

U.S. Equal Employment Opportunity Commission
FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT

**Special Program Plan for the Recruitment, Hiring, and Advancement of
Individuals with Targeted Disabilities**

PART I Department or Agency Information	I. Agency	I. U.S. Department of Justice							
	I.a. 2 nd Level Component								
	I.b. 3 rd Level or Lower								
PART II Employment Trend and Special Recruitment for Individuals with Targeted Disabilities	Enter actual number at the beginning of FY.		...end of FY.		Net Change			
		Number	%	Number	%	Number	%		
	Total Workforce	104362	100.0	105463	100.0	1101	1.05		
	Reportable Disability	3544	3.40	3646	3.46	102	2.88		
	Targeted Disability*	408	0.39	416	0.39	8	1.96		
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).								
	1. Total Number of Applications Received from Persons with Targeted Disabilities during the reporting period.								
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.									
PART III Participation Rates in Agency Employment Programs									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions									
4. Non-Competitive Promotions	24044	503	2.09	54	0.22	173	0.72	23359	97.15
5. Employee Development/Training									
5.a. Grades 5-12									
5.b. Grades 13-14									
5.c. Grade 15/SES Development Training									
6. Employee Recognition and Awards	76726	2531	3.29	305	0.40	939	1.22	73155	95.34
6.a. Time-Off Awards (Total hrs awarded)	212429	6693	3.15	719	0.34	2755	1.30	202952	95.53
6.b. Cash Awards (total \$\$\$ awarded)	37005939	1122514	3.03	146313	0.40	747173	2.02	35136184	94.95
6.c. Quality Step Increase	6729	233	3.46	19	0.28	60	0.89	6433	95.60
7. Details and Task Force Assignments									

<p>EEOC FORM 715-01 PART J</p>	<p>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals with Targeted Disabilities</p>
<p>Part IV Identification and Elimination of Barriers</p>	<p>Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.</p>
<p>Part V Goals for Targeted Disabilities</p>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussion of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level of with greater potential than the position currently occupied.</p> <p>Strategies:</p> <ul style="list-style-type: none"> ➤ Continue to participate in conferences and job fairs that include recruitment and outreach efforts for persons with disabilities. ➤ Develop and provide training to managers and supervisors on special hiring authorities, up-to-date information on overall EEO laws and regulations, disability awareness, assist in the promoting, training and expanding employment opportunities for individuals with disabilities, and on reasonable accommodations that are available. ➤ Continue to participate in and promote the Workforce Recruitment Program that refers students with disabilities and targeted disabilities for summer and permanent employment at federal work sites throughout the United States.

<p>Part V</p> <p>Goals for Targeted Disabilities</p>	<ul style="list-style-type: none">➤ Continue to share resumes received from persons with disabilities with other Selective Placement Program Managers throughout the Department in order to increase their range of employment consideration.➤ Place advertisements on employment opportunities in the Careers and the disABLED magazine as well as participate in career fairs sponsored by the magazine's publisher.➤ Retain memberships on committees and in organizations that establish awareness of the availability of disabled applicants on procedures and methods to recruit them.
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