

FY 2012

CONGRESSIONAL BUDGET JUSTIFICATION

OFFICE OF DISABILITY EMPLOYMENT POLICY

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, \$39,031,000.

Note — A full-year 2011 appropriation for this account was not enacted at the time the budget was prepared; therefore, this account is operating under a continuing resolution (P.L. 111-242, as amended). The amounts included for 2011 reflect the annualized level provided by the continuing resolution.

OFFICE OF DISABILITY EMPLOYMENT POLICY

EXPLANATION OF LANGUAGE CHANGE

NOT APPLICABLE

OFFICE OF DISABILITY EMPLOYMENT POLICY

ANALYSIS OF APPROPRIATION LANGUAGE

NOT APPLICABLE

OFFICE OF DISABILITY EMPLOYMENT POLICY

AMOUNTS AVAILABLE FOR OBLIGATION						
(Dollars in Thousands)						
	FY 2010 Enacted		FY 2011 Full Year C.R.		FY 2012 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
A. Appropriation	52	\$39,031	52	\$39,031	52	\$39,031
Reduction pursuant to (P.L. 111-8) in FY 2009	0	\$0	0	\$0	0	\$0
Other Supplementals and Rescissions	0	\$0	0	\$0	0	\$0
Comparative Transfer To:	0	\$0	0	\$0	0	\$0
Comparative Transfer From:	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$990	0	\$0	0	\$0
Appropriation, Revised	52	\$40,021	52	\$39,031	52	\$39,031
<i>Subtotal Appropriation</i>	<i>52</i>	<i>\$40,021</i>	<i>52</i>	<i>\$39,031</i>	<i>52</i>	<i>\$39,031</i>
B. Gross Budget Authority	52	\$40,021	52	\$39,031	52	\$39,031
Offsetting Collections To	0	\$0	0	\$0	0	\$0
Reimbursements	0	-\$990	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>-\$990</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
C. Budget Authority Before Committee	52	\$39,031	52	\$39,031	52	\$39,031
Offsetting Collections From	0	\$0	0	\$0	0	\$0
Reimbursements	0	\$990	0	\$0	0	\$0
Fees	0	\$0	0	\$0	0	\$0
<i>Subtotal</i>	<i>0</i>	<i>\$990</i>	<i>0</i>	<i>\$0</i>	<i>0</i>	<i>\$0</i>
D. Total Budgetary Resources	52	\$40,021	52	\$39,031	52	\$39,031
Unobligated Balance Expiring	-3	\$0	0	\$0	0	\$0
E. Total, Estimated Obligations	49	\$40,021	52	\$39,031	52	\$39,031

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SUMMARY OF CHANGES

(Dollars in Thousands)

	FY 2011 Full Year C.R.	FY 2012 Request	Net Change
Budget Authority			
General Funds	\$39,031	\$39,031	\$0
Trust Funds	\$0	\$0	\$0
Total	\$39,031	\$39,031	\$0
Full Time Equivalents			
General Funds	52	52	0
Trust Funds	0	0	0
Total	52	52	0

Explanation of Change	FY 2011 Base		Trust Funds		FY 2012 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Increases:								
A. Built-Ins:								
To Provide For:								
Costs of pay adjustments	52	\$5,671	0	\$0	0	\$0	0	\$0
Personnel benefits	0	\$1,447	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	\$49	0	\$0	0	\$0	0	\$0
Travel and transportation of persons	0	\$300	0	\$0	0	\$0	0	\$0
Transportation of things	0	\$0	0	\$0	0	\$0	0	\$0
Rental payments to GSA	0	\$527	0	\$0	0	\$0	0	\$0
Communications, utilities, and miscellaneous charges	0	\$50	0	\$0	0	\$0	0	\$0
Printing and reproduction	0	\$150	0	\$0	0	\$0	0	\$0
Advisory and assistance services	0	\$8,680	0	\$0	0	\$0	0	\$0
Other services	0	\$2,662	0	\$0	0	\$0	0	\$0
Working Capital Fund	0	\$1,612	0	\$0	0	\$0	0	\$0
Other government accounts (DHS Charges)	0	\$14	0	\$0	0	\$0	0	\$0
Other purchases of goods and services from Government accounts	0	\$650	0	\$0	0	\$0	0	\$0
Operation and maintenance of facilities	0	\$3	0	\$0	0	\$0	0	\$0
Operation and maintenance of equipment	0	\$22	0	\$0	0	\$0	0	\$0
Supplies and materials	0	\$100	0	\$0	0	\$0	0	\$0
Equipment	0	\$100	0	\$0	0	\$0	0	\$0
Grants, subsidies, and contributions	0	\$16,994	0	\$0	0	\$0	0	\$0
Insurance claims and indemnities	0	\$0	0	\$0	0	\$0	0	\$0
Built-Ins Subtotal	52	+\$39,031	0	\$0	0	\$0	0	\$0
B. Programs:								

OFFICE OF DISABILITY EMPLOYMENT POLICY

Explanation of Change	FY 2011 Base		Trust Funds		FY 2012 Change General Funds		Total	
	FTE	Amount	FTE	Amount	FTE	Amount	FTE	Amount
Programs Subtotal			0	\$0	0	\$0	0	\$0
Total Increase	52	+\$39,031	0	\$0	0	\$0	0	\$0
Decreases:								
A. Built-Ins:								
To Provide For:								
Built-Ins Subtotal	0	\$0	0	\$0	0	\$0	0	\$0
B. Programs:								
Programs Subtotal			0	\$0	0	\$0	0	\$0
Total Decrease	0	\$0	0	\$0	0	\$0	0	\$0
Total Change	52	+\$39,031	0	\$0	0	\$0	0	\$0

OFFICE OF DISABILITY EMPLOYMENT POLICY

SUMMARY BUDGET AUTHORITY AND FTE BY ACTIVITY (Dollars in Thousands)						
	FY 2010 Enacted		FY 2011 Full Year C.R.		FY 2012 Request	
	FTE	Amount	FTE	Amount	FTE	Amount
Office of Disability Employment Policy	49	39,031	52	39,031	52	39,031
General Funds	49	39,031	52	39,031	52	39,031
Total	49	39,031	52	39,031	52	39,031
General Funds	49	39,031	52	39,031	52	39,031

NOTE: FY 2010 reflects actual FTE.

