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Disabilities - Directive/Task Force

Stack:

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Row:

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Section:

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Francis S. Redburn

11/12/99 06:09:57

PM

Record Type: Record

To: J. Eric Gould/OPD/EOP@EOP

cc: James F. Jordan/OMB/EOP@EOP, Stephen W. Ruszczyk/OMB/EOP@EOP, Katherine L. Meredith/OMB/EOP@EOP

Subject: Re: President's Task Force on Disabilities Directives

Here are some initial reactions/questions. We'll try to get you more Monday.

----- Forwarded by Francis S. Redburn/OMB/EOP on 11/12/99 06:07 PM -----

James F. Jordan

11/12/99 05:19:33 PM

PHA + non-PHA
1. why you can't you
want to do this
2.

Record Type: Non-Record

To: Francis S. Redburn/OMB/EOP@EOP

cc: katherine l. meredith/omb/eop@eop, adam hoffberg/omb/eop@eop, stephen w. ruszczyk/omb/eop@eop

bcc:

Subject: Re: President's Task Force on Disabilities Directives

Several potential problems:

- Definition. What are disability-related work expenses? Would they be any different than non-disabled work expenses? If so, how?
- Precedent. If such expenses are allowed for the disabled, they should be drawn quite narrowly. Otherwise, why not apply such extra work expenses for all households?
- Horizontal Equity/Fairness. The disabled already receive special deductions in determining 'eligible' income for determining the assisted tenant's out-of-pocket rental payment: (a) \$400 per year per disabled family (same as elderly) (b) \$480 per member of the family who is 18 years and older and disabled; (c) a dollar for dollar offset for any unreimbursed medical expenses which exceed 3 percent of annual income (same as elderly).
- Pay-As-You-Go (PAYGO) offset. Any new deductions would require legislation by Congress. Hence, any reduction in receipts versus current law would have to be offset by some other change in statute (in short, if we give an extra benefit here, we need to take save some money somewhere else to pay for it.).

Francis S. Redburn

non-PHA authority - New housing

Francis S. Redburn

11/12/99 02:39:42

PM

Record Type: Record

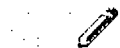
public is 1/3 of universe
non-public is the 1/3

8 Non-PHA - Sec 8 + 202 do not have this flexibility
- Rent charged would need to be reduced

To: James F. Jordan/OMB/EOP@EOP, Katherine L. Meredith/OMB/EOP@EOP, Adam Hoffberg/OMB/EOP@EOP
cc: Stephen W. Ruszczyk/OMB/EOP@EOP
Subject: President's Task Force on Disabilities Directives

Please comment on this recommendation.

----- Forwarded by Francis S. Redburn/OMB/EOP on 11/12/99 02:37 PM -----



Stephen W. Ruszczyk
11/12/99 01:03:13 PM

Record Type: Record

To: Francis S. Redburn/OMB/EOP@EOP
cc:
Subject: President's Task Force on Disabilities Directives

The primary focus of this document is on employment for the disabled. One part of this draft involves HUD.

The Task Force recommends that HUD establish a earned income disregard for the disabled living in other-than-PHA housing. This would exempt from countable income any disability-related work expenses incurred when a tenant goes to work. The goal is to avoid putting the disabled at risk of losing housing or facing escalating rents for affordable housing when entering or returning to the workforce.

My comment: Seems to provide a mechanism to incentivize work, avoid rent/cost increases, and retain affordable housing opportunities, but how to pay for such a measure, from what source, and how much the proposal would cost remains undetermined.

If you have comments, please let me know.

TASK FORCE DIRECTIVES

The Task Force recommends that:

The President convenes a White House Conference on Employment of Adults with Disabilities to coincide with the tenth anniversary of the ADA that will include representatives from the Administration, Congress, elected officials from state and local governments, Fortune 500 companies, the National Federation of Small Businesses, the U.S. Chamber of Commerce, the disability community and other related entities regarding employment of people with disabilities.

Justification

This Conference will provide visibility to the issue of employing persons with disabilities and build partnerships between public and private sectors.

The Task Force recommends that:

The President directs the Department of Labor to develop the proposals needed to create the Office of Disability Policy, Evaluation and Technical Assistance (ODPET), including the consolidation of the President's Committee on Employment of People with Disabilities (PCEPD). The new Office will assist the Presidential Task Force on Employment of Adults with Disabilities in implementing a coordinated and aggressive national employment strategy for persons with disabilities.

Justification

ODPET will provide a needed complement to the Presidential Task Force in ensuring the effective implementation of the coordinated effort necessary to eliminate barriers to employment, and to significantly expand employment of people with disabilities to a rate comparable to that of individuals without disabilities. The Presidential Task Force will continue to be responsible in the short-term for developing, refining and monitoring the implementation of an aggressive, national employment strategy for persons with disabilities. The new ODPET office will provide a long-term, permanent force to continue the work needed to ensure that persons with disabilities are integrated with the mainstream employment and training programs within the Labor Department. Without such a force, many initial barriers to employment for persons with disabilities are unlikely to be removed, the patterns and practices of the past are likely to re-emerge, and people with disabilities will continue to be relegated to lives of poverty and dependency on public benefits.

health pieces.
commemorate or recognize

we need recommendations on!

major companies and other organizations

add PSAN, Reagan & CIA

achievements since the WH conf on the handicapped (74)

what is function/purpose

they are asking for a lot of \$.

Committee has budget of \$7 million.

they don't do recommendations rather than guidance, best practices, technical stuff.

We need to get health pieces and run by health team

they need statutory language to create eff

opt / coordinate with Education
2
The Task Force recommends that: *develop.*

The President directs the Presidential Task Force on Employment of Adults with Disabilities to ~~coordinate~~ a Youth to Work Initiative with the Department of Labor, Department of Education, Social Security Administration, the Department of Health and Human Services and other members of the Task Force, for inclusion in the President's FY 2001 budget.

Justification

Each year, nearly 40,000 eighteen-year-olds become eligible for SSI cash assistance. On average, these young adults will remain on SSI for 27 years. Youth with disabilities spend a significant portion of their time in poverty, dependent upon public assistance programs and relegated to the margins of society. Compared to students without disabilities, students with disabilities drop out of school much more frequently and enrollment in post-secondary education is less frequent.

Barriers to employment for youth with disabilities include the following: low educational attainment, low educational and employment expectations, confusing governmental programs with conflicting eligibility criteria and goals, as well as the low expectations of society and, in many instances their parents; many of whom are poorly educated and face their own barriers to work. In effect, many youth with disabilities transition from youth welfare to adult welfare with ~~no real chance of~~ accessing education and training opportunities needed to make a transition to work.

The Task Force recommends that:

The President directs the Task Force members' departments and agencies to collaborate and implement a multimedia, inter-agency Public Awareness Campaign focusing on the benefits of employing people with disabilities, and eliminating the negative and erroneous stereotypes that exist.

Justification

The need for immediate leadership to attack the continued existence of these pervasive, negative attitudes and prejudices is great. (President Clinton, the Task Force calls on you, the Vice-President, and leaders within the Administration) to launch a massive public awareness campaign, in partnership with the disability community, businesses, and other influential entities. This campaign should address the need for attitudinal changes in order to eliminate erroneous and prejudicial thinking about disability that limits opportunities--stigmas that permeate all parts of American society.

The Task Force recommends that:

The President directs SSA and DOL to create an "Access America for People with Disabilities" web site targeting individuals with disabilities.

Justification

In February, Vice President Gore announced "Access America for Seniors," an Internet site providing a wide range of services to older Americans -- an example of his vision of one-stop Internet access to government services. A new web site, "Access America for People with Disabilities," will likewise provide information and services offered by virtually every major Federal government agency, civilian and the military by linking to an abundance of helpful federal agency sites, information, programs and services: WIA, IDEA, SSA, DOL programs, SAMSHA, the new EEOC information ~~for small businesses and so on.~~

The Task Force recommends that:

The President directs all Federal Agencies to promote telecommuting from home for all types of work for people with disabilities.

Justification

Research has shown that the percentage of individuals with significant disabilities who are employed is among the lowest among disadvantaged groups in the nation. In terms of the Federal workforce, these individuals are employed at a lower rate than in the private sector. It is critical that we seek out as many strategies as possible to change this picture.

Cutting edge telecommunications technology has recently made it possible for Customer Service Centers to send voice and data to home-based customer service representatives who work just as if they were in a call center. The Federal Government expends significant resources in Customer Service Call Center activities. The purpose of this directive is to bring this cutting-edge technology into the Federal government and to increase the employment rate of individuals with disabilities as much as possible.

NTR is working on H.

not necessary b/c of reference to every major fed govt agency

examine the potential for

this is very good

all are doing this for all workers

667-55
- 66755

4 justification

The Task Force recommends that:

The President directs the Department of Labor, in collaboration with the Equal Employment Opportunity Commission and the Presidential Task Force, to strengthen Federal contractor affirmative action requirements under Section 503 of the Rehabilitation Act of 1973. In other to achieve this objective, the Department of Labor shall take the steps necessary to require that Federal contractors set goals and timetables for the employment of persons with disabilities, as they currently are required to do for the employment of women and minorities. The Department, in conjunction with its relevant Federal partners, will: (1) assess the feasibility of using the 1990 and 2000 Census files to derive the local workforce availability data needed by Federal contractors to set employment goals for persons with disabilities; (2) take the steps needed to ensure that data on persons with disabilities are included in the 2000 Census EEO Detailed file; (3) initiate a dialogue with relevant employer groups to identify and develop solutions to issues associated with setting goals for Federal contractors with respect to employing adults with disabilities; and (4) take other steps necessary to strengthen OFCCP enforcement of Section 503, including the distribution of technical assistance guidance to Federal contractors by adapting the "Accessing Opportunities -- The Plan for Increasing Employment of Persons with Disabilities in the Federal Government" to meet the needs of private employers.

implementation
do we know
if possible
yet possible

LISA B
766755

66755
4444

omit all of this from recommendation and
have a note that a principle could answer

Justification

Federal contractors employ approximately 26 million or nearly 22% of the total civilian workforce. Based on a general analysis of employment data, the employment rate of people with disabilities in the Federal contractor sector (civilian work force) remains well below the employment rate of the general population. Under Section 503, Federal contractor affirmative action requires companies doing business with the Federal government to take pro-active measures that go beyond nondiscrimination requirements of the Americans with Disabilities Act.

More information on Section 503 compliance and effective practices is needed to inform Federal contractors about effective practices and to revise current technical assistance guides and training materials used to maintain compliance with Section 503. An immediate review of Federal contractor affirmative action legal obligations and current Federal contractor compliance evaluation and complaint investigative procedures will result in innovative investigative procedures related to Section 503 (such as desk audits, on-site focused reviews, and measures to identify disability discrimination.)

~~PMC - call~~ How do we fix this -
Administration Management
are there other one
stop beyond this

The Task Force recommends that:

The President directs DOL, HUD and SBA to bring all of their one-stop centers in compliance with the accessibility requirements of the Americans with Disabilities Act.

Justification

The one-stop career center systems being established under the Workforce Investment Act (WIA) provide an opportunity for adults with disabilities to fully participate in America's workforce. Further, one-stop centers for HUD and SBA services offer a valuable opportunity for persons with disabilities with to obtain livable housing and obtain assistance in starting their own businesses. In order for people with disabilities to benefit from these various services, all of the various one-stop systems must be fully accessible and in compliance with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

Carol Brown family

is this in WIA NPRM

Does ADA require this?

