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National Task Force on Employment of Adults with Disabilities

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Presidential Documents

Title 3—

Executive Order 13078 of March 13, 1998

The President

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, telecommunications, 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.



THE WHITE HOUSE,
March 13, 1998.



Presidential Task Force On Employment of Adults With Disabilities *Put Ability to Work*

[\[What's New\]](#) [\[Site Map\]](#) [\[About the Task Force\]](#) [\[Task Force Activities\]](#)
[\[Task Force Newsroom\]](#) [\[Links\]](#) [\[Contact the Task Force\]](#)

Welcome to the Website of the Presidential Task Force on Employment of Adults with Disabilities!



Our mission 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. Through our website, we will try to keep the American people informed of our activities and our progress toward fulfilling this mandate. We welcome your comments and ideas as contributions to this process. Scroll down to see what our site has to offer, or click on one of the choices offered above this message.

Rebecca ("Becky") L. Ogle
Executive Director, Presidential Task Force on Employment of Adults with Disabilities

Task Force Chair and Secretary of Labor Alexis M. Herman was interviewed for the May 24 issue of Business Week.

[\[Link to the interview on the Business Week site.\]](#)

Contents of the Task Force's Website (Click on a page's title to go to that page.)

- [\[What's New for July, 2000\]](#)
Want to find out about recent and upcoming Task Force events? Maybe we are coming to your area for a town meeting. Perhaps you are interested in working for the Task Force? Go see What's New!
- [\[Site Map\]](#)
Browse through a list of all of the pages on this site. Click on any page to go there.
- [\[About the Task Force\]](#)
Read about the mission and history of the Task Force, meet our members and staff, and learn a little about the many people contributing to the work of our committees.
- [\[Task Force Activities\]](#)
Keep track of Task Force meetings and read the annual reports to the President.
- [\[Task Force Newsroom\]](#)
Press releases, speeches, and other public information items relevant to the Task Force's mission are available in this area.
- [\[Links\]](#)
Interested in visiting other sites that provide information on employing people with disabilities?

We offer a list here of Federal, government-sponsored, and non-profit organizations that can provide you with valuable information.

- **[Contact the Task Force]**

Interested in contacting us with questions, suggestions or comments? You can always go to this page to see how.

Presidential Task Force on Employment of Adults with Disabilities
U.S. Department of Labor, 200 Constitution Avenue, NW, Suite S-2220
Washington, DC 20210

Telephone numbers: Voice (202) 693-4939; TTY (202) 693-4920; Fax (202) 693-4929

E-mail: ptfead@dol.gov.

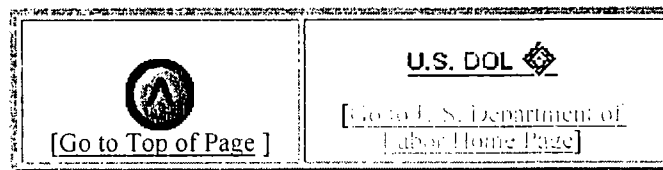
The Presidential Task Force on Employment of Adults with Disabilities welcomes your comments and input; unfortunately, we are unable to provide direct assistance with respect to individual job placement, allegations of discrimination, etc. Please refer to one of the websites listed in our Links area for help in these or other areas.

For more information on the disability-related initiatives at the Department of Labor, visit the **disAbility Online** site, sponsored by the Employment and Training Administration.

[Link to disAbility Online.]

Many thanks to the U.S. Department of Labor for hosting this site. Please take a look at their disclaimer by clicking on the following link: [\[Go to the Department of Labor Disclaimer!\]](#)

Last updated on June 28, 2000.



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About the Task Force

Presidential Task Force on Employment of Adults with Disabilities

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[\[Task Force Fact Sheet\]](#) [\[Executive Order\]](#) [\[Task Force Members\]](#) [\[Committees\]](#) [\[Task Force Staff\]](#)
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Last Updated: November 29, 1999

Want to know more about the Task Force? What is our mission? Who are we? You are in the right place!

This area contains the following pages that provide information on the origin, mission and accomplishments of the Task Force. You can also discover more about the members, staff and committees of the Task Force. Click on a page's title (in the brackets []) to go to that page.

[\[Task Force Fact Sheet\]](#)

A brief overview of the Task Force.

[\[Executive Order 13078\]](#)

The President's order creating the Task Force.

[\[Task Force Members\]](#)

A roster of the members of the Task Force. Click on a name to see a picture!

