



Department of Defense



Workforce Recruitment Program

2016 Annual Report





READINESS

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Workforce Recruitment Program Annual Report for 2016

The Office of Diversity Management and Equal Opportunity (ODMEO) manages Department of Defense (DoD) participation in the Workforce Recruitment Program (WRP) for College Students and recent graduates with disabilities. The program is managed by the Department of Labor (DoL), Office of Disability Employment Policy (ODEP), with DoD remaining its largest and most committed stakeholder. The WRP is a Federal government-wide recruitment and referral program that connects Federal employers with current students and recent graduates with disabilities (Including Schedule A Candidates) from colleges and universities for 14-week paid internships. The interns' salary comes at no cost to the Components, from a central fund co-managed by DoD and DoL.

I am pleased to provide the attached WRP Annual Report, which provides an overview of the applicant pool, hiring rates, and conversions to temporary and permanent civilian positions. In 2016, the WRP talent pool consisted of 1,800 students and graduates from more than 300 colleges and universities across the country. DoD's participation in the program, as the largest participant, accounted for over 80 percent of all Federal WRP intern hires. The report highlights the demographics of WRP participants, and the hiring rates of DoD Components.

The WRP supports the DoD's implementation of Section 501 of the Rehabilitation Act of 1973, as amended (codified at Title 29 United States Code Section 791), and Executive Order 13548, "Increasing Federal Employment of Individuals with Disabilities," July 26, 2010. The WRP offers Components access to the largest pool of Schedule A eligible candidates. Applicants are hired through the Schedule A noncompetitive hiring authority for 14-week internship placements and are eligible for permanent conversions by DoD Components. In addition, the Office of Personnel Management and the Equal Employment Opportunity Commission recognize the programs as a model for recruiting individuals with targeted disabilities.

Please disseminate this information throughout your Component. For more information about the WRP or to participate in the program, contact the ODMEO Disability Team at (703) 614-3991, or via email at osd.ability@mail.mil. Questions about this report should be directed to Mr. Randy D. Cooper, Director of Disability Policy and Programs, ODMEO, at (703) 571-9327 or via e-mail at randy.d.cooper3.civ@mail.mil.


Mr. Clarence Johnson
Director
Office of Diversity Management
and Equal Opportunity

TABLE OF CONTENTS

I.	Executive Summary	5
II.	Hiring Actions and Permanent Placements	6
III.	Career Fields and Academic Degrees	6
IV.	Disability Breakdown	7
V.	Ethnic and Race Identification (ERI) Breakdown	8
VI.	Veteran Participation	8
VII.	Participating Educational Institutions	9



OFFICE OF DIVERSITY MANAGEMENT AND EQUAL OPPORTUNITY (ODMEO)

Vision:

Foster a diverse and inclusive, mission-ready total force

Mission:

Direct and oversee policies and programs to promote a DoD culture of dignity and respect that values diversity and inclusion as readiness imperatives

I. EXECUTIVE SUMMARY

The Workforce Recruitment Program (WRP) is a Federal government-wide recruitment and referral program that connects Federal employers with qualified candidates with disabilities for temporary and permanent positions. The program is managed by the Department of Labor, Office of Disability Employment Policy (ODEP), with the Department of Defense (DoD) remaining its largest and most committed stakeholder. U.S. Department of Defense (DoD), Office of Diversity Management and Equal Opportunity (ODMEO), manages DoD participation in the WRP under the purview of the Department of Labor, Office of Disability Employment Policy (ODEP). The WRP supports the advancement of the Federal mission and implementation of Section 501 of the Rehabilitation Act of 1973 and Executive Order 13548, Increasing Federal Employment of Individuals with Disabilities (July 26, 2010).

The WRP offers Components access to the largest pool of Schedule A eligible candidates. Applicants are hired through the Schedule A noncompetitive hiring authority for 14-week internship placements with centralized funding and are eligible for temporary and permanent conversions by DoD Components. The 2016 WRP talent pool consisted of 1,800 students and recent graduates from more than 300 colleges and universities across the country. DoD's participation in the program, as the largest stakeholder, accounted for over 80 percent of all Federal WRP hires and 6 percent of all subsequent conversions.