The Task Force recommends that:

The President directs HUD to take the steps needed to establish an earned income disregard for tenants with disabilities living in other-than-PHA housing who return to work and a provision which exempts any disability related expenses incurred when a tenant goes to work from the countable income used to determine rents.

Justification

HUD has promulgated rules and crafted legislation aimed at providing incentives for low-income individuals in public housing to work or work more. Current rules however, do not provide incentives for employment of people with disabilities who do not live in PHA housing. People with disabilities without any recent work history should not find that they are at risk for losing their housing or that they are immediately faced with an increased expenditure necessary to retain decent and affordable housing as a consequence of returning to the workforce.

can these be done
Explore other by reg or statute.

How much is this problem?

ask HUD about this

should be time limited

interaction w/ \$1000 credit

will trace's share Redbird do we have authority to do this

The Task Force recommends that:

The President directs OMB to develop a proposal to provide additional funding to support new and expanded state loan programs to make assistive technology more affordable for Americans with disabilities.

Justification

Improving access to assistive technology is critical to the employment of adults with

grant

which agency would this fall under more budget

on HUD, Treas + other
Federal agencies

disabilities. This initiative builds upon the President's commitment made in 1999 that provided 35 million dollars to increase employment of adults with disabilities to become competitive in the today's high- tech job market.

The Task Force recommends that:

- HUD already has a program
- VISITABILITY

ASK Paul
no cap

The President directs the Department of the Treasury to develop a proposal for a ~~tax credit~~ to encourage voluntary new construction or renovations to housing properties that would allow homeowners to host visitors with disabilities in their homes.

financial incentives

Treasury?

Justification

The current IRS code provides little incentive for homeowners to make their housing accessible to visitors with disabilities. It allows a tax deduction for some renovations only if needed for the homeowner or a dependent with a disability who has shown medical necessity, based on a restrictive medical model. This existing tax incentive needs to be expanded to accommodate the general economic and social needs of the disability community.

Direct Federal agencies to provide financial incentives to help private homeowners to make their homes more accessible.
Bob Anderson

could be done through:
1. Tax incentive
2. Spending Program

The concept of "visitability" involves voluntarily making private homes accessible enough so that individuals with disabilities and their families can visit with the occupants of another home independently for meetings, social gatherings, etc. People who are aging or living with a disability face problems of inaccessibility on a daily basis that results in segregation and isolation. Further, many people with disabilities, or who are aging, often have low incomes, and may not have the means to move to an accessible residence. Instead they remain in inaccessible homes that are unsafe, restrictive and isolating.

More importantly, the economic price of segregation and isolation caused by inaccessible housing is enormous. The alternative to "aging in place", for example, quite often is a nursing home. In addition, one primary means by which people with disabilities gain employment is through word of mouth and social contact.

The Task Force recommends that:

The President directs the Social Security Administration to develop and implement the regulations needed to raise the Earned Income Exclusion for SSI recipients, both adults and students, in order to increase work incentives and encourage work effort.

SSA said they need
statutory authority
ASK
Do we

Justification

SSI is a means tested program, but beneficiaries are able to have nominal earnings

SSA wants to do this in the budget

before experiencing any reduction in benefit amounts. Allowing such earnings not only increases overall income security, but also provides an incentive to work. The earned income exclusions for both adults and students, however, have not been raised since the early 1970's, even though the SSI Federal benefit rate is indexed annually for inflation. The Earned Income Exclusion remains at \$65 per month for adults set in 1972 and at \$133 per month for students set in 1974. As a result, SSI beneficiaries with non-SSI income do not receive full indexing of their benefits, and work effort is less rewarded than it was previously .

The Task Force recommends that:

The President directs the Department of Health and Human Services to develop the legislative proposal needed to require that the Maternal and Child Health Programs for Children with Special Needs provide services to youth with disabilities who are under the age of 16. .

grant program?

Justification

The Maternal and Child Health Programs for Children with Special Needs (Title V of the Social Security Act) provides services to youth with disabilities that are essential to preparing them for continued education and training, but are restricted to serving only youth 16 years and older. As a result, many youth with disabilities are ready to drop out of the education stream just at a time when they become eligible to receive services that would enable them to benefit from continued education. There is a clear need to provide these services to youth with disabilities at an earlier age.

The Task Force recommends that:

The President directs the Department of Defense to take the necessary steps to develop greater outreach and increased employment of persons with disabilities in appropriate support positions in the various Armed Forces.

Justification

The Armed Forces generally reject persons with disabilities as being unsuitable for military duty, despite the obvious capacity of many persons with disabilities to perform capably in various types of support jobs. At the same time, the various Armed Forces encountering difficulties in recruiting sufficient numbers of youth to enlist in the military. The solution to this disconnect is to get the Armed Forces to reach out and utilize the skills of persons with disabilities in appropriate positions.

The Task Force recommends that:

The President directs the Secretary of Health and Human Services to take the necessary steps to develop greater outreach and increased employment of persons with disabilities in the Public Health Service.

Justification

The Public Health Service, like the Armed Services, rejects many persons with disabilities, as unsuitable for duty, particularly those with mental disabilities. Many persons with disabilities clearly have the skills needed to perform jobs in the Public Health Services. Like the Armed Forces, the Public Health Service should be taking steps to recruit and employ persons with disabilities who have the skills to perform jobs in the Service.

Relationship of ODPET to Presidential Task Force

Background

- The initial proposal for the new ODPET office assumed that the Executive Order would be allowed to expire and that the office would totally subsume the mission, goals and responsibilities of the Task Force.
- Staff discussions raised the possibility that it would be difficult to achieve the primary goal of the Task Force -- the coordination of Federal policy across a number of different agencies -- if these functions and responsibilities are totally transferred to or subsumed by a permanent component of the Department of Labor.

A Revised Proposal

- The concerns raised about the difficulties of coordinating Federal policy through a permanent office, such as ODPET, undoubtedly are valid.
- To address these concerns, we now propose to retain the Task Force structure as an entity that is distinct and separate from ODPET.
- First, the Executive Order would be amended to extend the life of the Task Force for another 5 years, to 2007. It is important to retain the temporary nature of the Task Force, in order to continue giving the Task Force activities a sense of urgency.
currently until 2009
- Second, the Secretary of Labor would be retained as Chair of the Task Force, but the Vice Chair of the Task Force would be changed from the Chair of the President's Committee to the Chair of the National Disability Business Development Board within the ODPET office, in order to retain a significant external influence on Task Force activities well as provide some linkages to ODPET.
- Third, the Task Force would continue to have a separate stream of funding, dedicated staff, including detailees from other Federal agencies, its own distinct physical location, and an Executive Director devoted solely to Task Force activities.
- Fourth, ODPET would have staff dedicated to working on Task Force activities, and would serve as a complement to the Task Force staff.
- The resulting separate structures for ODPET and the Task Force would ensure a continued high level of visibility within the Administration for Task Force activities, while the ODPET staffing structure would ensure that Task Force activities are coordinated and integrated with ongoing functions and activities within the Department of Labor.

How does this
Relate to present
Programs?

Youth-to-Work Initiative

Many youth with disabilities are unable to obtain the services needed to access mainstream employment and training services and go from school to welfare instead of from school to work.

The focus of this initiative will be to test alternative ways of integrating youth with disabilities into mainstream employment and training programs. The initiative will focus on breaking this transition to welfare, by providing the life skills training and support services, including income support and health services, that many youth with disabilities need to take advantage of mainstream employment and training programs. The Department of Labor, Department of Education, Social Security Administration, the Department of Health and Human Services and other members of the Task Force will collaborate in this effort.

The initiative will target several different categories of youth with disabilities, including youth in danger of dropping out of high school, youth who graduate from high school without adequate skills to move to post-secondary education or enter the work force, and youth who have the skills to move into post-secondary education. For youth in school, the emphasis will be to provide services needed to keep them in school, as well as prepare them for a transition into needed employment and training services. A key component of the initiative will be long-term follow-up to assist youth in finding and retaining employment.

Youth-to Work Initiative activities would include but are not limited to the following:

- Create a Get-to-Work Initiative focused on the 20 percent of young people with disabilities who are still on Social Security six months after completing college.
- Develop a comprehensive initiative focused on young people on SSI/SSDI to: a) expand Federal Independent Living Program, b)) offer time-limited economic support, c) provide health insurance, and d)) create transitional living program..
- Expand the use of existing federal government internship opportunities for young people with disabilities, such as the Workforce Recruitment Program for People with Disabilities and the High School-High Tech Program.
- Expand participation of young people with disabilities in existing federal internship programs such as the Presidential Management Internship Program, White House and other agency fellowships and internships, and the high school summer intern jobs program.
- Initiate a public-private sector partnership to create internship opportunities with the top 15 high technology industry leaders.
- Develop an initiative to stimulate higher participation rates of young adults with disabilities in postsecondary education.
- Coordinate and expand a federal interagency National Youth with disabilities Leadership

Development Program funding priority.

- **Include a Target goal for Healthy People 2010 dealing with young people with disabilities and transition.**
- **Coordinate interagency research agenda, such as longitudinal studies.**
- **Create a federal government work-based learning opportunity program for high school and college students with disabilities during the academic year.**
- **Develop a National Youth Mentoring Program in partnership with state and local government and private sector employers.**
- **Create an grants/budget initiative to increase the delivery of assistive technology, including state of the are computer equipment, to transition age students.**
- **Develop technical assistance, training, and outreach campaign that assures youth with disabilities are properly served and participating in the DOL's new youth programs.**
- **Develop training materials and programs to be used by schools and community based organizations to educate young people with disabilities to increase their knowledge of accommodations and how to access them. Have accommodations follow individual from school, postsecondary education and into work.**

TASK FORCE DIRECTIVES

The Task Force recommends that:

The President convenes a White House Economic/Employment Summit to be held in the Spring of 2000 that will include representatives from the Administration, Congress, elected officials from state and local governments, Fortune 500 companies, the National Federation of Small Businesses, the U.S. Chamber of Commerce, the disability community and other related entities regarding employment of people with disabilities.

Justification

This summit will provide necessary input and guidance to the Task Force in addition to creating additional public awareness. There is a critical need for collaborative, creative, and innovative approaches to further partnerships between the public and private sector to ensure that individuals with disabilities are fully included in employment opportunities.

The Task Force recommends that:

The President directs the Department of Labor to create -- the Office of Disability Policy, Evaluation and Technical Assistance (ODPET) -- to implement the coordinated and aggressive national employment strategy designed by the Presidential Task Force on Employment of Adults with Disabilities, and resulting in increased numbers of adults with disabilities in the competitive labor force.

Justification

ODPET will ensure that the coordinated effort necessary to eliminate barriers to employment begun by the Task Force will continue, and will result in significantly expanded employment of people with disabilities to a rate comparable to that of individuals without disabilities. Without a permanent force to continue the work of the Task Force, and implement the strategy it develops to eliminate barriers to employment, patterns and practices of the past are likely to re-emerge, and people with disabilities will continue to be relegated to lives of poverty and dependency on public benefits.

The Task Force recommends that: Directive:

The President directs the Presidential Task Force on Employment of Adults with Disabilities to coordinate a *Youth to Work Initiative* with the Department of Labor, Department of Education, Social Security Administration, the Department of Health and Human Services and other members of the Task Force for inclusion in the President's FY 2001 budget.

