

<b>EEOC FORM 715-01 PART J</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted</b>
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<b>DOD Defense Contract Management Agency</b>	<b>For period covering October 1, 2015 to September 30, 2016</b>
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<b>PART I Department or Agency Information</b>	1. Agency	1. Department of Defense
	1.a. 2nd Level Component	1. a. Defense Contract Management Agency (DCMA)
	1.b. 3rd Level or lower	1. b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	11459	100%	11749	100%	290	2.5 %
	Reportable Disability	1021	8.9 %	1298	11.0 %	277	27.1 %
	Targeted Disability*	109	1.0 %	129	1.1 %	20	18.3 %
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
	1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.					1116	
	2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					13	

**PART III Participation Rates In Agency Employment Programs**

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
Competitive Promotions	1278	124	9.7 %	11	0.9 %	37	2.9 %	1117	87.4 %
Non-Competitive Promotions	0	0	0.0 %	0	0.0 %	0	0.0 %	0	0.0 %
Employee Career Development Programs	137	8	5.8 %	1	0.7 %	4	2.9 %	125	91.2 %
a. Grades 5 - 12	8715	984	11.3 %	104	1.2 %	254	2.9 %	7477	85.8 %
b. Grades 13 - 14	2777	286	10.3 %	19	0.7 %	89	3.2 %	2402	86.5 %
c. Grade 15/SES	193	22	11.4 %	2	1.0 %	7	3.6 %	164	85.0 %
Employee Recognition and Awards	11518	1281	11.1 %	64	0.6 %	345	3.0 %	9892	85.9 %
a. Time-Off Awards (Total hrs awarded)	32601	2645	8.1 %	396	1.2 %	983	3.0 %	28973	88.9 %
b. Cash Awards (total \$\$\$ awarded)	7487065	799057	10.7 %	35713	0.5 %	222756	3.0 %	6465252	86.4 %
c. Quality-Step Increase	24	2	8.3 %	0	0.0 %	0	0.0 %	22	91.7 %

<b>EEOC FORM 715-01</b>		<b>Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>	
<b>DOD Defense Contract Management Agency</b>		<b>For period covering October 1, 2015 to September 30, 2016</b>	
<b>Part IV Identification and Elimination of Barriers</b>	Agencies with 1,000 or more permanent employees MUST conduct a barrier analysis to address any barriers to increasing employment opportunities for employees and applicants with targeted disabilities using FORM 715-01 PART I. Agencies should review their recruitment, hiring, career development, promotion, and retention of individuals with targeted disabilities in order to determine whether there are any barriers.		
<b>Part V Goals for Targeted Disabilities</b>	<p>Agencies with 1,000 or more permanent employees are to use the space provided below to describe the strategies and activities that will be undertaken during the coming fiscal year to maintain a special recruitment program for individuals with targeted disabilities and to establish specific goals for the employment and advancement of such individuals. For these purposes, targeted disabilities may be considered as a group. Agency goals should be set and accomplished in such a manner as will effect measurable progress from the preceding fiscal year. Agencies are encouraged to set a goal for the hiring of individuals with targeted disabilities that is at least as high as the anticipated losses from this group during the next reporting period, with the objective of avoiding a decrease in the total participation rate of employees with disabilities.</p> <p>Goals, objectives and strategies described below should focus on internal as well as external sources of candidates and include discussions of activities undertaken to identify individuals with targeted disabilities who can be (1) hired; (2) placed in such a way as to improve possibilities for career development; and (3) advanced to a position at a higher level or with greater potential than the position currently occupied.</p>		
Established a Numerical Goal?	Yes		
Goal	50 positions over 5 years		
Strategies	<p>Provide senior managers and hiring managers with in-depth training on reasonable accommodation and working with individuals with disabilities, special hiring authorities and the importance of targeted recruitment activities among individuals with disabilities.</p> <p>Market the Computer/Electronic Accommodation Program to retain employees with disabilities.</p> <p>Develop and implement a "Recruiting Individuals With Targeted Disabilities" guide that includes an initiative to assist individuals with career assessment, planning and development. Develop a 4-5 year plan, providing annual directorate goals for hiring individuals with targeted disabilities.</p>		
Objectives	Observe, gather and review best practices of agencies that meet or exceed the 2.0% employment goal for individuals with targeted disabilities. Adopt best practices where and when feasible.		
Accomplishments	<p>Developed hiring guide for individuals with targeted disabilities.</p> <p>Participated in the Workforce Recruitment Program for College Students With Disabilities. Eleven students were placed during the FY 2016 cycle with two students being retained by the agency for permanent hire. Increased IWTD population by 20 persons, thus accomplishing 40% of the 5 year goal in the first year.</p>		