II. HIRING ACTIONS AND PERMANENT PLACEMENTS

ODMEO representatives continue to educate DoD organizations about the benefits of using Schedule A and the flexibility it offers in recruiting. The 2016 program year resulted in 267 hiring actions. Components placed 33 WRP candidates in subsequent permanent and temporary positions.

DoD Component	Subsequent Placements	% of All Program Subsequent Placements
DoD (DLA)	16	48.5%
Permanent	14	
Temporary	2	
DoD (Navy)	13	39.4%
Permanent	13	
DoD (Air Force)	4	12.1%
Permanent	3	
Term	1	
Grand Total	33	100.0%

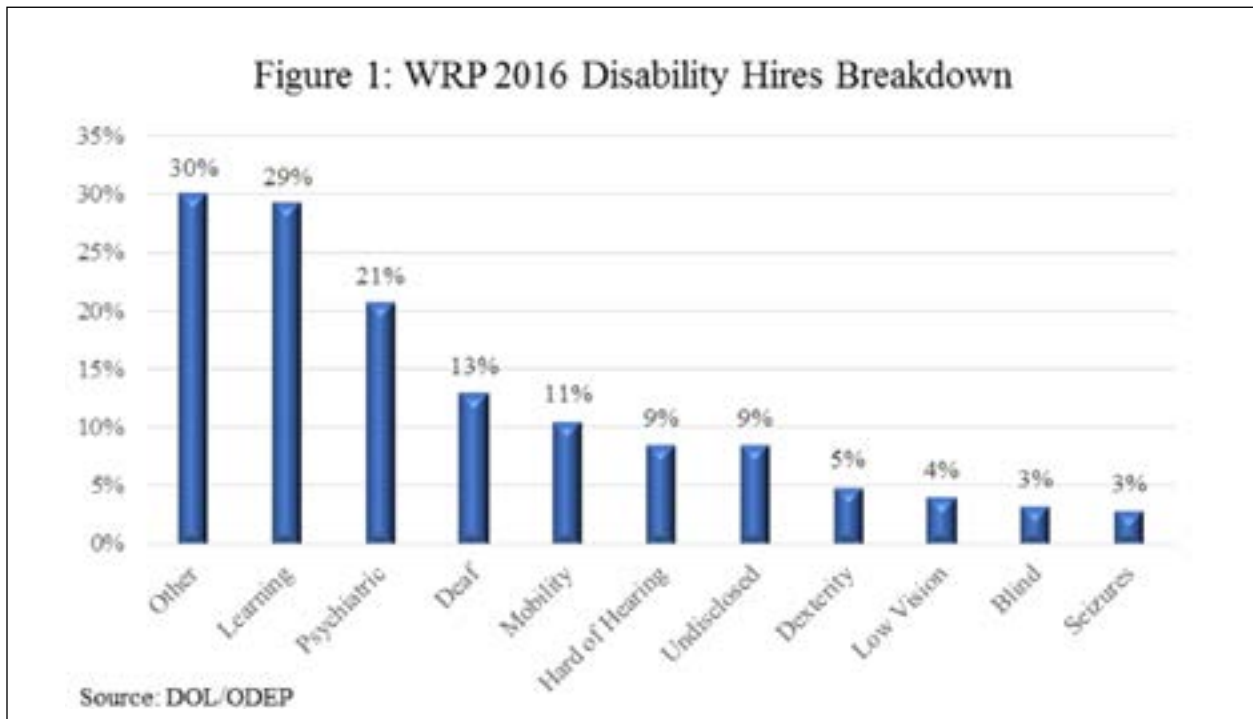
III. CAREER FIELDS AND ACADEMIC DEGREES

The types of degrees sought by applicants are as varied as the scope of the Federal government. Academic degrees ranged from associate to doctoral level in more than 15 career fields.

