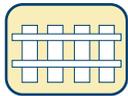


# 2019 Department of Defense Disability Civilian Employment



## Department of Defense (DoD) Disability Policy and Compliance Priorities



Perform barrier analysis



Conduct outreach and recruitment



Ensure equal access to information technology



Develop and implement comprehensive reasonable accommodation programs



Attain and exceed the 12 percent and 2 percent goals for employment of individuals with disabilities and targeted disabilities

DoD has established goals for employing individuals with disabilities. Specifically, individuals with disabilities are to account for 12 percent of the civilian workforce and individuals with targeted disabilities (IWTG) are to account for 2 percent of the civilian workforce. DoD continually implements strategies to attain and ultimately exceed these goals.

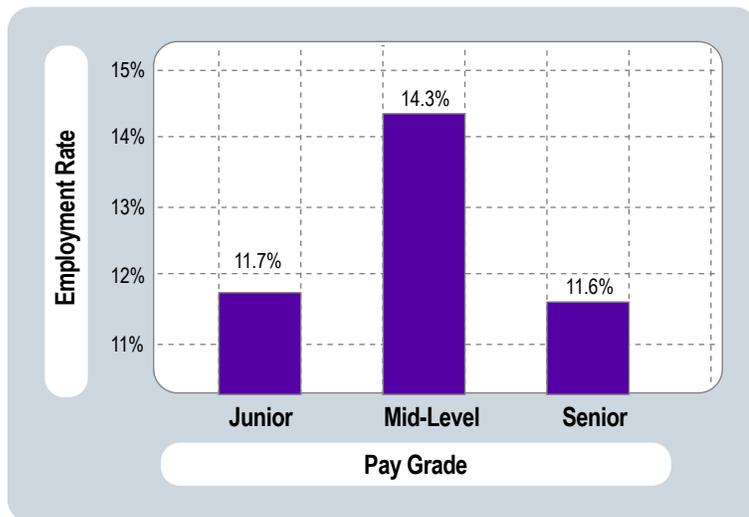
DoD overall exceeded both goals in Fiscal Year (FY) 2019. For individuals with disabilities, DoD achieved 13.87 percent, surpassing the 12 percent goal. For individuals with targeted disabilities, DoD achieved 2.13 percent, surpassing both its overall FY 2018 result of 1.44 percent and the 2 percent goal.

**13.87%**  
of the civilian workforce had a disability

**2.13%**  
of the civilian workforce had a targeted disability



### Percent of Veterans with 30% or Greater Disability Rating



### Individuals with Disabilities by Gender



Of all individuals with disabilities, roughly two-thirds are male. This is comparable to the gender ratio of the general DoD civilian employee population.



### Effective Outreach & Recruitment Resources

The Workforce Recruitment Program is one recruitment strategy that provides a pipeline of qualified and skilled candidates with disabilities to be hired into temporary and permanent DoD civilian positions.



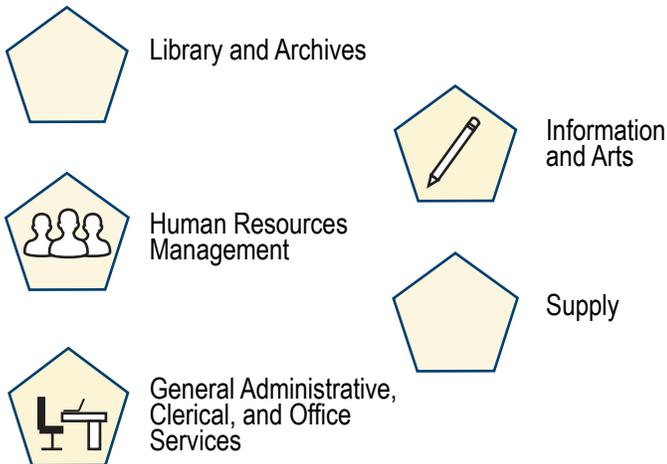
### Comprehensive Reasonable Accommodation Policies and Programs

DoD Military Departments and Components are required to have a comprehensive reasonable accommodation program that provides technology and other alternatives for an individual with a disability to perform their job.

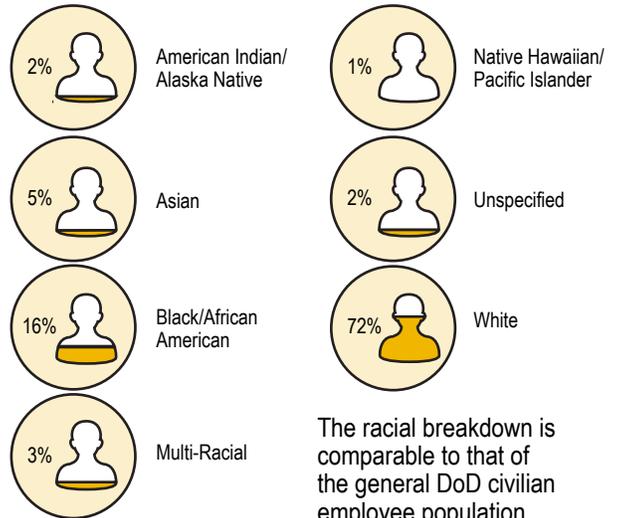
# 2019 Department of Defense Disability Civilian Employment



## Top Five Career Fields for Individuals with Targeted Disabilities and Individuals with Disabilities



## Individuals with Targeted Disabilities by Race



1.55%

The percentage of senior leaders who are Individuals with Targeted Disabilities, a 7.6% increase from FY 2018.

In 1987, the DoD adopted a goal of having 2 percent of the workforce be individuals with targeted disabilities. In FY 2019, the Department achieved a historic milestone by exceeding the Department's 2 percent goal. Individuals with targeted disabilities (blindness, traumatic brain injury, significant mobility impairment, deafness, PTSD, and missing extremities) represent 2.13 percent of DoD's total civilian workforce.

## Yearly Employment Rates of Individuals with Targeted Disabilities



An individual's disability status can change during their tenure as a federal employee. In October 2016, the Office of Personnel Management (OPM) updated the SF-256, Self-Identification of Disability Form. On January 3, 2017, the Equal Employment Opportunity Commission (EEOC) issued a regulation on Affirmative Action for individuals with disabilities in federal employment. Resurveying the workforce using the updated SF-256 will ensure DoD remains a model employer for IWD.

# 2019 Department of Defense Disability Civilian Employment



Overall, in FY 2019, DoD achieved the baseline goal of 12 percent civilian workforce representation for individuals with disabilities. More than one-third of all DoD Components achieved the 12 percent goal. Below is the status of each Component as of the end of FY 2019.



## Percent of Individuals with Disabilities by DoD Component



# 2019 Department of Defense Disability Civilian Employment



In FY 2019, eight Military Departments / Components reached and exceeded the baseline goal of 2 percent civilian workforce representation for individuals with targeted disabilities. Below is the status of each Component as of the end of FY 2019.



## Percent of Individuals with Targeted Disabilities by DoD Component

