

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|--------------------------------|-----------|
| a. Cluster GS-1 to GS-10 (PWD) | Answer No |
| b. Cluster GS-11 to SES (PWD) | Answer No |

Total workforce including all pay plans, AF, and NAF IWD = 13.1%. When including those who select they don't want to identify their disability, IWD = 23.8% All pay plans, AF, and NAF equivalent to GS1-10 IWD = 11.8% All pay plans, AF, and NAF equivalent to GS11-SES IWD = 14.1% GS pay plan groups make up 70% of the total workforce and are depicted in the B Tables reflecting the following: GS total IWD = 14.19% GS-1 through GS-10 IWD = 15.92% GS-11 and above IWD = 16.08%

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|---------------------------------|-----------|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer No |
| b. Cluster GS-11 to SES (PWTD) | Answer No |

Total workforce including all pay plans, AF, and NAF IWTD = 2.1% All pay plans, AF, and NAF equivalent to GS-1 through GS-10 IWTD = 2.0% All pay plans, AF, and NAF equivalent to GS-11 through SES IWTD = 2.1% GS pay plan groups make up 70% of the total workforce and are depicted in the B Tables reflecting the following: • GS total IWTD = 4.15% • GS-1 through GS-10 IWTD = 5.30% • GS-11 and above IWTD = 4.26%

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10	34631	5011	14.47	1045	3.02
Grades GS-11 to SES	79148	11739	14.83	2249	2.84

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

Army communicates the benchmarks for employment of individuals with disabilities through a variety of means including leadership memorandums, publications during National Disability Employment Awareness Month, a Talent Management

newsletter, strategic recruitment discussions between HR specialists and hiring managers, and during human capital strategic planning meetings.

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer No

At the Secretariat level and for several Army commands, staffing and funding are insufficient. Some commands do not have a DPM nor sufficient staff to conduct barrier analysis. Section 508 program is not staffed or funded. Reasonable accommodations and PAS are funded by the respective commands rather than central Army funding. Plan for improvement: • Survey commands to ascertain current staffing, funding, and training status, and where necessary, support requests for additional staffing and funding for the disability program. • Army leadership publish a memorandum to all commands advising that the disability program must be sufficiently staffed with full time DPMs. • Request additional funds for DPM training. • Explore methods to centrally fund RA and PAS. • Leverage the DEI Council and the CIP. Civilian Implementation Plan <https://api.army.mil/e2/c/downloads/2022/10/31/fa993f31/signedarmypeoplestrategy-civilianimplementationplanfy23-25-508-wo-annexes.pdf>

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTB	1	0	0	rosemary.salak.civ@army.f
Section 508 Compliance	1	0	0	Sally.a.dixon6.civ@army.n
Architectural Barriers Act Compliance	1	0	0	Installation Public Works Office N/A N/A
Answering questions from the public about hiring authorities that take disability into account	1	0	0	rosemary.salak.civ@army.f
Special Emphasis Program for PWD and PWTB	0	1	1	rosemary.salak.civ@army.f
Processing reasonable accommodation requests from applicants and employees	1	0	0	rosemary.salak.civ@army.f

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer No

In FY20, additional EEO specialists from across the Defense (NEA, EEOC, DMOC, JAN, etc.) hosted at DEOMI in DPM course and were centrally fund DPM training at DEOMI nor for the EEOC DPM Course. Not all EEO specialists are trained in disability program management. DEOMI allots 10 seats per DPM course which is not enough to meet the demand. Unlike EEO Counselors, there is no requirement for certification in disability program management. DASA-EI is creating training that will be presented to all EEO specialists and recorded for future reference. Through the CIP tasks, reference material, training material, and best practices are being gathered and will be housed on a platform accessible to all EEO practitioners. Updates are also being made to the mandatory annual EEO training for the workforce.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer No

Funding and staffing levels are not sufficient to robustly implement the disability program. Civilian Implementation Plan Task E-1.8, includes a requirement to explore methods to centrally fund RA and PAS. Program requirements will be assessed against staffing levels and funding levels to identify gaps and use the Planning, Programming, Budgeting, and Execution System (PPBES) and manpower management tools to address the gaps. DA will continue to collaborate with other DoD agencies and other federal agencies to leverage proven tools, programs, and best practices.

Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]
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Brief Description of Program Deficiency	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]		
Objective	Obtain a budget and staffing to effectively administer special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager).		
Target Date	Sep 30, 2020		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2020		Fund and hire special emphasis program managers (such as, Federal Women’s Program, Hispanic Employment Program, and Disability Program Managers).
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2019	Vacancy announcement posted to recruit and fill Disability Program Manager and Special Emphasis Program Manager positions.	

Brief Description of Program Deficiency	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.		
Objective	Process initial accommodation requests within 30 day time frame set forth in Army's reasonable accommodation procedures. Develop and implement regulatory guidance and policy for Personal Assistance Services,		
Target Date	Sep 30, 2020		
Completion Date			
Planned Activities	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 22		Develop and implement guidance.
	Sep 30, 2020		Hire a Disability Program Manager at headquarters level to provide oversight and guidance to sub component program managers to assess processing time frames.
	Sep 30, 2020		Update RA tracking to determine the reasons why RA requests are not processed timely
Accomplishments	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2019	Phase 1 of the RA tracking technical solution completed. EEO users are converting their locally produced RA request information into the EEO MD 715 Reporter RA tracker module. Phase 2 of the RA tracking technical solution has not been completed because of the "chilled water" incident which diverted technical support resources away from Phase 2 completion which included finalization of reports and functions previously approved and funded. Critical Path analysis to determine process bottlenecks has not been completed due to diversion of technical support resources to address the global impact of the "chilled water" incident.	
	2019	Vacancy announcement posted to recruit and fill Disability Program Manager and Special Emphasis Program Manager positions.	
	2021	a. Identified trigger b. Working Group collaboration	

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTDD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The Army EEO and Army HR practitioners collaborate on outreach to national level affinity groups, disability serving organizations, and college and university offices that serve individuals with disabilities to describe opportunities and hiring authorities that take disability into account. DA actively recruits qualified IWD to fill a percentage of its student intern allocations. Programs and resources the agency uses include the Special Placement Program Coordinator, Schedule A resume repository, Wounded Warrior resume repository, Workforce Recruitment Program, the Army’s Military Transition Program, outreach to Vocational Rehabilitation Centers, and OPM USA Staffing. Individuals are advised to upload their resume and Schedule A letter to USA Jobs <https://www.usajobs.gov>, make their resume searchable, keep it current, and self-identify as an individual with a disability. They are also advised of Army civilian employment opportunities www.goarmy.com/careers-and-jobs/find-your-path/army-civilians.html and of intern and fellows positions https://portal.chra.army.mil/afp?id=acdpublic_jobs

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTDD for positions in the permanent workforce

The Army uses Schedule A Excepted Service Hiring Authority for IWD, Veterans' Recruitment Appointment, and 30% or More Disabled-Veteran Authority.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When an individual applies for a position under a hiring authority that takes disability into account, the Army requires the individual to provide the resume and appropriate documentation confirming eligibility such as proof of disability in the form of a Schedule A letter compliant with the OPM standard. In the case of Veterans Recruitment Appointment (VRA) or 30% or More Disabled Veteran Authority, the individual must provide a resume and disability evidence provided by the Veterans' Administration. The resume is reviewed by an HR specialist and if qualified, the HR specialist, during the strategic recruitment discussion with the hiring manager, is required to advise the hiring manager that a qualified candidate has been identified. The hiring manager is advised that he/she has the option to review the resume and interview the candidate and hire the candidate without advertising the vacancy.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer No