Justification

Each year, nearly 40,000 eighteen-year-olds become eligible for SSI cash assistance. On average, these young adults will remain on SSI for 27 years. Youth with disabilities spend a significant portion of their time in poverty, dependent upon public assistance programs and relegated to the margins of society. Compared to students without disabilities, students with disabilities drop out of school much more frequently. They enroll in post-secondary education is less frequent.

Barriers to employment for youth with disabilities include the following: low educational attainment, low educational and employment expectations, confusing governmental programs with conflicting eligibility criteria and goals, as well as the low expectations of society and, in many instances their parents; many of whom are poorly educated and face their own barriers to work. In effect, many youth with disabilities transition from youth welfare to adult welfare with no real chance of accessing education and training opportunities needed to make a transition to work.

The Task Force recommends that:

The President directs the Task Force members' departments and agencies to collaborate and implement a multimedia, inter-agency Public Awareness Campaign focusing on the benefits of employing people with disabilities, and eliminating the negative and erroneous stereotypes that exist.

Justification

The need for immediate leadership to attack the continued existence of these pervasive, negative attitudes and prejudices is great. President Clinton, the Task Force calls on you, the Vice-President, and leaders within the Administration to launch a massive public awareness campaign, in partnership with the disability community, businesses, and other influential entities. This campaign should address the need for attitudinal changes in order to eliminate erroneous and prejudicial thinking about disability that limits opportunities--stigmas that permeate all parts of American society.

The Task Force recommends that:

The President directs the National Partnership for Reinventing Government to create an "Access America for People with Disabilities" web site targeting individuals with disabilities.

Justification

In February, Vice President Gore announced "Access America for Seniors," an Internet site providing a wide range of services to older Americans -- an example of his vision of one-stop Internet access to government services. A new web site, "Access America for People with Disabilities," will likewise provide information and services offered by

virtually every major Federal government agency, civilian and the military by linking to an abundance of helpful federal agency sites, information, programs and services: WIA, IDEA, SSA, DOL programs, SAMSHA, the new EEOC information for small businesses and so on.

The Task Force recommends that:

The President directs all Federal Agencies engaged in Customer Service Call Center activities to determine the feasibility of using networks of home-based individuals with disabilities as Customer Service Representatives.

Justification

Research has shown that the percentage of individuals with significant disabilities who are employed is among the lowest among disadvantaged groups in the nation. In terms of the Federal workforce, these individuals are employed at a lower rate than in the private sector. It is critical that we seek out as many strategies as possible to change this picture.

Cutting edge telecommunications technology has recently made it possible for Customer Service Centers to send voice and data to home-based customer service representatives who work just as if they were in a call center. The Federal Government expends significant resources in Customer Service Call Center activities. The purpose of this directive is to bring this cutting-edge technology into the Federal government and to increase the employment rate of individuals with disabilities as much as possible.

CIVIL RIGHTS

The Task Force recommends that:

The President directs the Department of Labor, Wage and Hour Division to increase the wages earned by people with disabilities in many sheltered workshops to a wage that is comparable to earnings an individual would receive in a competitive work environment.

Justification

The Fair Labor Standards Act (FLSA), which include minimum wages, overtime pay and child labor provisions, does not include adults with disabilities labor provisions. Measures are needed which protect workers with disabilities against unfair employment practices. Many adults with disabilities continue to be employed in sheltered workshops and do not earn a minimum wage. Furthermore, many of the work settings for adults with disabilities provide substandard working conditions and continue to exploit adults with disabilities. Provisions to provide equal pay currently only extend to women.

The Task Force recommends that:

The President directs the Department of Labor, Employment Standards Administration to extend equal pay protections to adults with disabilities.

Justification

The **Fair Labor Standards Act (FLSA)** includes minimum wage, overtime pay and child labor provisions, but does not include adults with disabilities labor provisions. Measures are needed which protect workers with disabilities against unfair employment practices.

The Task Force recommends that:

The President directs the Department of Labor, in collaboration with the Equal Employment Opportunity Commission, to strengthen Federal contractor affirmative action requirements under Section 503 of the Rehabilitation Act of 1973, as amended. The Department would conduct the following activities: (1) identify, analyze, and disseminate best practices in partnership with other Federal agencies; and (2) take immediate actions to strengthen the enforcement of Section 503 of the Rehabilitation Act that includes the establishment of goals for hiring individuals with disabilities among federal contractors.

Justification

Federal contractors employ approximately 26 million or nearly 22% of the total civilian workforce. Based on a general analysis of employment data, the employment rate of people with disabilities in the Federal contractor sector (civilian work force) remains well below the employment rate of the general population. Under Section 503, Federal contractor affirmative action requires companies doing business with the Federal government to take pro-active measures that go beyond nondiscrimination requirements of the Americans with Disabilities Act.

More information on Section 503 compliance and effective practices is needed to inform Federal contractors about effective practices and to revise current technical assistance guides and training materials used to maintain compliance with Section 503. The strengthening of OFCCP's enforcement of Section 503 will establish nationwide goal for enforcement and create standards to measure Federal contractors' "good faith efforts" to fulfill their contractual obligations. An immediate review of Federal contractor affirmative action legal obligations and current Federal contractor compliance evaluation and complaint investigative procedures will result in innovative investigative procedures related to Section 503 (such as desk audits, on-site focused reviews, and measures to identify disability discrimination.)

The Task Force recommends that:

The President directs DOL, HUD and SBA to bring all one-stop centers in compliance

with the accessibility requirements of the Americans with Disabilities Act.

Justification

The one-stop career center systems being established under the Workforce Investment Act (WIA) provide an opportunity for adults with disabilities to fully participate in America's workforce. In order for people with disabilities to benefit from these services, the one-stop career center systems must be fully accessible and in compliance with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

Department of Health and Human Services

The Task Force recommends that:

The President directs the Secretary of the Department of Health and Human Services to insure that funds provided through the Work Incentives Improvement Act are made available within six months after passage of WIIA.

Justification

In June, the Supreme Court issued an important decision in the Olmstead case. The Court ruled that when a professional determines that a disabled individual can live in the community and can be served there effectively, the person must be given the choice of doing so. The Court also acknowledged that states have limited resources, further stating that their ruling doesn't require any state to incur excessive new costs. It does, however, require states to move at a reasonable pace to provide community-based alternatives. Ultimately, it is incumbent upon HHS to assist states in building better systems of supports that enable people with disabilities to live independent lives in their home and communities. Releasing these funds in an expedient manner in this area will help states meet their obligations under the Olmstead ruling.

GOVERNMENT WIDE

The Task Force recommends that:

The President directs all federal departments and agencies to standardize their definitions of disability.

Justification

Within the Federal government there are as many as eighty definitions of disability that are used in surveys, program planning, administration, and evaluation, and for other

purposes. Many of the definitions are unique to a specific program and are embodied in legislation. Other definitions were developed in the executive branch of government and can be more readily changed.

Disability data generated by one executive branch agency should be used and useful to other agencies. Data can be used in drawing comparisons of the same population represented in two surveys or programs. Also, data from one agency can also provide direct input to program planners in another agency, thus eliminating redundant data collection efforts.

The Task Force recommends that:

The President directs all federal departments and agencies to review GPRA plans to determine the extent to which programs and policies facilitates and promotes employment of people with disabilities.

Based on this review each agency will revise their plans to ensure, where appropriate, that programs and policies impact the employment of people with disabilities. Each agency will submit a report with the Presidential Task Force on Employment of Adults with Disabilities on the results of this review and revised plans by March 1, 2000.

Justification

The Government Performance and Results Act of 1993 (GPRA) requires that agencies consult with stakeholders to clearly define their missions, to establish long-term strategic goals including annual goals, and to then measure their performance against the goals they have set and report publicly on how well they are doing (General Accounting Office, 1996). The intent of the Act is to create more accountability and effectiveness in government.

The Task Force is required to evaluate Federal programs to determine what changes, modifications, and innovations may be necessary to remove barriers to employment opportunities faced by adults with disabilities. Determining the extent to which people with disabilities are considered part of agencies' stakeholder groups in the delivery of government programs and services and the extent to which agencies measure and report on their effectiveness in extending their programs and policies to people with disabilities will assist the Task Force in fulfilling its overall mandate.

THE WHITE HOUSE

Office of the Press Secretary

For Immediate Release

March 13, 1998

EXECUTIVE ORDER 13078

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INCREASING EMPLOYMENT OF ADULTS WITH DISABILITIES

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to increase the employment of adults with disabilities to a rate that is as close as possible to the employment rate of the general adult population and to support the goals articulated in the findings and purpose section of the Americans with Disabilities Act of 1990, it is hereby ordered as follows:

Section 1. Establishment of National Task Force on Employment of Adults with Disabilities.

(a) There is established the "National Task Force on Employment of Adults with Disabilities" ("Task Force"). The Task Force shall comprise the Secretary of Labor, Secretary of Education, Secretary of Veterans Affairs, Secretary of Health and Human Services, Commissioner of Social Security, Secretary of the Treasury, Secretary of Commerce, Secretary of Transportation, Director of the Office of Personnel Management, Administrator of the Small Business Administration, the Chair of the Equal Employment Opportunity Commission, the Chairperson of the National Council on Disability, the Chair of the President's Committee on Employment of People with Disabilities, and such other senior executive branch officials as may be determined by the Chair of the Task Force.

(b) The Secretary of Labor shall be the Chair of the Task Force; the Chair of the President's Committee on Employment of People with Disabilities shall be the Vice Chair of the Task Force.

(c) The purpose of the Task Force is to create a coordinated and aggressive national policy to bring adults with disabilities into gainful employment at a rate that is as close as possible to that of the general adult population. The Task Force shall develop and recommend to the President, through the Chair of the Task Force, a coordinated Federal policy to reduce employment barriers for persons with disabilities. Policy recommendations may cover such areas as discrimination, reasonable accommodations, inadequate access to health care, lack of consumer-driven, long-term supports and services, transportation, accessible and integrated housing, tele-communications, assistive technology, community services, child care, education, vocational rehabilitation, training services, job retention, on-the-job supports, and economic incentives to work. Specifically, the Task Force shall:

(1) analyze the existing programs and policies of Task Force member agencies to determine what changes, modifications, and innovations may be necessary to remove barriers to work faced by people with disabilities;

(2) develop and recommend options to address health insurance coverage as a barrier to employment for people with disabilities;

(3) subject to the availability of appropriations, analyze State and private disability systems (e.g., workers' compensation, unemployment insurance, private insurance, and State mental health and mental retardation systems) and their effect on Federal programs and employment of adults with disabilities;

(4) consider statistical and data analysis, cost data, research, and policy studies on public subsidies, employment, employment discrimination, and rates of return-to-work for individuals with disabilities;

(5) evaluate and, where appropriate, coordinate and collaborate on, research and demonstration priorities of Task Force member agencies related to employment of adults with disabilities;

(6) evaluate whether Federal studies related to employment and training can, and should, include a statistically significant sample of adults with disabilities;

(7) subject to the availability of appropriations, analyze youth programs related to employment (e.g., Employment and Training Administration programs, special education, vocational rehabilitation, school-to-work transition, vocational education, and Social Security Administration work incentives and other programs, as may be determined by the Chair and Vice Chair of the Task Force) and the outcomes of those programs for young people with disabilities;

(8) evaluate whether a single governmental entity or program should be established to provide computer and electronic accommodations for Federal employees with disabilities;

(9) consult with the President's Committee on Mental Retardation on policies to increase the employment of people with mental retardation and cognitive disabilities; and

(10) recommend to the President any additional steps that can be taken to advance the employment of adults with disabilities, including legislative proposals, regulatory changes, and program and budget initiatives.

