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PROPOSED WHITE HOUSE ANNOUNCEMENT ON INCREASING THE FEDERAL GOVERNMENTS' HIRING OF PEOPLE WITH DISABILITIES

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Objectives:

- To set a realistic "stretch" goal to increase the number of persons with disabilities hired by Federal department and agencies. - ED
- To increase the representation of persons with disabilities employed at all levels and occupations of the Federal government.

PROPOSED ANNOUNCEMENT

Federal government will hire 100,000 people with disabilities over the next five years

- This represents a **60% increase** in the hiring level of people with disabilities for Federal government
- 100,000 new hires represents **9.2%** of all new Federal hires . . . almost 1 in 10

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BACKGROUND

Current State of Play

- Federal government is our nation's largest employer – 1.8 million employees
- Government hires 200,000 employees each year
- Of those, 12,000 are people with disabilities (5.9%)
- 1,600 are people with targeted disabilities (0.8%)

What Happens If We Do Nothing

- Federal new hires over the next five years will be 1,082,000
- Of these, 62,500 will have a disability (5.8% of all hires)
- Of these, 8,000 will have a targeted disability (.7% of all hires)

Labor force activity of persons with disabilities: Data from the 1994 Survey of Income and Program Participation (SIPP)

- In late 1994, about 30 million persons ages 20-64 were classified as being disabled, about one out of every five persons in that age range. The disabled were split almost evenly between those with moderate and severe disabilities. (See Table A.)
- Only about 26 percent of people ages 20-64 classified as severely disabled were working. (This is properly presented as an *employment rate*, or *employment-population ratio*, of 26 percent, NOT an *unemployment rate* of 74 percent.) This compares with nearly 82 percent of people with no disabilities. The labor market activity of persons the same ages with moderate disabilities was similar to that of nondisabled persons.
- The unemployment rate for persons ages 20-64 with severe disabilities was 10.9 percent -- about 3 times that of persons without disabilities.

Table A. Labor force activity in 1994 of persons ages 20-64 years by disability status
(numbers in thousands)

Labor force status	No disability	Moderate disability	Severe disability
Population	123,042	15,569	14,350
With labor force activity	103,942	12,708	4,229
Percent of population	84.5	81.6	29.5
Employed	100,338	11,939	3,767
Percent of population	81.5	76.7	26.3
Unemployed ¹	3,604	769	462
Unemployment rate ²	3.5	6.1	10.9
Not in labor force	19,100	2,861	10,121
Percent of population	15.5	18.4	70.5

¹The unemployed are defined as those with no job but who looked for work or were on layoff at least part of the month.

²The unemployment rate is the percent of the total with labor force activity who did not have a job but looked for work or were on layoff at least part of the month.

Note: These estimates differ from "official" labor force estimates from the Current Population Survey because of differences in concepts, survey methodology, and reference period.

Source: Survey of Income and Program Participation, Sept. -- Dec., 1994
Bureau of the Census

Concepts and Definitions

Labor Force

- Population Noninstitutional population ages 20-64
- Employed Worked any time during one-month reference period
- Unemployed Did not work but looked for work or was on layoff during reference period
- Not in labor force Did not work or look for work during reference period
- Employment rate (or employment-population ratio) Employed as a percent of a group's population
- With labor force activity Sum of the employed and the unemployed
- Unemployment rate Unemployed as percent of those with labor force activity

Disability Status

A person has a disability if he/she:

- uses a wheelchair, cane, crutches, or walker (i.e., mobility aids);
- has difficulty with activities such as seeing, hearing, or climbing stairs;
- has difficulty getting around inside the home, dressing, eating, or preparing meals;
- has a learning disability, or any mental or emotional condition;
- has a condition that limits the type or amount of work performed; or
- is under age 65 and receives Supplemental Security Income (SSI) payments or Medicare.

An individual has a severe disability if he/she:

- is a long-term user of a mobility aid;
- is unable, or needs assistance, to see, hear, or climb stairs;
- is unable, or needs assistance, to get around inside the home, dress, eat, or prepare meals; or
- is under age 65 and receives SSI payments or Medicare

EXECUTIVE ORDER

INCREASE THE number of qualified **[persons or individuals]** WITH DISABILITIES
EMPLOYed IN THE FEDERAL GOVERNMENT

By the authority vested in me as President by the Constitution and the laws of the United States of America, and in order to promote an increase in the representation of qualified individuals with disabilities employed at all levels and occupations of the Federal Government, and to support the goals articulated in § 501 of the Rehabilitation Act of 1973 as amended and the Americans with Disabilities Act of 1990, it is hereby ordered as follows:

Section 1. Increase the Number of Hires of Qualified Individuals with Disabilities.

(a) The Federal Government will hire 100,000 new qualified individuals with disabilities over 5 years into all levels and occupations of the Federal Government. To achieve this goal, federal agencies shall:

(1) use all available hiring authorities, consistent with statute, regulation, and prior executive memoranda;

(2) expand their outreach efforts, using both traditional and non-traditional methods; and

(3) increase their efforts to accommodate individuals with disabilities

(b) As a model employer, the Federal Government will take the lead in educating the public about employment opportunities available for qualified individuals with disabilities.

(c) This Order does not impose upon employers a duty to create new positions for individuals with disabilities. In addition, this Order does not change the merit standards of any Federal agency.

Section 2. Implementation.

Each Federal agency shall prepare a plan to increase the number of qualified individuals with disabilities employed in the agency. Each agency shall submit that plan to OPM within 60 days from the date of this Order.

Section 3. Judicial Review.

(a) This Order is intended only to improve the internal management of the executive branch and is not intended to, nor does it create any right or benefit, substantive or procedural, enforceable at law or equity by a party against the United States, its agencies, its officers, its employees, or any person.

(b) This Order shall not be construed to create any right to judicial review involving the compliance or noncompliance of the United States, its agencies, its officers, its employees, or any other person with this Order.

PROPOSED WHITE HOUSE ANNOUNCEMENT ON INCREASING THE FEDERAL GOVERNMENTS' HIRING OF PEOPLE WITH DISABILITIES

*we're losing
people in
the significant
issue!*

Objectives:

- To set a realistic "stretch" goal to increase the number of persons with disabilities hired by Federal department and agencies.
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*HHS, DOC, DoD
USDA, DOE
DOJ, EEOC
OPM, OMB
Task Force*

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HOW MANY OF THE 100,000 SHOULD BE PEOPLE WITH TARGETED DISABILITIES?

OPTIONS

1. 12,800 (1.2% of all hires, 60% increase) . . . same 60% increase as overall goal
2. 20,000 (1.8% of all hires, 150% increase) ~~2~~
3. 25,000 (2.3% of all hires, 220% increase) ✓
4. 40,000 (3.7% of all hires, 400% increase)
5. 50,000 (4.6% of all hires, 525% increase)

NOT BE SPECIFIC about 25,000

Based on Where-to-work goal.