

14E.20 Hiring and Accommodating People with Disabilities

Description

Support the Department of Transportation's hiring and onboard goal to increase the representation of people with targeted (severe) disabilities in the workforce by ensuring that at least 1.67% of all FAA new hires are PWTD and reporting quarterly on the specific number of new PWTD hires. Additionally, LOBs/SOs will work collaboratively to improve the efficiency and timeliness of reasonable accommodation by processing 90% of reasonable accommodation requests within 25 business days from the date received.

Special Designations: DOT Goals, Corporate Priorities, STI

Commentary (September 2014)

As of September 24, 2014, the FAA has hired 20 persons with targeted disabilities (PWTD) out of 2411 new hires; resulting in an Agency PWTD hiring percent of 0.83%. The following offices have met their organization's hiring goal: The Office of Civil Rights (ACR), the Office of Finance and Management (AFN), the Office of Airports and NextGen. ACR continues to work with the lines of businesses and staff offices to increase the overall Agency percentage and reach the 1.67% hiring goal by the end of fiscal year 2014. The Air Traffic Organization, the Office of Aviation Safety, the Office of Commercial Space, AFN, and ACR are in the process of working on 50 tentative offers for People with Disabilities/PWTD candidates that will be hired through the "On-the-Spot" hiring authority by the end of September.

Additionally, the efficiency measure for processing reasonable accommodations within 25 business days from the date received is currently 94%.

Commentary (August 2014)

As of August 2014, the FAA has hired 9 persons with targeted disabilities (PWTD) out of 1907 new hires; resulting in an Agency PWTD hiring percent of 0.47%. The following offices have met their organization's hiring goal: The Office of Civil Rights (ACR), the Office of Finance and Management (AFN), the Office of Airports and NextGen. ACR continues to work with the lines of businesses and staff offices to increase the overall Agency percentage and reach the 1.67% hiring goal by the end of fiscal year 2014. The Air Traffic Organization, the Office of Aviation Safety, the Office of Commercial Space, AFN, and ACR are in the process of working on 48 tentative offers for People with Disabilities/PWTD candidates that will be hired through the "On-the-Spot" hiring authority by the end of September.

Additionally, the efficiency measure for processing reasonable accommodations within 25 business days from the date received is currently 93%.

Status Table (Qualitative Metric)

Period	Actual
12/2013	Green

01/2014	Green
02/2014	Green
03/2014	Green
04/2014	Green
05/2014	Yellow
06/2014	Yellow
07/2014	Yellow
08/2014	Yellow
09/2014	Green

✓ Indicates that the item is complete.