

# 2016 Current Fiscal Year Report: Advisory Committee on Increasing Competitive Integrated Employment For Individuals with Disabilities

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|  |                              |
|--|------------------------------|
| <b>1. Department or Agency</b>   | <b>2. Fiscal Year</b>        |
| Department of Labor  | 2016                         |
| <b>3. Committee or Subcommittee</b>  | <b>3b. GSA Committee No.</b> |
| Advisory Committee on Increasing Competitive Integrated Employment For Individuals with Disabilities | 2512                         |

|   |                           |                                 |                              |
|---|---------------------------|---------------------------------|------------------------------|
| <b>4. Is this New During Fiscal Year?</b> | <b>5. Current Charter</b> | <b>6. Expected Renewal Date</b> | <b>7. Expected Term Date</b> |
| No  | 09/15/2014                | 09/15/2016                      | 09/15/2016                   |

|   |   |                             |
|---|---|-----------------------------|
| <b>8a. Was Terminated During Fiscal Year?</b> | <b>8b. Specific Termination Authority</b> | <b>8c. Actual Term Date</b> |
| Yes   | WIOA Section 461                          | 09/15/2016                  |

|  |   |                                  |
|--|---|----------------------------------|
| <b>9. Agency Recommendation for Next Fiscal Year</b> | <b>10a. Legislation Req to Terminate?</b> | <b>10b. Legislation Pending?</b> |
| Terminate  | Yes                                       | Enacted                          |

**11. Establishment Authority** Statutory (Congress Created)

|   |                           |                           |                           |
|---|---------------------------|---------------------------|---------------------------|
| <b>12. Specific Establishment Authority</b>       | <b>13. Effective Date</b> | <b>14. Committee Type</b> | <b>14c. Presidential?</b> |
| WIOA Section 461 / Rehabilitation Act Section 609 | 07/22/2014                | Ad hoc                    | No                        |

WIOA Section 461 /

Rehabilitation Act Section 609

**15. Description of Committee** National Policy Issue Advisory Board

**16a. Total Number of Reports** 1

|                         |                     |
|-------------------------|---------------------|
| <b>16b. Report Date</b> | <b>Report Title</b> |
| 09/15/2016              | Final Report        |

**Number of Committee Reports Listed:** 1

17a. 5 17b. Closed0 17c. Partially Closed0 Other Activities37 17d. Total42  
Open

## Meetings and Dates

|                                     | Purpose  | Start      | End        |
|-------------------------------------|--|------------|------------|
|                                     | Report out by Subcommittees on the status on their chapters; presentations by parents of students with disabilities.                                   | 10/14/2015 | 10/15/2015 |
|                                     | Subcommittee report outs; discussion of structure of Final Report.   | 01/27/2016 | 01/28/2016 |
|                                     | Report outs on draft recommendations for the Final Report; Pathways to Careers panel; Remarks by Deputy Secretary Chris Lu.                            | 04/27/2016 | 04/28/2016 |
|                                     | Report outs on Final Report chapters; presentation on Disability Service Provider capacity; Panel on Competitive Integrated Employment Success stories | 07/20/2016 | 07/21/2016 |
|                                     | Approval of Final Report   | 08/29/2016 | 08/29/2016 |
|                                     | Debrief on Interim report; discussion on how to consolidate recommendations for Final Report   | 11/23/2015 | 11/23/2015 |
| [Building Local and State Capacity] | Presentation by John O'Brien on new HBCS regs  | 12/11/2015 | 12/11/2015 |
| [Building Local and State Capacity] | Discussion of revised, draft recommendations for January full Committee meeting  | 01/15/2016 | 01/15/2016 |
| [Building Local and State Capacity] | Subcommittee discussion on recommendations for Final Report  | 02/18/2016 | 02/18/2016 |
| [Building Local and State Capacity] | Discussion of final Recommendations -- how best to improve CIE   | 03/07/2016 | 03/07/2016 |
| [Building Local and State Capacity] | Panel on building provider capacity  | 03/31/2016 | 03/31/2016 |
| [Building Local and State Capacity] | Discussion of complexity subcommittee edits on data collection recommendations   | 04/04/2016 | 04/04/2016 |
| [Building Local and State Capacity] | Discussion of recommendation # 3 involving funding streams from CMS  | 04/21/2016 | 04/21/2016 |

