

Recruiting, Retaining and Honoring Federal Employees with Disabilities

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Management



Executive Order 13548

Increasing Federal Employment of Individuals with Disabilities

- Hire an additional 100,000 individuals with disabilities over 5 years
- Each agency has submitted a Disability Employment Plan with the following:
 - A designated senior-level agency official to be accountable for enhancing employment opportunities
 - Performance targets and numerical goals for employees with disabilities
 - Provisions for training and education on disability employment
 - Provisions for reasonable accommodations and accessibility
 - Provisions for increased retention efforts and providing access to advancement opportunities for employees with disabilities
- OPM's Website for the Executive Order, supporting model strategies and other related disability employment resources:
www.opm.gov/disability/

FISCAL YEAR	ALL NEW HIRES	TARGETED DISABILITY	%	ALL DISABILITY	%	ALL DISABILITY INCLUDING 30% OR MORE VETERANS	%
1980	163,827	994	0.61%	7,452	4.55%	8,079	4.93%
1981	139,447	825	0.59%	6,388	4.58%	7,277	5.22%
1982	121,466	761	0.63%	5,106	4.20%	5,969	4.91%
1983	115,447	763	0.66%	4,825	4.18%	5,612	4.86%
1984	142,019	982	0.69%	5,998	4.22%	6,959	4.90%
1985	151,866	1,026	0.68%	6,285	4.14%	7,231	4.76%
1986	128,372	902	0.70%	5,608	4.37%	6,428	5.01%
1987	136,491	938	0.69%	5,653	4.14%	6,500	4.76%
1988	127,130	928	0.73%	5,486	4.32%	6,246	4.91%
1989	148,583	965	0.65%	6,969	4.69%	7,854	5.29%
1990	117,222	844	0.72%	5,684	4.85%	6,304	5.38%
1991	124,099	1,155	0.93%	6,793	5.47%	7,597	6.12%
1992	102,411	1,134	1.11%	6,409	6.26%	7,330	7.16%
1993	70,358	757	1.08%	5,122	7.28%	5,731	8.15%
1994	57,457	519	0.90%	3,662	6.37%	4,263	7.42%
1995	121,235	1,596	1.32%	7,945	6.55%	8,620	7.11%
1996	53,303	316	0.59%	3,056	5.73%	3,736	7.01%
1997	59,470	423	0.71%	3,555	5.98%	4,275	7.19%
1998	65,381	479	0.73%	3,927	6.01%	4,754	7.27%
1999	68,129	585	0.86%	4,065	5.97%	5,112	7.50%
2000	80,822	631	0.78%	4,712	5.83%	5,957	7.37%
2001	94,698	696	0.73%	5,871	6.20%	7,465	7.88%
2002	132,968	721	0.54%	7,653	5.76%	9,412	7.08%
2003	204,399	1,043	0.51%	9,859	4.82%	13,080	6.40%
2004	88,679	530	0.60%	5,003	5.64%	7,343	8.28%
2005	100,408	544	0.54%	5,549	5.53%	8,774	8.74%
2006	102,949	569	0.55%	5,727	5.56%	9,437	9.17%
2007	112,669	732	0.65%	6,552	5.82%	10,819	9.60%
2008	152,257	1,053	0.69%	9,027	5.93%	15,407	10.12%
2009	156,306	1,071	0.69%	9,148	5.85%	16,706	10.69%
2010	151,999	1,178	0.78%	9,712	6.39%	18,926	12.45%
2011	127,487	1,122	0.88%	10,148	7.96%	18,675	14.65%
2012	102,093	1,101	1.08%	9,750	9.55%	16,653	16.31%

Disability New Hires (1980-2012)

In the past 32 years, people with disabilities have not been hired at such a high percentage in the Federal Government. (3)