The training is incorporated in annual EEO Training but in FY22, not all Army personnel were trained. Plans are being pursued to ensure training is included during onboarding, annually, and as part of the required supervisor training and certification. The plan to provide training is incorporated in CIP 2022 Task D-2.3 "Establish and resource a comprehensive mandatory supervisor development and certification program". Additionally, the mandatory annual EEO training will be revised to emphasize this training. Army leadership published a memo and a message during 2nd quarter FY22 to all Army commands, encouraging the use of Schedule A for IWD [5 CFR part 213.3102(u)], Veterans' Recruitment Appointment [5 CFR part 307], and 30% or More Disabled Veteran Authority [5 CFR 316.302(b)(4), 216.402(b)(4), and 5 USC 3112]. The CIP was revised and includes objectives to develop training for all HR specialists and hiring managers which will include the use of hiring authorities that take disability into account.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

Army has contacts with various affinity groups and through the groups, reaches out to those with disabilities. Army also has contacts with college and university offices that serve students with disabilities. During FY22, through the Army's initiative, DOL Office of Disability Employment created a list of disability serving organizations. In FY23, Army will establish additional partnerships with Deaf in Government, Rochester Institute of Technology disability services office, and Gallaudet University; will participate in a hiring event at Gallaudet University; and reach out to the disabled population to encourage attendance at the Black Engineer of the Year Awards. Army continues to encourage DoD DMOC and DOL to establish a job board for the Workforce Recruitment Program https://www.wrp.gov/wrp?id=wrp_about_us where DA and other organizations can post outreach events, job vacancies, hiring fairs, resume writing workshops, etc.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)

Answer Yes

b. New Hires for Permanent Workforce (PWTD)

Answer Yes

The percentage of applicants self-identifying as IWD is below the 12% federal employment benchmark, however, the qualifying and referral rates are higher proportionally than the rates for those with no disability. While referral rates for IWD and IWTD are at a level consistent with qualified rates for IWD and IWTD, the selection rates are disproportionately lower than the rates for those with no disability. IWTD are applying, qualifying, and being referred at rates more than twice the 2% employment goal and being selected at a 3% rate. IWD and IWTD are being referred at a rate consistent with the qualified rate for IWD and IWTD while those with no disability are selected at a rate that exceeds the referral rate.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	128275	3.37	3.03	1.68	1.54
% of Qualified Applicants	72968	3.29	3.07	1.59	1.51
% of New Hires	5402	2.28	1.80	1.09	0.85

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD)

Answer No

b. New Hires for MCO (PWTD)

Answer No

In FY22, the Army exceeded the Federal benchmarks for IWDs and IWTDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs and IWTDs. In FY23, the Army will conduct further analysis for qualified applicant pool for new hires by MCO.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0346 LOGISTICS MANAGEMENT	118	8.47	4.24
0602 MEDICAL OFFICER	39	2.56	0.00
0610 NURSE	438	2.51	0.91
1102 CONTRACTING	230	8.26	3.91

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Qualified Applicants for MCO (PWD)

Answer No

b. Qualified Applicants for MCO (PWTD)

Answer No

In FY22, the Army exceeded the Federal benchmarks for IWDs and IWTDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs and IWTDs. In FY23, the Army will conduct further analysis for relevant applicant pool by MCO.

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | |
|------------------------------|-----------|
| a. Promotions for MCO (PWD) | Answer No |
| b. Promotions for MCO (PWTD) | Answer No |

In FY22, the Army exceeded the Federal benchmarks for IWDs and IWTDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs and IWTDs. In FY23, the Army will conduct further analysis for qualified applicant pool for promotions by MCO.