|  |   |                         |
|--|---|-------------------------|
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Prep for full October Committee meeting   | 10/05/2015 - 10/05/2015 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Initial discussion of consolidating Interim Report recommendations for Final Report   | 10/27/2015 - 10/27/2015 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Discussion of CIE as a civil right; brainstorming for possible recommendation for Final Report  | 11/09/2015 - 11/09/2015 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Discussion of recommendations from Center for Medicaid Services   | 11/23/2015 - 11/23/2015 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Report out by Committee members on recommendations directed at various Federal agencies   | 12/15/2015 - 12/15/2015 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Discussion of cross subcommittee work with selected members of the Marketplace Committee  | 01/08/2016 - 01/08/2016 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Subcommittee prep for report out at full Committee meeting on 1/27-28   | 01/19/2016 - 01/19/2016 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Discussion of recommendations for Final Report  | 02/22/2016 - 02/22/2016 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Updates from SME on status of drafting of final Recommendations; additional discussion on members thoughts on areas subcommittee may have missed. | 03/07/2016 - 03/07/2016 |

|  |   |                         |
|--|---|-------------------------|
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Detailed review of language of draft recommendations prepared by SME.   | 03/21/2016 - 03/21/2016 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Prep for upcoming full Committee meeting  | 04/04/2016 - 04/04/2016 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Additional discussion and refining of Final recs  | 04/11/2016 - 04/11/2016 |
| [Complexity and Needs in Delivering Competitive Integrated Employment] | Report outs on phone calls with other members of the Committee on cross-cutting recommendations. Additional review and discussion of final recommendations. | 05/16/2016 - 05/16/2016 |
| [Marketplace Dynamics]   | Discussion of areas of focus for the Final Report   | 10/08/2015 - 10/08/2015 |
| [Marketplace Dynamics]   | Presentation on Health Care as High Growth industry   | 11/04/2015 - 11/04/2015 |
| [Marketplace Dynamics]   | Second presentation on health care as a high growth industry  | 11/23/2015 - 11/23/2015 |
| [Marketplace Dynamics]   | Presentation by PepsiCo on disability hiring  | 12/18/2015 - 12/18/2015 |
| [Marketplace Dynamics]   | Presentation on OFCCP rules and discussion of upcoming full committee meeting   | 01/11/2016 - 01/11/2016 |
| [Marketplace Dynamics]   | Presentation on tax credits for business employing people with disabilities   | 02/16/2016 - 02/16/2016 |
| [Marketplace Dynamics]   | Presentation by Steve Mendelson, J.D., on tax credit opportunities for businesses employing people with disabilities  | 02/22/2016 - 02/22/2016 |
| [Marketplace Dynamics]   | Presentation on health care as a high growth industry   | 03/02/2016 - 03/02/2016 |
| [Marketplace Dynamics]   | Discussion of recommendations for Final Report  | 03/22/2016 - 03/22/2016 |
| [Marketplace Dynamics]   | Final review and discussion of recommendations prior to full committee meeting  | 04/04/2016 - 04/04/2016 |

|                         |  |                         |
|-------------------------|--|-------------------------|
| [Transition to Careers] | Subcommittee discussion of recommendations from Interim Report. Discussion of survey of subcommittee members on recommendations. | 10/02/2015 - 10/02/2015 |
| [Transition to Careers] | Conference call/Meeting with Representatives from Dept of Ed's Office of Special Education Prpgrams                              | 11/04/2015 - 11/04/2015 |
| [Transition to Careers] | Presentation by John Butterworth to group on transition data collection  | 12/16/2015 - 12/16/2015 |
| [Transition to Careers] | Report outs by subcommittee members on the recommendations; prep for full Committee meeting                                      | 01/12/2016 - 01/12/2016 |
| [Transition to Careers] | Discussion of Draft recs for Final Report  | 03/23/2016 - 03/23/2016 |
| [Transition to Careers] | Additional discussion on draft recs for Final Report   | 04/04/2016 - 04/04/2016 |