[\[Task Force Committees\]](#)

We have seven working groups to develop policy initiatives for specific issue areas.

[\[Task Force Staff\]](#)

A roster of the permanent staff of the Task Force.

[\[Milestones\]](#)

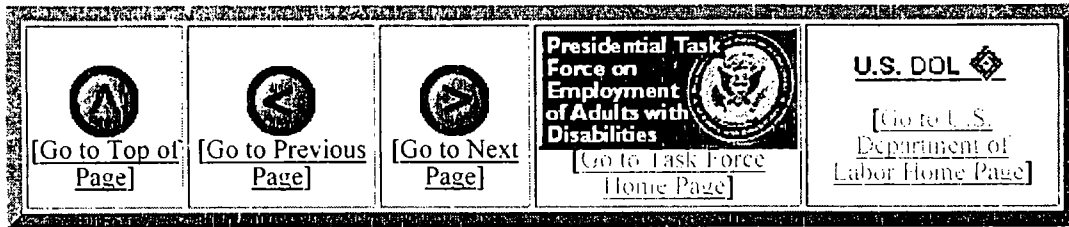
See a summary of the Task Force's accomplishments thus far.

[\[Job Opportunities at the Task Force\]](#)

Interested in a position on the Task Force's staff? Look here for any vacant positions.

[\[Frequently Asked Questions\]](#)

We receive many inquiries about the Task Force. On this page, we have assembled some of the more common questions with their answers.



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Task Force Fact Sheet

Presidential Task Force on Employment of Adults with Disabilities

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A Task Force Fact Sheet

The Presidential Task Force on the 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 the establishment of the Presidential Task Force on the Employment of Adults with Disabilities."

Equal and Accessible Employment for Adults with Disabilities

On March 13, 1998, President Clinton signed into law Executive Order 13078, establishing the Presidential Task Force on the Employment of Adults with Disabilities. The mandate of the Task Force is 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. Some of the areas the Task Force will review include: reasonable accommodations, inadequate access to health care, lack of consumer-driven, long-term supports and services, transportation, accessible and integrated housing, telecommunications, assistive technology, community services, child care, education, vocational rehabilitation, training services, employment retention, promotion and discrimination, on-the-job supports, and economic incentives to work.

The President appointed Alexis M. Herman, U. S. Department of Labor Secretary, to serve as Chair of the Task Force, and Tony Coelho, Chair of the President's Committee on Employment of People with Disabilities, to serve as Vice Chair. The Task Force is comprised of 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 Chair of the Federal Communications Commission, the Chairperson of the National Council on Disability, and the Chair of the President's Committee on Employment of People with Disabilities. This year, the Secretary of Housing and Urban Development, the Secretary of the Interior, the Secretary of Agriculture and the Attorney General of the Department of Justice are joining the Task Force, bringing the number of cabinet-level and other agencies to eighteen.

The Task Force will implement an aggressive national public policy review and provide the President with recommendations on actions that can be taken to advance the employment of adults with disabilities, including legislative proposals, regulatory changes, and program and budget initiatives. Many of these initiatives, including the ticket to Work and Work Incentives Improvement Act of 1999,

and the budget proposal to create a new Office of Disability Policy, Evaluation and Technical Assistance within the Department of Labor, are detailed in the Task Force's November 15, 1999 report to the President. [\[Link to the 1999 Report.\]](#) The members of the Task Force have joined together with the President in his commitment to ensure that these national initiatives identified through these collaborative efforts receive high priority within their respective departments and agencies. Executive Order 13078 mandates the most comprehensive national public policy review to date with the goal of increasing the employment of adults with disabilities.

The Task Force is working through six federal interagency committees and one subcommittee. The committees, composed of senior officials from multiple federal departments and agencies, meet regularly for the purpose of developing recommendations for change in many areas, including employment opportunities for youth, civil rights, health care, life long learning, and self-employment and entrepreneurship.

The Task Force issued its initial report to the President by November 15, 1998. [\[Link to the 1998 report.\]](#) and a second report on November 15, 1999 [\[Link to the 1999 Report.\]](#) There will also be reports to the President on November 15, 2000 and a final report on July 26, 2002, the 10th anniversary of the effective date of the employment provisions of the Americans with Disabilities Act of 1990. The reports will describe the actions taken by, and progress of, each member of the Task Force in carrying out the mandate of the Executive Order.

Actions Mandated by the Executive Order

In addition to the broader mandate to evaluate existing federal programs to determine what changes, modifications, and innovations may be necessary, Section 2 of Executive Order 13078 directs certain agencies to take particular steps to increase the employment of adults with disabilities.