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The Army does not have a specific program for advancement or mentoring for IWD. All those who meet the criteria for various career development opportunities are eligible to apply. The absence of data on applicants and selections for career development opportunities is a trigger.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

The Army Career Program system includes all employees. All are aligned into a career program that provides a structured path to obtain education, training, and development. The career programs are centrally funded and managed. Army Commands design and implement formal mentorship programs to provide leadership development opportunities to GS-11 and GS-12 grade employees with the potential and desire to lead, such as the “Emerging Enterprise Leaders” (EEL). This program is nested within Army Directive 2015-2024, “Department of the Army Senior Enterprise Talent Management Program and Enterprise Talent Management Program,” or SETM and ETM respectively. SETM is a leader development program for GS-14s and GS-15s, composed of five modules: Enterprise Placement Program, Project-Based Temporary Duty Assignments (TDY), Army Senior Civilian Fellowship, Senior Service College, and Defense Senior Leader Development Program, which tailor their leadership development road maps through professional development, Senior-level education, or experiential learning opportunities. ETM provides GS-12s and GS-13s the opportunity to participate in four modules consisting of Shadowing Assignment, Project-Based Temporary Duty Assignment (TDY), Command and General Staff Officer Course, and the DoD program “Executive Leadership Development Program, where they gain a better understanding of the DoD mission, while being developed as future leaders with joint and interagency perspectives and skills. The mentoring process is used to facilitate partnerships between experienced professionals with less experienced employees to enhance the employee’s professional development and growth by sharing insights and experiences. The mentoring process promotes career planning, job enrichment, and potential for advancement.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Training Programs	0	0	0	0	0	0

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Fellowship Programs	0	0	0	0	0	0
Mentoring Programs	0	0	0	0	0	0
Detail Programs	0	0	0	0	0	0
Coaching Programs	0	0	0	0	0	0
Other Career Development Programs	0	0	0	0	0	0
Internship Programs	0	0	0	0	0	0

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD) Answer Yes

b. Selections (PWD) Answer Yes

The absence of data on applicants and selections for career development opportunities is a trigger. In FY22 the CIP was revised to include a task D-2.1 Enhance civilian leader development programs; adjust or implement program revisions as needed. One of the intended outcomes is to establish a system to identify all career development opportunities, and track and report applicants and selectees for each career development opportunity. Completion date is set for September 2023.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD) Answer Yes

b. Selections (PWTD) Answer Yes

The absence of data on applicants and selections for career development opportunities is a trigger. DASA-EI is currently working with the Civilian Human Resources Agency to develop this data for future MD715 Reports.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer No

b. Awards, Bonuses, & Incentives (PWTD) Answer No

The Army completed an analysis of total Army workforce awards. In FY23, the Army will conduct further analysis to include time-off awards, bonuses, and incentives for IWDs and IWTDs.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	12577	7.81	6.68	8.01	7.76

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 Hours: Total Hours	91740	56.53	48.84	58.69	55.98
Time-Off Awards 1 - 10 Hours: Average Hours	7	0.03	0.00	0.15	0.00
Time-Off Awards 11 - 20 hours: Awards Given	11604	7.89	6.02	7.14	8.08
Time-Off Awards 11 - 20 Hours: Total Hours	198220	134.58	102.87	123.21	137.48
Time-Off Awards 11 - 20 Hours: Average Hours	17	0.07	0.01	0.37	0.00
Time-Off Awards 21 - 30 hours: Awards Given	10037	7.26	5.14	6.32	7.49
Time-Off Awards 21 - 30 Hours: Total Hours	252214	180.95	129.57	157.48	186.95
Time-Off Awards 21 - 30 Hours: Average Hours	25	0.11	0.02	0.52	0.00
Time-Off Awards 31 - 40 hours: Awards Given	26866	18.32	13.92	16.84	18.69
Time-Off Awards 31 - 40 Hours: Total Hours	1037011	705.48	537.95	649.43	719.81
Time-Off Awards 31 - 40 Hours: Average Hours	38	0.17	0.03	0.82	0.00
Time-Off Awards 41 or more Hours: Awards Given	8	0.00	0.01	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	370	0.00	0.26	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	46	0.00	0.03	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	20901	12.41	11.40	12.73	12.33
Cash Awards: \$501 - \$999: Total Amount	15332363	9099.64	8338.97	9244.60	9062.58
Cash Awards: \$501 - \$999: Average Amount	733	3.23	0.52	15.72	0.04
Cash Awards: \$1000 - \$1999: Awards Given	61771	37.04	33.72	35.77	37.36
Cash Awards: \$1000 - \$1999: Total Amount	85697318	51514.21	46798.63	49371.51	52062.01
Cash Awards: \$1000 - \$1999: Average Amount	1387	6.13	0.98	29.88	0.06
Cash Awards: \$2000 - \$2999: Awards Given	40087	23.46	22.20	23.68	23.41
Cash Awards: \$2000 - \$2999: Total Amount	95321033	55575.82	52860.68	56212.71	55412.99
Cash Awards: \$2000 - \$2999: Average Amount	2377	10.44	1.68	51.37	-0.03
Cash Awards: \$3000 - \$3999: Awards Given	20032	10.61	11.47	10.09	10.75
Cash Awards: \$3000 - \$3999: Total Amount	66700892	35134.45	38224.58	33433.90	35569.21
Cash Awards: \$3000 - \$3999: Average Amount	3329	14.59	2.35	71.73	-0.02
Cash Awards: \$4000 - \$4999: Awards Given	7730	3.74	4.52	3.27	3.86