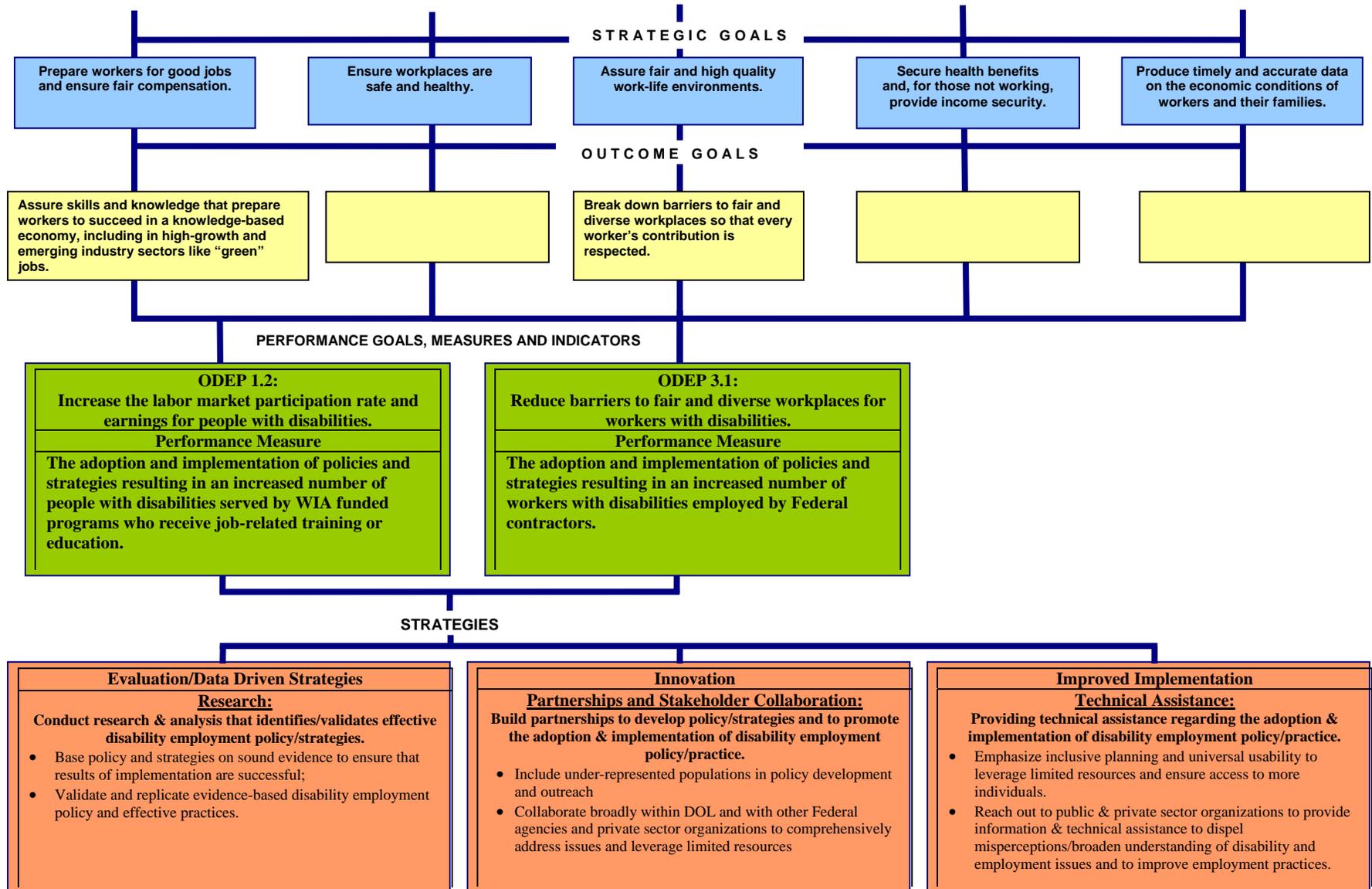
OFFICE OF DISABILITY EMPLOYMENT POLICY

BUDGET AUTHORITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2010 Enacted	FY 2011 Full Year C.R.	FY 2012 Request	Change FY 12 Req. / FY 10 Enacted
	Full-Time Equivalent				
	Total	0	0	0	0
	Reimbursable	0	0	0	0
	Total Number of Full-Time Permanent Positions	52	52	52	0
	Average ES Salary	\$219,500	\$228,499	\$231,699	\$12,199
	Average GM/GS Grade	14	14	14	0
	Average GM/GS Salary	\$132,864	\$135,858	\$136,301	\$3,437
	Average Salary of Ungraded Positions	0	0	0	0
11.1	Full-time permanent	5,581	5,442	5,452	-129
11.3	Other than full-time permanent	331	14	18	-313
11.5	Other personnel compensation	400	215	220	-180
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	6,312	5,671	5,690	-622
12.1	Civilian personnel benefits	1,529	1,496	1,510	-19
21.0	Travel and transportation of persons	350	300	325	-25
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	523	527	527	4
23.3	Communications, utilities, and miscellaneous charges	75	50	50	-25
24.0	Printing and reproduction	100	150	200	100
25.1	Advisory and assistance services	8,761	8,680	8,506	-255
25.2	Other services	3,102	2,662	2,775	-327
25.3	Other purchases of goods and services from Government Accounts	1,919	2,276	2,869	950
25.4	Operation and maintenance of facilities	97	3	3	-94
25.7	Operation and maintenance of equipment	13	22	22	9
26.0	Supplies and materials	100	100	110	10
31.0	Equipment	100	100	110	10
41.0	Grants, subsidies, and contributions	16,050	16,994	16,334	284
42.0	Insurance claims and indemnities	0	0	0	0
	Total	39,031	39,031	39,031	0
1/Other Purchases of Goods and Services From Government Accounts					
	Working Capital Fund	1,612	1,612	1,605	-7
	DHS Services	14	14	14	0
	Services by DOL Agencies	180	50	750	570
	Services by Other Government Departments	113	600	500	387

OFFICE OF DISABILITY EMPLOYMENT POLICY



Secretary's Vision: "Good Jobs for Everyone"



OFFICE OF DISABILITY EMPLOYMENT POLICY

TOTAL BUDGETARY RESOURCES												
FY 2010 - 2012												
(Dollars in Thousands)												
	FY 2010 Enacted				FY 2011 Full Year C.R.				FY 2012 Request			
	Activity Approp.	Other Approp. ¹	Other Resrcs. ²	Total	Activity Approp.	Other Approp. ¹	Other Resrcs. ²	Total	Activity Approp.	Other Approp. ¹	Other Resrcs. ²	Total
Office of Disability Employment Policy	39,031	0	990	40,021	39,031	0	0	39,031	39,031	0	0	39,031
Office of Disability Employment Policy	39,031	0	990	40,021	39,031	0	0	39,031	39,031	0	0	39,031
Total	39,031	0	990	40,021	39,031	0	0	39,031	39,031	0	0	39,031

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

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

OFFICE OF DISABILITY EMPLOYMENT POLICY

PERFORMANCE STRUCTURE

Strategic and Outcome Goals Supporting Secretary Solis’ Vision of <i>Good Jobs for Everyone</i>	Supporting Budget Activities
Strategic Goal 1 – Prepare Workers for Good Jobs and Ensure Fair Compensation	
1.1 Increase workers’ incomes and narrowing wage and income inequality.	ODEP-Narrative
1.2 Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like “green” jobs.	ODEP-Measures
1.3 Help workers who are in low-wage jobs or out of the labor market find a path into middle class jobs.	ODEP-Narrative
1.4 Help middle-class families remain in the middle class.	ODEP-Narrative
1.5 Secure wages and overtime.	
1.6 Foster acceptable work conditions and respect for workers’ rights in the global economy to provide workers with a fair share of productivity and protect vulnerable people.	ODEP-Narrative
Strategic Goal 2 – Ensure Workplaces Are Safe and Healthy	
2.1 Secure safe and healthy workplaces, particularly in high-risk industries.	
Strategic Goal 3 – Assure Fair and High Quality Work-Life Environments	
3.1 Break down barriers to fair and diverse work places so that every worker’s contribution is respected.	ODEP-Measures
3.2 Provide workplace flexibility for family and personal care-giving.	ODEP-Narrative
3.3 Ensure worker voice in the workplace.	
Strategic Goal 4 – Secure Health Benefits and, for Those Not Working, Provide Income Security	
4.1 Facilitate return to work for workers experiencing workplace injuries or illnesses who are able to work.	ODEP-Narrative
4.2 Ensure income support when work is impossible or unavailable.	
4.3 Improve health benefits and retirement security for all workers.	ODEP-Narrative
Strategic Goal 5 – Assure the Production of Timely and Accurate Data on Social and Economic Conditions of Workers and their Families	
5.1 Provide sound and impartial information on labor market activity, working conditions, and price changes in the economy for decision making, including support for the formulation of economic and social policy affecting virtually all Americans.	ODEP-Narrative

