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*18 Aug 89*

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**REMARKS**

*Attached are copies of the memo and draft letter for Senator Inouye's invitation to speak in Oct. This has left OEEC under the signature of John Diunono, D/OEEC to Cheryl Owens.*

STAT

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*Handicap Program Manager*

5041-102

**OPTIONAL FORM 41 (Rev. 7-76)**  
 Prescribed by GSA

OCA 2863-89

MEMORANDUM FOR: Director of Central Intelligence

VIA: Deputy Director for Administration

FROM: George W. Owens  
Director of Personnel

SUBJECT: Guest Speaker Invitation  
to Senator Daniel K. Inouye

1. Action Requested: This memorandum recommends in paragraph 3. that the Director of Central Intelligence sign the attached letter inviting Senator Daniel Inouye, Democrat from Hawaii, to be the Agency's guest speaker in celebration of National Disability Employment Awareness Month this October.

2. Background:

a. The Director of Equal Employment Opportunity and I consider the invitation an excellent opportunity to raise employee awareness of the commitment that the Federal Government and the Central Intelligence Agency have made to remove physical and attitudinal barriers to the employment and advancement of individuals with disabilities.

b. Senator Inouye has first-hand experience with the barriers presented to individuals with disabilities and is a supporter of the Americans With Disabilities Act (ADA), often referred to by people with disabilities as their "Emancipation Proclamation."

c. In addition to his work in the area of disability legislation, Senator Inouye is influential in the areas of appropriations and intelligence oversight.

3. Recommendation: That the Director of Central Intelligence sign the attached letter inviting Senator Daniel Inouye to address our employees on the occasion of National Disability Employment Awareness Month.

George W. Owens

Attachment:  
As stated

STAT

SUBJECT: Guest Speaker Invitation to Senator Daniel K. Inouye

OEEO/HPM [ ] (9 August 89) [ ]

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OK

The Honorable Daniel Inouye  
United States Senate  
Washington, D.C. 20510

Dear Senator Inouye:

The Central Intelligence Agency will join other Federal agencies in celebration of National Disability Employment Awareness Month this October. This is the time when we pay special tribute to the significant contribution that employees with disabilities have made to the Agency. This celebration also offers the opportunity to raise employee awareness of the commitment the Federal Government and the Agency have made to remove barriers to employment and advancement of individuals with disabilities.

It gives me great pleasure to invite you to provide the keynote address at our program in the Headquarters auditorium. Although we have tentatively scheduled 5 October 1989 at 9:30 a.m. for this program, other dates are available. Your words will be an inspiration to employees with disabilities and to those who are working to eliminate attitudinal and physical barriers in the Agency. Our program will also include recognition of the Agency's nominee for the Outstanding Disabled Federal Employees of the Year. Arrangements are being handled through [redacted] Office of Congressional Affairs, who can be contacted at [redacted]

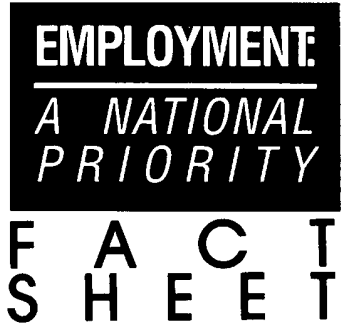
STAT

We hope you will join us in our celebration of National Disability Employment Awareness Month.

Sincerely yours,

William H. Webster  
Director of Central Intelligence

# Did You Know?



## A History of National Disability Employment Awareness Month Formerly known as National Employ the Handicapped Week

Changes do happen.

### Did You Know That...

Changes of a major campaign to promote the abilities of people with disabilities has occurred? The name has been changed and length of time that we observe this effort has been changed.

P.L. 100-630, the "Handicapped Program Technical Amendments," established October as National Disability Employment Awareness Month replacing National Employ the Handicapped Week.

### Did You Know That...

National Employ the Handicapped Week came into existence before the President's Committee on Employment of People With Disabilities.

### Did You Know That...

it took 4 years of vigorous lobbying on Capitol Hill before Congress passed a Joint Resolution on August 11, 1945 designating the first week of October each year as "National Employ the Physically Handicapped Week?" The Resolution also asked the President to issue a Proclamation each year to help solicit support for this Week. In response to Congress' request, the late President Truman asked public "leaders in industry, education, religion, and every other aspect of our common life . . ." to support a "sustained program" to employ and develop the abilities of people with *physical* disabilities.

