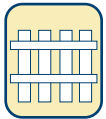


2021

Department of Defense Disability Civilian Employment



Department of Defense (DoD) Disability Policy and Compliance Priorities



Perform barrier analysis



Promote the retention and advancement of Individuals with Disabilities



Attain and exceed the 12 percent and 2 percent goals for employment of Individuals with Disabilities and Targeted Disabilities



Develop and implement comprehensive reasonable accommodation programs



Ensure equal access to information technology



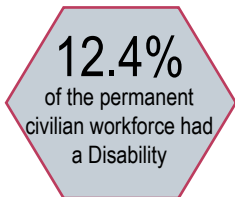
Remain a model employer

During National Disability Employment Awareness Month, Military Departments and DoD Components assess their progress in attaining and ultimately exceeding the U.S. Equal Employment Opportunity Commission's (EEOC) employment goals. These efforts ensure DoD remains a model employer by recruiting, retaining, and advancing affirmative opportunities for Individuals with Disabilities.

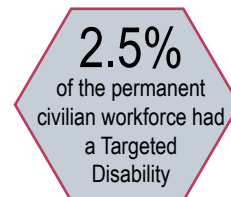
The graphic provides a snapshot of the DoD Fiscal Year (FY) 2020 Permanent Civilian workforce with disabilities and compliance with employment goals reported under Title V of the Rehabilitation Act of 1973, as amended. The goals include:

DoD and EEOC Goals: Individuals with Disabilities represent at least 12-percent of DoD's permanent civilian workforce.

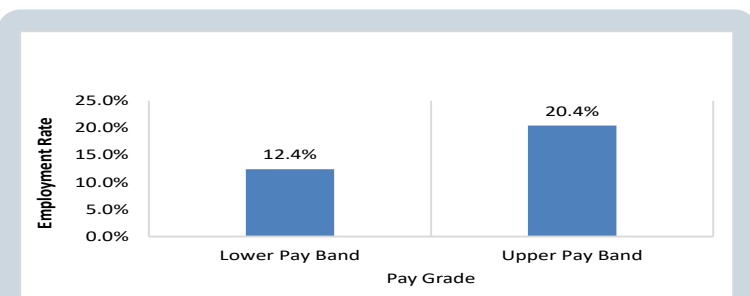
DoD and EEOC Goals: Individuals with a Targeted Disability represent at least 2-percent of DoD's permanent civilian workforce.



DoD overall exceeded both goals in FY 2020

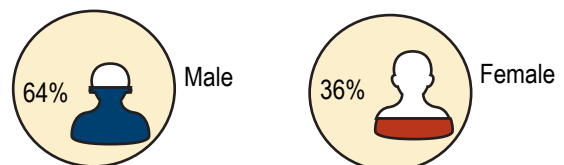


Percent of Military Veterans with a Veterans Administration Disability Rating of 30% or More



**Veterans with a disability rating of 30 percent or greater receive additional VA benefits.

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.



Resources for Promoting Retention and Advancement

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.

Please direct questions and comments related to DoD Disability policy development, compliance, data validation, and intent of this infographic to

Mr. Randy D. Cooper

osd.ability@mail.mil | (703) 571-9327 | (571) 344-3670

Fiscal Year 2020 DoD Data Source: Defense Manpower Data Center

2021

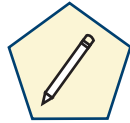
Department of Defense Disability Civilian Employment



Top Five Career Fields for Individuals with Disabilities (all)



General Administrative, Clerical, and Office Services



Engineering and Architecture Group



Business and Industry Group



Information Management

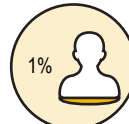


Accounting and Budget Group

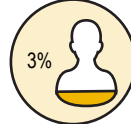
Individuals with Targeted Disabilities by Race



American Indian/Alaska Native



Native Hawaiian/Pacific Islander



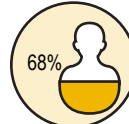
Asian



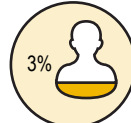
Unspecified



Black/African American



White



Multi-Racial

The racial breakdown is comparable to that of the general DoD civilian employee population.

12%

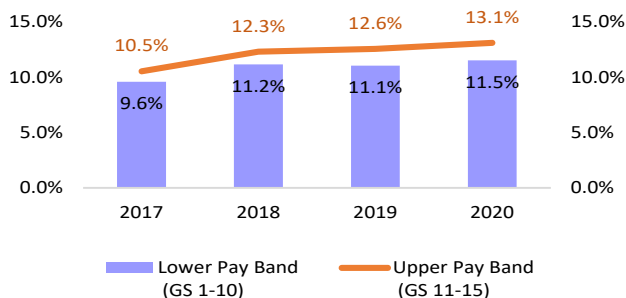
In FY 2020, Individuals with Disabilities represented 12 percent of senior leaders, a 1.04 percent increase from FY 2019.

