



Spotlight on ODEP

What Can the Office of Disability Employment Policy Do for You?

Will begin at 2:00 PM Eastern Time

- Audio and visuals are provided through the online webinar platform
- Access to presentation handouts was included in the email reminder you received for this session
- This session will be open-captioned

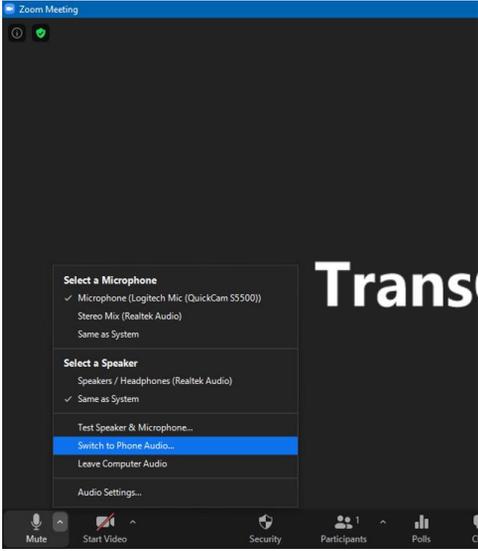


Technical Assistance

- If you experience technical difficulties
 - Select the Q&A icon and then type your message in the box that appears
 - Call 301-217-0124

Audio

- Access via computer audio or phone option, located in the expanded audio menu
- Call in via the number provided in webinar reminder messages

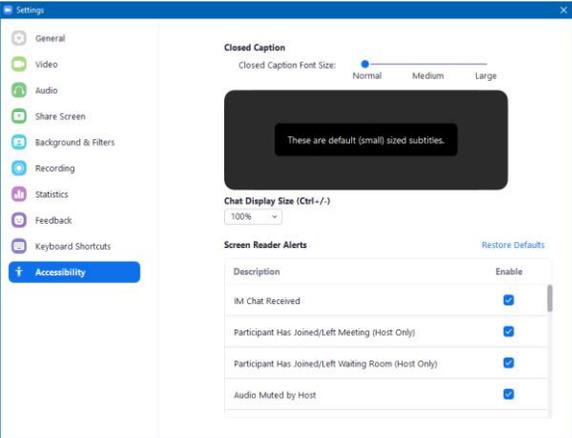


3



Captions

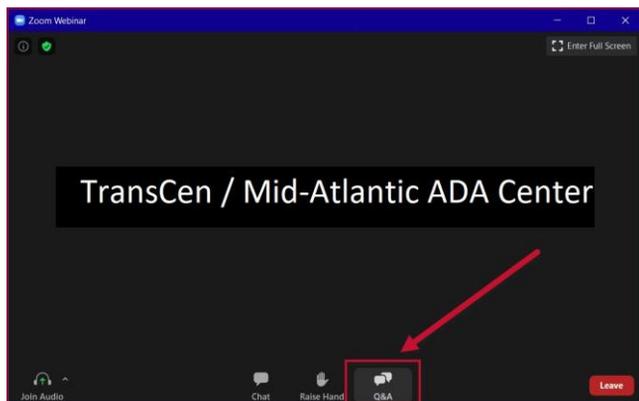
- This webinar is being captioned
- You can change the size of the caption display in the “Accessibility” tab under “Settings”



4



Questions and Comments



- Select the Q&A icon
- Send your question to adatrain@transcen.org

5



Archive

- This webinar is being recorded
 - You will receive an email with information on how to access the archive

6



Certificates of Attendance

- Only those who purchased certificates when registering for the session are eligible to receive one
- Certificates are available only for attending the live session; attendance will be verified
- The code to submit for a certificate will be announced later in the session

7



Presentation Accessibility

- For the benefit of participants who are not able to see the presentation slides on the webinar platform, speakers will
 - Announce slide numbers
 - Describe images that are meaningful to the content of the session

8



About Your Hosts...

TransCen, Inc.

- Improving the lives of people with disabilities through meaningful work and community inclusion



Mid-Atlantic ADA Center, a project of TransCen, Inc.

- Funded by National Institute on Disability, Independent Living, and Rehabilitation Research (NIDILRR), Administration for Community Living, U.S. Department of Health and Human Services



ADA National Network

- Ten regional centers provide guidance, training, and materials on the ADA
 - **1-800-949-4232**
 - ADAata.org





Spotlight on ODEP:

What Can the Office of Disability Employment Policy Do for You?



ODEP OVERVIEW

- **Established in Fiscal Year 2001** when Congress
 - "...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. 567b (emphasis added). ([Pub. L. 106-554](#), § 1(a)(1) [title I], Dec. 21, 2000, 114 Stat. 2763, 2763A-10.
- **Non-regulatory** agency
- Executive Order 13078, "Increasing Employment of Adults With Disabilities" (Mar. 13, 2008).

