

**U.S. Department of Education
Office of the Chief Information Officer**

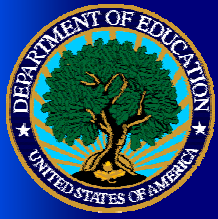


*People With Disabilities in the
Federal Workforce*

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Representation of People with Disabilities



- **The representation of people with disabilities in Federal Executive Branch agencies was 7.2 percent (127,000) of the workforce in 1997...**

... despite a decline of approximately 346,000 employees in Federal civilian employment between September 1992 (2,176,000) and September 1997 (1,830,000).

- *Source: "People with Disabilities in the Federal Government" prepared by OPM, July 1998*



Distribution of employees with disabilities among federal agencies (1997)



•The agencies below employ approximately 55 percent of the federal workforce and 61 percent of the people with disabilities:

- Veterans Affairs
- Army
- Navy
- Air Force
- Treasury

•The Department of Veterans Affairs employs 20,561 people with disabilities. This represents 8.5 percent of their workforce.

•Source: "People with Disabilities in the Federal Government" prepared by OPM, July 1998



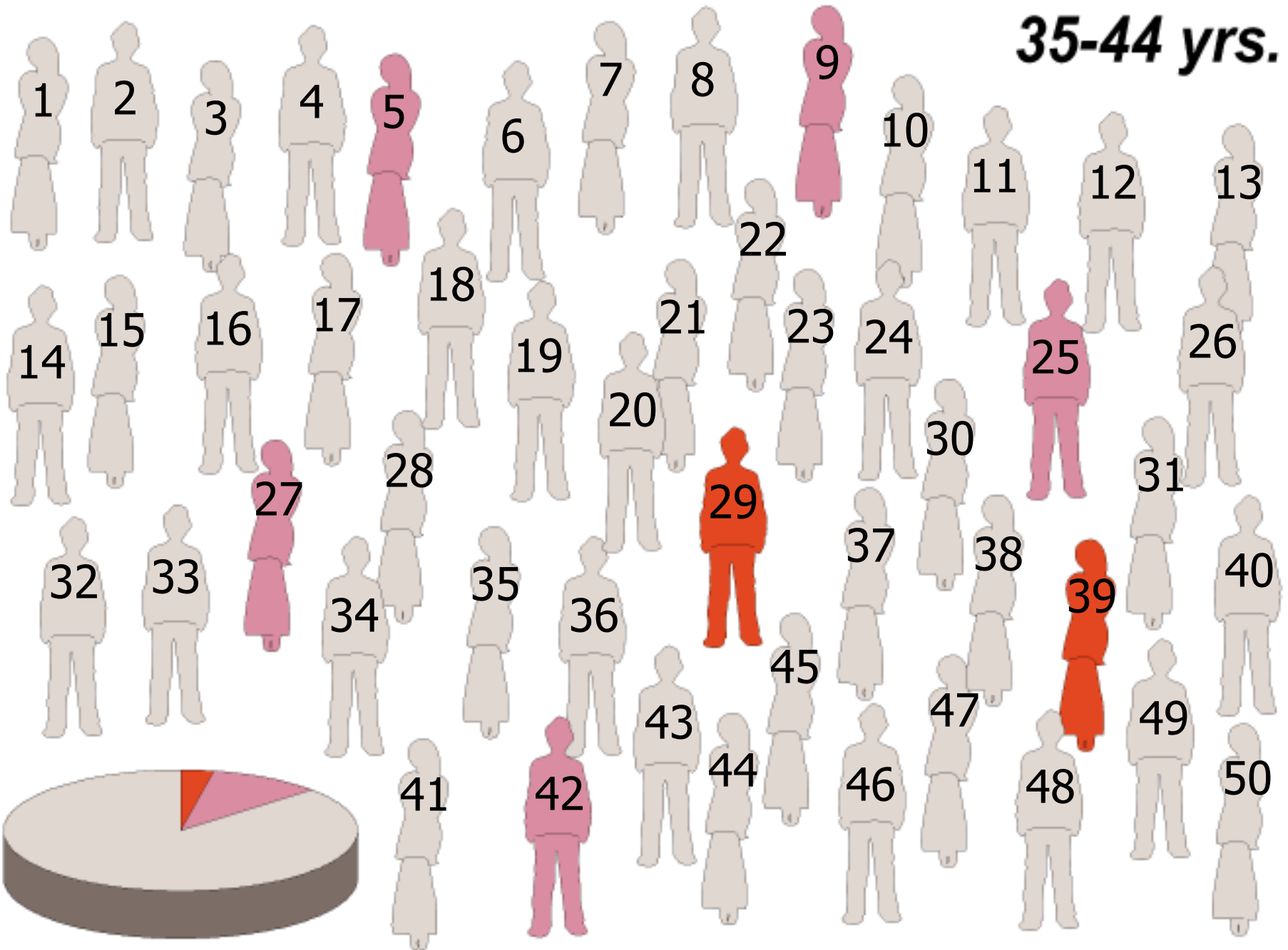
Participation of Employees with Disabilities in Different Occupational Groups (1997)