DoD and EEOC Regulatory Sub-Goals require that at least 12-percent of the permanent civilian workforce are Individuals with Disabilities and 2-percent of the workforce are Individuals with Targeted Disabilities at General Schedule (GS) Grade Level 11 or above, or salary equivalent, in accordance with 29 Code of Federal Regulations (CFR) § 1614.203(d)(7)(i)(a and c).

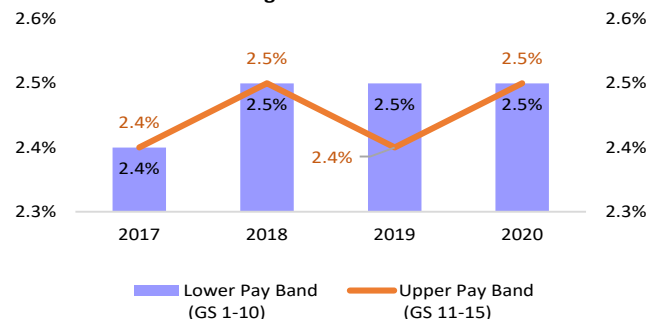
DoD and EEOC Regulatory Sub-Goals require that at least 12-percent of the permanent civilian workforce be Individuals with Disabilities and 2-percent of the workforce be Individuals with Targeted Disabilities at GS Grade Level 10 or below, or salary equivalent, in accordance with 29 CFR § 1614.203(d)(7)(i)(b).

Annual Employment Rates of Individuals with Disabilities and Targeted Disabilities

Yearly Employment Rates of Individuals with Disabilities



Yearly Employment Rates of Individuals with Targeted Disabilities



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Fiscal Year 2020 DoD Data Source: Defense Manpower Data Center

2021

Department of Defense Disability Civilian Employment

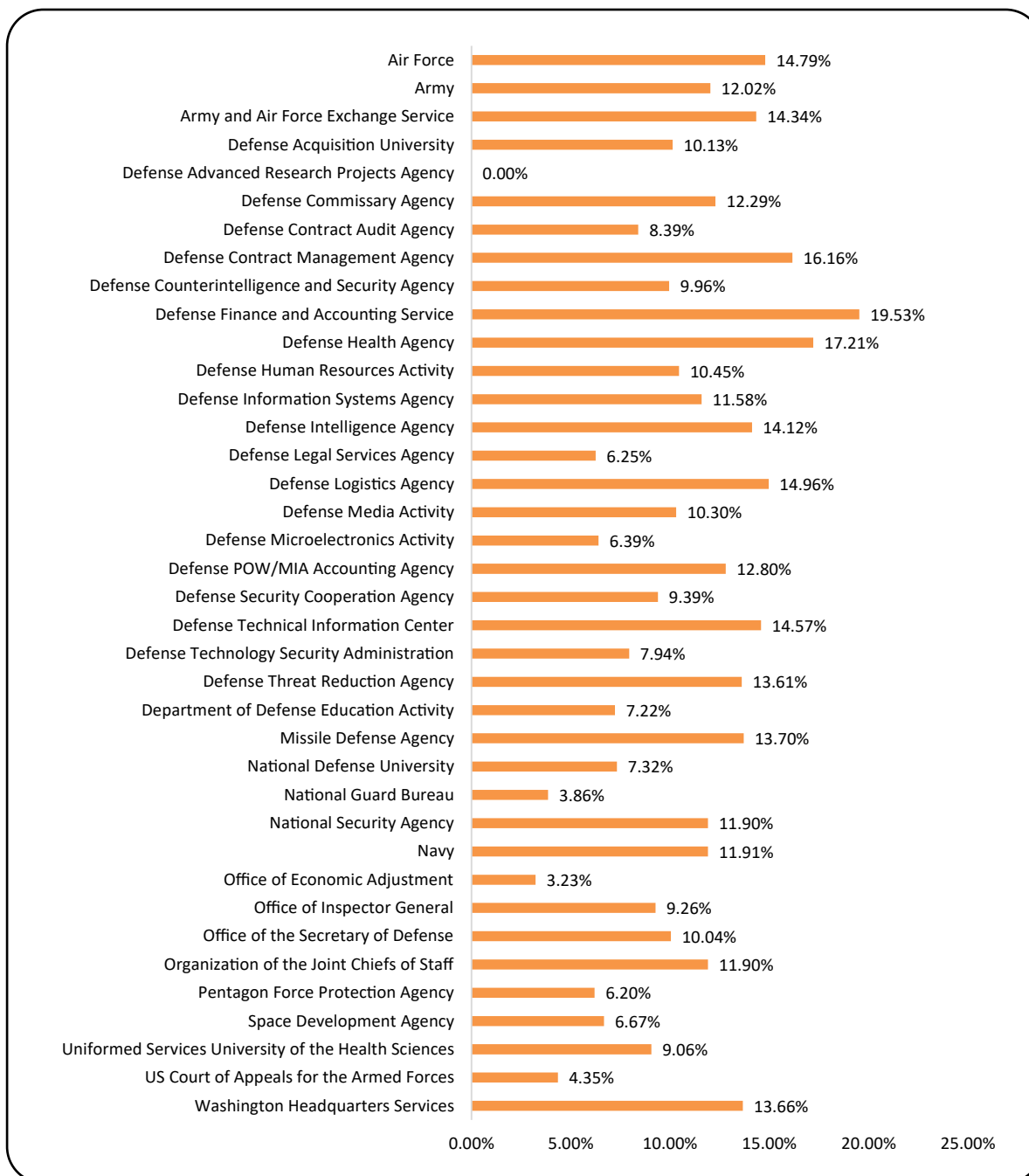


In FY 2020, more than one-third of the Military Departments and DoD Components achieved or exceeded the baseline goal of 12-percent civilian workforce representation of Individuals with Disabilities.