Over the years the word has spread and grown in intensity. The following dramatic examples show how this was done in the early years—In 1949, a blimp traveled up and down the East Coast blinking "HIRE THE HANDICAPPED. HIRE THE HANDICAPPED" and Eleanor Roosevelt's message before the United Nations was carried by every TV station in the country—all 3 of them!

### Did You Know That...

the President's Committee was first called the President's Committee on National Employ the Physically Handicapped Week?

The year 1947 saw the formal beginning of the President's Committee. Before that time, a small group of dedicated persons worked primarily to implement National Employ the Handicapped Week. Since then the name of the Committee has been changed three times.—One change occurred in 1962, when the word "Physically" was

dropped to broaden the Committee's goals to include persons with mental disabilities. The last change happened on May 10, 1988 when President Reagan signed Executive Order 12640 changing the Committee's name to The President's Committee on Employment of People With Disabilities. This change reflects the Committee's belief that using proper terminology to describe people with disabilities helps lead to dignity and equality for all American citizens.

National Disability Employment Awareness Month which starts on October 1, is designed to be a grassroots effort, impacting on large and small—urban and rural—communities. While the emphasis concentrates on a one-month period, we stress the importance of a year-round effort.

*Additional info on National Disability Employment Awareness Month.*

*PS*

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This Month is used as a time to recognize employers and other organizations that have consistently and outstandingly provided employment opportunities for people who are disabled. It is also a time to salute the achievements of people with disabilities who are contributing to their communities and to society through their jobs. And a time to set up awareness building programs to help

the public understand that negative attitudes, and not disabilities, are the primary factor keeping people with disabilities from leading independent and productive lives.

How did some States and organizations promote National Disability Employment Awareness Month in 1988?

Many plan luncheons, banquets, seminars, job fairs, open house, exhibits, and other similar type activities to publicize the Month. One organization scheduled a special exhibition of touchable art objects and a workshop on making the arts accessible to people with disabilities at a well known museum. Most States promoted the resources available to persons who are disabled. A union formed an advisory committee on

disability issues to police contracts and laws that impact the rights of people with disabilities. Many organizations prepared media packets which were distributed to radio and TV stations, newspapers and special-interest groups. More examples of Federal, State and organization involvement can be found in this packet.

# Employer Incentive Programs: A Summary

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The following chart summarizes some of the Federal, State and local incentives that employers can tap when considering job applicants with disabilities.

Program	Incentive	Restrictions	More Information
Targeted Jobs Tax Credit (TJTC)	Tax credit of: <ul style="list-style-type: none"> <li>• 40% of first \$6,000 earned per employee provided the employment lasts at least 90 days or 120 hours.</li> </ul>	May not claim TJTC and On-the-Job Training (OJT) for same wages. Certification must be requested on or before first day of work.	IRS (see Publication 906) State Employment Service Private Industry Council Vocational Rehabilitation State or local committees on employment of people with disabilities (Check State and city governments for local TJTC)
Job Accommodation Network	Free consulting service on available aids, devices, adjustments and placement information.	None	Call 1-800-JAN-7234, Voice or TTY/TDD
Tax Credit on Architectural and Transportation Barrier	Tax deduction on up to \$35,000 spent to make a workplace more accessible for employees and customers.	Improvements must meet Treasury Department standards.	Internal Revenue Service State or local committees on employment of people with disabilities
Association for Retarded Citizens of the USA	Reimbursement of: <ul style="list-style-type: none"> <li>• 50% of entry wage for first 160 hours of on-the-job training.</li> <li>• 25% of entry wage for second 160 hours.</li> </ul>	Worker must be mentally retarded with IQ below 80, at least 16 years old, unemployed over 7 days. Position must be permanent, full-time, pay above minimum wage.	Association for Retarded Citizens of the USA Local Association of Retarded Citizens