First, the Task Force will help ensure that the Federal Government does its part to employ adults with disabilities. By November 15, 1998, the Office of Personnel Management, the Department of Labor, and the Equal Employment Opportunity Commission will submit to the Task Force a review of Federal Government personnel laws, regulations, and policies and, as appropriate, will recommend or implement changes necessary to improve Federal employment policy for adults with disabilities. This review will include personnel practices and actions such as: hiring, promotion, benefits, retirement, workers' compensation, retention, accessible facilities, job accommodations, layoffs, and reductions in force. Also, an evaluation of whether a single governmental entity or program should be established to provide computer and electronic accommodations for Federal employees with disabilities.

Second, the U.S. Departments of Justice, Labor, Education, and Health and Human Services will 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. This will give individuals with disabilities and their families the opportunity to realize the full promise of welfare reform by having an equal opportunity for employment.

Third, the U.S. Departments of Education, Labor, Commerce, and Health and Human Services, Small Business Administration, and the President's Committee on Employment of People with Disabilities will 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, will 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. 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.

Fourth, the U.S. Departments of Justice, Education, and Labor, the Equal Employment Opportunity

Commission, and the Social Security Administration will 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.

Fifth, the U.S. Department of Labor's Bureau of Labor Statistics and the Department of Commerce's Bureau of the Census, in cooperation with the U. S. Departments of Education and Health and Human Services, the National Council on Disability, and the President's Committee on Employment of People with Disabilities will, 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 will be published on as frequent basis as possible.

Finally, the Task Force will analyze youth related employment programs administered at the U.S. Department of Labor, Department of Education and the Social Security Administration. It will include the review of Special Education & Vocational rehabilitation, school-to-work transition, vocational education, work incentives and other programs, as they may be determined.

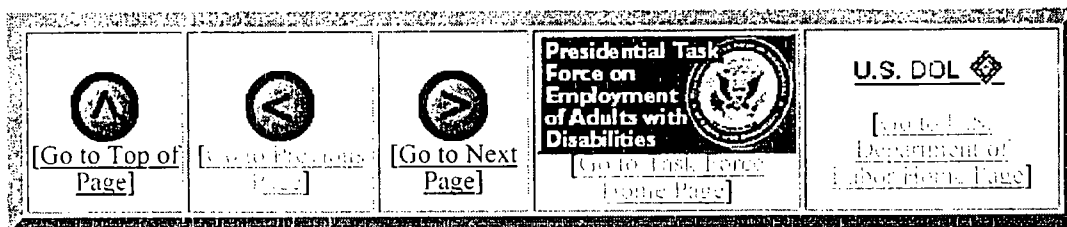
For More Information

For more information contact the Task Force at:
Presidential Task Force on Employment of Adults with Disabilities
U.S. Department of Labor
200 Constitution Avenue, NW, Suite S-2220
Washington, DC 20210.

Telephone numbers:
Voice (202) 693-4939;
TTY (202) 693-4920;
Fax (202) 693-4929.

Website: [http://www.dol.gov/dol/_sec/public/programs/ptfead/main.htm].

E-mail address: ptfead@dol.gov.



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The Members of the Task Force

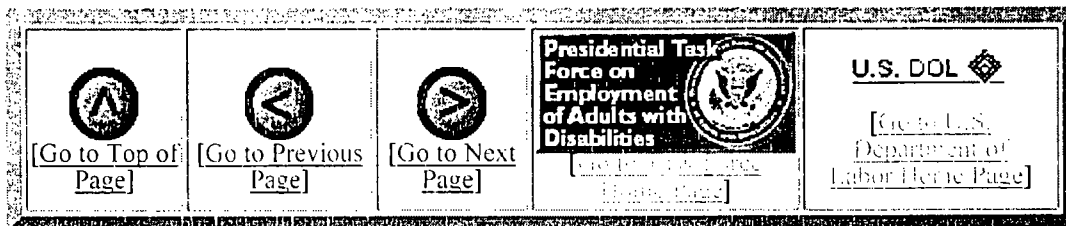
Presidential Task Force on Employment of Adults with Disabilities

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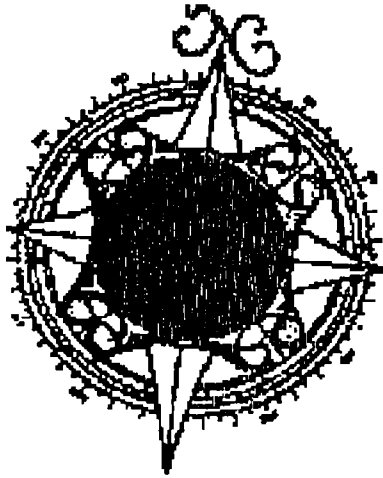
Click on the name of any Task Force member to see a picture of the member.