Occupational Group	DoD WRP Hires	Occupational Group	DoD WRP Hires
Administrative, Clerical, and Office Services	166	Engineering and Architecture	5
Human Resources Management	29	Information and Arts	4
Accounting and Budget	12	Transportation	4
Legal and Kindred	12	Supply	3
Miscellaneous	10	Physical Sciences	2
Business and Industry	9	Medical, Hospital, Dental, and Public Health	1
Information Technology	8	Library and Archives	1
		Mathematical Sciences	1
		Grand Total	267

IV. DISABILITY BREAKDOWN

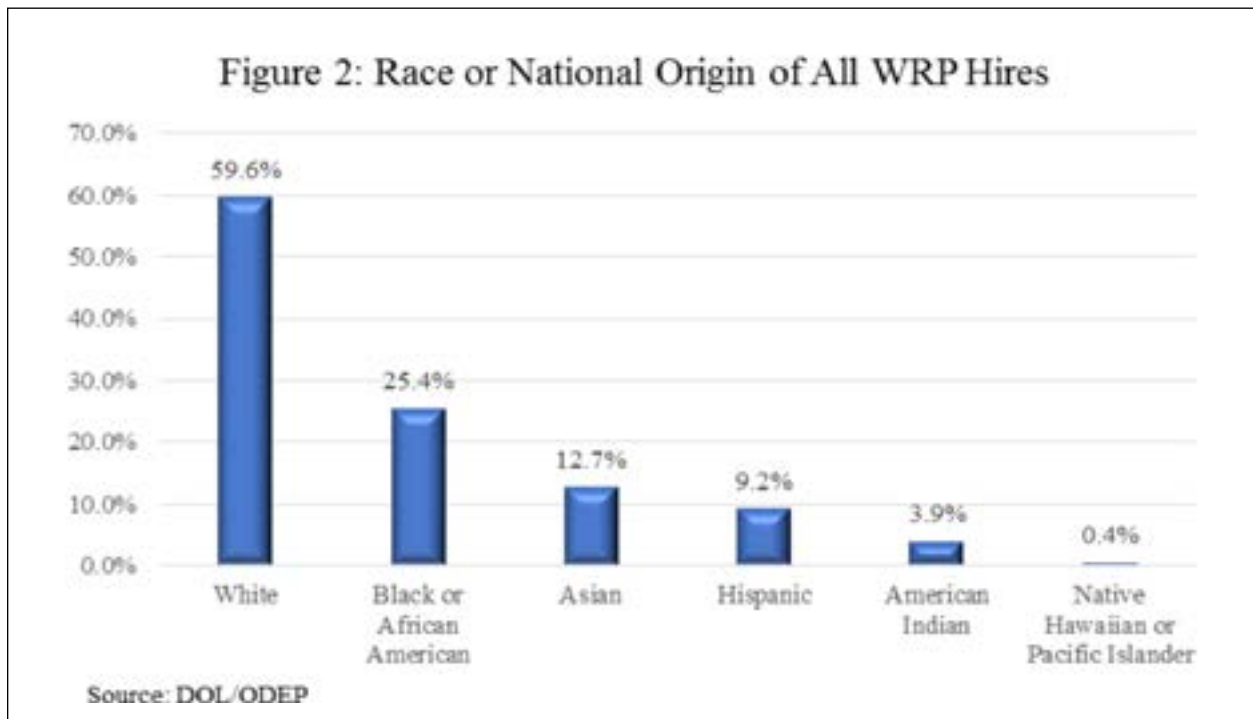
WRP participants report disability types through the SF-256 form, Self-Identification of Disability. “Other” indicates that the student disclosed a disability that does not fit into the categories listed here. Individuals can report multiple disabilities, so the percentage columns can add up to more than 100 percent.