(d) (1) The members of the Task Force shall make the activities and initiatives set forth in this order a high priority within their respective agencies within the levels provided in the President's budget.

(2) The Task Force shall issue its first report to the President by November 15, 1998. The Task Force shall issue a report to the President on November 15, 1999, November 15, 2000, and a final report on July 26, 2002, the 10th anniversary of the initial implementation of the employment provisions of the Americans with Disabilities Act of 1990. The reports shall describe the actions taken by, and progress of, each member of the Task Force in carrying out this order. The Task Force shall terminate 30 days after submitting its final report.

(e) As used herein, an adult with a disability is a person with a physical or mental impairment that substantially limits at least one major life activity.

Sec. 2. Specific activities by Task Force members and other agencies.

(a) To ensure that the Federal Government is a model employer of adults with disabilities, by November 15, 1998, the Office of Personnel Management, the Department of Labor, and the Equal Employment Opportunity Commission shall submit to the Task Force a review of Federal Government personnel laws, regulations, and policies and, as appropriate, shall recommend or implement changes necessary to improve Federal employment policy for adults with disabilities. This review shall include personnel practices and actions such as: hiring, promotion, benefits, retirement, workers' compensation, retention, accessible facilities, job accommodations, layoffs, and reductions in force.

(b) The Departments of Justice, Labor, Education, and Health and Human Services shall report to the Task Force by November 15, 1998, on their work with the States and others to ensure that the Personal Responsibility and Work Opportunity Reconciliation Act is carried out in accordance with section 504 of the Rehabilitation Act of 1973, as amended, and the Americans with Disabilities Act of 1990, so that individuals with disabilities and their families can realize the full promise of welfare reform by having an equal opportunity for employment.

(c) The Departments of Education, Labor, Commerce, and Health and Human Services, the Small Business Administration, and the President's Committee on Employment of People with Disabilities shall work together and report to the Task Force by November 15, 1998, on their work to develop small business and entrepreneurial opportunities for adults with disabilities and strategies for assisting low-income adults, including those with disabilities to create small businesses and micro-enterprises. These same agencies, in consultation with the Committee for Purchase from People Who Are Blind or Severely Disabled, shall assess the impact of the Randolph-Sheppard Act vending program and the Javits-Wagner-O'Day Act on employment and small business opportunities for people with disabilities.

(d) The Departments of Transportation and Housing and Urban Development shall report to the Task Force by November 15, 1998, on their examination of their programs to see if they can be used to create new work incentives and to remove barriers to work for adults with disabilities.

(e) The Departments of Justice, Education, and Labor, the Equal Employment Opportunity Commission, and the Social Security Administration shall work together and report to the Task Force by November 15, 1998, on their work to propose remedies to the prevention of people with disabilities from successfully exercising their employment rights under the Americans with Disabilities Act of 1990 because of the receipt of monetary benefits based on their disability and lack of gainful employment.

(f) The Bureau of Labor Statistics of the Department of Labor and the Census Bureau of the Department of Commerce, in cooperation with the Departments of Education and Health and Human Services, the National Council on Disability, and the President's Committee on Employment of People with Disabilities shall design and implement a statistically reliable and accurate method to measure the employment rate of adults with disabilities as soon as possible, but no later than the date of termination of the Task Force. Data derived from this methodology shall be published on as frequent a basis as possible.

(g) All executive agencies that are not members of the Task Force shall: (1) coordinate and cooperate with the Task Force; and (2)

review their programs and policies to ensure that they are being conducted and delivered in a manner that facilitates and promotes the employment of adults with disabilities. Each agency shall file a report with the Task Force on the results of its review on November 15, 1998.

Sec. 3. Cooperation. All efforts taken by executive departments and agencies under sections 1 and 2 of this order shall, as appropriate, further partnerships and cooperation with public and private sector employers, organizations that represent people with disabilities, organized labor, veteran service organizations, and State and local governments whenever such partnerships and cooperation are possible and would promote the employment and gainful economic activities of individuals with disabilities.

Sec. 4. Judicial Review. This order does not create any right or benefit, substantive or procedural, enforceable at law by a party against the United States, its agencies, its officers, or any person.

WILLIAM J. CLINTON

THE WHITE HOUSE,
March 13, 1998.

#

Announcement before
Oct 6 - White House
guide.
employment
TASK FORCE DIRECTIVES

1. WHAT HAPPENED TO SUBGROUP REC. FROM LAST YEAR
2. WHEN WILL REPORT BE RELEASED?

The Task Force recommends that:

Generally agree that the report should include those issues still alive from last year, and that the summit should mirror last year's as well. Who would take the lead? Do we need to specify here?

The President ~~convenes~~ convene a White House Economic/Employment Summit to be held in the Spring of 2000 that will include representatives from the Administration, Congress, elected officials from state and local governments, Fortune 500 companies, the National Federation of Small Businesses, the U.S. Chamber of Commerce, the disability community, labor unions, and other related entities regarding employment of people with disabilities. *maybe to specific with disabilities conference*

Justification

This summit ~~will~~ would provide necessary input and guidance to the Task Force in addition to creating additional public awareness. There is a ~~critical~~ need for collaborative, creative, and innovative approaches to further partnerships between the public and private sector to ensure that individuals with disabilities are fully included in employment opportunities.

The Task Force recommends that:

We don't necessarily disagree with the intent here, but firmly believe it is not a well thought through proposal. We would oppose including this specific proposal in the report. First, no such proposal should be included that does not rationalize the role of DOL's already existing \$7 million President's Committee for the Employment of People with Disabilities (PCEPD) with the proposed office. Second, it appears to give a major role to DOL without considering the roles other agencies have in this policy area. It may be that DOL is the correct place for such a shop; others may disagree. We'd want to be sure that other interested and involved agencies are comfortable with this new permanent role for DOL. *How will it differ from the Pres. Committee? maybe maintaining office but creating new office.*

The President ~~directs~~ direct the Department of Labor to create -- the Office of Disability Policy, Evaluation and Technical Assistance (ODPET) -- to implement the coordinated and aggressive national employment strategy designed by the Presidential Task Force on Employment of Adults with Disabilities, and resulting in increased numbers of adults with disabilities in the competitive labor force. *will be subsumed by ODPET w/ their focus.*

Justification

ODPET ~~will~~ would ensure that the coordinated effort necessary to eliminate barriers to

GRAD did a report on programs that are applied to serve disabled individuals

employment begun by the Task Force to increase employment of people with disabilities to a rate close to those of individuals without disabilities ~~will~~ would continue. ~~and will result in significantly expanded employment of people with disabilities to a rate comparable to that of individuals without disabilities.~~ [Note. First, the office cannot guarantee the outcome, hence we strike "will". Second, we think the language here should follow the EO; we didn't recall that we ended up with "comparable", but will stand corrected if wrong.] Without a ~~permanent force~~ federal entity charged to continue the work of the Task Force, and implement the strategy it develops to eliminate barriers to employment, patterns and practices of the past are likely to re-emerge, and people with disabilities will continue to be relegated to lives of poverty and dependency on public benefits.

WHAT ARE SPECIFIC PROPOSALS?
1st TERM - YOUTH + DISABILITIES REPORT
try and look at 16-24
* The Task Force recommends that: Directive: [No directives in the lead-in; recommendations only.] *THIS IS A budget initiative.*

The President ~~directs~~ direct the Presidential Task Force on Employment of Adults with Disabilities to consider development of ~~coordinate~~ a Youth to Work Initiative with the Department of Labor, Department of Education, Social Security Administration, ~~the~~ Department of Health and Human Services and other members of the Task Force for inclusion in the President's FY 2001 budget.

Justification

ARE PROPOSALS like this going to be in 2001 Budget
let's discuss + what we are doing
Note that there is no proposal below, merely rhetoric about the problem. This may be satisfactory, since we would oppose a specific outline at this time since it would usurp the decision-making process on budget issues this fall, however, we are chary about including a directive to create such an initiative in the report in any case for the reason just noted. Accordingly, we have softened the language above.

Each year, nearly 40,000 eighteen-year-olds become eligible for SSI cash assistance. On average, these young adults will remain on SSI for 27 years. Youth with disabilities spend a significant portion of their time in poverty, dependent upon public assistance programs and relegated to the margins of society. Compared to students without disabilities, students with disabilities drop out of school much more frequently, and ~~They~~ enroll in post-secondary education ~~is~~ less frequently.

Barriers to employment for youth with disabilities include the following: low educational attainment, low educational and employment expectations, confusing governmental programs with conflicting eligibility criteria and goals, as well as the low expectations of society. ~~and, in many instances their parents~~ [Query: do we really want to get into this finger-pointing at parents?]; ~~many of whom are poorly educated and face their own barriers to work~~ [Note: The clause is ambiguous. In any event, do we have data suggesting that there is a disproportionate representation of the disabled among the poorly educated?]. In

effect, many youth with disabilities transition from youth welfare to adult welfare with no real chance of accessing education and training opportunities needed to make a transition to work.

The Task Force recommends that:

The President ~~directs~~ direct the Task Force members' departments and agencies to collaborate and implement a multimedia, inter-agency Public Awareness Campaign focusing on the benefits of employing people with disabilities, and eliminating the negative and erroneous stereotypes that exist.

Justification

The need for immediate leadership to attack the continued existence of these pervasive, negative attitudes and prejudices is great. President Clinton, the Task Force calls on you, the Vice-President, and leaders within the Administration to launch a massive public awareness campaign, in partnership with the disability community, businesses, and other influential entities. This campaign should address the need for attitudinal changes in order to eliminate erroneous and prejudicial thinking about disability that limits opportunities—~~stigmas that permeate all parts of American society~~ *There is the anti-stigma campaign let's coordinate.* *PSAD* *MARY, Ohio - NY* *TONY, Kansas - Direct* *9/15* *12* *13* *14* *15* *16* *17* *18* *19* *20* *21* *22* *23* *24* *25* *26* *27* *28* *29* *30* *31* *32* *33* *34* *35* *36* *37* *38* *39* *40* *41* *42* *43* *44* *45* *46* *47* *48* *49* *50* *51* *52* *53* *54* *55* *56* *57* *58* *59* *60* *61* *62* *63* *64* *65* *66* *67* *68* *69* *70* *71* *72* *73* *74* *75* *76* *77* *78* *79* *80* *81* *82* *83* *84* *85* *86* *87* *88* *89* *90* *91* *92* *93* *94* *95* *96* *97* *98* *99* *100* *101* *102* *103* *104* *105* *106* *107* *108* *109* *110* *111* *112* *113* *114* *115* *116* *117* *118* *119* *120* *121* *122* *123* *124* *125* *126* *127* *128* *129* *130* *131* *132* *133* *134* *135* *136* *137* 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The Task Force recommends that:

The President ~~directs~~ direct the National Partnership for Reinventing Government to create an "Access America for People with Disabilities" web site targeting individuals with disabilities. — *who at NPR can give advice on this*

Justification

In February, Vice President Gore announced "Access America for Seniors," an Internet site providing a wide range of services to older Americans -- an example of his vision of one-stop Internet access to government services. [Note: *SSA wants to do it.*] The Administration is developing an Access America for Students proposal as well. Should that be cited here, too?] A new web site, "Access America for People with Disabilities," will likewise provide information and services offered by virtually every major Federal government agency, civilian and the military by linking to an abundance of helpful federal agency sites, information, programs and services: WIA, IDEA, SSA, DOL programs, SAMSHA, the new EEOC information for small businesses and so on. [Don't think the list is necessary since earlier "every major Federal government agency" is cited. But, if one is to be included, it should be scrubbed to be better than this one to include the most relevant agencies and programs and not use acronyms.]