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AUTHORIZING STATUTES

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

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

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

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APPROPRIATION HISTORY					
(Dollars in Thousands)					
	Budget Estimates to Congress	House Allowance	Senate Allowance	Appropriations	FTE
2002...1/	\$43,263	\$33,053	\$43,236	\$38,134	67
2003...2/	47,015	47,015	47,015	47,178	65
2004...3/	47,333	47,333	47,333	47,024	65
2005...4/	47,555	47,555	47,555	47,164	59
2006...5/	27,934	27,934	47,164	27,655	59
2007	20,319	27,712	27,712	27,712	57
2008...6/	18,602	27,712	27,712	27,228	47
2009...7/	12,441	0	26,679	26,679	41
2010	37,031	37,031	39,031	39,031	52
2011...8/	39,031	0	0	0	52
2012	39,031	0	0	0	52

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

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

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

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

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

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

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

8/ A full-year 2011 appropriation for this account was not enacted at the time the budget was prepared.

OFFICE OF DISABILITY EMPLOYMENT POLICY

OVERVIEW

Introduction

The Office of Disability Employment Policy (ODEP) was established to bring a permanent focus on disability employment to the U.S. Department of Labor (DOL) and the Federal government more broadly. ODEP collaborates with its Federal, state, local, and private-sector partners and stakeholders in the development, adoption, and implementation of innovative and viable policies and strategies aimed at increasing the labor market participation of individuals with disabilities by expanding employment opportunities and reducing significant barriers to employment. In FY 2012, ODEP requests \$39,031,000 to carry out its mission. ODEP's work will emphasize career employment, the critical employment supports of transportation and technology, return to work for those who sustain work-related injuries and illnesses, and its continuing work with the Employment and Training Administration (ETA) on the Disability Employment Initiative in the workforce system.

As Secretary Hilda L. Solis has stated, America's greatest assets are its human resources. While large numbers of American workers with disabilities are educated, trained, willing, and able to work, they remain out of the labor force at a much higher rate than their similarly qualified counterparts without disabilities. The December 2010 Current Population Survey (CPS) data indicates that only 21.0 percent of people with disabilities were in the labor force, strikingly less than the 69.6 percent of persons in the labor force reporting no disability. The unemployment rate for those with disabilities was 14.3 percent, compared with 8.9 percent for persons with no disability, not seasonally adjusted. Therefore, more than 21.3 million people with disabilities 16 years and older, who possess a multitude of abilities to contribute to the American labor force, do not participate.

The statistics are no less alarming for transition-age youth and mature workers. National studies and reports show that up to two years after leaving high school, about four in 10 youth with disabilities are employed, as compared to six in 10 out-of-school youth in the general population of the same age. See *National Longitudinal Transition Study 2, 2005 (NLTS 2 After High School: A First Look at the Postschool Experiences of Youth with Disabilities)*. Importantly, youth with significant disabilities have even lower employment rates, e.g., 15 percent for youth with autism, 25 percent for youth with multiple disabilities, deaf-blindness, or orthopedic impairments, and 33 percent for youth with intellectual disabilities or visual impairments. At the other end of the work-life spectrum, the incidence of disability is approximately 40 percent for Americans 60 and older according to the *U.S. Census Bureau, Americans with Disabilities 2005, Current Population Reports, 2008*. America's aging population over 65 rose to 12.8 percent in 2008, up from 9.9 percent in 1970; this figure is projected to climb to 19 percent by 2030. A study recently commissioned by ODEP found that there is virtually no research on mature workers with disabilities remaining in the workforce. However, a significant number of these individuals, many of whom will have acquired age-related or other types of disabilities, may choose not to retire or will not be able to retire, instead remaining in the labor force to support their income needs.

These statistics underscore the critical need to address disincentives and gaps in Federal, state,

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and local policies and practices that perpetuate barriers to employment for many with disabilities. In 2012, ODEP will promote a comprehensive and universal access approach to lifetime employment and career development for an aging workforce, including for individuals with the full spectrum of disabilities and other complex barriers to employment.

ODEP's research has documented that individuals with the most significant disabilities can become successfully employed and contribute to integrated employment settings when appropriate choice and customization of job tasks are provided. Such choice can be expanded when policies and funding are coordinated at both the Federal and state levels

Improving employment opportunities and economic independence for people with disabilities requires they not only have the requisite knowledge and skills to work, but also the sufficient array of employment-related supports that every worker needs to succeed. For example, information and communications technologies (ICT) play an increasingly important role in the workplace. Smart phones, cloud computing, the proliferation of Broadband access, and numerous other existing and emerging ICT are changing the nature of work and how we communicate both in the private and public sectors. For organizations to remain competitive in a global market, all of their employees, including those with disabilities, must have access to existing and emerging technologies that are usable to them and facilitate their effective contribution to the workplace. In 2012, ODEP will develop effective practices on how access to usable technology can best be leveraged to support job creation, access to employment-related supports, and economic opportunity for Americans with disabilities.

In addition to technology, an equally critical component of a worker's ability to secure and maintain employment is transportation, particularly for job seekers and employees with disabilities. According to a 2004 National Organization on Disability survey, http://www.nod.org/research_publications/nod_harris_survey/, people with disabilities are more than twice as likely as those without disabilities to have inadequate work-related transportation options available to them (31 percent versus 13 percent). In 2012, ODEP will focus on increasing transportation access options to health care and employment for people with disabilities through the expansion of mobility management within the workforce development One-Stop system and through its ongoing work supporting the Department's role on the United We Ride Council within the President's Livable Communities initiative.

Like accessible and usable technology and transportation options, workplace flexibility is a critical component that enables return to work for those workers who sustain injuries or illnesses on the job and also positively affects the work environment, workplace efficiency, and work-family balance. The commitment to focus on this issue with respect to Federal workers is contained within Executive Order 13548 (EO) – signed by the President on the 20th Anniversary of the signing of the Americans with Disabilities Act in July 2010. This EO requires the Federal Government to pursue innovative re-employment strategies and develop policies, procedures and structures that reduce disincentives and foster improved outcomes for return to work for Federal employees. In 2012, ODEP will partner with the Department's Women's Bureau (WB) and Office of Workers' Compensation Programs (OWCP) to develop and provide technical assistance, and foster the adoption and implementation of policy strategies on various options for workplace flexibility (*e.g.*, telework, job restructuring, accommodations, and other exemplary

OFFICE OF DISABILITY EMPLOYMENT POLICY

practices that have been proven to foster the return to work of those deemed “hardest to re-employ”). ODEP is also partnering with OPM and other key partners to meet the EO’s goal of ensuring that the Federal Government is a model employer and that an additional 100,000 persons with disabilities are hired within the next five years.