FISCAL YEAR	ALL ON BOARD	TARGETED DISABILITY	%	ALL DISABILITY	%	ALL DISABILITY INCLUDING 30% OR MORE VETERANS	%
1980	1,779,834	14,624	0.82%	121,013	6.80%	125,067	7.03%
1981	1,772,572	15,260	0.86%	118,254	6.67%	124,364	7.02%
1982	1,779,131	15,723	0.88%	116,149	6.53%	123,850	6.96%
1983	1,764,968	16,557	0.94%	114,828	6.51%	124,169	7.04%
1984	1,780,789	17,708	0.99%	116,389	6.54%	126,742	7.12%
1985	1,809,339	18,883	1.04%	117,336	6.49%	129,001	7.13%
1986	1,789,529	19,347	1.08%	115,587	6.46%	127,900	7.15%
1987	1,822,004	20,151	1.11%	116,392	6.39%	129,321	7.10%
1988	1,821,824	20,570	1.13%	117,614	6.46%	130,745	7.18%
1989	1,845,876	21,288	1.15%	121,628	6.59%	134,930	7.31%
1990	1,848,435	21,693	1.17%	124,932	6.76%	138,099	7.47%
1991	1,877,323	22,493	1.20%	129,743	6.91%	143,023	7.62%
1992	1,879,894	23,036	1.23%	137,699	7.32%	150,809	8.02%
1993	1,823,193	22,713	1.25%	135,146	7.41%	148,043	8.12%
1994	1,755,221	21,989	1.25%	129,227	7.36%	142,191	8.10%
1995	1,693,177	21,245	1.25%	124,031	7.33%	137,050	8.09%
1996	1,640,258	20,212	1.23%	118,268	7.21%	131,683	8.03%
1997	1,585,408	19,190	1.21%	112,983	7.13%	126,831	8.00%
1998	1,556,531	18,507	1.19%	109,479	7.03%	123,957	7.96%
1999	1,536,156	18,051	1.18%	107,392	6.99%	122,571	7.98%
2000	1,524,883	17,730	1.16%	105,898	6.94%	121,756	7.98%
2001	1,536,627	17,564	1.14%	106,102	6.90%	123,088	8.01%
2002	1,579,254	17,417	1.10%	108,828	6.89%	127,417	8.07%
2003	1,582,636	17,187	1.09%	110,127	6.96%	129,782	8.20%
2004	1,602,773	16,917	1.06%	110,222	6.88%	134,025	8.36%
2005	1,611,400	16,458	1.02%	110,213	6.84%	137,578	8.54%
2006	1,608,157	16,048	1.00%	109,777	6.83%	140,622	8.74%
2007	1,618,159	15,910	0.98%	111,251	6.88%	145,486	8.99%
2008	1,673,249	16,030	0.96%	114,654	6.85%	154,555	9.24%
2009	1,757,105	16,560	0.94%	121,750	6.93%	169,530	9.65%
2010	1,831,719	17,445	0.95%	129,546	7.07%	187,068	10.21%
2011	1,856,580	17,845	0.96%	137,551	7.41%	203,694	10.97%
2012	1,850,311	18,319	0.99%	148,009	8.00%	219,975	11.89%

Permanent Federal Workforce

More people with
disabilities work
for the Federal
Government now
than in the past
32 years. (4)

Schedule A Hiring

- In FY 2011, .98 percent of overall hiring were Schedule A appointees, doubling its use from FY 2010.
- In FY 2012 the federal Government increased Schedule A hiring to 1.51 percent of overall hiring.

GS 14's and 15's with Disabilities

- FY 2012, GS 14's and 15's with disabilities increased from 7.69 in FY 2011 to 8.61 percent.
- In FY 2012, GS 14 and 15 new hires with disabilities increased from 12.24 percent in FY 2011 to 14.65 percent.

Change is Now!

“I call for public and private sector employers to set goals for boosting disability employment, greater opportunities for entrepreneurs with disabilities, improved services to young people with disabilities that can lead to better employment outcomes after graduation, and bipartisan reforms to the largest disability entitlement programs so that they consistently support the efforts of people with disabilities to achieve success in the labor market and become part of the middle class.”