- **Sixty-five percent of employees with disabilities held positions in professional, administrative, or technical occupations.**
- **Since 1992, the percentage of Federal employees with disabilities in professional, administrative, and technical jobs has increased during downsizing.**
- **Employees with disabilities are most concentrated in GS and related pay plan grades 9-12.**

•Source: "People with Disabilities in the Federal Government" prepared by OPM, July 1998

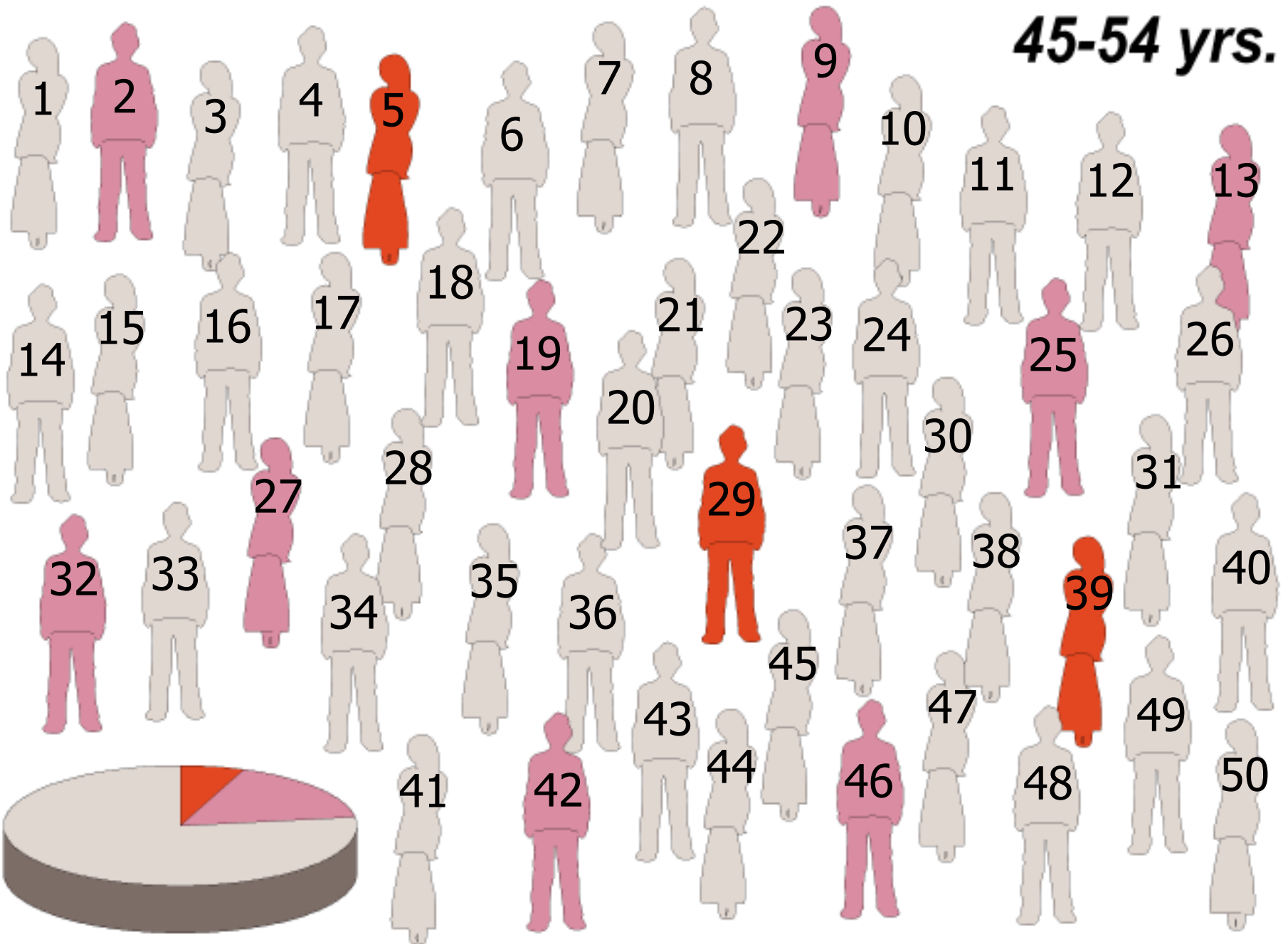
35-44 yrs.