Through its continued partnership with the Department’s Employment and Training Administration (ETA) on the Disability Employment Initiative, ODEP will further effective coordination and collaboration across the Workforce Investment System (WIA) system. Working with the Rehabilitation Services Administration (RSA) and the Social Security Administration (SSA), ODEP will continue to foster the adoption and implementation of evidence-based policies and strategies, validated through the work of the disability program navigators, to assist One-Stop Career Centers in becoming Employment Networks under the SSA Ticket to Work and Self-Sufficiency Program, and increasing their accessibility to workers and job seekers with disabilities.

Additionally, ODEP will support the customer service priorities of the Department through its continued management of Disability.gov and the Job Accommodation Network (JAN), a free service to identify and facilitate reasonable accommodations in the workplace for employers, individuals with disabilities, and other stakeholders. ODEP will also continue its efforts to encourage small businesses, particularly minority-owned businesses, to increase the hiring of people with disabilities through its *Add Us In* initiative. Finally, ODEP will also publish a disability supplement to the Current Population Survey (CPS) in partnership with the Bureau of Labor Statistics (BLS).

ODEP’s success requires the active involvement of Federal agencies, state and local governments, private and public sector employers, labor unions, national disability community advocates, and other stakeholders to adopt and implement its policy and policy strategy recommendations. With its FY 2012 work, ODEP will develop, test, validate, and disseminate evidence-based policies and strategies, fostering their adoption and implementation through the provision of technical assistance and collaboration with its public and private partners. America’s workforce will truly reflect its greatest assets when *all* job seekers and workers, including those with disabilities, who want to obtain, maintain, advance in, and return to good jobs are able to do so through access to effective and accessible public employment services, processes, and supports.

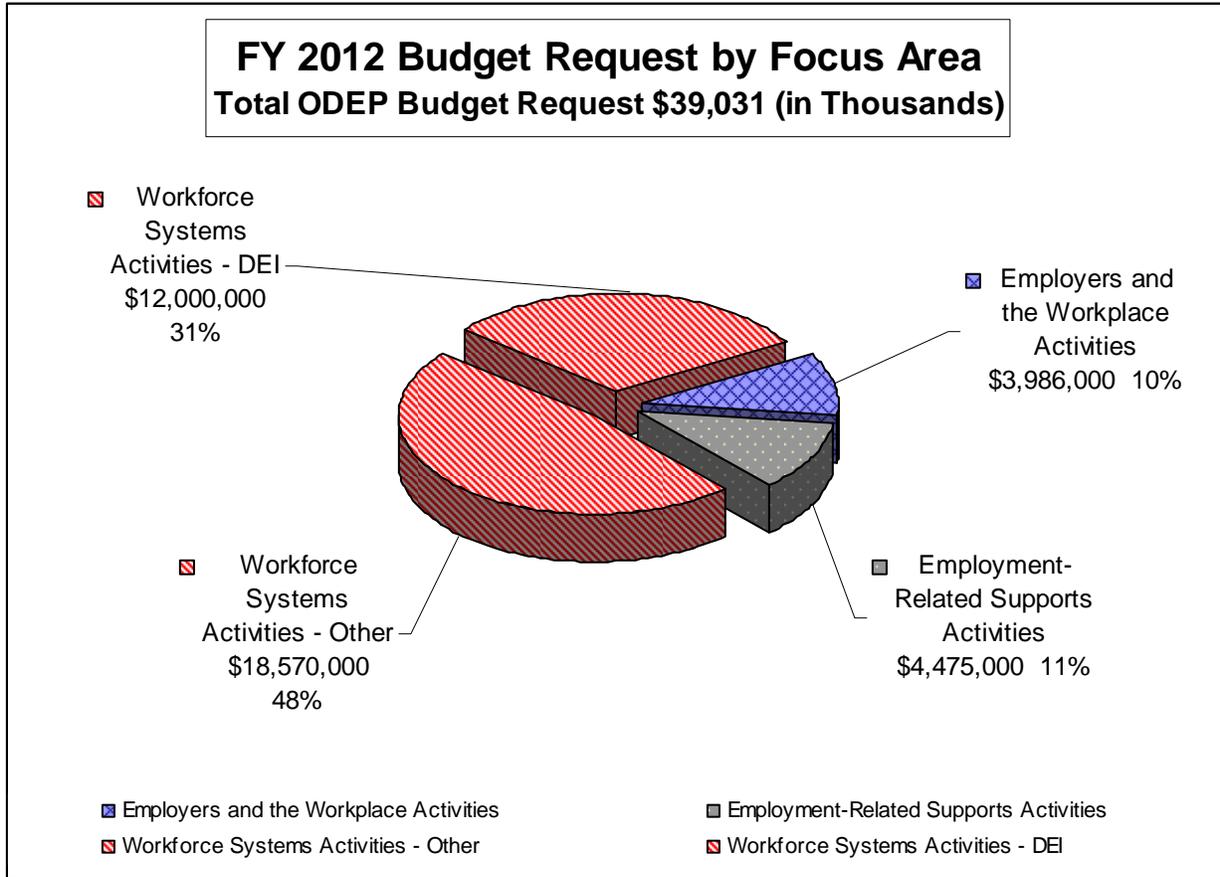
Cost Model

The Office of Disability Employment Policy requests a total of \$39,031,000. ODEP’s single budget activity supports the agency’s comprehensive and integrated approach to developing and fostering the implementation of policy that improves employment opportunities and outcomes and fosters workforce diversity and inclusion through universal design and access.