Senator Tom Harkin

Unfinished Business: Making Employment of People with Disabilities a National Priority

- <http://www.harkin.senate.gov/documents/pdf/500469b49b364.pdf>

Private Sector

“Broadening our workforce by employing people with disabilities is not only the right thing to do, but it also makes good business sense and has benefits that reverberate across our company and culture,”

Randy Lewis, Walgreen’s Senior Vice President for Distribution

Walgreens, the country’s largest drug store chain with over 7,000 stores nationwide, developed a plan to recruit a diverse workforce made up of at least 20 percent workers with disabilities in two of its distribution centers. In its Windsor, Connecticut site, employing over 400 employees, over 50 percent of those employees have a disability, including individuals with seizure disorders, autism, hearing impairments, visual impairments, cerebral palsy, intellectual disabilities and mental health disabilities.

Federal Contractors

The new regulations under Section 503 of the Rehabilitation Act will have as great an impact on the lives of Americans with disabilities as the ADA.

Tony Coelho, Former House Majority Whip and primary sponsor of the Americans with Disabilities Act

On August 27, 2013, the U.S. Department of Labor's Office of Federal Contract Compliance Programs announced a Final Rule that makes changes to the regulations implementing Section 503 of the Rehabilitation Act of 1973, as amended (Section 503) at 41 CFR Part 60-741. Section 503 prohibits federal contractors and subcontractors from discriminating in employment against individuals with disabilities (IWDs), and requires these employers to take affirmative action to recruit, hire, promote, and retain these individuals.

- <http://www.dol.gov/ofccp/regs/compliance/section503.htm>

States as Model Employers of People with Disabilities

“Employing people with disabilities is not about charity, but it's about what's in the business' best interest.”

Delaware Governor Jack Markell, Past Chair of the National Governors Association

2012–2013 National Governors Association (NGA) Chair's Initiative
A Better Bottom Line:
Employing People with Disabilities

- http://www.nga.org/files/live/sites/NGA/files/pdf/2013/NGA_2013BetterBottomLineWeb.pdf

Higher Education

The U.S. Department of Labor's Office of Disability Employment Policy and The Higher Education Recruitment Consortium, signed an alliance agreement to promote the employment of people with disabilities throughout the higher education community. The two organizations are combining their expertise to increase recruitment, hiring, retention and advancement at colleges, universities, hospitals, research labs, government agencies and related organizations.

- <http://chronicle.com/article/AgencyConsortium-Seek-to/138897/>
- <http://www.dol.gov/opa/media/press/odep/odep20130795.htm>

Disability = Diversity

Diversity + Inclusion

=

Innovation

Promising and Emerging Practices for Enhancing the Employment of Individuals with Disabilities Included in Plans Submitted by Federal Agencies Under Executive Order 13548

- <http://www.dol.gov/odep/pdf/FAEStrategies.pdf>
- <http://www.dol.gov/odep/pdf/2012EO13548.pdf>

Policies and Practices in Private Industry

The Employment Environment: Employer
Perspectives, Policies and Practices Regarding the
Employment of Persons with Disabilities

by Cornell University Employment and Disability
Institute

<http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1328&context=edicollect>

Improving the Participation Rate of People with Targeted Disabilities in the Federal Work Force

by the Equal Employment Opportunity
Commission

- <http://www.eeoc.gov/federal/reports/pwtd.html>

States as Model Employers of People with Disabilities

By Kathy Krepcio and Savannah Barnett
John J. Heldrich Center for Workforce Development
Rutgers, the State University of New Jersey
<http://askearn.org/docs/StateModel.pdf>