■ Functional Limitation 13.4%

■ Severe Functional Limitation 3%

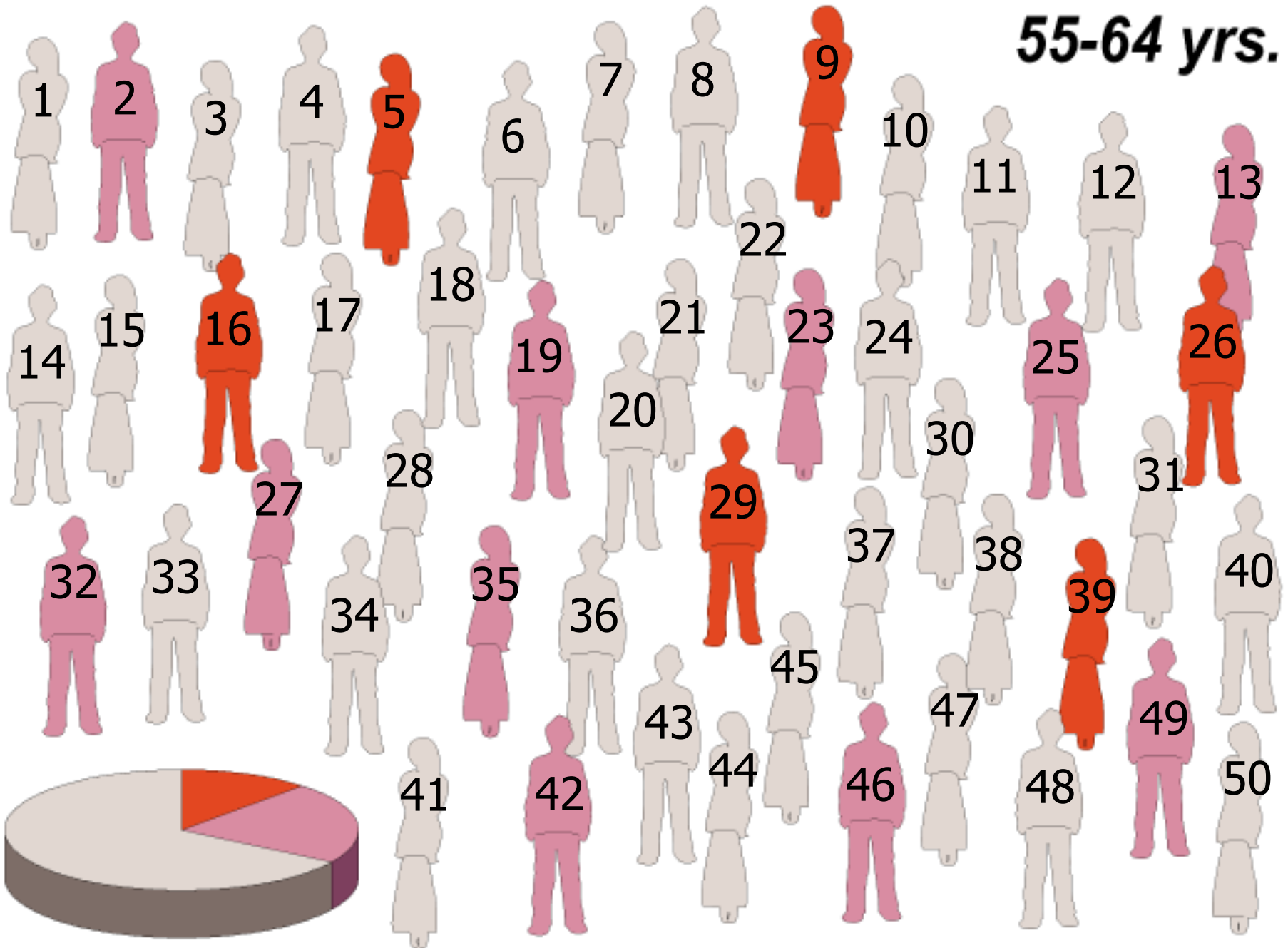
45-54 yrs.