Agencies are to report by Sept 15 and then
needs. Nat'l. Telecommunications Inst. - Already working
w/ SSA and IRS information

The Task Force recommends that: — more info. what type of info - Does
SSA do this.

The President directs direct all Federal Agencies engaged in Customer Service
Call Center activities to determine the feasibility of using networks of
home-based individuals with disabilities as Customer Service Representatives
[and submit a report by date certain?]. — This is very
specific
— there are some situations where people
can work out of their home such as ...
make it broader.

Justification

Research has shown that the percentage of individuals with significant
disabilities who are employed is among the lowest among disadvantaged
groups in the nation. In terms of the Federal workforce, these individuals are
employed at a lower rate than in the private sector. It is critical that we seek out
as many strategies as possible should be sought to address this problem to
change this picture.

Cutting edge telecommunications technology has recently made it possible for
Customer Service Centers to send voice and data to home-based customer
service representatives who work just as if they were in a call center. [Note:
What follows is not on point for the proposal. It is a *non sequitur* in our view.
The expenditures on customer service centers have no bearing on this
proposal; the "cutting edge" technology already is in use.] ~~The Federal
Government expends significant resources in Customer Service Call Center
activities. The purpose of this directive is to bring this cutting edge technology
into the Federal government and to increase the employment rate of individuals
with disabilities as much as possible.~~

CIVIL RIGHTS

The Task Force recommends that: *refuse*

The President directs the Department of Labor, Wage and Hour Division to
increase the wages earned by people with disabilities in many sheltered
workshops to a wage that is comparable to earnings an individual would receive
in a competitive work environment. — NOT SURE WHAT ALL RAMIFICATIONS
ARE.

[Note: Completely understanding the intent, we don't believe we can support
this for several reasons. First, the way the proposal is framed is that it seeks
the "prevailing" wage for disabled workers in sheltered workshops. This is far
more onerous than merely urging the minimum wage be paid. Second, what
are the practical real-world consequences of this proposal? Several, we think,
and they apply even if the wage sought is merely the minimum wage. As costs
are raised, fewer people will be employed — workshops will have to drop the
least productive (i.e., the most disabled) and shift their focus to the more
productive in the pool. Some of the workshops do have as a goal transitioning
their employees to unsubsidized jobs. If the worker is receiving the "prevailing"

wage in the workshop, there is no way they will match that on the outside -- they'll never leave. So, not only will the least productive find themselves unemployed as fewer slots are available in workshops, but the queue for new entrants to the workshops will be blocked as well. There are major trade-offs to the disabled community buried in this proposal that need to be raised.]

Justification

Non-profits don't want to pay FICA on these employees
JNAT, exemptions
The **Fair Labor Standards Act (FLSA)**, which include minimum wages, overtime pay and child labor provisions, does not include adults with disabilities labor provisions [Note: Maybe not specifically for the disabled, but it does include protections for all workers.]. Measures are needed which protect workers with disabilities against unfair employment practices. Many adults with disabilities continue to be employed in sheltered workshops and do not earn a minimum wage [See discussion above about the trade-offs embedded in this statement.]. Furthermore, many of the work settings for adults with disabilities provide substandard working conditions and continue to exploit adults with disabilities [We don't know how accurate this statement is, but if the "exploitation" is based on wages, we don't think the fact that they are paid less than the minimum or prevailing wage is a clear indication of "exploitation". See discussion above. The market exists and affects this issue.]. Provisions to provide equal pay currently only extend to women [This is inaccurate. Although the Equal Pay Act of 1963 applies only to gender, Title VII of the Civil Rights Act covers race, religion, color, gender, and national origin when it notes that employers cannot engage in pay discrimination.].

The Task Force recommends that:

The President directs the Department of Labor, Employment Standards Administration to extend equal pay protections to adults with disabilities. [This, we assume, is independent of the sheltered workshop proposal, above. As discussed above, it appears that under Title VII they already are covered.]

How does this differ

Justification

The **Fair Labor Standards Act (FLSA)** includes minimum wage, overtime pay and child labor provisions, but does not include adults with disabilities labor provisions. Measures are needed which protect workers with disabilities against unfair employment practices. [This is an apples and oranges discussion. The minimum wage and overtime provisions apply to all workers (aside from the sheltered workshop discussion, above). Child labor provisions protect a group of workers. The protections are not of the same type. It's the latter that is applicable here, not the former, since the disabled are protected for minimum wage and overtime payments already. Again, we understand the intent; it's how it would be implemented that gives us pause, since that's not explained. It might require amendments to the FLSA. I don't think we can endorse the

specific proposal without a better understanding of how the proposal would be applied..]

The Task Force recommends that:

The President directs the Department of Labor, in collaboration with the Equal Employment Opportunity Commission, to strengthen Federal contractor affirmative action requirements under Section 503 of the Rehabilitation Act of 1973, as amended. The Department would conduct the following activities: (1) identify, analyze, and disseminate best practices in partnership with other Federal agencies; and (2) take immediate actions to strengthen the enforcement of Section 503 of the Rehabilitation Act as it affects ~~that includes the establishment of goals for~~ [Note: "Goals" is not an option.] hiring individuals with disabilities among federal contractors.

Justification

Federal contractors employ approximately 26 million or nearly 22% of the total civilian workforce. Based on an ~~general~~ analysis of employment data, the employment rate of people with disabilities in the Federal contractor sector (civilian work force) remains well below their employment rate of in the general population. Under Section 503, Federal contractor affirmative action requires companies doing business with the Federal government to take pro-active measures that go beyond nondiscrimination requirements of the Americans with Disabilities Act.

More information on Section 503 compliance and effective practices is needed to inform Federal contractors about effective practices and to revise current technical assistance guides and training materials used to maintain compliance with Section 503. The strengthening of OFCCP's enforcement of Section 503 will establish nationwide goal model for enforcement by whom? and create standards to measure Federal contractors' "good faith efforts" to fulfill their contractual obligations. An immediate review of Federal contractor affirmative action legal obligations and current Federal contractor compliance evaluation and complaint investigative procedures will result in innovative investigative procedures related to Section 503 (such as desk audits, on-site focused reviews, and measures to identify disability discrimination.)

Note: This discussion suggests that Federal contractors are bad actors. A more positive approach would have the Task Force direct the creation of a "Baldrige-like" award to recognize Federal contractors who achieve outstanding results while also making great strides in employing the disabled. Something to consider.

The Task Force recommends that:

The President directs DOL and all the other Federal one-stop partners identified in the

lets have meeting with the OFCCP there are currently goals for women + minorities - The current rules on these two groups are done by EO

set up goals for contractors

1. what do they do now
2. what specifically do they want to do.

It would be worth talking to them about what we do: what could they do.

exec order 12226

How many We spend \$106 billion on federal contracts annual.

Workforce Investment Act, ~~HUD and SBA~~ [Note: Unless HUD and SBA have their own one-stops, delete the reference to them. Also, the justification below refers only to DOL and not these other agencies.] along with their State and local partners, to bring all one-stop centers in compliance with the accessibility requirements of the Americans with Disabilities Act. [Note: We believe we have included such provisions in the Workforce Investment Act (WIA) interim final rule now out for public comment. If we failed to do that, or do it correctly, we would expect to hear back in the comment period.]

Justification

The one-stop ~~career center~~ delivery systems [Note: The statutory term] being established under the Workforce Investment Act (WIA) provide an opportunity for adults with disabilities to fully participate in America's workforce. In order for people with disabilities to benefit from these services, the one-stop career center systems must be fully accessible and in compliance with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

Department of Health and Human Services

The Task Force recommends that

The President ~~directs~~ direct the Secretary of the Department of Health and Human Services to insure that funds provided through the Work Incentives Improvement Act are made available ~~within six months~~ as soon as possible after passage of WIA. [Note: As re-drafted, we don't think this is a problem, but don't think it's necessary in any case. We will not be holding back funds from the programs, so what is the reason for the recommendation. As originally drafted, it is a problem. It may not be possible for some programs to meet the 6-month deadline due to authorizing or appropriation issues, and more importantly, HHS may not have control over some of the funds and could not exercise the availability control, so the more general ASAP is preferable.].

Justification

In June, the Supreme Court issued an important decision in the Olmstead case. The Court ruled that when a professional determines that a disabled individual can live in the community and can be served there effectively, the person must be given the choice of doing so. The Court also acknowledged that states have limited resources, further stating that their ruling doesn't require any state to incur excessive new costs. It does, however, require states to move at a reasonable pace to provide community-based alternatives. Ultimately, it is incumbent upon HHS to assist states in building better systems of supports that enable people with disabilities to live independent lives in their home and communities. Releasing these funds in an expedient manner in this area will help states meet their obligations under the Olmstead ruling.

to address
access issues.
Jell Sec. of
agencies for
do tech
necessary
what does
ADA
require
Isn't this W
WIA NFR M

1. what requirements are subject
to ADA

what is in WIA reg

Incorporate
into our
push for
WIA pass.
+ that it
be implemented
as soon as
possible.

Seems like more
part of a bill
signing

GOVERNMENT WIDE

The Task Force recommends that:

The President ~~directs~~ direct all federal departments and agencies to standardize their definitions of disability. [Understanding the intent, this is very difficult to achieve. It's not merely a regulatory change in some cases, it's legislative.]

not feasible
- how many are out there
- maybe come up w/ a measure of employment in federal gov

Justification

Within the Federal government there are as many as eighty definitions of disability that are used in surveys, program planning, administration, and evaluation, and for other purposes. Many of the definitions are unique to a specific program and are embodied in legislation. Other definitions were developed in the executive branch of government and can be more readily changed.

Disability data generated by one executive branch agency should be used and useful to other agencies. Data can be used in drawing comparisons of the same population represented in two surveys or programs. Also, data from one agency can also provide direct input to program planners in another agency, thus eliminating redundant data collection efforts.

The Task Force recommends that:

The President ~~directs~~ direct all federal departments and agencies to review their strategic plans developed pursuant to GPRA plans to determine the extent to which programs and policies facilitates and promotes employment of people with disabilities.

- we need more info.

Based on this review each agency will revise their plans to ensure, where appropriate, that programs and policies have strategies to increase ~~impact~~ the employment of people with disabilities. Each agency will submit a report with the Presidential Task Force on Employment of Adults with Disabilities on the results of this review and revised plans by March 1, 2000.

Justification

The Government Performance and Results Act of 1993 (GPRA) requires that agencies consult with stakeholders to clearly define their missions, to establish long-term strategic goals including annual goals, and to then measure their performance against the goals they have set and report publicly on how well they are doing (General Accounting Office, 1996). The intent of the Act is to create more accountability and effectiveness in government.