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<b>Program</b>	<b>Incentive</b>	<b>Restrictions</b>	<b>More Information</b>
Vocational Rehabilitation On-the-Job Training Program	Shared payment of disabled employee's wages for a limited time on a negotiated schedule.	Worker must be a VR client. Position must be permanent, full-time, pay minimum wage.	Local Vocational Rehabilitation
Job Training and Partnership Act (JTPA)	Reimbursement of: (OJT) <ul style="list-style-type: none"> <li>• 50% of first 6 months wages per employee.</li> </ul> Customized training or retraining.	Employer must hire trainee with intent of permanent full-time position.	Private Industry Council Chamber of Commerce City or State government State or local committees on employment of people with disabilities
Minimum Wage Exemption Certificate	Certificate allowing employer to pay 75% of minimum wage or 50% for most severely disabled workers.	Wage must adequately reflect worker's productive capacity. Annual renewal required.	U.S. Department of Labor, Wage and Hour Division Regional Office
Employee Search Agencies	Free referral service of qualified disabled workers	None	Vocational Rehabilitation State or local committees on employment of people with disabilities Horticulture Hiring the Disabled
Horticulture	Free personnel services job analysis, employee recruitment and screening	Employer/or group of Employers must have 10 or more job positions Services provided by 6 area offices and through a national referral program	Horticulture Hiring the Disabled, 1-800-634-1603 or 1-301-948-3010

# Needs of Minorities with Disabilities Examined at National Symposium

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A National Symposium on Minorities, cosponsored by the President's Committee on Employment of People With Disabilities, Howard University, and the National Council on the Handicapped, was held during the President's Committee's 1988 Annual Meeting.

The Symposium attracted experts and representatives from all over the Nation to focus on issues, problems and effective approaches relative to the employment of minority persons with disabilities.

Dr. James Farmer, long time civil rights activist, opened the Symposium by reflecting on the past civil rights struggle and by connecting the Civil Rights Movement with the disability movement and the many problems encountered by each. He noted that they are confronted by stereotypes and prejudice from several directions, and he referenced disenfranchised groups across the ages.

Lex Frieden, who was at that time Executive Director of the National Council on the Handicapped, discussed the first comprehensive civil rights bill, "The Americans with Disabilities Act of 1988," prohibiting discrimination against persons with disabilities.

Several panels presented information affecting minorities with disabilities from different perspectives. Among them:

## The Needs of Minority Persons with Disabilities: A Legislative View

Some important problems facing people with disabilities are being addressed by legislation recently passed or introduced, but none of that legislation is directed specifically toward minority persons with disabilities. People in minority groups are especially at risk because they are likely to

become disabled because they are poor. The correlation between poverty and disability is especially significant for members of minority communities.

The Civil Rights Restoration Act, passed in March 1988, prohibits discrimination against persons with disabilities by institutions that receive federal funds. The Americans with Disabilities Act, first introduced in April

1988 and scheduled to be reintroduced in the 101st Congress, will provide comprehensive civil rights protection for people with disabilities.

Special efforts to target those minority populations who need employment assistance the most has to be effected. Two such means could be to mandate funds from the Department

of Education to support graduate programs in black colleges for future rehabilitation specialists and, Projects with Industry Programs could focus on the special employment needs of this group.

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## **An Examination of Psychosocial Variables Which Facilitate Career Success Among Minority Persons with Disabilities**

The importance of separating factors which are internal versus factors which are environmental was stressed. Among black people there is a high correlation between the mother's occupation and the career and educational attainment of her children.

Influences outside the family, however difficult to monitor, contribute crucially to the success of minorities. Solid relationships and successful role models can determine the career success of minorities with disabilities.

Other variables which can lead to career success are:

- Determining the goals and objectives of persons with disabilities.
- Advocating for the rights of the people being served.
- Informing people with disabilities of their rights so they can become competitive.
- Educating persons with disabilities on available resources.

- Confronting racism and sexism.
- Developing a career pattern.
- Appraising one's self—what you are versus what you are not.
- Obtaining the strong support available from the community, church, family and friends.

## **Women with Disabilities: Equal to the Challenge of the 21st Century**

An action plan in the following areas was developed to maximize the role of all women with disabilities in society, especially minority women. They must:

- Master the political system.
- Develop role models.
- Capitalize on opportunities

- Network.
- Have a national conference addressing the issues.

- Develop private sector assistance in achieving mutual goals.
- Locate unaffiliated women.

## **Critical Health Issues in the Minority Population with Disabilities**

The percentage of disability among blacks and other minorities is higher than that of the total general population. Among black males 20% are disabled. Data was presented to show the relationship between physical disability and substance abuse, homelessness and poverty

and that many disabilities are preventable if ways to combat these problems can be found.

Current research shows a relationship between limb amputation and substance abuse that goes back to the late '60s.

