

Federal Agency Employment Strategies:

A Framework for Disability Inclusion



What do high-performing agencies have in common?

A strong, diversified, and inclusive workforce.

Federal agencies need talented workers to meet new challenges in the 21st century. People with disabilities represent an underutilized community of talented individuals who want to work for the Federal Government. This population is more than 50 million strong across many diverse demographics including all ethnicities, cultural backgrounds, genders, and ages.

With ideas for agencies of all sizes and in all mission areas, **Federal Agency Employment Strategies: A Framework for Disability Inclusion** is an essential resource for agencies wishing to ensure the workplace is diverse and inclusive. It outlines proactive disability employment strategies to attract qualified job seekers with disabilities and ensure retention of productive workers with disabilities already in the workforce. The framework addresses six key operational areas:

- **Lead the Way:** Model Employer of Individuals with Disabilities
- **Build the Pipeline:** Outreach and Recruitment
- **Hire (Advance and Keep) the Best:** Personnel Processes
- **Ensure Productivity:** Reasonable Accommodations and Personal Assistance Services
- **Be Tech Savvy:** Accessible Information and Communication Technology
- **Grow Success:** Continuous Assessment and Improvement and Accountability



OFFICE OF DISABILITY EMPLOYMENT POLICY
UNITED STATES DEPARTMENT OF LABOR

askearn.org/FederalFramework

Driving Change ★ Creating Opportunity

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helps agencies make their workplaces inclusive and welcoming of people with disabilities. The Framework reflects a combination of legal/regulatory requirements, strategies, and practices used by public-sector employers, including actions identified in the:

- Section 501 rule,
- EEOC Management Directive 715 (MD-715), and other guidance provided by EEOC.

The Framework is a collaborative effort of EEOC, OPM, and DOL and can be found at askearn.org/FederalFramework.



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