The Task Force is required to evaluate Federal programs to determine what changes, modifications, and innovations may be necessary to remove barriers to employment opportunities faced by adults with disabilities. Determining the extent to which people with disabilities are considered part of agencies' stakeholder groups in the delivery of government programs and services and the extent to which agencies measure and report on their effectiveness in extending their programs and policies to people with disabilities will assist the Task Force in fulfilling its overall mandate.

By 2001 - \$75 m. l.
Pres. Committee - \$10 m.
By 2001

TASK FORCE DIRECTIVES

NPR

WORKING FAMILIES

Hockstra
(ED + Labor)

The Task Force recommends that:

The President convene a White House Economic/Employment Summit to include representatives from the Administration, Congress, elected officials from state and local government, Fortune 500 companies, the National Federation of Small Businesses, the U.S. Chamber of Commerce, the disability community and other related entities regarding employment of people with disabilities White House Conference on , to be held in the Spring of 2000.

Justification

This summit will provide the necessary critical input and guidance to the Task Force and will create additional public awareness. There is a critical need for collaborative, creative, and innovative approaches to further partnerships between the public and private sector to ensure that individuals with disabilities are fully included in employment opportunities.

The Task Force recommends that:

Together =
Pres. Comm. Hc + Task Force

The President directs the Department of Labor to create ~~the~~ Office of Disability Policy, Employment and Technical Assistance (ODPET) ~~--~~ to implement the coordinated and aggressive national employment strategy designed by the Presidential Task Force on Employment of Adults with Disabilities, and resulting in increased numbers of adults with disabilities in the competitive labor force.

Justification

ODPET will ensure that the coordinated effort necessary to eliminate barriers to employment begun by the Task Force will continue, and will result in significantly expanded employment of people with disabilities to a rate comparable to that of nondisabled individuals. The PTFEAD was established to begin the process of eliminating policy, programmatic and attitudinal barriers that lead to this situation. However, without a permanent force to continue the work of the Task Force, and implement the strategy it develops to eliminate barriers to employment, patterns and practices of the past are likely to re-emerge, and people with disabilities will continue to be relegated to lives of poverty and dependency on public benefits.

not replicating RSA or ETA

3 arms -> Policy Tech Basis Evaluation

The Task Force recommends that:

The President directs the Task Force Member Departments and Agencies to collaborate and implement an aggressive, multi-media, inter-agency Public Awareness Campaign focusing on the benefits of employing people with disabilities, and eliminating the negative and erroneous stereotypes that exist.

Run By The Business Development Board - need to be
Justification done by an outside group.

The need for immediate leadership to attack the continued existence of these pervasive, negative attitudes and prejudices is great. President Clinton, the Task Force calls on you, the Vice-President, and leaders within the Administration to launch a massive public awareness campaign, in partnership with the disability community, businesses, and other influential entities. This campaign should address the need for attitudinal changes in order to eliminate erroneous and prejudicial thinking about disability that limits opportunities--stigmas that permeates

Should anti-stigma campaign be separate - no

all parts of American society.

The Task Force recommends that:

The President directs the National Partnership for Reinventing Government to create an "Access America" web site targeting individuals with disabilities. The Access America concept focuses on specific segments of the population, directing resources and efforts to improve access to government services, programs and benefits. Currently there is an Access America web site for senior citizens and one for students. "Access Ability" is the logical next step.

~~_____~~
NPR

Justification

In February, Vice President Gore announced his new "Access America for Seniors," an Internet site providing a wide range of services to older Americans -- an example of his vision of one-stop Internet access to government services. A new web site, "Access America for People with Disabilities," will likewise provide information and services offered by virtually every major Federal government agency, civilian and military by linking to an abundance of helpful federal agency sites, information, programs and services: WIA, IDEA, SSA, DOL programs, SAMSHA, the new EEOC information for small businesses and so on.

The Task Force recommends that:

The President directs all Federal Agencies engaged in Customer Service Call Center activities to determine the feasibility of using networks of home-based individuals with disabilities as Customer Service Representatives.

Justification

Research has shown that the percentage of individuals with significant disabilities who are employed is among the lowest among disadvantaged groups in the nation. In terms of the Federal workforce, these individuals are employed at a lower rate than in the private sector. It is a critical that we seek out as many strategies as possible to change this picture.

Cutting edge telecommunications technology has recently made it possible for Customer Service Centers to send voice and data to home-based customer service representatives who work just as if they were in a call center. The Federal Government expends significant resources in Customer Service Call Center activities. The purposes of this directive is to bring this cutting-edge technology into the Federal government and to increase the employment rate of individuals with disabilities as much as possible.

Issue I

CIVIL RIGHTS

The Task Force recommends that:

The President directs the Department of Labor, Wage and Hour Division to increase the wages earned in sheltered workshops to a level comparable to what an individual would receive in a competitive work environment.

The President directs the Department of Labor, Employment Standards Administration to extend equal pay protections to adults with disabilities.

Justification

The Fair Labor Standards Act (FLSA), which includes minimum wage, overtime pay and child labor provisions does not include adults with disabilities labor provisions. Measures are needed which protect workers with disabilities against unfair employment practices. Many adults with disabilities continue to be employed in sheltered workshops and do not earn a minimum wage. Furthermore, many of the work settings for adults with disabilities provide substandard working conditions and continue to exploit adults with disabilities. Provisions to provide equal pay currently only extend to women.

The Task Force recommends that:

The President directs the Department of Labor, in collaboration with the Equal Employment Opportunity Commission, to strengthen Federal contractor affirmative action requirements under Section 503 of the Rehabilitation Act of 1973, as amended. The Department is directed to conduct the following activities: (1) identify, analyze, and disseminate best practices in partnership with other Federal agencies; and (2) take immediate actions to strengthen the enforcement of Section 503 of the Rehabilitation Act that includes the establishment of goals for hiring individuals with disabilities among federal contractors.

Justification

Federal contractors employ approximately 26 million or nearly 22% of the total civilian workforce. Based on a general analysis of employment data, the employment rate of people with disabilities in the Federal contractor sector (civilian work force) remains well below the employment rate of the general population. Under Section 503, Federal contractor affirmative action requires companies doing business with the Federal government to take pro-active measures that go beyond nondiscrimination requirements of the Americans with Disabilities Act.

More information on Section 503 compliance and effective practices is needed to inform Federal contractors about effective practices and to revise current technical assistance guides and training materials used to maintain compliance with Section 503. The strengthening of OFCCP's enforcement of Section 503 will establish nationwide goal for enforcement and create standards to measure Federal contractors' "good faith efforts" to fulfill their contractual obligations. An immediate review of Federal contractor affirmative action legal obligations and current Federal contractor compliance evaluation and complaint investigative procedures will result in new and innovative investigative procedures related to Section 503(such as desk audits, on-site focused reviews, and measures to identify disability discrimination.)

The department is directed to review and analyze its current enforcement strategy, and provide a report, preliminary revision, and time lines for implementation for its enforcement procedures to the Secretary of Labor on September 1, 1999. An action plan, including policy recommendations and FY 2001 budget initiatives will be included.

The Task Force recommends that:

The President directs DOL, HUD and SBA to bring all one-stop centers in compliance with the accessibility requirements of the Americans with Disabilities Act.

Justification

The one-stop career center systems being established under the Workforce Investment Act (WIA) provide a extraordinary opportunity for adults with disabilities to fully participate in America's workforce. In order for people with disabilities to benefit from these services, the one-stop career center systems must be fully accessible and in compliance with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

Department of Health and Human Services

The Task Force recommends that:

The President direct the Secretary of the Department of Health and Human Services to insure that funds provided through the Work Incentives Improvement Act be made available within six months after passage of WIIA.

Justification

In June, the Supreme Court issued an important decision in the Olmstead case. The Court ruled that when a professional determines that a disabled individual can live in the community and can be served there effectively, the person must be given the choice of doing so. The Court also acknowledged that states have limited resources, further stating that their ruling doesn't require any state to incur excessive new costs. It does, however, require states to move at a reasonable pace to provide community-based alternatives. Ultimately, it is incumbent upon HHS to assist states in building better systems of supports that enable people with disabilities to live independent lives in their home and communities. Releasing these funds in an expedient manner in this area will help states meet their obligations under the Olmstead ruling.

The Task Force recommends ~~that~~:

The President direct HHS to create a public advisory board to analyze and examine provisions in both Medicaid and Medicare that relate to mental health and employment of people with disabilities.

Justification

The public advisory board would report its findings and recommendations directly to the President. The Board would be composed providers, consumers of mental health services, family members, representatives of the health care industry and other experts in the mental health arena.

- What are barriers in Medicare + Medicaid for people who have disabilities.
- Intriguing task force.

GOVERNMENT WIDE

The Task Force recommends that:

The President direct all federal departments agencies to standardize their definitions of disability.

Justification

The Federal government uses over eighty definitions of disability in surveys, program planning, administration, and evaluation, and other purposes. Many of the definitions are unique to a specific program and are embodied in legislation. Other definitions were developed in the executive branch of government and can be more readily changed.

Disability data generated by one executive branch agency should be used and useful to other agencies. Data can be used in drawing comparisons of the same population represented in two surveys or programs. Also, data from one agency can also provide direct input to program planners in another agency, thus eliminating redundant data collection efforts.

The Task Force recommends that:

The President direct all federal departments and agencies to review GPRA plans to determine the extent to which programs and policies facilitates and promotes employment of people with disabilities. Based on this review each agency shall revise their plans to ensure, where appropriate, that programs and policies impact the employment of people with disabilities. Each agency submit a report with the Presidential Task Force on Employment of Adults with Disabilities on the results of this review and revised plans by March 1, 2000.

Justification

The Government Performance and Results Act of 1993 (GPRA) requires that agencies consult with stakeholders to clearly define their missions, to establish long-term strategic goals including annual goals), and to then measure their performance against the goals they have set and report publicly on how well they are doing (General Accounting Office, 1996). The intent of the Act is to create more accountability and effectiveness in government.

The Task Force is required to evaluate existing Federal programs to determine what changes, modifications, and innovations may be necessary to remove barriers to employment opportunities faced by adults with disabilities. Determining the extent to which people with disabilities are considered part of agencies' stakeholder groups in the delivery of government programs and services and the extent to which agencies measure and report on their effectiveness in extending their programs and policies to people with disabilities will assist the Task Force in fulfilling it's overall mandate.

TASK FORCE DIRECTIVES

The Task Force recommends that:

The President convenes a White House Conference on Employment of Adults with Disabilities to coincide with the tenth anniversary of the ADA that will include representatives from the Administration, Congress, elected officials from state and local governments, Fortune 500 companies, the National Federation of Small Businesses, the U.S. Chamber of Commerce, the disability community and other related entities regarding employment of people with disabilities.

Justification

This Conference will provide visibility to the issue of employing persons with disabilities and build partnerships between public and private sectors.

The Task Force recommends that:

The President directs the Department of Labor to develop the proposals needed to create the Office of Disability Policy, Evaluation and Technical Assistance (ODPET), including the consolidation of the President's Committee on Employment of People with Disabilities (PCEPD). The new Office will assist the Presidential Task Force on Employment of Adults with Disabilities in implementing a coordinated and aggressive national employment strategy for persons with disabilities.

