

15E.7 Hiring Persons with Targeted Disabilities (PWTD)

Description

Support the DOT Strategic Objective to build a capable, diverse, and collaborative workforce of highly- skilled, innovative, and motivated employees by increasing the hiring of PWTD for eligible positions to 3 percent by 2018. In FY 2015, ACR in collaboration with the FAA LOBs/SOs will ensure that at least 2% of all FAA new hires are PWTD.

Special Designations: DOT Goals, STI

Commentary (June 2015)

Through June 30, 2015 the FAA has hired 33 PWTD out of 2127 new hires for a 1.55% PWTD hiring rate. This is currently below the 2% goal but with the amount of hiring that is taking place in the next few months we will bring this percentage up. AHR also conducted an audit of all of the On-the-Spot PWD hires for FY14 and FY15 to review the hiring process and the Self Identification (SF 256 Form) of each hire to clear up any discrepancies that we have with 20 OTS hires that have not identified their disability as required by the OPM policy. As of July 2, 2015 AHR has completed the audit and is in the process of resolving the discrepancies and will be reporting their findings to the EEO Action Committee (EAC) on July 15th and we will have updated #'s in the next PAM report. This will hopefully clear up the concerns about PWD/PWTD hiring for ATO, AVS, AFN and other LOB/SOs. Also there are currently 5 LOB/SOs (ANG, AOC, ARP, AFN, ACR) that are currently meeting the 2% goal. ACR has developed a targeted outreach plan to assist LOB/SO with the recruitment and hiring of PWD/PWTD for the remainder of the FY. ACR will share this plan with the performance committee if need be.

Commentary (May 2015)

Through May 31, 2015 the FAA has hired 30 PWTD out of 1,926 new hires for a 1.55% PWTD hiring rate. This is currently below the 2% goal but with the amount of hiring that is taking place in the next few months we will bring this percentage up. Also there are currently 5 LOB/SOs (ANG, AOC, ARP, AFN, ACR) that are currently meeting the 2% goal. ACR and AHR have completed working with ATO to conduct targeted outreach of PWTDs and Disabled Veterans for the ATSS and ATC announcement that closed at the end of March.

Status Table (Quantitative Metric - Meet or Exceed)

Period	Target	Actua	Status
10/2014	3	2	Yellow
11/2014	3	2.2	[Green]
12/2014	3	3	Green
01/2015	3	2.1	Yellow
02/2015	3	1.7	Yellow
03/2015	3	1.63	Yellow

04/2015	3	1.4	Yellow
05/2015	3	1.55	Yellow
06/2015	3	1.55	Yellow

✓ Indicates that the item is complete.