The prevalence of AIDS and its impact on minority populations was stressed. Of the 62,000 reported cases of AIDS in the United States as of April 1988, about 25% were blacks and 14%, Hispanics. It is estimated that by 1991, in the United States alone, 1.5

million persons will be affected by AIDS. Information and education programs that are clear, relevant and *culturally specific* is critically needed and must be utilized.

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## **Untapped Resources: Utilizing the Skills of Native Americans and Hispanics with Disabilities**

The traditional systems of rehabilitation and job training and placement are not very effective in reaching and serving native Americans and Hispanics with disabilities. It is estimated that one in twelve Hispanics in this country has a physical or mental impairment that limits their employability.

Two of the major problems this population face are the lack of information prepared in their primary language and the lack of trained bilingual professionals.

In regard to Hispanics with disability, the panel recommended that better demographic information be secured, that the service systems and programs be adjusted to reflect the diverse cultural values of Hispanics, that training of

bilingual/bicultural service providers be intensified and that trusted community leaders be used in outreach efforts.

Of the 1.4 million American Indians, 46% of whom live on reservations, the incidence of disability effecting their employment is 13%. This group, like the Hispanics, inherently distrust government institutions and some rely heavily on "folk medicine." Native Americans believe that the physical, mental and spiritual

aspects of individuals cannot be separated in treatment programs. Outreach is difficult because many American Indians live in rural areas, do not have phones, and cannot be easily reached by the media. Understanding of native Americans' large interdependent family systems and use of trusted community leaders must be used to enhance outreach and service delivery efforts.

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*Edited because of space constraints. For the complete report which includes the names of participants in the Symposium, contact the President's Committee on Employment of People With Disabilities, 1111 20th Street, NW, Suite 636, Washington, DC 20036-3470.*

# President's Committee State Partners

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The President's Committee on Employment of People With Disabilities is a federal agency whose mission is to promote the employment of persons with disabilities in the workforce.

In each State there exists a Governor's Committee (or similar counterpart) which serves as a liaison to the President's Committee from that State. The structure, composition, and even the name of respective State programs vary from State to State. Some are called "Committees", some are called "Councils", some are called "Commissions", and still others are called

"Offices". Regardless of the name, all have as an integral part of their program, the active promotion of employment opportunities for persons with disabilities in their respective States. Issues which are of importance in all States include, but are not limited to, reasonable accommodation in the workplace, non-discriminatory policies and procedures, attitudinal barriers, transition from school to work, on-the-job training, technology in the workplace, medical/insurance concerns, and transportation. State affiliates, also provide information and referral on services and employment issues to service providers, persons with disabilities, employers, legislators and the general public.

Many Governors' Committees work closely with Mayors' and county Committees in their States. These groups address issues related to employment of persons with disabilities on the local level and work in consort with the State organization.

Governors' Committees are prepared to assist in activities to implement National Disability Employment Awareness Month as part of an on-going liaison with the President's Committee on Employment of People With Disabilities.

For more information, contact the Governor's Committee in your State via your Governor's Office. If you are unable to obtain information, contact the: President's Committee on Employment of People With Disabilities, 1111 20th Street, N.W., Washington, D.C. 20036, (202) 653-5044 (voice) or 653-5050 (TDD)

# State Rehabilitation Agency

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The largest agency in each state that assists persons with disabilities prepare to enter or re-enter the work force is the State Rehabilitation Agency. The programs they conduct are carried out through the State/Federal Partnership. This Partnership is mandated by Law through the Rehabilitation Act of 1973 as amended.

The State Federal program of vocational rehabilitation represents, over a span of 66 years, a true partnership in rehabilitating persons with disabilities. The primary objective of the State Vocational Rehabilitation program, established under Title I of the Act, is to provide rehabilitation services which assist persons with physical and mental disabilities to become employable. The role of the Federal government includes providing significant financial aid to States, planning and leadership.

The President's Committee works closely with the State Rehabilitation Agencies to address the needs of persons with disabilities and further the goal of full integration into the workforce.

State Rehabilitation Agencies are an excellent resource for assistance in implementing activities during National Disability Employment Awareness Month.

For more information, contact State Rehabilitation Agencies in your State. They are listed in the Government section in your telephone directory. If you have difficulty in locating them, contact the President's Committee on Employment of People with Disabilities at 1111 20th Street, N.W., Suite 636, Washington, D.C., 20036-3470.

# Establishing Priorities to Enhance Employment Opportunities For People with Disabilities

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**NATIONAL SYMPOSIUM**

Advocating employment opportunities for people with disabilities is a complex challenge. People with disabilities, their families, educators, workers in the field of rehabilitation, government officials, and employers all must be involved.