ODEP's Mission and Vision

- **Mission:** Develop and influence policies and practices that increase the number and quality of employment opportunities for people with disabilities.
- **Vision:** A world in which people with disabilities have unlimited employment opportunities.

13



Disability Employment - Data

February to April 2020

- The unemployment rate for **people with disabilities** in the United States surged from **7.8% to 18.9%** .
- The **unemployment rate for persons without a disability** increased from **3.6% to 14.3%**.

December 2021

- The unemployment rate for **people with disabilities** declined to **7.9%**.
- The unemployment rate for **persons without disabilities** declined to **3.5%**.

14



ODEP Policy Priorities

- Ensure a disability-inclusive COVID recovery
- Promote racial and social equity in disability employment policy and programs
- Advance competitive integrated employment
- Help youth with disabilities prepare for and succeed in employment

15



Tools for an Inclusive Recovery

- Helping employers navigate new terrain
 - Accessible hybrid workplaces
 - Mental Health Toolkit/"4 A's" of a Mental Health-Friendly Workplace

16



Priority #2 – Promoting Equity

- Examining policies and programs to ensure they're equitable in reach and respond to the needs of all Americans with disabilities
 - Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities Through the Federal Government
 - Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce
 - Executive Order 14058, Transforming Federal Customer Experience and Service Delivery To Rebuild Trust in Government

17



DEIA – “A” for Accessibility

- *The term “accessibility” means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes the provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities, the reduction or elimination of physical and attitudinal barriers to equitable opportunities, a commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space, and the pursuit of best practices such as universal design.*

18



Elements to Ensure Workplace Accessibility

- Policy
- Organizational Leadership
- Key Process Integration
- Procurement
- Training
- Prioritization
- Metrics
- Accountability

19



#NDEAM | DOL.GOV/ODEP

Key ODEP Resources

- Job Accommodation Network (JAN)
 - AskJAN.org
- Campaign for Disability Employment (CDE)
 - WhatCanYouDoCampaign.org
- Partnership on Employment and Accessible Technology (PEAT)
 - PEATWorks.org
- Employer Assistance and Resource Network on Disability Inclusion (EARN)
 - AskEARN.org
- Workforce Recruitment Program (WRP)
 - WRP.gov
- Partnership on Inclusive Apprenticeship (PIA)
 - InclusiveApprenticeship.org

20



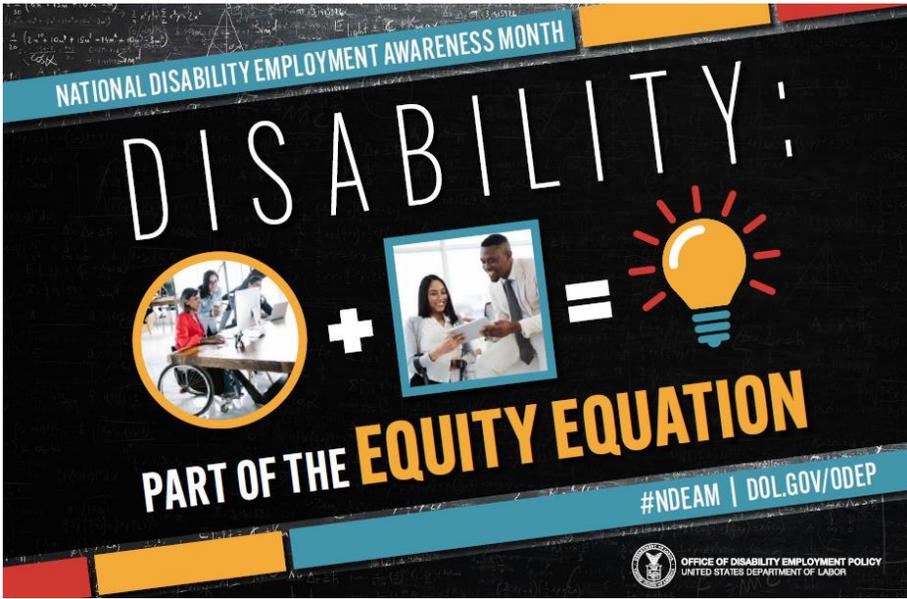
What is NDEAM?

- National Disability Employment Awareness Month
 - Honors the contributions of workers with disabilities and showcases supportive, inclusive policies and practices
 - Held annually in October
 - Led by ODEP but events take place nationwide
 - History traces to 1945

21



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR



22



Certificates of Attendance: CODE

- If you paid for a certificate of participation, check the reminder email you received about this session for instructions
- Please email the code above to ADAtraining@transcen.org by **5 p.m. Eastern Time on October 24, 2022**
- Certificates are emailed 1 – 2 weeks after the session

23



Thank You for Joining Us!

Mid-Atlantic ADA Center

Toll-free: **800-949-4232** (DE, DC, MD, PA, VA, WV)

Local: **301-217-0124**

ADAinfo@transcen.org

ADAinfo.org

24

