



The Director

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT

Washington, DC 20415

JUL 25 2012

The President
The White House
Washington, DC 20500

Dear Mr. President:

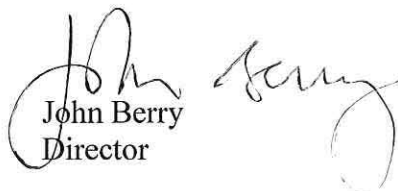
Please find enclosed the U.S. Office of Personnel Management's (OPM) *Report on the Employment of Individuals with Disabilities in the Federal Executive Branch*. Prepared pursuant to Executive Order 13548, this report provides data on the representation of people with disabilities in the Federal workforce.

By the end of fiscal year (FY) 2011, total permanent Federal employment for people with disabilities had increased from 187,313 in FY 2010 to 204,189, representing an increase from 10.7 to 11 percent. New hires who were people with disabilities totaled 18,738, representing an increase from 10.3 percent in FY 2010 to 14.7 percent in FY 2011.

To implement Executive Order 13548, OPM has been working with partner agencies to implement and improve efforts to employ workers with disabilities through increased recruitment, hiring and retention. OPM has identified these efforts as a key component of human resource strategies, and has required agencies to adopt an integrated approach involving their Human Resource, Equal Employment Opportunity, and Diversity and Inclusion offices. Agencies are expected to implement practices within their agencies that promote diversity and inclusion for all employees.

We are committed to ensuring that the Federal Government remains a model employer for people with disabilities. I look forward to achieving that goal and reporting back to you on our results.

Respectfully submitted,


John Berry
Director

Enclosure

Employment of People with Disabilities in the Federal Executive Branch Report Fiscal Year 2011

FOREWORD

Message from the Director of the U.S. Office of Personnel Management

On July 26, 2010, President Barack Obama issued Executive Order (E.O.) 13548 on *Increasing Federal Employment of Individuals with Disabilities*, to mark the historic 20th anniversary of the signing of the Americans with Disabilities Act (ADA). E.O. 13548 provides that the Federal Government, as the Nation's largest employer, must become a model for the employment of individuals with disabilities. The order directs Executive departments and agencies (agencies) to improve their efforts to employ Federal workers with disabilities and targeted disabilities through increased recruitment, hiring, and retention of these individuals. E.O. 13548 is not an isolated effort but works in coordination with E.O. 13518 on *Employment of Veterans in the Federal Government* issued on November 9th, 2009; Presidential Memorandum on *The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment* issued on July 19th, 2010; and E.O. 13583 on *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce* issued on August 18th, 2011.

The Executive Order committed the Executive Branch to increasing the number of individuals with disabilities in the Federal workforce through compliance with Executive Order 13548 and achievement, over the next five years, of the goals set forth in that Order, including to hire 100,000 people with disabilities into the Federal Government over 5 years, including individuals with targeted disabilities. In FY 2011, 14.70 percent of all new hires or 18,738 people in the Federal Government were people with disabilities.

We are extremely pleased to announce that employees with disabilities in the Executive Branch represent 11 percent of the overall Federal workforce. As of Fiscal Year (FY) 2011, the number of non-seasonal, full time permanent Federal employees with disabilities was approximately 204,189, including people with targeted disabilities, all other disabilities, and 30 percent or more disabled Veterans. This is more people with disabilities in federal service both in real terms and by percentage than at any time in the past 20 years.

While we still have work to do, we remain committed to becoming a model for the employment of people with disabilities. We will continue to increase our efforts to recruit, hire, and retain workers with disabilities.

John Berry
Director

Employment of People with Disabilities in the Federal Executive Branch Report Fiscal Year 2011

INTRODUCTION

The EMPLOYMENT OF PEOPLE WITH DISABILITIES IN THE FEDERAL EXECUTIVE BRANCH REPORT is produced annually by the U.S. Office of Personnel Management (OPM) to provide useful data on the employment of people with disabilities within the Federal Executive Branch.

The source of Federal employment data is OPM's Enterprise Human Resources Integration – Statistical Data Mart. The information represents Federal employment as of September 30, 2011.