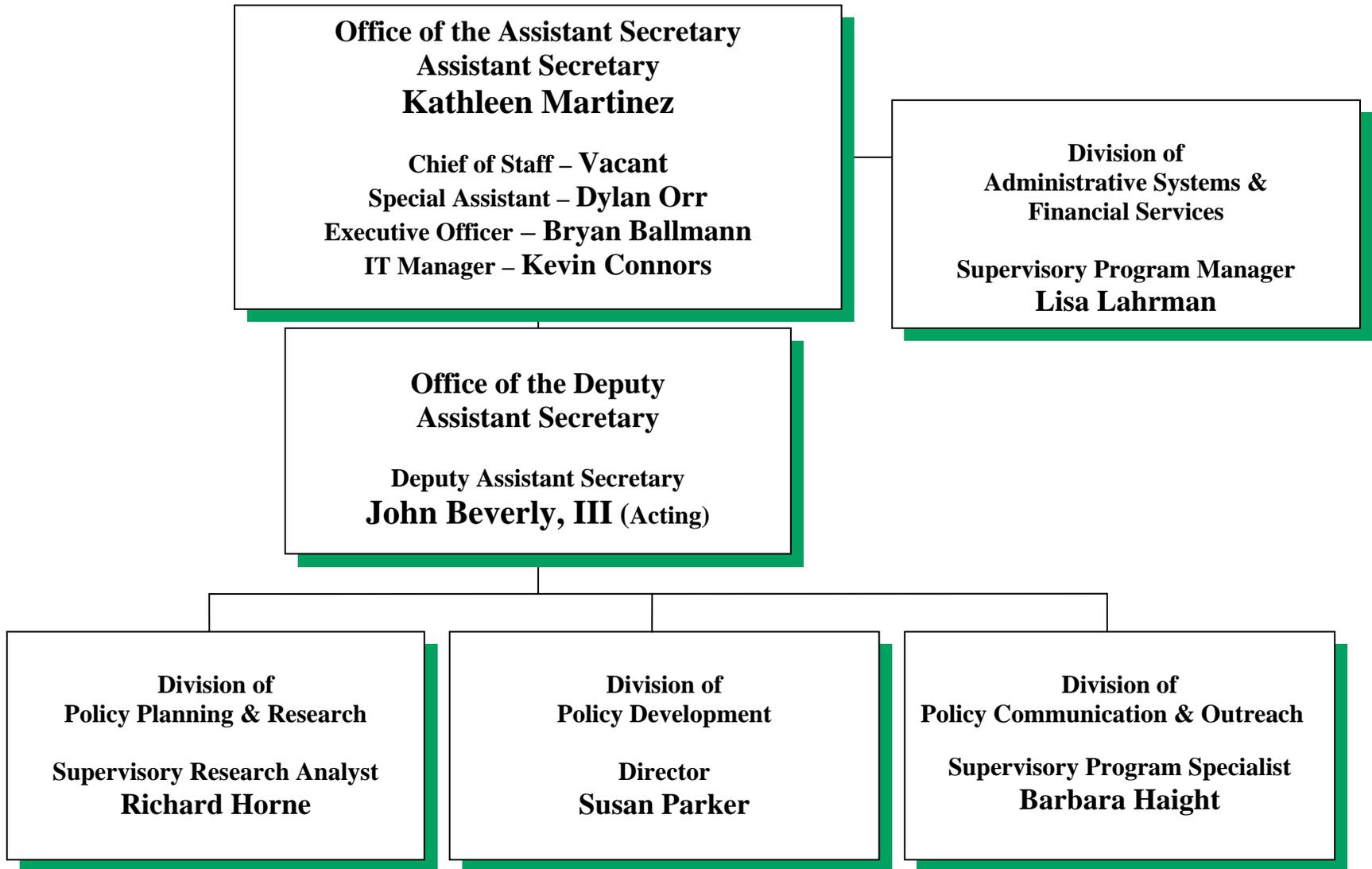
ODEP focuses on initiatives and activities within three broad, comprehensive policy areas: Workforce Systems (including the Disability Employment Initiative (DEI) work with ETA), Employers and the Workplace, and Employment-Related Supports. ODEP’s work occurs across the Federal government, within the DOL and through public-private partnerships. The cost

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model below graphically represents the breakout of how all of ODEP's resources, from its expert policy research and outreach staff to the projects the agency conducts, are targeted across these three broad areas through which ODEP works to reduce numerous and complex barriers to employment.



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BUDGET AUTHORITY BEFORE THE COMMITTEE				
(Dollars in Thousands)				
	FY 2010 Enacted	FY 2011 Full Year C.R.	FY 2012 Request	Diff. FY 12 Req. / FY 10 Enacted
Budget Authority	39,031	39,031	39,031	0
FTE	49	52	52	3

NOTE: FY 2010 reflects actual FTE. Authorized FTE for FY 2010 was 52

Introduction

ODEP’s FY 2012 Agency Request funding level is \$39,031,000. This request will enable ODEP to carry out its mission and Federal leadership responsibilities to ensure that the Secretary’s vision of “*Good Jobs for Everyone*” includes people with disabilities. ODEP’s research, development, validation and dissemination of policies and policy strategies will prioritize workforce diversity and inclusion through universal design and access in addition to supporting Departmental themes of workplace flexibility and customer service.

Through collaboration and providing targeted technical assistance within DOL, with other Federal agencies and with private sector organizations, ODEP will aggressively pursue the adoption and implementation of its policies and strategies within workforce systems, business, and employment supports system and program partners with the ultimate goal of increased labor force participation by improving the recruitment, hiring, retention, return to work and advancement of people with disabilities in an inclusive workforce.

Five-Year Budget Activity History

<u>Fiscal Year</u>	<u>Funding</u> (Dollars in Thousands)	<u>FTE</u>
2007	\$27,712	57
2008	\$27,228	47
2009	\$26,679	41
2010	\$39,031	52
2011	\$0	52

NOTE: A full-year 2011 appropriation for this account was not enacted at the time the budget was prepared.

FY 2012

ODEP’s work in FY 2012 will build on its accomplishments and ongoing investments with critical inter-agency, intra-agency and public-private partners to improve labor force participation and increase the employment of people with disabilities.

The requested funding level of \$39,031,000 will support expert policy and research staff and fund cooperative agreements and contracts critical to ODEP’s research, development, validation and dissemination efforts. In addition, the request will support ODEP’s collaboration with policy-makers and within workforce and employment-supports network partners who adopt and

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implement ODEP's innovative policy and policy strategies *in three areas: the workforce system, employers and the workplace, and employment-related supports essential to all workers.*

In the first of these three areas of focus, ODEP will undertake development of critical policy and policy strategies for the workforce system to reduce systematic, physical and programmatic barriers to employment that exist in generic systems (e.g., One-Stop Career Centers, education) and in disability-specific systems (e.g., Supplemental Security Income (SSI) and/or Social Security Disability Insurance (SSDI) benefits) for youth and adults with disabilities in the following areas:

1. Leverage incentives and reduce disincentives to securing "good jobs." The Administration plans to establish a commission to examine how the Federal government can help improve the labor market participation of individuals with disabilities. As appropriate, ODEP resources and personnel may be used to support this commission. ODEP will continue work with its partners in SSA, Health and Human Services/Centers for Medicare and Medicaid Services (HHS/CMS), Department of Education (ED) and Office of Personnel Management (OPM) as well as its intra-agency partners in ETA, the Office of Federal Contract Compliance (OFCCP), the Veterans Employment and Training Service (VETS), and the Women's Bureau (WB) to build on stakeholder input received through the FY 2010 "It's a New Day – We're Listening" national listening tour.
2. Increase and improve access to WIA programs. ODEP will continue its work with ETA on the *Disability Employment Initiative (DEI)*, which utilizes disability resource coordinators in workforce investment areas to improve coordination across partner agencies, such as vocational rehabilitation agencies, and leveraging of other partner resources to the maximum benefit of the job seeker with a disability. In FY 2012, work will focus on building disability service capacity in One-Stop Career Centers to serve job seekers with disabilities, including those who are receiving SSI and/or SSDI benefits, as well as youth with disabilities transitioning into the workforce through establishing eligibility for funding through SSA's Ticket to Work program. Lessons learned and expertise developed through the initial FY 2010 and FY 2011 DEI investments will be readily applied to all participating states and workforce areas by the end of FY 2012. ODEP, in partnership with ETA and the Office of the Assistant Secretary for Administration and Management (OASAM), plans to conduct a survey that provides a baseline assessment of the physical, programmatic and communications accessibility of the One-Stop Career Center system in a related initiative. This baseline information will be invaluable in guiding targeted efforts to enhance accessibility on as needed basis.
3. Increase integrated employment. Increase integrated employment for individuals with the most significant disabilities. ODEP will continue its Employment First initiative in FY 2012, developing Federal and state models of excellence for alignment of Federal and state policy and funding in support of employment first policies that lead to integrated employment in the community for individuals with the most significant disabilities. The initiative will fund efforts to facilitate and document systems change leading to increased choice in employment for such individuals. The initiative places ODEP in a leadership role as a catalyst for change in this area.