#### Number of Committee Meetings Listed: 42

|   | Current FY   | Next FY |
|---|--------------|---------|
| <b>18a(1). Personnel Pmts to Non-Federal Members</b>                  | \$0.00       | \$0.00  |
| <b>18a(2). Personnel Pmts to Federal Members</b>                      | \$40,000.00  | \$0.00  |
| <b>18a(3). Personnel Pmts to Federal Staff</b>                        | \$250,000.00 | \$0.00  |
| <b>18a(4). Personnel Pmts to Non-Member Consultants</b>               | \$532,553.00 | \$0.00  |
| <b>18b(1). Travel and Per Diem to Non-Federal Members</b>             | \$37,906.00  | \$0.00  |
| <b>18b(2). Travel and Per Diem to Federal Members</b>                 | \$0.00       | \$0.00  |
| <b>18b(3). Travel and Per Diem to Federal Staff</b>                   | \$0.00       | \$0.00  |
| <b>18b(4). Travel and Per Diem to Non-member Consultants</b>          | \$13,000.00  | \$0.00  |
| <b>18c. Other(rents,user charges, graphics, printing, mail, etc.)</b> | \$16,523.00  | \$0.00  |
| <b>18d. Total</b>   | \$889,982.00 | \$0.00  |

**19. Federal Staff Support**

2.50 0.00

**Years (FTE)****20a. How does the Committee accomplish its purpose?**

The Committee established on September 15, 2014 pursuant to section 609 of the Rehabilitation Act of 1973, as amended by section 461 of Workforce innovation and Opportunity Act (WIOA), relied on 7 federal members and approximately 15-17 representatives appointed by the Secretary of Labor representing statutorily designated constituencies, to develop and prepare its recommendations to the Secretary. As required by law, the Committee met no less than eight times, or approximately four times per year. The Committee was required to submit an interim report no later than September 15, 2015 and a final report no later than September 15, 2016. The Committee's recommendations were informed by significant input from not only the Committee members, but experts and stakeholders in the field and the general public. The Committee issued its interim and final reports on time.

**20b. How does the Committee balance its membership?**

The statute provided for a balance of members from Federal agencies and identified constituent groups. The Committee had a balanced membership plan to ensure a it is fairly balanced. Factors that were considered include i) the Committee's mission; ii) the geographic, ethnic, social and economic impact of the Committee's recommendations; iii) the types of specific perspective required by Section 609 of the Rehabilitation Act of 1973, as amended by section 461 of WIOA, as noted above; iv) the need to obtain divergent viewpoints; and v) the relevance

of State, local or tribal governments to the Committee recommendations. To the extent permitted by FACA and other laws, Committee membership was also consistent with achieving the greatest impact, scope, and credibility among diverse stakeholders. The diversity in such membership included, but was not limited to, race, gender, disability, sexual orientation, and gender identity.

**20c. How frequent and relevant are the Committee Meetings?**

Estimated Number of Meetings per Year - 4 Total Meetings - 10. During FY 2016, meeting took place on roughly a quarterly basis.

**20d. Why can't the advice or information this committee provides be obtained elsewhere?**

The Committee was mandated under section 609 of the Rehabilitation Act of 1973, as amended by section 461 of WIOA. Increasing competitive integrated employment opportunities for people with intellectual, developmental, and significant disabilities can ensure that they are more fully included in our workplaces and communities, and have the opportunity to succeed in fulfilling careers. Because the use of the certificate program carried out under Section 14(c) of the Fair Labor Standards Act can impact this goal, it was important to study and make recommendations on how it is used.

**20e. Why is it necessary to close and/or partially closed committee meetings?**

Not applicable.

**21. Remarks**

Due to the breadth of the committee's scope and the aggressive two-year timeline, the annual

operating cost for FY 16 exceeded the charter estimate.