Below is the status of each Component as of FY 2020.



Percent of Individuals with Disabilities by Military Department and DoD Components



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2021

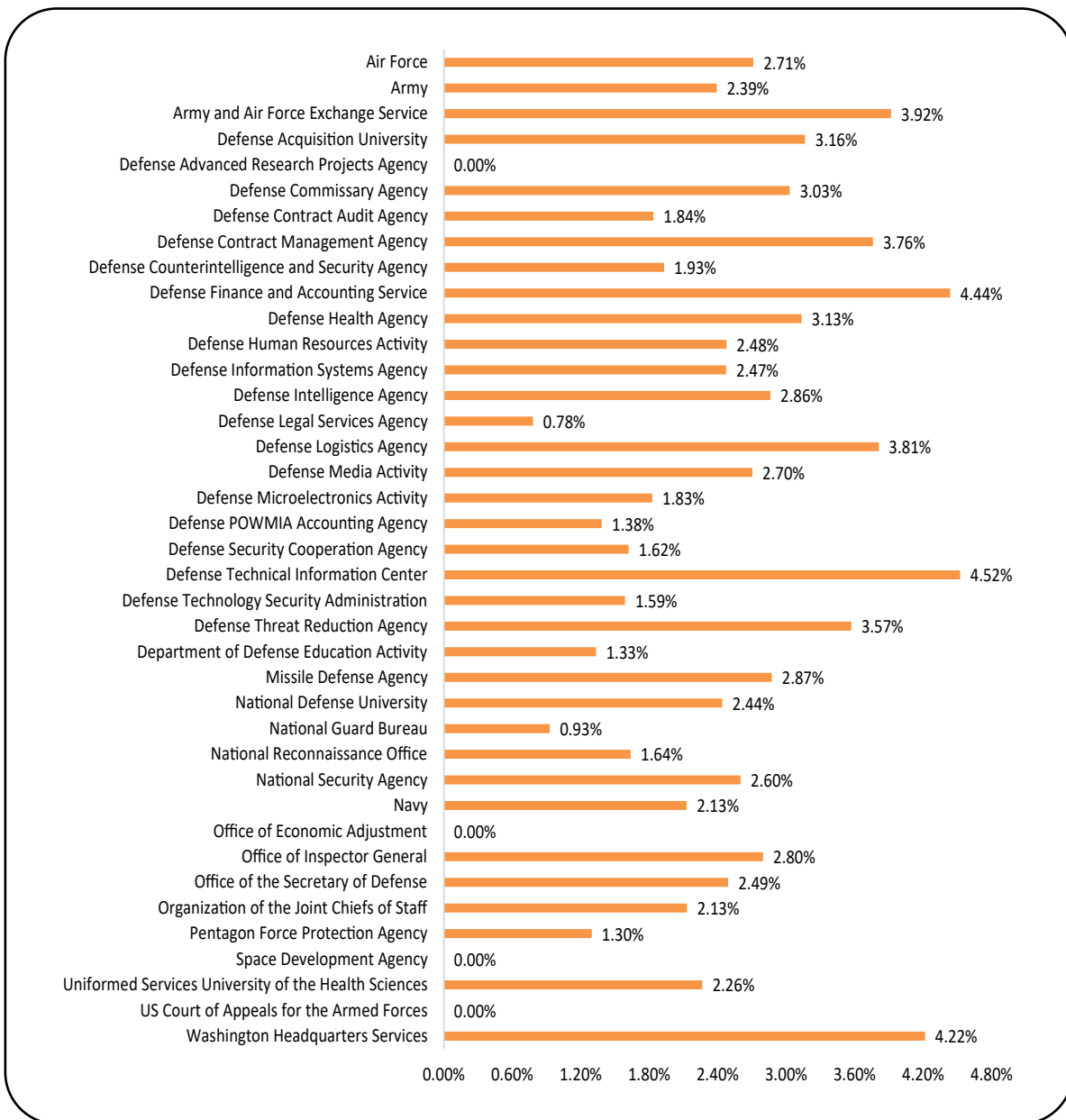
Department of Defense Disability Civilian Employment



In FY 2020, more than half of the Military Departments and DoD Components achieved or exceeded the baseline goal of 2-percent civilian workforce representation of Individuals with Targeted Disabilities.

Below is the status of each Component as of FY 2020.

Percent of Individuals with Targeted Disabilities by Military Department and DoD Components



**This infographic provides data on DoD's permanent paid civilian workforce. Temporary and unpaid workers are not included.

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