[\[Alexis M. Herman\]](#), Chair, Secretary of Labor.
[\[Tony Coelho\]](#), Vice Chair, Chairman of the President's Committee on Employment of People with Disabilities.
[\[Richard W. Riley\]](#), Secretary of Education.
[\[Togo D. West, Jr.\]](#), Secretary of Veterans Affairs.
[\[Donna E. Shalala\]](#), Secretary of Health and Human Services.
[\[Kenneth S. Apfel\]](#), Commissioner of the Social Security Administration.
[\[Lawrence H. Summers\]](#), Secretary of the Treasury.
[\[William M. Daley\]](#), Secretary of Commerce.
[\[Rodney E. Slater\]](#), Secretary of Transportation.
[\[Andrew M. Cuomo\]](#), Secretary of Housing and Urban Development
[\[Bruce Babbitt\]](#), Secretary of the Interior
[\[Dan Glickman\]](#), Secretary of Agriculture
[\[Janet Reno\]](#), Attorney General
[\[Janice R. Lachance\]](#), Director of the Office of Personnel Management.
[\[Aida Alvarez\]](#), Administrator of the Small Business Administration.
[\[Ida L. Castro\]](#), Chair of the Equal Employment Opportunity Commission.
[\[William E. Kennard\]](#), Chair of the Federal Communications Commission.
[\[Marca Bristo\]](#), Chair of the National Council on Disability.



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Re-charting the Course

**First Report of the
Presidential Task Force
on Employment
of Adults with Disabilities**

**Presented
to the
President of the
United States**

November 15, 1998

Re-charting the Course

**A Report of the
Presidential Task Force on
Employment of Adults with Disabilities.
Produced pursuant
to Executive Order No. 13078.**

Printed November 1998

Copies of this report are available from the Presidential Task Force on Employment of Adults with Disabilities website <http://www.dol.gov>. The Task Force is located at 200 Constitution Avenue, NW, Room S2312; Washington, D.C. 20210; 202.219.6081 (V); 202.219.0012 (TTY); 202.219.6523 (Fax).

Any modification(s) made to this report, or material contained in this report, must be specified clearly, along with a description of the modification(s). Notice of modification(s) must be displayed prominently and must contain, if applicable, a notice that the modification(s) may compromise the validity and reliability of the conclusions or data in this report.

This report is a product of the Presidential Task Force on Employment of Adults with Disabilities. Portions of the report were produced by the Independent Living Research Utilization (ILRU) program at 2323 S. Shepherd, Suite 1000, Houston, TX 77019. (<http://www.ilru.org>)



Presidential Task Force on the Employment of Adults with Disabilities

On March 13, President William J. Clinton signed an Executive Order which created a Presidential Task Force on Employment of Adults with Disabilities. The President named Secretary of Labor Alexis Herman to Chair the Task Force, and appointed Tony Coelho, Chairman of the President's Committee on Employment of People with Disabilities, as the Vice-Chair.

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. Key components of the task force's mission include analyzing existing programs and policies to determine what changes, modifications and innovations may be necessary to remove barriers to work, developing and recommending options to address health insurance coverage, analyzing youth programs related to employment and the outcomes of those programs for young people with disabilities, and evaluating whether federal studies related to employment and training can and should include a statistically significant sample of adults with disabilities.

Task Force members include the Secretary of Education, the Secretary of Veterans Affairs, the Secretary of Health and Human Services, the Commissioner of the Social Security Administration, the Administrator of the Small Business Administration, the Chair of the Equal Employment Opportunity Commission, and the Chair of the National Council on Disability. The President urged federal agencies to move swiftly in beginning the work outlined in the Order. Several interim reports are called for in the Executive Order, and the final report is due July 26, 2002, the 10th anniversary of the initial implementation of the employment provisions of the Americans with Disabilities Act. For additional information, contact PTFEAD staff at 200 Constitution Avenue, NW, Room S2312, Washington, D.C. 20210; 202.219.6081 (V), 202.219.0012 (TTY), 202.219.6523 (Fax); www.dol.gov