## Designated Federal Officer

Jennifer Sheehy Deputy Assistant Secretary for  
Disability Employment Policy

| Committee Members | Start      | End        | Occupation  | Member Designation    |
|-------------------|------------|------------|---|-----------------------|
| Barkoff, Allison  | 12/24/2014 | 09/16/2016 | Director of Advocacy, Bazelon Center for Mental Health Law                      | Representative Member |
| Bishop, Aaron     | 12/24/2014 | 09/16/2016 | Commissioner, Administration on Intellectual and Developmental Disabilities     | Ex Officio Member     |
| Brett, James      | 05/08/2015 | 09/16/2016 | President and CEO of the New England Council                                    | Representative Member |
| Brooke, Valerie   | 12/24/2014 | 09/16/2016 | Director of Training and Business Connections, Virginia Commonwealth University | Representative Member |
| Colvin, Carolyn   | 12/24/2014 | 09/16/2016 | Commissioner, Social Security Administration                                    | Ex Officio Member     |
| Coulson, Cesilee  | 12/24/2014 | 09/16/2016 | Executive Director, Washington Institute for Supported Employment               | Representative Member |
| Hancock, Sharyn   | 12/24/2014 | 09/16/2016 | Disability Resource Coordinator, Workforce Essentials, Inc.                     | Representative Member |
| Hendry, Patrick   | 12/24/2014 | 09/16/2016 | Senior Director of Consumer Advocacy, Mental Health America                     | Representative Member |
| Itzkowitz, Brian  | 12/24/2014 | 09/16/2016 | President & CEO, Goodwill Industries, Inc. Little Rock, AR                      | Representative Member |
| LaBreck, Janet    | 12/24/2014 | 09/16/2016 | Commissioner, Rehabilitation Services Administration                            | Ex Officio Member     |
| Landgraf, Rita    | 12/24/2014 | 09/16/2016 | Secretary, Delaware State Department of Health and Social Services              | Representative Member |
| Mank, David       | 12/24/2014 | 09/16/2016 | Director, Indiana Institute on Disability and Community                         | Representative Member |



|                     |            |            |   |                       |
|---------------------|------------|------------|---|-----------------------|
| McCulloh, Karen     | 12/24/2014 | 09/16/2016 | Owner, Karen McCulloh & Associates, Consulting  | Representative Member |
| McMahon, Christine  | 12/24/2014 | 09/16/2016 | President and CEO, FedCap<br>Senior Vice President, Human Resources/Community                 | Representative Member |
| Mondejar, Oswald    | 12/24/2014 | 09/16/2016 | Relations and Marketing and Communications, Partners Continuing Care                          | Representative Member |
| Moore, Ruby         | 12/24/2014 | 09/16/2016 | Executive Director, Georgia Advocacy Office   | Representative Member |
| Ne'eman, Ari        | 05/08/2015 | 09/16/2016 | President, Autistic Self Advocacy Network   | Representative Member |
| Pemberton, Steve    | 12/24/2014 | 09/16/2016 | Divisional Vice-President and Chief Diversity Officer, Walgreen Company                       | Representative Member |
| Perez, Santa        | 12/24/2014 | 09/16/2016 | Project Co-Director, Community Chest, Nevada Governor's Council on Developmental Disabilities | Representative Member |
| Pugh, Lisa          | 12/24/2014 | 09/16/2016 | Public Policy Coordinator, Wisconsin's Disability Policy Partnership                          | Representative Member |
| Schroeder, Frederic | 12/24/2014 | 09/16/2016 | Executive Director, National Rehabilitation Association                                       | Representative Member |
| Sheehy, Jennifer    | 02/21/2015 | 09/16/2016 | Acting Assistant Secretary, Office of Disability Employment Policy                            | Ex Officio Member     |
| Tavener, Marilyn    | 12/24/2014 | 09/16/2016 | Director, Centers for Medicare and Medicaid Services  | Ex Officio Member     |
| Weil, David         | 12/24/2014 | 09/16/2016 | Administrator, Wage and Hour Division   | Ex Officio Member     |
| Wu, Portia          | 12/24/2014 | 09/16/2016 | Assistant Secretary, Employment and Training Administration                                   | Ex Officio Member     |

**Number of Committee Members Listed: 25**

## Narrative Description

The Committee recommendations on how to improve opportunities

for individuals with intellectual or developmental or other individuals with significant disabilities in competitive integrated employment contributes to the achievement of: DOL's Strategic Goal 3: Promote fair and high-quality work environments and Strategic Objective 3.1: Break down barriers to fair and diverse workplaces and narrow wage and income inequality. Consequently, it supports ODEP's mission of promoting the increase in the number and quality of employment opportunities for people with disabilities in the U.S. labor market.