Justification

ODPET will provide a needed complement to the Presidential Task Force in ensuring the effective implementation of the coordinated effort necessary to eliminate barriers to employment, and to significantly expand employment of people with disabilities to a rate comparable to that of individuals without disabilities. The Presidential Task Force will continue to be responsible in the short-term for developing, refining and monitoring the implementation of an aggressive, national employment strategy for persons with disabilities. The new ODPET office will provide a long-term, permanent force to continue the work needed to ensure that persons with disabilities are integrated with the mainstream employment and training programs within the Labor Department. Without such a force, many initial barriers to employment for persons with disabilities are unlikely to be removed, the patterns and practices of the past are likely to re-emerge, and people with disabilities will continue to be relegated to lives of poverty and dependency on public benefits.

The Task Force recommends that:

The President directs the Presidential Task Force on Employment of Adults with Disabilities to coordinate a *Youth to Work Initiative* with the Department of Labor, Department of Education, Social Security Administration, the Department of Health and Human Services and other members of the Task Force for inclusion in the President's FY 2001 budget.

Justification

Each year, nearly 40,000 eighteen-year-olds become eligible for SSI cash assistance. On average, these young adults will remain on SSI for 27 years. Youth with disabilities spend a significant portion of their time in poverty, dependent upon public assistance programs and relegated to the margins of society. Compared to students without disabilities, students with disabilities drop out of school much more frequently and enrollment in post-secondary education is less frequent.

Barriers to employment for youth with disabilities include the following: low educational attainment, low educational and employment expectations, confusing governmental programs with conflicting eligibility criteria and goals, as well as the low expectations of society and, in many instances their parents; many of whom are poorly educated and face their own barriers to work. In effect, many youth with disabilities transition from youth welfare to adult welfare with no real chance of accessing education and training opportunities needed to make a transition to work.

The Task Force recommends that:

The President directs the Task Force members' departments and agencies to collaborate and implement a multimedia, inter-agency Public Awareness Campaign focusing on the benefits of employing people with disabilities, and eliminating the negative and erroneous stereotypes that exist.

Justification

The need for immediate leadership to attack the continued existence of these pervasive, negative attitudes and prejudices is great. President Clinton, the Task Force calls on you, the Vice-President, and leaders within the Administration to launch a massive public awareness campaign, in partnership with the disability community, businesses, and other influential entities. This campaign should address the need for attitudinal changes in order to eliminate erroneous and prejudicial thinking about disability that limits opportunities--stigmas that permeate all parts of American society.

The Task Force recommends that:

The President directs SSA and DOL to create an "Access America for People with Disabilities" web site targeting individuals with disabilities.

Justification

In February, Vice President Gore announced "Access America for Seniors," an Internet site providing a wide range of services to older Americans -- an example of his vision of one-stop Internet access to government services. A new web site, "Access America for People with Disabilities," will likewise provide information and services offered by virtually every major Federal government agency, civilian and the military by linking to an abundance of helpful federal agency sites, information, programs and services: WIA, IDEA, SSA, DOL programs, SAMSHA, the new EEOC information for small businesses and so on.

The Task Force recommends that:

The President directs all Federal Agencies to promote telecommuting from home for all types of work for people with disabilities.

Justification

Research has shown that the percentage of individuals with significant disabilities who are employed is among the lowest among disadvantaged groups in the nation. In terms of the Federal workforce, these individuals are employed at a lower rate than in the private sector. It is critical that we seek out as many strategies as possible to change this picture.

Cutting edge telecommunications technology has recently made it possible for Customer Service Centers to send voice and data to home-based customer service representatives who work just as if they were in a call center. The Federal Government expends significant resources in Customer Service Call Center activities. The purpose of this directive is to bring this cutting-edge technology into the Federal government and to increase the employment rate of individuals with disabilities as much as possible.

The Task Force recommends that:

The President directs the Department of Labor, in collaboration with the Equal Employment Opportunity Commission and the Presidential Task Force, to strengthen Federal contractor compliance with affirmative action requirements under Section 503 of the Rehabilitation Act of 1973, through:

- (1). Providing guidance on how best to employ persons with disabilities by adapting “Accessing Opportunity: The Plan for Employment of People with Disabilities in the Federal Government” and its companion piece, “People with Disabilities in the Federal Government: An Employment Guide” to meet the needs of Federal contractors.
- (2). Strengthening current enforcement by requiring some significant subset of the OFCCP program plan to include focused reviews of disability employment, based on detailed compliance evaluation procedures and guidance to Federal contractors as to what they need to do to satisfy such procedures.
- (3). Enhancing data collection on the employment of persons with disabilities by Federal contractors and the local workforce availability of persons with disabilities, by making certain that: (a) changes (e.g. regulatory changes) are pursued to collect data from Federal contractors on their employment of persons with disabilities; and (b) the 2000 Census data on the workforce availability for persons with disabilities are included in the Census Detailed EEO file.

Justification

Federal contractors employ approximately 26 million or nearly 22% of the total civilian workforce. Based on a general analysis of employment data, the employment rate of people with disabilities in the Federal contractor sector (civilian work force) remains well below the employment rate of the general population. Under Section 503, Federal contractor affirmative action requires companies doing business with the Federal government to take pro-active measures that go beyond nondiscrimination requirements of the Americans with Disabilities Act.

The enforcement of Section 503, however, has been limited by the absence of an requirement that employers set goals and timetables for the employment of persons with disabilities. Lacking data on the underutilization on the employment of persons with disabilities, the Department of Labor has placed a greater emphasis on enforcing affirmative action requirements for women and minorities – groups for which they have

had data on the extent to which employment for specific Federal contractors has been below average.

In order to place a greater emphasis on the enforcement of affirmative action requirements for employing persons with disabilities, the Department of Labor needs to disseminate an adapted "Model plan" and "Employment Guide" to all Federal contractors. This will provide a clear signal that the affirmative action requirements for persons with disabilities have become a high priority for the Administration.

Second, the Department of Labor, through OFCCP, needs to strengthen the enforcement of current requirements by conducting focused reviews of disability employment as part of some significant proportion of all on-site compliance reviews. The Department of Labor reviews affirmative action plans during the desk audit, but is seldom able to identify a problem with failing to meet Section 503 requirements because of the lack of data on employment of persons with disabilities. As a result, the Department of Labor subsequently focuses largely on problems with the failure to meet goals for women and minorities during the on-site compliance reviews. The Department of Labor needs to conduct focused disability employment reviews to verify whether a Federal contractor is actually implementing the processes and procedures contained in their affirmative action plans.

Third, the Department needs to begin enhancing data collection efforts with respect to the employment of persons with disabilities by federal contractors and the local workforce availability of persons with disabilities. The Department needs to explore alternative ways of collecting data on Federal contractor employment of persons with disabilities, such as a regulatory requirement that employers, like the requirement in 60-2 for pay equity, submit data on the employment of persons with disabilities. The Department also needs to ensure that 2000 Census data on workforce availability are included in the Census EEO Detailed File

The Task Force recommends that:

The President directs DOL, HUD and SBA to bring all of their one-stop centers in compliance with the accessibility requirements of the Americans with Disabilities Act.

Justification

The one-stop career center systems being established under the Workforce Investment Act (WIA) provide an opportunity for adults with disabilities to fully participate in America's workforce. Further, one-stop centers for HUD and SBA services offer a valuable opportunity for persons with disabilities with to obtain livable housing and obtain assistance in starting their own businesses. In order for people with disabilities to

benefit from these various services, all of the various one-stop systems must be fully accessible and in compliance with the requirements of Section 504 of the Rehabilitation Act and the Americans with Disabilities Act.

The Task Force recommends that:

The President directs HUD to take the steps needed to establish an earned income disregard for tenants with disabilities living in other-than-PHA housing who return to work and a provision which exempts any disability related expenses incurred when a tenant goes to work from the countable income used to determine rents.

Justification

HUD has promulgated rules and crafted legislation aimed at providing incentives for low-income individuals in public housing to work or work more. Current rules however, do not provide incentives for employment of people with disabilities who do not live in PHA housing. People with disabilities without any recent work history should not find that they are at risk for losing their housing or that they are immediately faced with an increased expenditure necessary to retain decent and affordable housing as a consequence of returning to the workforce.

The Task Force recommends that:

The President directs OMB to develop a proposal to provide additional funding to support new and expanded state loan programs to make assistive technology more affordable for Americans with disabilities.

Justification

Improving access to assistive technology is critical to the employment of adults with disabilities. This initiative builds upon the President's commitment made in 1999 that provided 35 million dollars to increase employment of adults with disabilities to become competitive in the today's high- tech job market.

The Task Force recommends that:

The President directs the Department of the Treasury to develop a proposal for a tax credit to encourage voluntary new construction or renovations to housing properties that would allow homeowners to host visitors with disabilities in their homes.

Justification

The current IRS code provides little incentive for homeowners to make their housing

accessible to visitors with disabilities. It allows a tax deduction for some renovations only if needed for the homeowner or a dependent with a disability who has shown medical necessity, based on a restrictive medical model. This existing tax incentive needs to be expanded to accommodate the general economic and social needs of the disability community.

The concept of “visitability” involves voluntarily making private homes accessible enough so that individuals with disabilities and their families can visit with the occupants of another home independently for meetings, social gatherings, etc. People who are aging or living with a disability face problems of inaccessibility on a daily basis that results in segregation and isolation. Further, many people with disabilities, or who are aging, often have low incomes, and may not have the means to move to an accessible residence. Instead they remain in inaccessible homes that are unsafe, restrictive and isolating.

More importantly, the economic price of segregation and isolation caused by inaccessible housing is enormous. The alternative to “aging in place”, for example, quite often is a nursing home. In addition, one primary means by which people with disabilities gain employment is through word of mouth and social contact.

The Task Force recommends that:

The President directs the Social Security Administration to develop and implement the regulations needed to raise the Earned Income Exclusion for SSI recipients, both adults and students, in order to increase work incentives and encourage work effort.

Justification

SSI is a means tested program, but beneficiaries are able to have nominal earnings before experiencing any reduction in benefit amounts. Allowing such earnings not only increases overall income security, but also provides an incentive to work. The earned income exclusions for both adults and students, however, have not been raised since the early 1970's, even though the SSI Federal benefit rate is indexed annually for inflation. The Earned Income Exclusion remains at \$65 per month for adults set in 1972 and at \$133 per month for students set in 1974. As a result, SSI beneficiaries with non-SSI income do not receive full indexing of their benefits, and work effort is less rewarded than it was previously .

The Task Force recommends that:

The President directs the Department of Health and Human Services to develop the legislative proposal needed to require that the Maternal and Child Health Programs for Children with Special Needs provide services to youth with disabilities who are under the age of 16.

Justification

The Maternal and Child Health Programs for Children with Special Needs (Title V of the Social Security Act) provides services to youth with disabilities that are essential to preparing them for continued education and training, but are restricted to serving only youth 16 years and older. As a result, many youth with disabilities are ready to drop out of the education stream just at a time when they become eligible to receive services that would enable them to benefit from continued education. There is a clear need to provide these services to youth with disabilities at an earlier age.

The Task Force recommends that:

The President directs the Department of Defense to take the necessary steps to develop greater outreach and increased employment of persons with disabilities in appropriate support positions in the various Armed Forces.

Justification

The Armed Forces generally reject persons with disabilities as being unsuitable for military duty, despite the obvious capacity of many persons with disabilities to perform capably in various types of support jobs. At the same time, the various Armed Forces encountering difficulties in recruiting sufficient numbers of youth to enlist in the military. The solution to this disconnect is to get the Armed Forces to reach out and utilize the skills of persons with disabilities in appropriate positions.