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$4000 - \$4999: Total Amount	33624752	16276.32	19639.05	14345.94	16769.85
Cash Awards: \$4000 - \$4999: Average Amount	4349	19.17	3.06	95.00	-0.22
Cash Awards: \$5000 or more: Awards Given	6112	2.98	3.54	2.66	3.07
Cash Awards: \$5000 or more: Total Amount	42587319	20026.23	24967.18	17652.63	20633.06
Cash Awards: \$5000 or more: Average Amount	6967	29.58	4.96	143.52	0.45

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance- based pay increases? If “yes”, please describe the trigger(s) in the text box.

- a. Pay Increases (PWD) Answer No
- b. Pay Increases (PWTD) Answer No

The Army completed an analysis of total Army workforce awards. In FY23, the Army will conduct further analysis to include quality step increases or performance-based pay increases for IWDs and IWTDs.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	0	0.00	0.00	0.00	0.00

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

- a. Other Types of Recognition (PWD) Answer No
- b. Other Types of Recognition (PWTD) Answer No

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer No
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer No
- c. Grade GS-14

- i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer No
 - d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs. In FY23, the Army will conduct further analysis of qualified internal applicants and/or selectees for promotions to the senior grade levels.

2. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
 - i. Qualified Internal Applicants (PWTB) Answer No
 - ii. Internal Selections (PWTB) Answer No
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWTB) Answer No
 - ii. Internal Selections (PWTB) Answer No
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWTB) Answer No
 - ii. Internal Selections (PWTB) Answer No
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWTB) Answer No
 - ii. Internal Selections (PWTB) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWTBs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWTBs. In FY23, the Army will conduct further analysis of qualified internal applicants and/or selectees for promotions to the senior grade levels.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer No
- b. New Hires to GS-15 (PWD) Answer No
- c. New Hires to GS-14 (PWD) Answer No

d. New Hires to GS-13 (PWD) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs. In FY23, the Army will conduct further analysis of qualified applicant pool for new hires to the senior grade levels.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTB) Answer No

b. New Hires to GS-15 (PWTB) Answer No

c. New Hires to GS-14 (PWTB) Answer No

d. New Hires to GS-13 (PWTB) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWTBs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWTBs. In FY23, the Army will conduct further analysis of qualified applicant pool for new hires to the senior grade levels.

5. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTB) Answer No

ii. Internal Selections (PWTB) Answer No

b. Managers

i. Qualified Internal Applicants (PWTB) Answer No

ii. Internal Selections (PWTB) Answer No

c. Supervisors

i. Qualified Internal Applicants (PWTB) Answer No

ii. Internal Selections (PWTB) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs. In FY23, the Army will conduct further analysis of qualified internal applicants and/or selectees for promotions to supervisory positions.

6. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

- i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer No
- b. Managers
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer No
- c. Supervisors
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWTDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWTDs. In FY23, the Army will conduct further analysis of qualified internal applicants and/or selectees for promotions to supervisory positions.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires for Executives (PWD) Answer No
 - b. New Hires for Managers (PWD) Answer No
 - c. New Hires for Supervisors (PWD) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWDs. In FY23, the Army will conduct further analysis of qualified applicant pool for new hires to the supervisory positions.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires for Executives (PWTD) Answer No
 - b. New Hires for Managers (PWTD) Answer No
 - c. New Hires for Supervisors (PWTD) Answer No

In FY22, the Army exceeded the Federal benchmarks for IWTDs. The Army completed the initial applicant flow analysis of applicants, referrals, and selections for IWTDs. In FY23, the Army will conduct further analysis of qualified applicant pool for new hires to the supervisory positions.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

- 1.

In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer No

For the FY22 MD 715 Report, DASA-EI determined not all eligible Army Schedule A employees were converted to competitive service. DASA-CP and DASA-EI are currently working to implement a solution by establishing an automatic notice to supervisors to make a determination on Schedule A conversions.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer Yes

b. Involuntary Separations (PWD) Answer Yes

For FY22, the Army exceeded its total workforce IWD inclusion rate benchmark of 13.29% for voluntary and involuntary separations which were 14.9% and 22.5%, respectively.

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	1	0.00	0.00
Permanent Workforce: Removal	1845	0.93	0.92
Permanent Workforce: Resignation	8686	3.35	4.49
Permanent Workforce: Retirement	6751	5.76	3.06
Permanent Workforce: Other Separations	31763	15.18	16.02
Permanent Workforce: Total Separations	48993	25.20	24.47

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer Yes

b. Involuntary Separations (PWTD) Answer Yes

For FY22, the Army exceeded its total workforce IWTD inclusion rate benchmark of 3.92% for voluntary and involuntary separations which were 4.20% and 8.33%, respectively.

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	1	0.00	0.00
Permanent Workforce: Removal	1845	1.28	0.92
Permanent Workforce: Resignation	8686	3.45	4.38
Permanent Workforce: Retirement	6751	5.70	3.32
Permanent Workforce: Other Separations	31763	14.10	15.97
Permanent Workforce: Total Separations	48993	24.48	24.56

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

Exit surveys are not used throughout the Army. Some commands use exit surveys and some use Stay surveys. Information necessary to respond to this question is not available. Civilian Implementation Plan Task R-1.4 intended outcome is to implement

an enterprise approach to stay and exit surveys. Completion date is expected to be September 2023.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

Website: <https://dodcio.defense.gov/dodsection508.aspx> Effective February 2023, a more comprehensive and legally sufficient notice was posted to <https://www.army.mil/armyequityandinclusion#org-accessibility>

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

Website: The notice will be posted in FY23 to the website below: <https://www.army.mil/armyequityandinclusion#org-accessibility>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

Plans to improve accessibility of information and communication technology include the resourcing of a full-time Section 508 and Assistive Technology Office in the Chief Information Office. Civilian Implementation tasks include exploring the feasibility of central funding of reasonable accommodations and personal assistance services. Root cause analysis of Section 504 complaints and implementation of systemic solutions will continue and are expected to continue to reduce the number of Section 504 complaints. During FY22, policies and procedures were modified to improve access at Arlington National Cemetery, installation Child and Youth Services, Military District of Washington events for the public, and US Army Corps of Engineers managed public lands.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

75 days

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

Reasonable accommodation requests are not processed in a timely way; only 65% are processed within the required timeframe. In several EEO offices across the Agency, and at the Secretariat level, the staffing is insufficient to monitor trends and to implement programs fully to improve RA and PAS processing time. Actions planned to improve processing time include: The development of a guide for RA and PAS processing, an update to the governing Army regulation (AR 690-12), additional RA and PAS training, modifications to the automated RA and PAS tracking tool, and training on the tracking tool.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