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4. Improve employment outcomes for diverse populations, including women, minorities and transition age youth with disabilities. ODEP will develop a comprehensive research, policy and practice roadmap for the employment and economic advancement of mature workers with disabilities, and will do so in collaboration with its cross-agency partners, including ETA, WB, the Wage & Hour Division (WHD), Employee Benefits Security Administration (EBSA), OFCCP, HHS/CMS and Office on Disability, Department of Transportation, the Department of Housing and Urban Development (HUD), SSA, and ED (including the Rehabilitation Services Administration (RSA), Office of Vocational and Adult Education (OVAE) and Office of Special Education and Rehabilitative Services (OSERS). Work will support research and national technical assistance and training projects with the goal of increasing the recruitment, hiring, retention, and advancement of mature workers in general and specifically those with disabilities.

ODEP will continue its work to improve the employment outcomes of transition-age youth with disabilities to ensure they are prepared to respond to workforce demands by gaining the necessary skills and training to remain competitive. Research indicates that integrated work experiences prior to leaving high school for youth with a full range of disabilities, including those with the most significant disabilities, have higher rates of high school graduation, competitive employment, postsecondary education attendance, and advances in earnings or wages. By building on the *Guideposts for Success* policy framework, ODEP will continue to extrapolate policy and practice findings from its apprenticeship grants and Individual Learning Plan (ILP) research. ODEP will assess the effect of quality ILPs on post-school outcomes, including readiness for postsecondary education, employment and career preparation and work-based learning experiences. ODEP will finalize development of policy and strategies to increase workforce staff expertise and provide a youth-oriented, youth-centric soft skills curriculum to build capacity within youth-service organizations.

Finally, ODEP will expand its cooperative agreements to public/private partnerships of minority-focused business associations, disability entities, and youth serving organizations to utilize identified best practices and provide targeted technical assistance to encourage small businesses, particularly minority-owned businesses, to increase the hiring of people with disabilities through its *Add Us In* initiative.

In its second area of focus, ODEP will develop policy and policy strategies to assist public and private sector employers expand access to the workplace and to enhance government and corporate cultures relevant to supporting disability employment through the following:

5. Increase Federal workforce participation and make the government a model employer. ODEP will continue its collaboration with OPM, EEOC and other relevant Federal stakeholders to develop solutions that accomplish Section 2 of the President's July 26, 2010 *Executive Order - Increasing Federal Employment of Individuals with Disabilities* [EO 13548, <http://www.whitehouse.gov/the-press-office/executive-order-increasing-federal-employment-individuals-with-disabilities>] to recruit and hire individuals with disabilities into the Federal government, including model hiring practices and strategies that increase the utilization of Schedule A and Veterans hiring authorities.

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6. Reduce discrimination, ensure civil rights protections, and promote affirmative hiring programs. ODEP will collaborate with OFCCP and other stakeholder organizations to conduct research and provide technical assistance to promote equal employment opportunity and the adoption of model affirmative action programs under OFCCP's regulations at 41 CFR Parts 60-250, 60-300, and 60-741 regarding the equal employment opportunity and affirmative action requirements for covered veterans and individuals with disabilities.

7. Improve return-to-work outcomes. ODEP will continue its collaboration with the Department's OWCP, OPM and stakeholder organizations to accomplish Section 3 of EO 13548 by increasing agencies' retention and return-to-work of individuals with disabilities. ODEP will research, document, and collaborate to implement effective policies and practices for return-to-work within the Federal government. This will include identifying those policies that prevent workers from returning to work, evaluating the use of job accommodations and job restructuring to determine how they can be improved, working with OPM to develop policies and strategies that can be adopted and implemented government-wide, researching effective practices, and developing an outreach campaign to educate Federal agencies about policies and effective practices to implement in their agencies.

ODEP will build on its prior research to partner with the WB and jointly sponsor a research compendium and evidence-based research white paper on *workplace flexibility practices*. This research will include evidence-based policies and practices across industry sizes and geographic sectors regarding the issues, justification, and recommendations on the positive effects of workplace flexibility and telework on the environment, government efficiency, and work-family balance that address the needs of all employers and workers, but especially those with complex needs.

Finally, within its third focus area, ODEP will develop policy and policy strategies for the most critical areas of employment-related supports (e.g., transportation, technology) so that people with disabilities, like all people, have the access needed to obtain, maintain, and advance in a job through the following:

8. Ensure the availability of and access to universally usable workplace technology and transportation. ODEP will execute a comprehensive Federal policy agenda on emerging technologies in the workplace, developed by the ODEP-created Public-Private Partnership on Emerging Technologies. Specifically, ODEP will develop effective practices on how access to emerging and existing workplace electronic, information, and communications technologies, including Broadband (EICT) can best be leveraged to increase job creation, access to employment-related supports, and economic opportunity for Americans with disabilities. Special attention will be paid to developing policy strategies aimed at bridging the "digital divide" that has traditionally affected minority, low-income, non-English speaking, rural, tribal, or otherwise underserved populations. ODEP will utilize its ongoing partnerships with Federal agencies, employers, technology firms, the disability community, and others to ensure that emerging workplace EICT is universally usable and will develop a framework to aid employers in gauging how successfully they are integrating technology into the workplace to enhance the workplace productivity of their employees with and without disabilities. To maximize input from the broadest possible array of stakeholders, ODEP will implement an extended online national

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dialogue on this issue and, for entities most closely integrated into the policy development process, use its unique policy development tool, ePolicyWorks.

ODEP will continue to focus substantial policy development and collaboration efforts on employment-related transportation for job seekers and employees with disabilities. ODEP will expand its work with DOT and nine other Federal partners in the United We Ride initiative to support Transportation for Life-Livable Communities. This work with DOT will include developing interagency guidance on how to expand transportation services to work and related destinations, and a Back-to-Work initiative and programmatic language for inclusion in the reauthorization of the Safe, Affordable, Flexible, Efficient Transportation Equity Act - A Legacy for Users (SAFETEA-LU).

In ***cross-cutting initiatives***, ODEP will continue its work with the BLS and Census Bureaus to conduct a Current Population Survey (CPS) Disability Supplement in FY 2012. The BLS and ODEP began collecting disability data, using six new CPS disability questions in 2008. Prior to that time, there was no disability information available from the CPS. This supplement will provide extensive demographic and employment data to better understand the economic situation of people with disabilities. This data will be used by ODEP and others to inform and develop disability employment policy and initiatives.

ODEP will continue its management of Disability.gov, a portal that provides information on disability matters, including employment, training, benefits, education, housing, health, technology, and transportation through its 22 Federal government partners. ODEP also continues to fund the Job Accommodation Network, a free, national service that facilitates the employment and retention of workers with disabilities. Finally, ODEP will continue its Look-Back Study, originated in FY 2010, to assess the outcomes and impact of ODEP's initiatives in tandem with its performance evaluation efforts to ensure that performance data is reliable, valid and reportable.

FY 2011

Figures shown for FY 2011 reflect the annualized Continuing Resolution level, as a full-year appropriation had not been enacted at the time the budget was produced. Since this level is based on the FY 2010 enacted level, operations under a full-year Continuing Resolution would be consistent with those described in the FY 2010 section.