Functional Limitation 23%

Severe Functional Limitation 6%

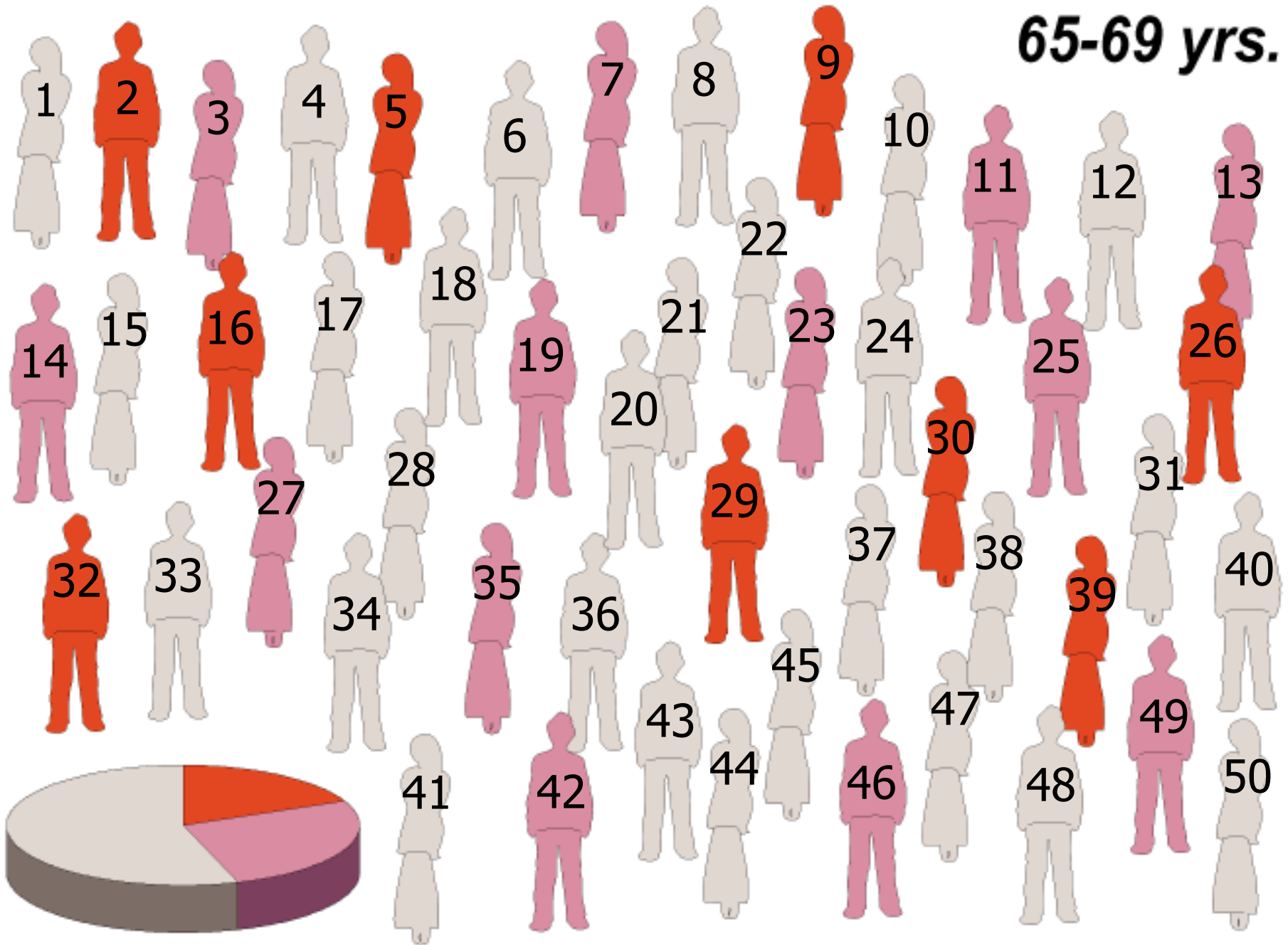
55-64 yrs.