**What are the most significant program outcomes associated with this committee?**

Checked if  
Applies

|   |                                     |
|---|-------------------------------------|
| Improvements to health or safety                  | <input type="checkbox"/>            |
| Trust in government                               | <input type="checkbox"/>            |
| Major policy changes                              | <input checked="" type="checkbox"/> |
| Advance in scientific research                    | <input type="checkbox"/>            |
| Effective grant making                            | <input type="checkbox"/>            |
| Improved service delivery                         | <input checked="" type="checkbox"/> |
| Increased customer satisfaction                   | <input type="checkbox"/>            |
| Implementation of laws or regulatory requirements | <input checked="" type="checkbox"/> |
| Other   | <input type="checkbox"/>            |

**Outcome Comments**

Not applicable.

**What are the cost savings associated with this committee?**

Checked if Applies

|                            |                                     |
|----------------------------|-------------------------------------|
| None                       | <input type="checkbox"/>            |
| Unable to Determine        | <input checked="" type="checkbox"/> |
| Under \$100,000            | <input type="checkbox"/>            |
| \$100,000 - \$500,000      | <input type="checkbox"/>            |
| \$500,001 - \$1,000,000    | <input type="checkbox"/>            |
| \$1,000,001 - \$5,000,000  | <input type="checkbox"/>            |
| \$5,000,001 - \$10,000,000 | <input type="checkbox"/>            |
| Over \$10,000,000          | <input type="checkbox"/>            |

Cost Savings Other



### **Cost Savings Comments**

Not applicable

**What is the approximate Number of recommendations produced by this committee for the life of the committee?**

33

### **Number of Recommendations Comments**

The 33 recommendations were directed to Federal agencies, Congress and state and local leaders.

**What is the approximate Percentage of these recommendations that have been or will be Fully implemented by the agency?**

10%

### **% of Recommendations Fully Implemented Comments**

N/A

**What is the approximate Percentage of these recommendations that have been or will be Partially implemented by the agency?**

10%

### **% of Recommendations Partially Implemented Comments**

The Department will convene an inter-agency group to ensure that agencies work together to improve CIE outcomes.

**Does the agency provide the committee with feedback regarding actions taken to implement recommendations or advice offered?**

Yes ☒ No ☐ Not Applicable ☐

### **Agency Feedback Comments**

The three DOL Assistant Secretary level members of the Committee met with the Secretary to discuss the implementation of recommendations directed at DOL.

**What other actions has the agency taken as a result of the committee's advice or recommendation?**

Checked if Applies

|                                   |                          |
|-----------------------------------|--------------------------|
| Reorganized Priorities            | <input type="checkbox"/> |
| Reallocated resources             | <input type="checkbox"/> |
| Issued new regulation             | <input type="checkbox"/> |
| Proposed legislation              | <input type="checkbox"/> |
| Approved grants or other payments | <input type="checkbox"/> |
| Other                             | <input type="checkbox"/> |

### **Action Comments**

**Is the Committee engaged in the review of applications for grants?**

No

### **Grant Review Comments**

Not applicable for this reporting period.

**How is access provided to the information for the Committee's documentation?**

Checked if Applies

|                           |                                     |
|---------------------------|-------------------------------------|
| Contact DFO               | <input checked="" type="checkbox"/> |
| Online Agency Web Site    | <input checked="" type="checkbox"/> |
| Online Committee Web Site | <input checked="" type="checkbox"/> |
| Online GSA FACA Web Site  | <input type="checkbox"/>            |
| Publications              | <input type="checkbox"/>            |
| Other                     | <input type="checkbox"/>            |

### **Access Comments**

Not applicable for this reporting period.