Representatives from all of these groups were brought together at Stanford University in Palo Alto, California on December 15 and 16 1988, to discuss problems related to employment opportunities for people with disabilities and to begin to identify solutions. The "National Symposium" at Stanford was cosponsored by the President's Committee, the National Council on Disability, The California Governor's Committee for Employment of Disabled Persons, and Stanford University.

The main conclusion reached by participants at the Symposium was that there should be a "National Disability Employment Policy" which channels all federal programs serving people with disabilities toward the ultimate objectives of employment and independence. Driving this need is the inherent conflict in current federal policy between the maintenance programs which require people with disabilities to prove continual "unemployability" to participate, and the positive efforts to nurture employment through education and training programs.

It is the sentiment of the Stanford Conference participants that the goals of employment and independence should drive all programs, and that federal policy should provide peo-

ple with disabilities with much better mechanisms for transition from maintenance and long term support programs to opportunities for employment and independence. The President's Committee has already begun to respond to this recommendation.

The Stanford Conference participants also emphasized the need for a national "Civil Rights Act" for people with disabilities. They urged everyone concerned to get involved in the discussions of the Americans with Disabilities Act.

*Imagine the impact that millions of people with disabilities, their families, educators, professionals, and employers could have if they added their support to these two national issues!*

The Stanford Conference participants also identified other major issues or needs which, taken together, could frame an ambitious but important national agenda for the next several years:

- Better monitoring and enforcement of existing anti-discrimination/equal opportunity laws.
- Better exposure of parents and students with disabilities to the employment potential of people with disabilities, and to requirements for career choices.
- Ongoing modification of the rehabilitation system to make it more responsive to current economic and labor trends.
- Inclusion of a basic benefits package in a national disability employment policy.

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- Development of disability awareness programs to promote the employment potential of people with disabilities.
  - Better incentives and fewer disincentives to employment in federal policies.
  - Better outreach to the largest labor market, small businesses, with educational efforts concerning the employment potential of people with disabilities.
  - Better leadership recruitment and development of people with disabilities who will work for greater employment opportunities.
  - Involvement of top level people from government, corporations, and educational institutions in decision-making processes regarding employment of people with disabilities.
  - New, high-priority initiatives to reduce the unacceptably high rate of unemployment of people with disabilities.
  - Identification of the economic costs and shared risks involved in employing people with disabilities on the part of the employer and the person who has a disability.
  - Better coordination of employment placement programs.

The "Stanford Conference Report," a more detailed description of the Stanford Conference and the recommendations generated there, can be obtained by writing Paul Hippolitus, President's Committee on Employment of People with Disabilities, 1111 20th Street, NW, Washington, DC 20036-3470.



# Trends

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**J O B  
OUTLOOK**

According to the U.S. Department of Labor Bureau of Labor Statistics, over the next 14 years the population of the United States will grow more slowly than it has over the previous 14 years. It will consist of fewer children and youth and a greater proportion of middle-aged and elderly people. The Bureau predicts that "minorities and immigrants will make up a larger share of the U.S. population in the year 2000 than they do today."<sup>1</sup> The number of persons from this group who enter the workforce will be proportionately higher. More women are expected to "join the labor force . . . and by 2000, are expected to account for over 47 per cent."<sup>2</sup>

What is the job outlook for the next century and where will the jobs be? During 1988 an annual survey of 5,000 businesses conducted by Dunn and Bradstreet revealed that employers in the United States are expected to increase the number of new jobs to their payrolls to 2.4 million. As we move toward the year 2000, employment is expected to increase from 111.6 million in 1986 to about 133.0 million in 2000.

Former Secretary of Labor Ann McLaughlin said "The nature of the workplace and the composition of the workforce are changing and changing rapidly." Jobs are expected to grow faster in executive, managerial, professional, and technical fields—areas that require the highest levels of education and skill. The shift from goods-producing jobs to those offering services will continue. It is expected, according to the Bureau of

Labor Statistics, that "nearly 4 out of 5 jobs will be in industries that provide services . . . such as banking, insurance, data processing, and management consultant."<sup>3</sup>

Many manufacturing industries in such areas as basic metal processing, food processing and basic steel, are expected to continue to decline in employment leaving a labor force of displaced workers. These workers will be faced with a number of problems ranging from retraining to relocation.