Functional Limitation 34.2%

Severe Functional Limitation 12%

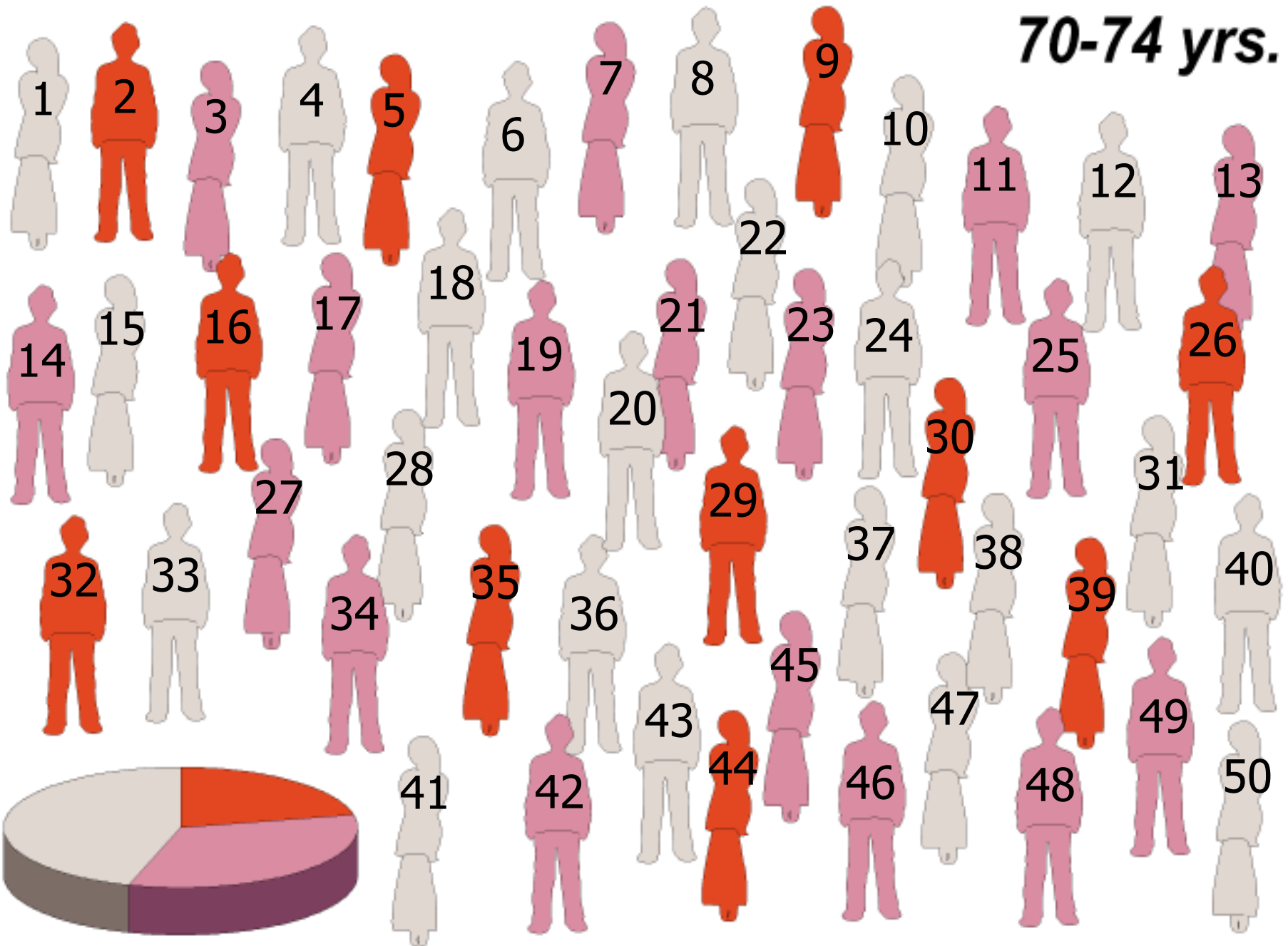
65-69 yrs.