The primary elements used to identify people with disabilities for Federal employment purposes are [Standard Form \(SF\) 256-Self-Identification of Disability](#), the Schedule A hiring authority for people with disabilities ([5 CFR 213.3102\(u\)](#)), and the statutory hiring authority for Veterans who are 30 percent or more disabled ([5 U.S.C. 3112](#); [5 CFR 316.302](#), [316.402](#), and [315.707](#)).

SF 256, for use by the Federal workforce, defines an individual with a disability as “a person who (1) has a physical impairment or mental impairment (psychiatric disability) that substantially limits one or more of such person's major life activities; (2) has a record of such impairment; or (3) is regarded as having such an impairment. This definition is provided by the Rehabilitation Act of 1973, as amended (29 U.S.C 701 et. seq.).”

Targeted disabilities, as defined by the Equal Employment Opportunity Commission (EEOC), are disabilities "targeted" for emphasis in affirmative action planning. Targeted disabilities include deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, intellectual disabilities, mental illness, and genetic or physical condition affecting limbs and/or spine.

Schedule A hiring authority for people with disabilities provides for the non-competitive appointment of people with intellectual disabilities¹, severe physical disabilities, or psychiatric disabilities who have documentation from a licensed medical professional (e.g., a physician or other medical professional certified by a state, the District of Columbia, or a U.S. territory to practice medicine); a licensed vocational rehabilitation specialist (i.e., state or private); or any Federal agency, state agency, or agency of the District of Columbia or a U.S. territory that issues or provides disability benefits.

In the charts below, the data for all disabilities and targeted disabilities was collected from SF 256.

¹ The regulation uses the now-disfavored term “mental retardation.” See 5 C.F.R. 213.3102(u). OPM does not intend any change in the scope of coverage by substituting the term “intellectual disabilities” here.

**Employment of People with Disabilities in the Federal Executive Branch Report
Fiscal Year 2011**

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Executive Summary

The Fiscal Year (FY) 2011 Employment of People with Disabilities in the Federal Executive Branch Report is submitted in accordance with Executive Order (E.O.) 13548 on *Increasing Federal Employment of Individuals with Disabilities*.

Implementing E.O. 13548

Since the signing of E.O. 13548, each Federal agency has submitted a Disability Action Plan outlining goals and strategies to implement the E.O. Using data collected from the Standard Form (SF) 256, each agency had to identify populations of people with disabilities for outreach and recruitment. The White House, the U.S. Office of Personnel Management (OPM), the Chief Human Capital Officers (CHCO) Council, the Department of Labor (DOL), the Equal Employment Opportunity Commission (EEOC), and the Office of Management and Budget (OMB) are working closely with designated senior-level agency officials to implement the Disability Action Plans. OPM, in collaboration with the White House, OMB, DOL, and EEOC, has also issued model strategies to Federal agencies on hiring and retaining people with disabilities/targeted disabilities.

Additionally, OPM has partnered with a private consulting service to establish and maintain a list of candidates with disabilities who are eligible to be hired through the Schedule A hiring appointment. This service is provided for free to all Federal agencies. The OPM Shared List of People with Disabilities (the Shared List) contains 774 candidates hosted online on the MAX Federal Community. Since established, 101 people with disabilities have been offered jobs and 84 people with disabilities have been hired through the Shared List in positions ranging from the GS-3 to GS-14 grade levels.

Over 2,000 Federal employees from more than 56 agencies have been trained on recruitment techniques, the Schedule A excepted appointing authority to hire people with disabilities, reasonable accommodation, the Department of Defense's Computer/Electronic Accommodations Program (CAP), and on helping employees who become ill or injured on the job return to work. OPM will continue to provide trainings in a variety of mediums. Specifically, OPM will be providing mandatory online trainings through HR University for hiring managers and human resources personnel.

OPM Initiatives

E.O. 13548 is not an isolated effort but works in coordination with E.O. 13518 on *Employment of Veterans in the Federal Government* issued on November 9th, 2009; Presidential Memorandum on *The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment* issued on July 19th, 2010; and 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 recruit, hire, and retain workers with disabilities.