What impact will these trends have on employers and people with disabilities?

A study, "Opportunity 2000: Creative Affirmative Action Strategies for a Changing Workforce," written by the Hudson Institute and issued by the U.S. Department of Labor Employment Standards Administration, discusses some of the innovative programs that American companies have

developed to recruit and promote new employees moving into the workforce by the year 2000. Strategies for ensuring that minorities, the economically disadvantaged, workers with disabilities, older workers and veterans are included in this process are also a part of this study.

To help employers and people with disabilities to plan for the future, we have edited and listed a sampling of a number of jobs where demand for people will increase, stay the same, or decline. For a complete listing, write for "The 1988-89 Job Outlook in Brief," from the Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20402 or from the BLS Publications Sales Center P.O. Box 2145, Chicago, IL 60609.

<sup>1</sup> "Tomorrow's Jobs: Overview," reprinted from the *Occupational Outlook Handbook, 1988-89* Editor, U.S. Department of Labor Bureau of Labor Statistics, *Bulletin 2300 1*, p. 2.

<sup>2</sup> *Ibid.*, p. 3.

<sup>3</sup> *Ibid.*, p. 3.

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# Job Outlook in Brief

**J O B**  
**OUTLOOK**

<b>Occupation</b>	<b>Percent Change in Employment 1986-2000<sup>1</sup></b>	<b>Employment Prospects</b>
<b>Managerial and Related Occupations</b>		
Accountants and auditors	40	Much faster than average job growth, which should result in favorable opportunities for those with a bachelor's or higher degree in accounting.
Education administrators	13	Growth slower than average because projected increases in enrollment in elementary and secondary schools will be offset by enrollment declines in colleges and universities.
Employment interviewers	71	Much faster than average growth is expected due to the very rapid expansion of employment agencies and temporary help firms.
Marketing, advertising, and public relations managers	32	Faster than average growth due to intensified domestic and foreign competition, requiring greater marketing and promotional efforts.
<b>Engineers, Surveyors, and Architects</b>		
Engineers	32	Faster than average growth especially for those with an engineering degree. Much of the growth will stem from higher levels of investment in industrial plants and equipment to meet the demand for more goods and services and to increase productivity.
Nuclear engineers	1	Although little change in employment is expected, opportunities should be good because the number of new nuclear engineering graduates is small and has been declining.
Landscape architects	38	Much faster than average growth due to new construction and a growing commitment to environmental planning and historic preservation.

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<b>Occupation</b>	<b>Percent Change in Employment 1986-2000<sup>1</sup></b>	<b>Employment Prospects</b>
<b>Natural, Computer, and Mathematical Scientists</b>		
Computer systems analysts	76	Much faster than average growth as computer capabilities and applications increase. Job prospects will be best for college graduates who combine courses in programming and system analysis with training and experience in applied fields.
Biological scientists	23	Average growth as increased demand for genetic and biological research in part because of efforts to preserve the environment occurs. Most growth will be in the private sector.
Meteorologists	29	Faster than average growth. The National Weather Service, which employs many meteorologists, plans to increase employment significantly in order to improve its short-term and local area forecasts.
<b>Lawyers, Social Scientists, Social Workers, and Religious Workers</b>		
Lawyers	36	Much faster than average growth due to the demand for legal services caused by population growth and economic expansion.
Human services workers	38	Much faster than average growth due to the expansion of facilities and programs for the elderly, mentally disabled, and developmentally disabled persons. Prospects are excellent for qualified applicants who are always avidly sought after because of the demanding nature of the work and relatively low pay.
<b>Teachers, Librarians, and Counselors</b>		
College and university faculty	- 4	Employment expected to decline through the mid-1990s and then begin to increase. Entrants will encounter keen competition in most disciplines through the mid-1990s.
Kindergarten and elementary school teachers	20	Average growth expected as enrollments increase slightly; by the middle to late 1990s it should begin to decline.

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Occupation	Percent Change in Employment 1986-2000 <sup>1</sup>	Employment Prospects
<b>Health Practitioners</b>		
Dentists	30	Faster than average growth as the demand for dental services rises. Despite the sharp decline in dental school enrollments, the oversupply of dentists is likely to continue in some localities.
Podiatrists	77	Much faster than average growth expected due to the sharply rising demand for podiatric services, in particular by older people and sports enthusiasts.
<b>Health Assessing and Treating Occupations</b>		
Physical therapists	87	Much faster than average growth expected due to expansion of services for people with physical disabilities—a diverse and rapidly growing group that includes older people, cardiac patients, young people with spinal cord injuries and the developmentally disabled person. Job prospects are excellent, with demand expected to outstrip supply.
Registered nurses	44	Much faster than average growth expected in response to the health care needs of a growing and aging population. Excellent prospects are anticipated for new graduates and reentrants alike.