Requests for PAS follow the same procedures as those for requests for RA. Requests for PAS are so few, that when requested, the servicing EEO office works directly with the Army DPM to process the request. In FY22, a contract for PAS was developed in addition to an existing contract in a separate Army command. <https://www.army.mil/armyequityandinclusion#org-accessibility>

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

Regarding A1: because of filings on multiple bases, we are unable to differentiate data to respond to question A1. The agency had one complaint involving a finding of discrimination for both harassment and RA on the basis of disability (physical). The ordered actions were compensatory damages (\$156,000), backpay (TBD), reinstatement, training for managers, and a posting. In a second case, the EEOC AJ found discrimination for both harassment and RA on the basis of disability (physical). The Army appealed the case to EEOC Office of Federal Operations, therefore the AJ decision and ordered actions are not yet implemented. In a third case, a finding of discrimination was issued on the issue of RA and the basis of disability (physical). The ordered actions were compensatory damages (\$30,000), attorneys fees and costs (\$18,562.50), training for the manager, and a posting.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

See A3 above. Regarding B1: When filing complaints, complainants often make multiple allegations on multiple basis involving

multiple issues. In FY22, 1109 formal complaints were filed. Of those, 252 alleged a basis of disability (physical): 252/1109 = 22.7%. Another 287 complaints alleged a basis of disability (mental): 287/1109 = 25.9%.

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	In the absence of data and information necessary to assess the effectiveness of the disability program and lack of knowledge and effective tools to implement use of Schedule A hiring authority.				
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>				
Barrier Analysis Process Completed?:	N				
Barrier(s) Identified?:	N				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name		Description of Policy, Procedure, or Practice		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Planned Activities Toward Completion of Objective					
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date
Report of Accomplishments					
Fiscal Year	Accomplishment				

Source of the Trigger:	Workforce Data (if so identify the table)					
Specific Workforce Data Table:	Workforce Data Table - B1					
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	<ul style="list-style-type: none"> • Absence of data, disparate data sources, and absence of standard data business rules to identify triggers and insufficient staff to conduct data analysis. • Limited knowledge and limited use of Schedule A hiring authority for IWD/IWTD among HR specialists and hiring managers. • Inconsistent use of the RA and PAS tracking tool. • Absence of Section 508 and Assistive Technology Program. • Insufficient staff to improve upon disability program management, trend analysis, barrier analysis, oversight, training, etc. • Absence of enterprise-wide exit surveys. • Absence of data on applicants and selections for career development opportunities. 					
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i>					
Barrier Analysis Process Completed?:	N					
Barrier(s) Identified?:	N					
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name	Description of Policy, Procedure, or Practice				
Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
10/22/2022	09/30/0024	Yes			Objectives are outlined in the CIP 2022. https://api.army.mil/e2/c/downloads/2022/10/31/fa993f31/signedarmypeoplestrategy-civilianimplementationplanfy23-25-508-wo-annexes.pdf Establish an authoritative, complete, and accurate data system that is user friendly and provides necessary data to identify triggers and to address the gaps in necessary data. Leverage existing Army data scientists or establish data scientists within the EEO offices. Continue to work with HR on the CIP objectives designed	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date

Report of Accomplishments	
Fiscal Year	Accomplishment

- Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

Staffing and funding levels for EEO throughout the Army are insufficient to fully and robustly implement comprehensive affirmative employment programs for PWD/PWTD, and for Section 508 programs, and permit time away from duties to access professional development opportunities without jeopardizing disability program management. There is no stand-a-lone measurable objective to hold all managers, supervisors, and supporting officials (HR, Acquisitions, Contracting, Finance, Chief Information Officer, Facilities, etc.) responsible for implementation and integration of affirmative employment for PWD/PWTD (use of Sch A, conversion of Sch A, Section 508, timely reasonable accommodation processing, etc). Long-standing inability to access accurate complete data required by MD-715 and effective trigger identification and barrier analysis.

- For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

All activities significantly increased awareness of all aspects of disability program management and significantly enhanced meaningful, effective collaboration between EEO and HR in developing strategic plans and objectives for implementing plans.

- If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

N/A