■ Functional Limitation 45.4%

■ Severe Functional Limitation 18.5%

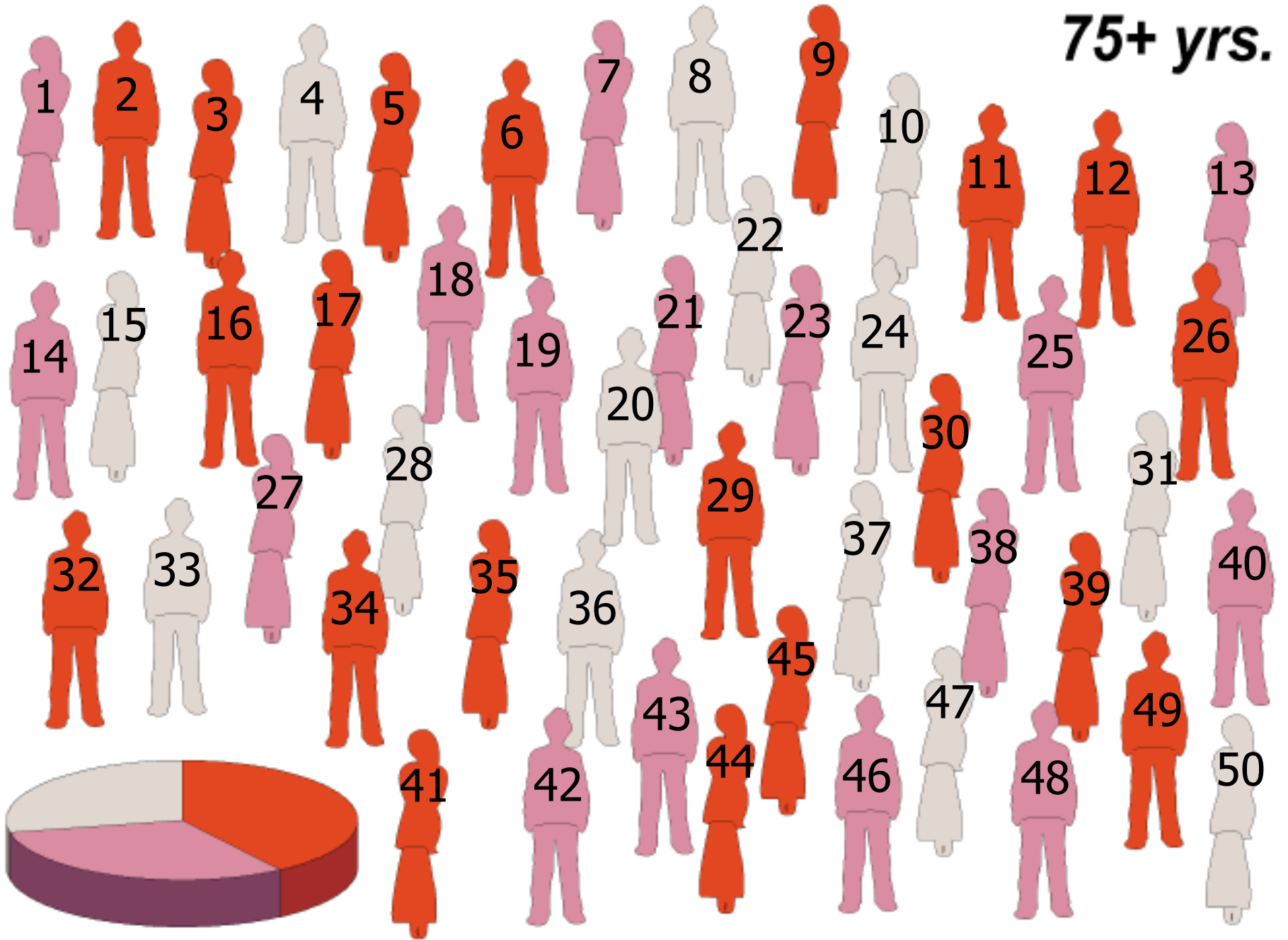
70-74 yrs.