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<b>Occupation</b>	<b>Percent Change in Employment 1986-2000<sup>1</sup></b>	<b>Employment Prospects</b>
<b>Writers, Artists, and Entertainers</b>		
Public relations specialists	40	Much faster than average growth due to increased demand for public relations workers by other large organizations, coupled with rising demand on the part of small organizations that have not relied on these workers in the past.
Visual artists	34	Faster than average growth stimulated by a strong demand for art, illustration, and design by advertising agencies, publishing firms, and other businesses.
Actors, directors and producers	34	Faster than average growth as the entertainment industry expands, but continued overcrowding in this field will cause keen competition for jobs.
<b>Technician Occupations</b>		
Emergency medical technicians	15	Average growth due to increased demand for emergency medical services. Opportunities will be best in municipal governments and private ambulance services.
Air traffic controllers	8	Slower than average growth, despite the increase in air traffic as a result of the increased use of automated air traffic control equipment.
Drafters	2	Little change in employment expected because the widespread use of computer-aided design equipment which increase drafters' productivity is expected to offset growth in demand for drafting services.
<b>Marketing and Sales Occupations</b>		
Real estate agents and brokers	44	Much faster than average growth due to the growing volume of sales of residential and commercial properties.
Travel agents	46	Much faster than average growth projected due to the large increases expected in both vacation and business-related travel.

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<b>Occupation</b>	<b>Percent Change in Employment 1986-2000<sup>1</sup></b>	<b>Employment Prospects</b>
<b>Administrative Support Occupations, Including Clerical</b>		
Secretaries	13	Slower than average growth due to office automation and change in staffing patterns. However, job prospects should be good because of replacement needs.
Typists and word processors	- 14	Employment expected to decline because of the increased productivity of word processing equipment and the trend towards professionals and other office workers doing more of their own word processing.
<b>Service Occupations</b>		
Firefighting occupations	17	About average growth due to an increase in the population and the need for protection from fires.
Food and beverage service workers	39	Faster than average growth due to the increase anticipated in the population, economy, personal incomes, and leisure time.
Childcare workers	20	Average growth as the proportion of preschoolers with working mothers increases.
Homemaker-home health aides	71	Much faster than average growth due to the increase in the elderly population, burgeoning efforts to care for chronically ill children at home and growing availability of in-home services.
<b>Mechanics, Installers, and Repairers</b>		
Automotive body repairers	8	Slower than average growth due to the greater corrosion-resistant plastic for automobile body panels which will partially offset the impact of growth in the number of vehicles and the popularity of lighter weight cars that are more vulnerable in collisions.
Computer service technicians	80	Much faster than average growth expected as more computers are used in homes and offices. Demand will not keep pace with sales, however, because computers are becoming more reliable and easier to repair.

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<b>Occupation</b>	<b>Percent Change in Employment 1986-2000<sup>1</sup></b>	<b>Employment Prospects</b>
<b>Construction Trades and Extractive Occupations</b>		
Drywall workers and lathers	24	Average growth due to increased construction. Opportunities should be best in commercial construction.
Electricians	16	Average growth should result from the need to install and maintain electrical wiring in new facilities and replace existing wiring. Increased use of telecommunications and computer equipment should also create job opportunities.
<b>Production Occupations</b>		
Blue-collar worker	8	Slower than average growth due to declining manufacturing employment caused by foreign competition.
Dental laboratory technicians	39	Much faster than average growth due to rising demand for crowns, bridges, dentures, and dental appliances that is anticipated to result from changes in the size and structure of the population and in the public's ability and willingness to pay for corrective and cosmetic dentistry.
Inspectors, testers, and graders	0	Little expected in employment due to increasing automation and rising imports. Nevertheless, many job openings will be available due to the relatively large size of the occupation.
<b>Handlers, Equipment Cleaners, Helpers, and Laborers</b>		
Construction trades helpers	13	Slower than average growth because of technological advances in the equipment these workers operate.

<sup>1</sup> Estimates are from the Bureau of Labor Statistics industry-occupation matrix.

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