

<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, 2013 to September 30, 2014</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	11473	100%	11584	100%	111	9.9 %
	Reportable Disability	1008	8.79 %	984	8.49 %	-24	-2.38 %
	Targeted Disability*	109	0.95 %	109	0.94 %	-0	0.0 %
	* 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.					0	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.					0		

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

Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
Competitive Promotions	1269	93	7.3%	8	0.63%	23	1.81%	1153	90.9%
Non-Competitive Promotions	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
Employee Career Development Programs	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%
a. Grades 5 - 12	995	76	7.64%	7	0.70%	15	1.51%	904	90.85%
b. Grades 13 - 14	252	17	6.75%	1	0.40%	2	0.79%	233	92.46%
c. Grade 15/SES	13	0	0.0%	0	0.0%	0	0.0%	13	100.0%
Employee Recognition and Awards	529	40	7.6%	4	0.8%	21	4.0%	468	88.5%
a. Time-Off Awards (Total hours awarded)	511	40	7.8%	4	0.8%	18	3.5%	453	88.6%
b. Cash Awards (total \$\$\$ awarded)	4	0	0.0%	0	0.0%	1	25.0%	3	75.0%
c. Quality-Step Increase	0	0	0.0%	0	0.0%	0	0.0%	0	0.0%

<b>EOC 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, 2013 to September 30, 2014</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	225 (over 5 years).	
Strategies	<p>Review impact of expanding the agency's Merit Promotion Plan to require that diverse panels be convened for all GS-13 through GS-15 supervisory vacancies.</p> <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>Develop and implement a "Recruiting Individuals With Targeted Disabilities" guide that includes an initiative to assist individuals with career assessment, planning and development.</p> <p>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. Include best practices in a written guide and training.	
Accomplishments	Developed a hiring guide for individuals with targeted disabilities.	