Functional Limitation 55.3%

Severe Functional Limitation 22%

75+ yrs.



■ Functional Limitation 72.5%

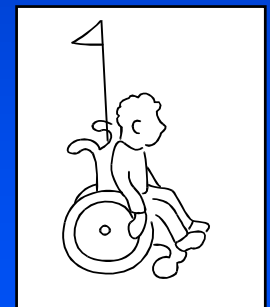
■ Severe Functional Limitation 41%



Sun's Java Accessibility API and Jini for Remote Control "Personal Access Device" (PAD)



- **Demonstrated by Earl Johnson and Peter Korn at Sun's 2000 Worldwide Java Developers Conference, JavaOne_[sm]**
- **"Accessor" approach pioneered by Stanford University's Archimedes Project, uses existing technology to provide disability access, both input and output (sensory disabilities)**
- **Laptop with voice input, Braille Keyboard, Palm, Blackberry or... Used to control lighting, window shades, appliances, ATMs, vending machines, etc.**



The INDEPENDENCE™ 3000 IBOT™ Transporter



- Johnson & Johnson performing clinical trials

- Works in sand, gravel, and on uneven surfaces

- Climbs curbs

- Climbs stairs

- Stands up on two wheels for high reach

- Gyro stabilized, computer controlled

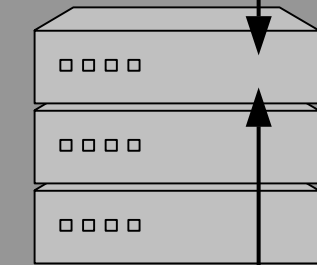


Governmentwide TTY System



“1” Domain (TTY and Telephone Provider)

Browser Chat to 1.gov.ed.craig



T1 Modems

“gov” Domain

Education (“ED”)

Defense (“DOD”)