1---Goals, Accountability & Data

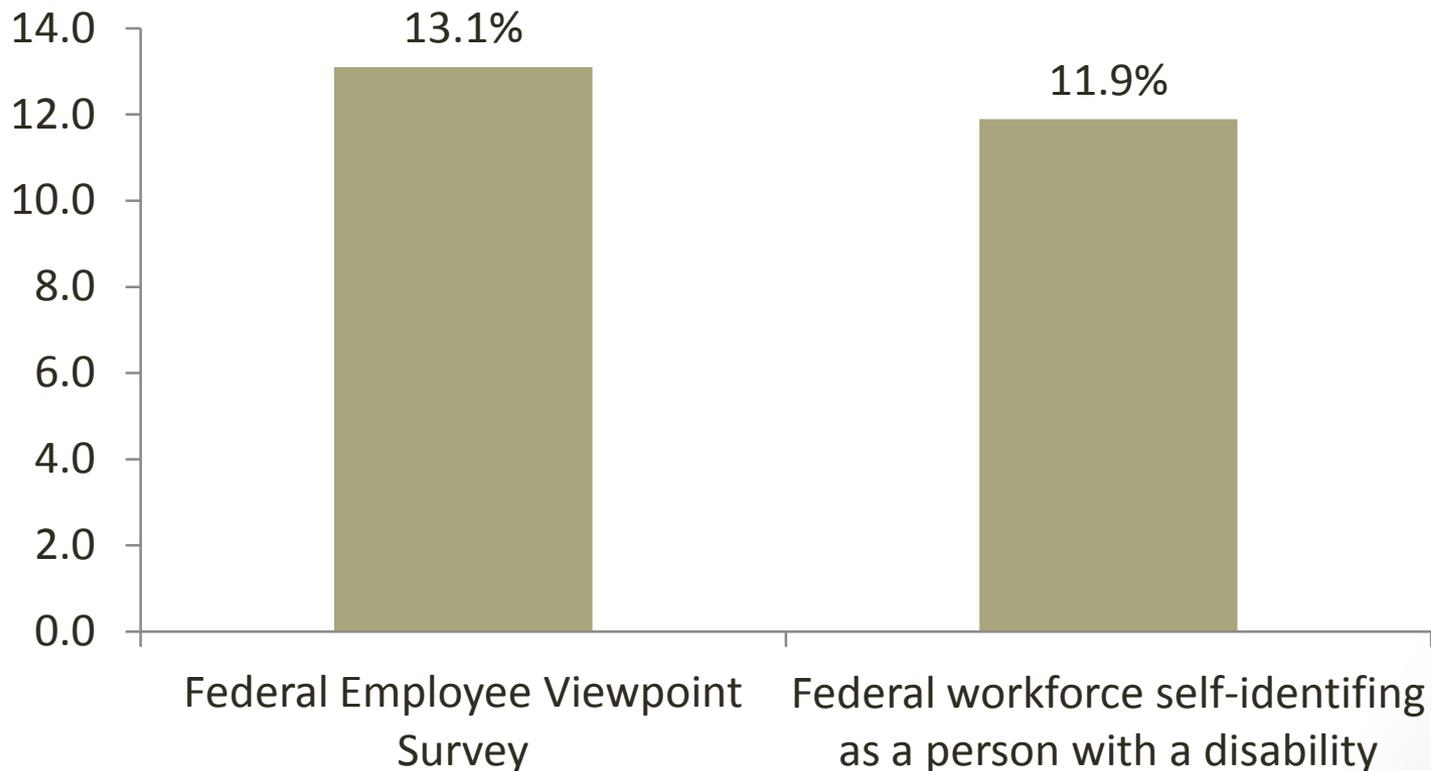
- Support self-identification of disability
- Set hiring goals
- Accountability
- Evaluate data

2012 Federal Employee Viewpoint Survey

- In the 2012 FEVS, Federal employees with disabilities were given an opportunity to confidentially self-identify as a person with a disability and disclose their experience. Based on responses to FEVS workforce demographic questions, approximately 13.10 percent of Federal employees self-identified as having a disability. This, compared to FY 2012 data showing 11.89 percent of the Federal workforce self-identify as a person with a disability, results in an estimated data differential of 1.21 percent.

Will employees with disabilities disclose or self-identify?

Percent of federal employees self-identifying in 2012



Goals & Accountability:

E.O. 13548 is not an isolated effort but works in harmony with

- Equal Employment Opportunity Commission goals;
- E.O. 13518 on Employment of Veterans in the Federal Government issued on November 9th, 2009;
- The Presidential Memorandum on “Improving the Federal Recruitment and Hiring Process issued on May 11, 2010;
- Presidential Memorandum on The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment issued on July 19th, 2010;
- E.O. 13583 on Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce issued on August 18th, 2011, to make sure people with disabilities have a fair shot in the Federal service.