FY 2010

ODEP's FY 2010 budget authority was \$39,031,000. In FY 2010, ODEP met its mission through the dissemination of policy and strategies developed through collaboration with stakeholders and research that were validated and disseminated to its partners, seeking their adoption and implementation through collaboration and the provision of technical assistance. ODEP and its Federal partners conducted a nation-wide "It's a New Day – We're Listening" campaign to seek broad stakeholder input on more effective ways to employ all people with disabilities, including women, Veterans and minorities with disabilities

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[www.dol.gov/odep/disabilitylistening.htm]. Utilizing this input, ODEP focused on the following areas:

In the area of **Workforce Systems**, ODEP and ETA launched the *Disability Employment Initiative*, utilizing combined funding to award nine cooperative agreements to develop and test policy and strategies to increase employment or self-employment outcomes for youth and adults with disabilities served by the WIA One-Stop Career Centers, leveraging the promising practices of ETA's Disability Program Navigator initiative and ODEP's customized job development and youth transition projects. In addition, ODEP awarded four cooperative agreements in its launch of *Add Us In* to encourage small businesses, particularly minority-owned businesses, to increase the hiring of people with disabilities. Finally, ODEP published effective models, research findings, and training and technical assistance products under its initiative to *Increase Integrated Employment and Wages* for individuals with the most significant disabilities to increase employment choice and options for these individuals and to provide such information to community rehabilitation providers who assist such individuals into employment.

In the area of **Employers and the Workplace**, ODEP partnered with the OPM, DOD's Computer/Electronic Accommodations Program (CAP), and the EEOC to expand the number of people with disabilities employed by the Federal government in its *Federal Government as a Model Employer* initiative, providing policy recommendations (including broader use of its Workforce Recruitment Program (WRP) as a pipeline for young adults with disabilities to enter the Federal workforce) and technical assistance to make the Federal government a model employer of people with disabilities. ODEP re-launched its *Job Accommodation Network (JAN)* website [www.askjan.org] for providing *Technical Assistance on Workplace Accommodations Initiative* and also facilitated an employer-focused policy dialogue among business schools and trade associations; labor unions; national human resource and disability advocacy organizations; Federal and state government agencies; and the U.S. and minority business associations to advance its work regarding *Diversity and Disability in the Workplace*, supporting employment opportunities for minorities with disabilities who are disproportionately underrepresented in the workforce.

In the area of **Employment-Related Supports**, ODEP worked with the Office of Federal Contract Compliance programs (OFCCP) and other stakeholder organizations to promote equal employment opportunity and the adoption of *model affirmative action programs* to advance the employment of individuals with disabilities in the private sector through preparation and issuance of OFCCP's Advanced Notice of Proposed Rule Making (ANPRM) seeking input on how to strengthen its regulations at 41 CFR Parts 60-741, impacting individuals with disabilities. ODEP also launched its *Public-Private Partnership on Emerging Technologies* employment-related policy initiative to ensure that emerging technologies are effective and usable by people with disabilities in partnership with the Commerce, ED, Department of Justice (DOJ), the FCC, as well as emerging public-private partnerships (with AT&T, Microsoft, and others). Finally, ODEP continued to build on its successful decade-long partnership with the DOT to increase access to employment-related transportation for job seekers and employees with disabilities under *United We Ride*.

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ODEP's *cross-cutting efforts* included ongoing management of **Disability.gov**, [<http://www.disability.gov/>] with continued expansion into social media, in line with the President's Open Government directive. The web-portal, supported by 22 Federal government partners, continued to provide information on disability across subjects, including available employment, training, benefits, education, housing, health, technology, and transportation. The agency continued *performance evaluation* efforts to ensure that performance data is reliable, valid and reportable, assisting agency managers to evaluate and effectively plan next steps. Finally, ODEP built on its collaboration with BLS to develop a *Current Population Survey Supplement* for publication in FY 2012 and to *Analyze Unemployment Data on People with Disabilities* based on newly acquired data on the employment rate of people with disabilities resulting from the February 2009 launch of the disability statistics in the CPS.

DETAILED WORKLOAD AND PERFORMANCE				
	FY 2010 Enacted		FY 2011 Full Year C.R.	FY 2012 Request
	Target	Result	Target	Target
Office of Disability Employment Policy				
Strategic Goal 1 - Prepare works for good jobs and ensure fair compensation	--	--	--	--
Outcome Goal 1.2 - Assure skills and knowledge that prepare workers to succeed in a knowledge-based economy, including in high-growth and emerging industry sectors like "green" jobs.	--	--	--	--
ODEP Outcome Goal 1.2 - Increase number of people with disabilities served WIA funded programs who received job-related training or education.	--		--	--
Intermediate Outcome Measure: Number of WIA funded agencies adopting ODEP identified disability employment related policy and policy strategies.	--		--	--
Long-Term Outcome Measure: Number of WIA funded agencies implementing ODEP identified disability employment related policy and policy strategies.	--		--	--
Output Measures:	--	--	--	--
Policy Outputs	15		15	15
Formal Agreements	6		6	6
Effective Practices	11		11	11
Agency Operation Through-Put Measures:	--		--	--
Strategic Outreach, Communication & Collaboration: Measure: FTE and purchased staff hours [to be refined following the Look Back Study initial report in FY 2011]	47,344		47,344	47,344
Cooperative Agreement Management by staff effort hours:	12,225		12,225	12,225
Percentage of timely completed : Pre-Award draft (end of Q1), Clearance (end of Q2),	80.00%	.00%	80.00%	80.00%

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Solicitation (end of Q3), Award (end of Q4)				
Monitoring (review of financial/quarterly reports w/in 10 days of receipt); Close-out (submission to GO of close-out documentation w/in 90 days of final report acceptance).]	80.00%	.00%	80.00%	80.00%
Strategic Goal 3 - Assure fair and high quality work-life environments	--		--	--
Outcome Goal 3.1 - Break down barriers to fair and diverse work places so that every worker's contribution is respected.	--		--	--
ODEP Outcome Goal 3.1 - Reduce barriers to fair and diverse workplaces for workers with disabilities.	--		--	--
Intermediate Outcome Measure: Number of international, Federal, state and local agencies and employers adopting ODEP identified disability employment-related policy and practices.	--		--	--
Long-Term Outcome Measure: Number of international, Federal, state and local agencies and employers implementing ODEP identified disability employment-related policy and practices.	--		--	--
Output Measures:	--	--	--	--
Policy Outputs	17		17	17
Formal Agreements	3		3	3
Effective Practices	4		4	4
Agency Operation Through-Put Measures:	--		--	--
Strategic Outreach, Communication & Collaboration: Measure: FTE and purchased staff hours [to be refined following the Look Back Study initial report in FY 2011]	50,582		53,702	53,702
Cooperative Agreement Management by staff effort hours:	11,550		11,550	11,550
Percentage of timely completed : Pre-Award draft (end of Q1), Clearance (end of Q2), Solicitation (end of Q3), Award (end of Q4)	80.00%	.00%	80.00%	80.00%
Monitoring (review of financial/quarterly reports w/in 10 days of receipt); Close-out (submission to GO of close-out documentation w/in 90 days of final report acceptance).]	80.00%	.00%	80.00%	80.00%

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

Workload Summary

ODEP's single budget activity supports the agency's efforts to develop, evaluate, and influence the adoption and implementation of policy and policy strategies that reduce or eliminate barriers to employment for individuals with disabilities and provide accessible training and supports to obtain, retain and advance in good jobs. ODEP focuses its work within three broad, comprehensive policy areas: Workforce Development Systems, Employers and the Workplace,

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and Employment-Related Supports across the Federal government, in state-operated Federal programs and service systems, within the DOL and through public-private partnerships.