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President Obama launched the Veterans Employment Initiative through E.O. 13518 in November 2009. The goal of the initiative is to increase employment opportunities for qualified Veterans in the Federal Government, including Veterans who are 30 percent or more disabled. The E.O. established an Interagency Council on Veterans Employment. In addition, OPM has established a Veterans Employment Program Office in each of the 24 CHCO agencies to provide Government-wide leadership in carrying out the Veterans Employment Initiative.

In addition, on July 19th, 2010, President Obama issued a Presidential Memorandum to establish *The Presidential POWER Initiative: Protecting Our Workers and Ensuring Reemployment*. This initiative supports Federal employees, who became injured or ill on the job in their efforts to reenter Federal service.

Finally, on August 18, 2011, President Obama signed E.O. 13583 *Establishing a Coordinated Government-wide Initiative to Promote Diversity and Inclusion in the Federal Workforce*. OPM has published a Government-wide Diversity and Inclusion Strategic Plan, with guidance to agencies. Federal agencies have also been required to submit agency-specific Diversity and Inclusion Strategic Plans, incorporating people with disabilities in their overall efforts.

**Employment of People with Disabilities in the Federal Executive Branch Report
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Table 3

Schedule A Disability Appointees- Non-Seasonal Full Time Permanent Employees

	2011		
	All New Employees	Schedule A Disability Appointees	%
Total Executive Branch Agencies	1,856,580	3,340	0.18%
DOD-Combined	699,618	963	0.14%
DEPARTMENT OF THE AIR FORCE	166,338	210	0.13%
DEPARTMENT OF THE ARMY	255,487	245	0.10%
DEPARTMENT OF DEFENSE	85,818	232	0.27%
DEPARTMENT OF THE NAVY	191,975	276	0.14%
DEPARTMENT OF AGRICULTURE	79,899	158	0.20%
U.S. AID	2,226	1	0.04%
DEPARTMENT OF COMMERCE	34,501	40	0.12%
DEPARTMENT OF JUSTICE	112,867	27	0.02%
DEPARTMENT OF LABOR	15,190	75	0.49%
DEPARTMENT OF ENERGY	15,548	8	0.05%
DEPARTMENT OF EDUCATION	4,066	30	0.74%
ENVIRONMENTAL PROTECTION AGENCY	16,702	49	0.29%
GENERAL SERVICES ADMINISTRATION	12,448	38	0.31%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	60,303	267	0.44%
DEPARTMENT OF HOMELAND SECURITY	166,210	76	0.05%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	9,269	31	0.33%
DEPARTMENT OF THE INTERIOR	53,393	93	0.17%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	17,801	24	0.13%
NUCLEAR REGULATORY COMMISSION	3,796		0.00%
OFFICE OF PERSONNEL MANAGEMENT	5,186	60	1.16%
SMALL BUSINESS ADMINISTRATION	2,289	3	0.13%
DEPARTMENT OF STATE	9,443	6	0.06%
SOCIAL SECURITY ADMINISTRATION	64,539	206	0.32%
DEPARTMENT OF TRANSPORTATION	56,092	51	0.09%
DEPARTMENT OF THE TREASURY	96,232	286	0.30%
DEPARTMENT OF VETERANS AFFAIRS	277,461	776	0.28%
FEDERAL DEPOSIT INSURANCE CORPORATION	5,339	2	0.04%
FEDERAL RESERVE SYSTEM	495	1	0.20%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	2,703	1	0.04%
PENSION BENEFIT GUARANTY CORPORATION	920		0.00%
COMMODITY FUTURES TRADING COMMISSION	624		0.00%
NATIONAL CREDIT UNION ADMINISTRATION	1,151	3	0.26%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	2,422	35	1.45%
FEDERAL COMMUNICATIONS COMMISSION	1,677	2	0.12%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	1,216		0.00%
FEDERAL TRADE COMMISSION	1,010		0.00%
FEDERAL HOUSING FINANCE AGENCY	581	1	0.17%
BROADCASTING BOARD OF GOVERNORS	1,623	3	0.18%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	546		0.00%
GOVERNMENT PRINTING OFFICE	2,163		0.00%
NATIONAL SCIENCE FOUNDATION	1,207	1	0.08%
NATIONAL LABOR RELATIONS BOARD	1,622	3	0.18%
PEACE CORPS	4		0.00%
RAILROAD RETIREMENT BOARD	945		0.00%
SECURITIES AND EXCHANGE COMMISSION	3,569	3	0.08%
CONSUMER PRODUCT SAFETY COMMISSION	507		0.00%
OTHER AGENCIES	5,926	12	0.20%
SMITHSONIAN INSTITUTION	4,782	4	0.08%

