	9,482	7,098	6,915	-183
11.3 Other than full-time permanent	102	464	464	0
11.5 Other personnel compensation	310	248	248	0
12.1 Personnel Benefits	3,365	2,635	2,622	-13
12.1 FECA	51	7	3	-4
21.0 Travel and transportation of persons	75	100	100	0
23.1 Rental payments to GSA	667	798	798	0
24.0 Printing and reproduction	20	20	20	0
25.1 Advisory and assistance services	6,662	7,110	7,110	0
25.2 Other services from non-Federal sources	85	54	54	0
25.3 Other goods and svcs. from Fed. sources	1,554	279	279	0
25.3 WCF (Non-Add)	3,541	3,400	3,248	-152
26.0 Supplies and materials	25	35	35	0
31.0 Equipment	10	7	7	0
41.0 Grants, subsidies, and contributions	17,051	20,745	11,907	-8,838
Total	43,000	43,000	33,810	-9,190

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CHANGES IN FY 2027

(Dollars in Thousands)

Activity Changes

Built-Ins

Federal Employees' Compensation Act	-\$4
Working Capital Fund	-\$152
Built-Ins Subtotal	-\$156

Base	\$43,000	46
Program Decreases	-\$9,034	0
Net Program Subtotal	-\$9,034	0
Total Activity Appropriation	\$33,810	46

	Amount	FTE
Base	\$43,000	46
Program Increases	\$0	0
Program Decreases	-\$9,034	0