Workforce Development Systems efforts include initiatives to develop and foster the adoption and implementation of policy and policy strategies that will reduce systematic, physical and programmatic barriers found in services and programs for Americans, such as One-Stop Career Centers, Youth Build sites, Job Corps centers, and services and programs designed to specifically serve people with disabilities, such as Vocational Rehabilitation, Medicaid, and the Social Security Administration's Ticket Program and Work Incentives Planning and Assistance Programs. Working both within the Department of Labor as well as in partnership with other workforce development system partners, ODEP invests substantial effort and resources to develop, analyze and validate related policy recommendations, effective practices and strategies. This work primarily supports ODEP's Goal 1.2.

Employment-Related Supports efforts include initiatives that focus on developing evidence-based policies and policy strategies that will reduce barriers to employment in programs and services (*e.g.*, technology, transportation, and health care and mental health) that all job seekers and workers must access to obtain, maintain and advance in a good job. ODEP builds and advances critical collaborations within the Department of Labor, across the Federal government, and with private sector organizations to ensure that the needs of job seekers and workers with disabilities are included in the development of employment-related support programs and services and that policy and policy strategies are adopted and implemented. This work primarily supports ODEP's Goal 3.1, as well as contributes to ODEP's support in general of Strategic Goals 1, 3, 4 and 5.

Employers and the Workplace efforts include initiatives to develop, disseminate, evaluate, and encourage the adoption and implementation of policy and policy strategies designed to address all aspects of recruitment, hiring, advancement, and retention. As part of its policy development process, ODEP collaborates with private and public sector employers and employer organizations to develop identify and disseminate innovative and productive practices and strategies. This work represents critical partnerships and stakeholder groups that facilitate the adoption and implementation of demand-side policy and policy strategies resulting in good jobs for people with disabilities.

ODEP will also continue its management of Disability.gov while aggressively seeking the financial support of its 22 partners to permanently fund these efforts. ODEP will continue to fund the Job Accommodation Network, and agency performance evaluation to ensure that performance data is reliable, valid and reportable. To assess intermediate and long-term outcomes relative to the adoption and implementation of its policy and policy strategies, ODEP first instituted its look-back study in FY 2010 to annually assess, on an ongoing basis, the outcomes associated with its policy outputs and effective practices, and to identify associated strategic impact on the employment and participation in the labor market of people with disabilities. ODEP will also finalize and publish a CPS Supplement with BLS in FY 2012.

In addition to the output measures associated with ODEP Goals 1.2 and 3.1, ODEP also measures its policy outputs, effective practices and formal agreements associated with its other

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work. ODEP works with its Federal and private sector partners to evaluate Federal and state disability employment laws, developing policies and policy strategies that support model employment practices and corporate cultures, developing and disseminating effective employment and business practices regarding a diverse workforce that includes people with disabilities.

ODEP has established a relationship between levels of effort or staff hours (reflecting both FTE and purchased grant and contract staff hours) required to accomplish and manage its communication, outreach and collaboration efforts. This operational effort supports the development, testing, validation and dissemination of ODEP's outputs and also drives the outcomes of adoption and implementation of its policy and policy strategies through the work of its public and private partners. To counter any perverse incentives that could lead to inefficiencies, ODEP will manage its cooperative agreement work through timeliness standards, as well as staff hours. Through quarterly evaluation of the ratio of staff time to achievements, ODEP will manage its resources to maximize the achievement of its output and outcome goals.

ODEP Outputs and Agency Operating Through-Put Measures Supporting Narrative Reporting for Goals 1.1, 1.3, 1.4, 1.6, 3.2, 3.4, 4.1, 4.3 and 5.1	FY 2010 Enacted	FY 2011 Full-Year C.R.	FY 2012 Request
	Target	Target	Target
Output Measures:			
• Policy Outputs	9	9	9
• Formal Agreements	16	16	16
• Effective Practices	8	8	8
Agency Operation Through-Put Measures:			
• Strategic Outreach, Communication & Collaboration: Measure: FTE and purchased staff hours [to be refined following the Look Back Study initial report in FY 2011]	43524	44324	44324
Cooperative Agreement Management by staff effort hours:	9365	9365	9365
• Percentage of timely completed :Pre-Award draft (end of Q1), Clearance (end of Q2), Solicitation (end of Q3), Award (end of Q4)	80%	80%	80%
• Monitoring (review of financial/quarterly reports w/in 10 days of receipt); • Close-out (submission to Grant Officer of close-out documentation w/in 90 days of final report acceptance).	80%	80%	80%

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BUDGET ACTIVITY BY OBJECT CLASS					
(Dollars in Thousands)					
		FY 2010 Enacted	FY 2011 Full Year C.R.	FY 2012 Request	Change FY 12 Req. / FY 10 Enacted
11.1	Full-time permanent	5,581	5,442	5,452	-129
11.3	Other than full-time permanent	331	14	18	-313
11.5	Other personnel compensation	400	215	220	-180
11.8	Special personal services payments	0	0	0	0
11.9	Total personnel compensation	6,312	5,671	5,690	-622
12.1	Civilian personnel benefits	1,529	1,496	1,510	-19
21.0	Travel and transportation of persons	350	300	325	-25
22.0	Transportation of things	0	0	0	0
23.1	Rental payments to GSA	523	527	527	4
23.3	Communications, utilities, and miscellaneous charges	75	50	50	-25
24.0	Printing and reproduction	100	150	200	100
25.1	Advisory and assistance services	8,761	8,680	8,506	-255
25.2	Other services	3,102	2,662	2,775	-327
25.3	Other purchases of goods and services from Government Accounts	1,919	2,276	2,869	950
25.4	Operation and maintenance of facilities	97	3	3	-94
25.7	Operation and maintenance of equipment	13	22	22	9
26.0	Supplies and materials	100	100	110	10
31.0	Equipment	100	100	110	10
41.0	Grants, subsidies, and contributions	16,050	16,994	16,334	284
42.0	Insurance claims and indemnities	0	0	0	0
	Total	39,031	39,031	39,031	0
1/Other Purchases of Goods and Services From Government Accounts					
	Working Capital Fund	1,612	1,612	1,605	-7
	DHS Services	14	14	14	0
	Services by DOL Agencies	180	50	750	570
	Services by Other Government Departments	113	600	500	387

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CHANGES IN FY 2012

(Dollars in Thousands)

Activity Changes

Built-In

To Provide For:

Costs of pay adjustments	\$0
Personnel benefits	0
One day less of Pay	0
Federal Employees Compensation Act (FECA)	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	0
Working Capital Fund	0
Other government accounts (DHS Charges)	0
Other purchases of goods and services from Government accounts	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 **\$0**

Net Program **\$0**

Direct FTE **0**

	Estimate	FTE
Base	\$39,031	52