The Task Force recommends that:

The President directs the Secretary of Health and Human Services to take the necessary steps to develop greater outreach and increased employment of persons with disabilities in the Public Health Service.

Justification

The Public Health Service, like the Armed Services, rejects many persons with disabilities, as unsuitable for duty, particularly those with mental disabilities. Many persons with disabilities clearly have the skills needed to perform jobs in the Public

Health Services. Like the Armed Forces, the Public Health Service should be taking steps to recruit and employ persons with disabilities who have the skills to perform jobs in the Service.

POTENTIAL DIRECTIVES for WHITE HOUSE CONSIDERATION

#1 - The PTFEAD recommends that

The President direct the U.S. Department of Labor (DOL) to establish, within 90 days of the date of issuance of his order, a *Peer Review Working Group* to (1) evaluate the current systems, processes, and standards by which its major grant-funding agencies review and make selections among applications for discretionary grants that are awarded on a competitive (non-formula) basis; (2) compare and contrast those current systems, processes, and standards with those of other federal grant-funding agencies; and (3) submit a report of its findings and recommendations for improving the DOL's discretionary grant application review process [to ??] by July 15, 2000.

The *DOL Working Group* will, as a minimum, include in its comparative review of other federal agencies the U.S. Department of Education; the Department of Veterans Affairs; the Department of Health and Human Services; and at least one of the following: National Institutes of Health; the National Science Foundation; the Department of Commerce; the Department of Transportation; and/or the Substance Abuse and Mental Health Services Administration. It will examine both the *ad hoc*, competition-by-competition peer review panel process, as well as the standing review panel review model. And it will have as its overriding objective to determine what type or types of review system(s) would most likely ensure that the DOL's discretionary grant review system

- ☐ is characterized by fairness and integrity in the review and selection process - both actual and perceived;
- ☐ attracts the best qualified experts (in experience and in expertise) including persons with disabilities and those from diverse backgrounds;
- ☐ results in the highest quality of product design, service, survey,

evaluation, research, pilot/demonstration and/or report.

- ❑ helps develop a fresh cadre of subject matter experts who can provide extensive feedback into the grants review system, assuring greater continuity of expert evaluation and an enhanced capacity to recommend modifications for subsequent rounds of similar competitive grants.

✓
#2 - The PTFEAD recommends that

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The President direct the U.S. Department of Transportation (DOT) to make substantive and meaningful changes to the Air Carriers Access Act (ACAA). These substantive changes will result in the effective enforcement of the Act and ultimately open accessible air travel to people with disabilities.

Accordingly,

- ❑ the DOT shall expand compliance monitoring and enforcement activities and commit more resources (both staff and funds) to them. It shall regularly analyze the summaries prepared by air carriers of their Part 382 complaint data to identify noncompliance area and to monitor potential "pattern and practice" trends. DOT shall investigate all *prima facie* violations to determine whether a violation has likely occurred and take appropriate corrective action. The DOT shall undertake more extensive investigations and analyses of the causes of Part 382 noncompliance among air carriers and airports.
- ❑ the DOT shall require air carriers to submit their part 382 complaint data in a standardized summary format that tracks and compares the numbers and types of complaints, as well as trends in their complaint data. It shall publish the results of the

summarized complaint data for all major airlines in the DOT
Air Travel Consumer Report.

- ☐ the DOT shall develop and carry out strategic ACAA education campaigns geared to persons with disabilities and to the general public.
- ☐ the DOT shall provide more training and targeted technical assistance to the aviation industry in all aspects of ACAA implementation and compliance.

✓ #3 - The PTFEAD recommends that

The President direct the Office of Management and Budget (OMB) to review the current contract/grant language used in the Federal regulatory procurement and nonprocurement process to ensure the proactive inclusion of people with disabilities, in particular minorities and women with disabilities. The review shall cover all aspects of Federal procurement and nonprocurement, and shall include contract bids and grant proposals solicited by Federal agencies regarding

- ☐ employment
- ☐ housing
- ☐ health care
- ☐ transportation
- ☐ education
- ☐ other areas wherein the Federal government conducts business

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Direct that all communities designated as Empowerment Zones/Enterprise Communities (EZ/EC) develop an outreach plan to support entrepreneurial opportunities for adults with disabilities.

The Empowerment Zone/Enterprise Community Initiative is a key element of and business opportunities in the most distressed areas of inner cities and the rural heartland. This initiative combines tax incentives for business development and job creation with a comprehensive approach to community revitalization of the neediest urban and rural regions. Each Federally designated zone is required to create a strategic plan which must be developed in accordance with four key principles - Strategic Vision for Change, Community-Based Partnerships, Economic Opportunity and Sustainable Community Development. A total of 72 urban areas and 33 rural communities were designated, on a competitive basis, as Empowerment Zones or Enterprise Communities in 1994. In 1997, the EZ/EC initiative reached \$4 billion of new private investment attracted to distressed areas since the program began, creating 20,000 jobs and providing job training and education for 45,000 EZ/EC residents. Fifteen communities were selected as Round Two Empowerment Zones in 1999. Workforce development activities in the designated communities - such as job creation, job training, and entrepreneurial support - may be funded through federal Social Services Block Grant funds and state and local financial resources. FY 1999 funding is \$45 million.

will take NEC - New Markets
Integrating fast force + by USA
V. Direct the Small Business Administration and the Departments of Treasury and Commerce to develop an outreach plan to market the provisions of the New Markets Initiative, including BusinessLINC, to adults with disabilities who own or who are seeking to develop small businesses.

The New Markets Initiative calls for tax credit and loan guarantee incentives to stimulate \$15 billion of new private capital investments in targeted areas; build a network of private investment institutions to funnel credit, equity and technical assistance into businesses in America's new markets; and provide the expertise to targeted small businesses that will allow them to use investment to grow. The BusinessLINC Initiative is a partnership with America's business community that encourages large businesses to work with and mentor small business owners and entrepreneurs. The goal of BusinessLINC is to stimulate business-to-business relationships, including one-on-one technical advice and consulting, classroom and group training, peer group and consulting, strategic alliances, and development of suppliers and new sales channels.

NEC?
VI. Direct the Department of Commerce to develop an outreach plan targeting adults with disabilities who are small business owners, or otherwise seeking entrepreneurial opportunities.

The Minority Business Development Agency (MBDA) at the Department of Commerce provides minority-owned businesses with the tools they need to succeed in the Information Age. These efforts range from interactive educational courses on the fundamentals of E-commerce to the creation of Phoenix-Opportunity, an automatic electronic bid-matching system that notifies firms of opportunities through the Internet.

who works on this

talk to Tom Kaled

I. PROPOSAL

The Presidential Task Force on Employment of Adults with Disabilities (Task Force) proposes a cross-cutting initiative to increase the employment of people with disabilities in the competitive labor market:

- A new Office of Disability Policy, Evaluation and Technical Assistance (ODPET) within the Department of Labor (DOL);
- Increased resources within eight existing DOL agencies to facilitate activities that increase the participation of, and benefit to, individuals with disabilities in DOL programs; and
- Over a five-year period, an investment to re-engineer the government's role in, and increase outcomes of, employment services to people with disabilities and employers, and to consolidate programs across the federal government, as appropriate.

The new Office will subsume the mission, goals and responsibilities embraced in Executive Order 13078 that created the Task Force. The focus of ODPET will be to stimulate change in policies and practices throughout the federal Government that will result in significantly higher numbers of individuals with disabilities employed in the federal government and competitive labor market. An Assistant Secretary for Disability Policy, Evaluation and Technical Assistance will provide direction and leadership in policy development and systems coordination, as well as overall leadership for the Office, coordinating the activities of the National Disability Business Development Board and overseeing three operational units: (1) Policy Development for Systems Change; (2) Evaluation for Continuous Improvement; and (3) Management Support. The Assistant Secretary will be appointed by the President and confirmed by the United States Senate.

Within DOL, ODPET will work to facilitate activities that increase the participation of and benefit for individuals with disabilities into existing DOL programs. ODPET will also continue the mandated work of the Task Force to implement an "aggressive and *coordinated* national strategy to increase the employment rate of individuals with disabilities." The Office will provide leadership at the federal level, and act as a catalyst for coordination and systems integration at the state and local level and with the private sector.

ODPET will also evaluate existing federal programs related to employment and disability with the goal of thoughtfully consolidating those programs. In Year One, the President's Committee on Employment of People with Disabilities (PCEPD) will become part of ODPET. In Years Two through Five, and through the out years, ODPET will recommend consolidation of additional programs across the federal government as appropriate, based on the continuous examination of these programs.

Creation of ODPET is a logical, critical next step to the bold initiatives begun by the Task Force. The proposal corresponds with the shared interest of persons with disabilities, the Administration, Congress and state legislatures to address long-term dependency at a time of unprecedented national prosperity. It also addresses the urgent demands from businesses for exemplary workers at a time of near-full employment and the changing, increasingly global nature of both the workplace and the U.S. economy -- both of which are being transformed dramatically by technology. This initiative represents a re-engineering of government at its most thoughtful and comprehensive.

II. RATIONALE

There are approximately 54 million Americans with disabilities.¹ Numerous studies document the extremely low number of people with disabilities who are employed in full-time, competitive employment. Recent Census Bureau data indicated that in the mid-1990s only about 26% of adults with significant disabilities were employed, compared to an 82% employment rate for people without disabilities.² In human terms, these statistics mean that people with disabilities are employed at a rate not even close to that of the general population. Such a low employment rate has both individual and societal consequences: people with disabilities are much more likely to be living in poverty, communities are missing out on the full range of skills and talents individuals with disabilities can offer, and the economy is losing out on a potential workforce.

Historically, approaches to removing the barriers to employment of people with disabilities have been fragmented and uncoordinated. In addition, many government programs, services and income supports -- although well-intentioned -- have perpetuated dependency instead of facilitating moving people with disabilities to competitive employment and economic self-sufficiency. Persons with disabilities want their rightful place at the table, in the workplace and in their communities. Politicians and other public officials -- concerned also with dependency outlays, taxes and the public purse -- are beginning to agree that this makes good fiscal and philosophical sense: the best form of economic security for people with disabilities, and the pathway to full participation in American society, is through employment.

The number and complexity of barriers -- physical, programmatic, and attitudinal -- that exist to prevent millions of people with disabilities from working are significant. This cross-cutting initiative proposes to address these multiple barriers to employment with a coordinated and multifaceted approach, taking advantage of the unique opportunity afforded by the nexus of economic, political and technological factors:

- The shared interest of persons with disabilities, Congress and state legislatures in addressing long-term dependency;
- Unprecedented national prosperity;
- Urgent demands from businesses for exemplary workers at a time of near-full employment;
- The increasingly global nature of the economy; and
- Transformation of both the economy and the workplace by technology, which levels the workplace environment by removing physical and communication barriers that previously resulting in isolation or exclusion of people with disabilities from competitive employment.

Investment in this initiative not only helps persons with disabilities to become active members of society but also, in the final analysis, leads to savings to the national economy through decreased dependency expenditures and increased utilization of important human resources.

¹ McNeil, 1997, citing Census Bureau data from the 1994-95 Survey of Income and Program Participation (SIPP).

² *Ibid.*