

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

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1. Department or Agency	2. Fiscal Year	3b. GSA Committee No.
Department of Labor	2016	
3. Committee or Subcommittee		

Advisory Committee on Increasing Competitive Integrated Employment For Individuals with Disabilities	2512
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4. Is this New During Fiscal Year?	5. Current Charter	6. Expected Renewal Date	7. Expected Term Date
No	09/15/2014	09/15/2016	09/15/2016

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

9. Agency Recommendation for Next Fiscal Year	10a. Legislation Req to Terminate?	10b. Legislation Pending?
Terminate	Yes	Enacted

11. Establishment Authority Statutory (Congress Created)

12. Specific Establishment Authority	13. Effective Date	14. Committee Type	14c. Presidential?
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

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