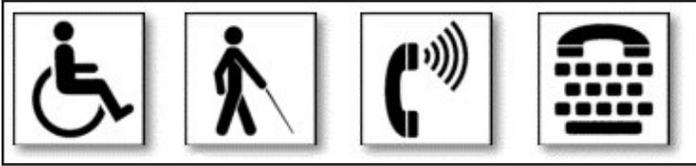


National Disability Employment Awareness Month



Congress, by joint resolution approved in 1945 called for the designation of October of each year as "National Disability Employment Awareness Month." This month is a time for all Americans to recognize the tremendous potential of persons with disabilities and to renew their commitment to equal opportunity for those with disabilities and for every citizen.

Initiative Calls on Federal Agencies to Hire More Disabled Employees

President Clinton recently announced a government-wide initiative that calls on federal agencies to hire 100,000 people with disabilities over the next five years.

The initiative was outlined in an Executive Order signed by the President as part of the recognition of the tenth anniversary of the Americans with Disabilities Act. The Office of Personnel Management was given oversight of the initiative.

OPM officials stated that the federal-government already employs about 122,000 people with physical or mental disabilities, representing more than 7 percent of the total workforce.

Under the executive order, each agency and department must provide OPM with a blueprint detailing a comprehensive strategy for recruiting and hiring people with disabilities. The blueprints must be submitted by Sept. 25.

Each blueprint will describe the following:

- The agency's plans for recruiting and hiring qualified individuals with disabilities.
- The number of likely hires, the occupations and grade levels of expected hires.
- The agency's plans for training, mentoring and working with new hires on career-development strategies.
- The agency's strategy to ensure that reasonable accommodation needs are met.

OPM will track the government's progress beginning with people hired on Oct. 1.

To achieve the hiring objective, OPM will work with agency human resources officials to make sure they are aware of all available hiring authorities. In addition, recruitment and hiring officials will expand their outreach efforts and make accommodation for people with disabilities a primary objective.

More information about the initiative and other efforts to increase opportunities for the disabled is available on OPM's disability web site at www.opm.gov/disability/.

Workforce Recruitment Program

The Workforce Recruitment Program is a resource for employees nationwide to identify qualified temporary and permanent employees from a variety of fields. Applicants are highly motivated post-secondary students and recent graduates eager to prove their abilities in the workforce.

The program offers job candidates that are pre-screened through face-to-face interviews. It also offers information about each applicant's qualifications; referral pools tailored to specific job requirements; access to candidates across the nation, by state or by school; flexibility in hiring for summer internships or permanent positions; opportunity to evaluate summer interns for permanent staffing needs; and freedom to conduct independent interviews after referrals are made. 



On the 'net ...

<http://www.disability.gov/>

<http://www.pcepd.gov/>

<http://www.ncd.gov/>



Angie Gilbraith, from Internal Review and co-manager of the Special Emphasis Program Committee's Disability Employment Program, works on the budget for the DEP.