Staff of the Presidential Task Force on Employment of Adults with Disabilities

Rebecca L. Ogle, Executive Director

Howard Moses, U.S. Department of Education, Office of Special Education and Rehabilitation
Services--Deputy Assistant Secretary

Lori Peterson, Administrative Assistant

Kathleen M. Coleman, Environmental Protection Agency, Office of General Counsel

Randy Cooper, Department of Labor, Employment Standards Administration, Office of Federal Contract
Compliance Programs

Bob Goldstraw, Social Security Administration, Office of Operations

Linda D. Kontnier, Department of Labor, Employment Training Administration

William R. McKinnon, Commander, Public Health Service, Department of Health and Human Services,
Substance Abuse and Mental Health Services Administration, Center for Mental Health Services

Linda L. Wang, Office of Personnel Management, Office of Executive Resources



The following letter to the President about his initiative to establish the Presidential Task Force on Employment of Adults with Disabilities reflects the concerns of many Americans with disabilities and their families about the employment status of people with disabilities in the United States today. It provides a meaningful challenge to the Task Force and a fitting introduction to this report.

Barbara Lederman
East Brunswick, NJ
March 27, 1998

President Bill Clinton
1600 Pennsylvania Avenue
Washington, DC 20500

Dear President Clinton,

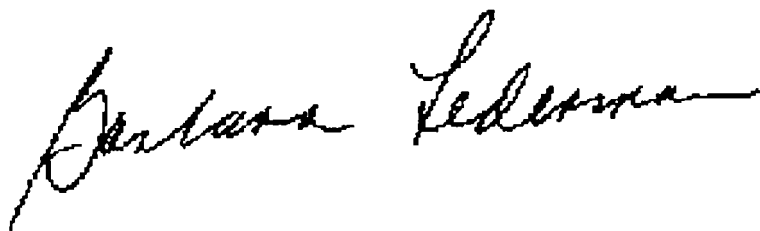
I am writing you regarding the Executive Order that you signed on March 13, 1998, that created the Presidential Task Force on Employment of Adults with Disabilities. I would like you to instruct the disability experts working on this Task Force to address the issue regarding FAIR and ADEQUATE wages. I have a son who is disabled and wants to work more than anything in this world. Because he cannot earn more than \$500 per month before he loses his disability check, he cannot earn a salary that will allow him to live a decent life and get off Rental Assistance and Food Stamps.

The way the law is now, it completely takes away all motivation to work. It took months and months before he got this job because of the lack of job placement services.

The Americans with Disabilities Act has paved the way in the workplace, but you need to do more to encourage the disabled community to work. Who can live on \$500 per month? Certainly no one from the northeast. Finding a job is such a complicated and hard issue that one soon thinks he is a loser for life.

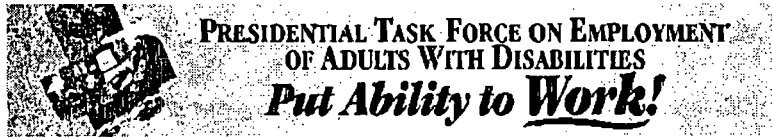
Please see what you can do to raise the standard of living for the disabled to a level that will enable them to work and have some self esteem.

Yours truly,

A handwritten signature in cursive script, reading "Barbara Lederman". The signature is written in dark ink on a white background. To the right of the signature is a vertical line.

Barbara Lederman

cc: Senator Lautenberg
Senator Torricelli
Congressman Pappas



The President William Jefferson Clinton
The White House
Washington, D.C. 20500

Dear Mr. President:

For the Task Force Members and Staff, we respectfully and proudly submit to you this report entitled *Re-charting the Course: The First Report from the Presidential Task Force on Employment of Adults with Disabilities*, as mandated by Executive Order 13078. This report is the first product of a tremendous amount of hard work that is underway by dedicated members of the multi-agency Task Force and an extremely talented staff led by Rebecca Ogle, Executive Director. The work documented in this report is a direct result of the spirit of cooperation and collaboration, which is precisely what the Executive Order mandates.

When you signed Executive Order 13078 into law on March 13, 1998, you charged the Task Force with an enormous responsibility with critical consequences. As you have often stated concerning adults with disabilities, "Our nation cannot afford to waste this vast and only partially tapped source of knowledge, skills, and talent." We concur and recognize that the barriers to employment for adults with disabilities have resisted elimination for decades.