Disability	Hired	Percent of All Hired
Other	74	30%
Learning	72	29%
Psychiatric	51	21%
Deaf	32	13%
Mobility	26	11%
Hard of Hearing	21	9%
Undisclosed	21	9%
Dexterity	12	5%
Low Vision	10	4%
Blind	8	3%
Seizures	7	3%

V. ETHNIC AND RACE IDENTIFICATION (ERI) BREAKDOWN

ODMEO and ODEP partnered in an effort to diversify the WRP talent pool. The overall rate of available minorities hired through the WRP increased by 6 percent in 2016. Individuals can report multiple races, so the percentage columns can add up to more than 100 percent.



Race or National Origin Category	Hired	% of All Hired
White	136	59.6%
Black or African American	58	25.4%
Asian	29	12.7%
Hispanic	21	9.2%
American Indian	9	3.9%
Native Hawaiian or Pacific Islander	1	0.4%

VI. VETERAN PARTICIPATION

DoD is committed to increasing veteran participation in the WRP. The program provides technical support for the permanent placement of veterans with disabilities in the Federal service. In FY 2012, 5.56 percent of the candidates eligible to be hired via the program were veterans. That same year, DoD initiated a targeted outreach effort to participating schools

to encourage increased collaboration between offices overseeing services for students with disabilities and offices assisting veterans who are receiving benefits via the GI Bill. In FY 2013, veterans represented 7.78 percent of all candidates and 8.11 percent of all hires. Although veteran participation decreased to 6.68 percent in FY 2014, and 7.07 percent of all hires. In FY2015, veterans participated in the program at 10.52 percent and made up 15.28 percent of total hires. In FY 2016, the veteran participation rate once again decreased to 7.56 percent and the percentage of veterans hired also dropped to 9.31 percent.

VII. PARTICIPATING EDUCATIONAL INSTITUTIONS

DoD WRP hires represented 115 educational institutions. The schools with the highest number of students employed within DoD Components are listed below. Students from these schools made up 30 percent of overall DoD WRP hiring.

Top 10 Schools for 2016 DoD Hires	
School Name	Number of Participants
Temple University	16
National Technical Institute for the Deaf	13
Athens State University	11
University of Sydney	9
Gallaudet University	7
Wright State University	7
Western Michigan University	5
George Mason University	5
Old Dominion University	4
Georgetown University	4



WORKFORCE RECRUITMENT PROGRAM FOR COLLEGE STUDENTS AND RECENT GRADUATES WITH DISABILITIES

What Is the Workforce Recruitment Program?

The Workforce Recruitment Program for College Students and Recent Graduates (WRP) is a Federal government-wide recruitment and referral program which provides national and international opportunities for both temporary and permanent positions to emerging professionals with disabilities. The WRP provides access to one of the largest pools of Schedule A eligible candidates and is recognized as a model for recruitment and hiring by the U.S. Office of Personnel Management and the Equal Employment Opportunity Commission.

What Does the WRP Offer?

The WRP furthers integration of the Federal workforce by providing practical work experience. The 2017 WRP candidate pool consists of students from nearly 300 colleges and universities. Those students represent more than 25 majors, including information technology, cybersecurity, contracting, accounting, human resources, science, technology, engineering, mathematics, and other mission critical fields. The WRP supports the advancement of the Federal mission and the efforts to fulfill the human capital strategic plan to shape a diverse, balanced, and capable civilian mission-ready workforce.

How Does the Program Work?

Interagency recruiters interview applicants from across the country who are seeking professional opportunities. Each year recruiter evaluations are used to compile a new candidate pool categorized by job interest, degree program, and location. The candidate pool is accessible via a secure website: www.wrp.gov. Managers can contact their agency representative for information on applicants in the database.

How Can Federal Components Participate?

For more information, visit the WRP's website at www.wrp.gov or email the Department of Defense Office of Diversity Management and Equal Opportunity at OSD.Ability@mail.mil.





www.WRP.gov

ODMEO manages DoD participation in the WRP

Prepared by: Randy D. Cooper

Director of Disability Programs

Office of Diversity Management and Equal Opportunity

Office of the Under Secretary of Defense

for Personnel and Readiness