Other agencies



Email or Web Link to 1.gov.ed.craig

TTY Number Called

1.edu.gad.mary

“com” Domain

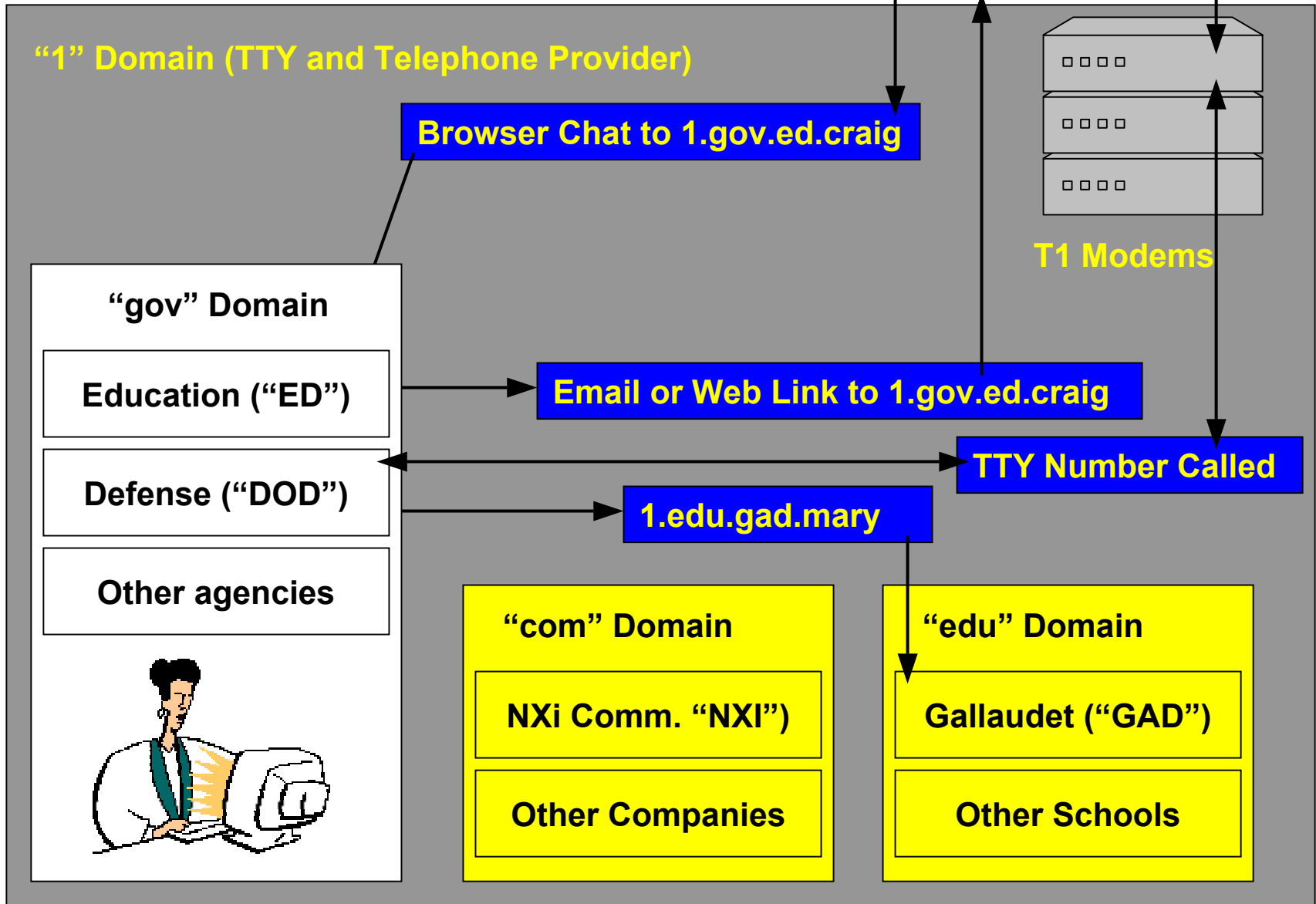
NXi Comm. “NXI”

Other Companies

“edu” Domain

Gallaudet (“GAD”)

Other Schools





Accessibility for the Disabled



- **Technology can level the playing field and increase the independence of people with disabilities**
- **Cost is a problem – computers with adaptive technology can cost \$20,000**
- **Less Internet access and computer use for disabled**



Success Stories in the Federal Government



- **Sheri Denkensohn**
Senior Counsel
Department of Health and
Human Services,
Office of Inspector General

I am a quadriplegic as a result of a diving accident that occurred when I was 16 years old.

- **John V. Wright, Jr.**
Meteorologist-in-Charge
National Weather Service

Wright was born with cerebral palsy, which affects his walking gait and speech.

- **Craig Enoch**
District Manager
Social Security
Administration (SSA)

He was born with Osteogenesis Imperfecta (commonly known as broken bone syndrome).

- **Alice Gottschling**
Computer Assistant
National Oceanic and
Atmospheric Administration
(NOAA)

She has a genetic disorder that destroyed her central vision.



Success Stories, cont'd



**Roseann Ashby, Chief,
Basic State Grants Branch,
Rehabilitation Services Administration**

I have been employed at the U.S. Department of Education since 1987.... I am blind and use a computer equipped with a screen reader with speech output to enable me to review and edit the work of my staff. ... Prior to my having a personal computer adapted with speech, I had to do all of my writing by typing documents on an electric

continued



Success Stories, cont'd



typewriter or dictating my work to a reader; this was a burdensome process. With the advent of accessible computer technology, I now find that I am as efficient and productive as any employee with sight ...My agency is particularly interested in hiring qualified individuals with disabilities because the programs that we administer provide training and employment for adults with disabilities ... I do not believe my disability is a barrier to my success on the job.

Roseanne Ashby

*From OPM's Web site, "Federal Employment of People with Disabilities."
http://www.opm.gov/disability/success_1-06.asp*