Task Force Work Groups early findings consistently depict that the only viable way to eliminate the barriers to employment for adults with disabilities is through a bold, deliberate and thorough strategy. Change has to begin in the federal arena first. As the CEO of the world's largest employer, you can challenge our inherently paternalistic policies for individuals with disabilities that have undoubtedly created enormous barriers to employment. It is through your actions that a new course will be re-charted not only in the federal government but throughout the nation.

Individuals with disabilities recognize and demand the right to economic independence and will no longer tolerate the pervasive systemic, political barriers that prevent their achieving this goal. This report provides a beginning point to create and execute sweeping changes from paternalism to employability, from attitude of inability to ability and from exclusion to meaningful inclusion. Your actions will tap that vast source of knowledge, skill and talent in adults with disabilities.

For the Task Force Members and staff, we wish to applaud you for your sincere commitment to move an agenda for the 21st that will include a labor force for all Americans with and without disabilities. We thank you for your ongoing and substantial support in this endeavor.

Sincerely yours,

Alexis M. Herman
Secretary of Labor and Chair,
Presidential Task Force on
Employment of Adults with
Disabilities

Tony Coelho
Vice-Chair
Presidential Task Force
on Employment of Adults
with Disabilities

Dedication

Dedicated to all working-age Americans with disabilities, whose relentless pursuit of equality, justice, and the basic right to work, has inspired this first report.



Acknowledgments

The Presidential Task Force members and staff acknowledge the invaluable assistance of the participants of Section 2 work groups. Individual representatives of these groups are listed in Appendix A with their respective work group summaries. We appreciate their input and look forward to fully reviewing the summaries and options that have been provided.

In addition, the following individuals have provided support, encouragement, and technical assistance in ways too numerous to mention: Seth Harris, Senior Advisor to Alexis Herman, Secretary of Labor; Gary Reed, Office of Program Economics within the Office of the Assistant Secretary of Policy at Department of Labor; and Michael Grant, Executive Secretary, Senior Advisor to Alexis Herman, Secretary of Labor. We also want to thank Thomas Hale, Economist at the Bureau of Labor Statistics at the Department of Labor, for his invaluable expertise and guidance.

We want to thank Richard McGahey, Assistant Secretary of Policy at the Department of Labor, for graciously sharing valuable office space with the Task Force staff.

We are most grateful to the Immediate Office of the Secretary; the Office of the Deputy Secretary and the Office of the Assistant Secretary of Policy at the Department of Labor. Your patience and guidance have proven invaluable over the course of the last eight months.

We must extend a recognition of special thanks to the following individuals within the Office of the Assistant Secretary of Policy at the Department of Labor for their constant willingness and kindness in their daily interactions with our burgeoning Task Force needs: Barbara Bingham, Ximena Brown, Roxanna Bullock, Elena Carr, Daniel Claflin, Karlyn Davis, David Demers, David Dickerson, Mario DiStasio, Roland Droitsch, Michelle Edwards, Kathleen Franks, Terry Fryer, Ronald Harris, Pamela Hayes, Paul Hylind, Jim Jones, Jean King, Paul Richman, Ruth Samardick, Emily Sheketoff, Fred Siskind, Charlotte Toney, and Erikka Washington.

We are indebted for the time, energy, and support from the Office of the Vice President, National Economic Council, the Domestic Policy Council and the Office of Management and Budget in the Executive Office of the President. Your support and guidance is critical to the success of the overall mission of the Task Force.

Finally, there have been others, too numerous to mention, that have contributed to the overall mission, vision, and daily work of the Task Force. It would be impossible to list each and every individual and group. To all--we thank you, and to that special friend and advisor, we are forever indebted for your help.

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Executive Order 13078

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, telecommunications, 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

**Members of the
Presidential Task Force
on Employment of Adults with Disabilities**

Alexis Herman
Chair
Secretary of Labor

Tony Coelho
Vice Chair
Chairman of the President's Committee on
Employment of People with Disabilities

Richard Riley
Secretary of Education

Togo D. West, Jr.
Secretary of Veterans Affairs

Donna Shalala
Secretary of Health and Human Services

Ken Apfel
Commissioner of the Social
Security Administration

Robert Rubin
Secretary of the Treasury

William Daly
Secretary of Commerce

Rodney Slater
Secretary of Transportation

Janice R. Lachance
Director of the Office of
Personnel Management

Aida Alvarez
Administrator of the
Small Business Administration

Ida L. Castro
Chair of the Equal Employment
Opportunity Commission

Marca Bristo
Chair of the
National Council on Disability

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:

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WILLIAM J. CLINTON

THE WHITE HOUSE,
March 13, 1998.

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