Evaluate Data

Separation Trends for 2009, 2010, 2011, 2012 (Percentages Calculated by Disability Status)		No Disability	Targeted	All Disability
Resignation	After Notice	Neutral 0.3%	Neutral 0.4%	Neutral 0.3%
	Other	Neutral 26%	Neutral 21%	Neutral 20%
	Sub Total	Neutral 26%	Neutral 20%	Neutral 20.3%
Death	Other	Neutral 2%	Neutral 4.5	Neutral 4.5%
	Sub Total	Neutral 2%	Neutral 4.5	Neutral 4.5%
Termination RFI/Funds	Other	Increase 0.4	Neutral 0.3	Neutral 0.2%
	Sub Total	Increase 0.4	Neutral 0.3	Neutral 0.2%
New Placement	Other	Neutral 19%	Increase 11%	Increase 15%
	Sub Total	Neutral 19%	Increase 11%	Increase 15%
Removal	Conduct	Neutral 1.5%	Decrease 2.5%	Decrease 1.9%
	Conduct and Performance	Neutral 0.3%	Decrease 0.4%	Decrease 0.4%
	Moved	Increase 0.3%	Neutral 0.1%	Increase 0.3%
	Other	Decrease 3%	Decrease 5.1%	Decrease 4.3%
	Performance	Decrease 0.4%	Decrease 1%	Decrease 0.7%
	Sub Total	Decrease 6.5%	Decrease 10%	Decrease 7.9%
Other	Other	Increase 2%	Increase 0.8	Neutral 0.8%
	Sub Total	Increase 2%	Increase 0.8	Neutral 0.8%
Retirement	Other	Increase 44%	Neutral 49%	Increase 50%
	Sub Total	Increase 44%	Neutral 49%	Increase 50%

Goals, Accountability & Data

What can you do?

2---Outreach & Recruitment

- Designate a task force or advisory body
- Ensure websites and other materials are welcoming, accessible, and easy to navigate
- Formalize partnerships with state agencies that work with people with disabilities
- Create opportunities for career exploration and work experience
- Use the Schedule A Hiring Authority for People with Disabilities (OPM Shared List)

Outreach and Recruitment

What can you do?

3---Reasonable Accommodations

- Educate employees about reasonable accommodations.
- Centralized Accommodation Funding
- Support reasonable accommodations policies and procedures
- Ensure information technology systems are fully accessible

Reasonable Accommodations

What can you do?

4---Retention & Advancement

- Utilize return to work as the first option for workers who acquire disabilities
- Conduct exit interviews and stay interviews
- Support career development trainings and plans
- Hire and promote people with disabilities at all levels
- Create and support Employee Resource Groups
- Train managers on disability etiquette and best practices
- Develop emergency management plans that specifically address the needs of employees with disabilities.
- Utilize communities of practice on employment of people with disabilities.

Retention & Advancement

What can you do?



Additional Resources

- A Better Bottom Line: Employing People with Disabilities – http://www.nga.org/files/live/sites/NGA/files/pdf/2013/NGA_2013BetterBottomLineWeb.pdf
- OPM Disability Employment – <http://www.opm.gov/policy-data-oversight/disability-employment/getting-a-job/>
- Summary of Promising and Emerging Practices for Enhancing the Employment of Individuals with Disabilities Included in Plans Submitted by Federal Agencies under Executive Order 13548 – <http://www.dol.gov/odep/pdf/2012EO13548.pdf>
- Department of Labor’s Office of Disability Employment Policy – <http://www.dol.gov/odep/topics/FederalEmployment.htm>

Additional Resources

- Equal Employment Opportunity Commission's ABC's of Schedule A
http://www.eeoc.gov/eeoc/initiatives/lead/abcs_of_schedule_a.cfm
- Improving the Participation Rate of People with Targeted Disabilities in the Federal Work Force-
<http://www.eeoc.gov/federal/reports/pwtd.html>
- The Employment Environment: Employer Perspectives, Policies and Practices Regarding the Employment of Persons with Disabilities by Cornell University Employment and Disability Institute-
<http://digitalcommons.ilr.cornell.edu/cgi/viewcontent.cgi?article=1328&context=edicollect>
- States as Model Employers of People with Disabilities By Kathy Krepcio and Savannah Barnett at the John J. Heldrich Center for Workforce Development, Rutgers, the State University of New Jersey- <http://askearn.org/docs/StateModel.pdf>

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