**Employment of People with Disabilities in the Federal Executive Branch Report
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Table 4

Schedule A Disability Non-Seasonal Full Time Permanent New Hires (Including Transfers)

	2011		
	All New Hires	Schedule A Disability New Hires	%
Total Executive Branch Agencies	127,487	1,247	0.98%
DOD-Combined	63,957	247	0.39%
DEPARTMENT OF THE AIR FORCE	16,948	44	0.26%
DEPARTMENT OF THE ARMY	21,433	44	0.21%
DEPARTMENT OF DEFENSE	10,300	55	0.53%
DEPARTMENT OF THE NAVY	15,276	104	0.68%
DEPARTMENT OF AGRICULTURE	3,723	70	1.88%
U.S. AID	243	1	0.41%
DEPARTMENT OF COMMERCE	2,183	17	0.78%
DEPARTMENT OF JUSTICE	4,649	5	0.11%
DEPARTMENT OF LABOR	898	27	3.01%
DEPARTMENT OF ENERGY	843	6	0.71%
DEPARTMENT OF EDUCATION	312	3	0.96%
ENVIRONMENTAL PROTECTION AGENCY	716	14	1.96%
GENERAL SERVICES ADMINISTRATION	638	11	1.72%
DEPARTMENT OF HEALTH AND HUMAN SERVICES	4,643	174	3.75%
DEPARTMENT OF HOMELAND SECURITY	8,749	42	0.48%
DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT	562	8	1.42%
DEPARTMENT OF THE INTERIOR	2,772	34	1.23%
NATIONAL AERONAUTICS AND SPACE ADMINISTRATION	508	6	1.18%
NUCLEAR REGULATORY COMMISSION	93		0.00%
OFFICE OF PERSONNEL MANAGEMENT	673	32	4.75%
SMALL BUSINESS ADMINISTRATION	171	1	0.58%
DEPARTMENT OF STATE	816	2	0.25%
SOCIAL SECURITY ADMINISTRATION	613	33	5.38%
DEPARTMENT OF TRANSPORTATION	1,797	16	0.89%
DEPARTMENT OF THE TREASURY	1,952	91	4.66%
DEPARTMENT OF VETERANS AFFAIRS	22,839	384	1.68%
FEDERAL DEPOSIT INSURANCE CORPORATION	394		0.00%
FEDERAL RESERVE SYSTEM	442	1	0.23%
NATIONAL ARCHIVES AND RECORDS ADMINISTRATION	126	1	0.79%
PENSION BENEFIT GUARANTY CORPORATION	63		0.00%
COMMODITY FUTURES TRADING COMMISSION	28		0.00%
NATIONAL CREDIT UNION ADMINISTRATION	171	2	1.17%
EQUAL EMPLOYMENT OPPORTUNITY COMMISSION	85	5	5.88%
FEDERAL COMMUNICATIONS COMMISSION	72		0.00%
COURT SERVICES AND OFFENDER SUPERVISION AGENCY	48		0.00%
FEDERAL TRADE COMMISSION	49		0.00%
FEDERAL HOUSING FINANCE AGENCY	162		0.00%
BROADCASTING BOARD OF GOVERNORS	61		0.00%
CORPORATION FOR NATIONAL AND COMMUNITY SERVICE	52		0.00%
GOVERNMENT PRINTING OFFICE	51		0.00%
NATIONAL SCIENCE FOUNDATION	73	1	1.37%
NATIONAL LABOR RELATIONS BOARD	92	2	2.17%
RAILROAD RETIREMENT BOARD	39		0.00%
SECURITIES AND EXCHANGE COMMISSION	166	2	1.20%
CONSUMER PRODUCT SAFETY COMMISSION	77		0.00%
OTHER AGENCIES	541	7	1.29%
SMITHSONIAN INSTITUTION	284	1	0.35%