



January 23, 2007

United States
Department of
Agriculture

SUBJECT: Agency 3-Year Hiring Goal for Persons with
Targeted Disabilities

Animal and Plant
Health Inspection
Service

TO: APHIS Management Team

Washington, DC
20250

The recruitment, employment, and retention of people with targeted disabilities have been a long standing goal for both USDA and APHIS. In September 2006, the Equal Employment Opportunity Commission sent Dr. DeHaven a memorandum advising that the APHIS participation rate for employees with targeted disabilities declined from 0.8% in fiscal year 2004 to 0.7% in fiscal year 2005. This APHIS participation rate is well below the fiscal year 2005 "Federal high" participation rate of 2.16%."

During fiscal year 2006, we increased our participation rate to .78% employing 67 people with targeted disabilities out of a total workforce of **8,573** employees. MD 715 requires that specific numerical goals be established for the employment of persons with targeted disabilities. We have established a hiring goal of .78% which we expect to achieve by the end of fiscal year 2010 or September 30, 2010. The goal for each of the three years is as follows.

FY 2006 APHIS Employees With Targeted Disabilities 67 or .78%	3 -Year Hiring Goal 2007 - 2010	Fiscal Year Increase
Fiscal Year 2007	72 or .84%	+5
Fiscal Year 2008	77 or .90%	+5
Fiscal Year 2009	82 or .96%	+5

Several resources are available to managers interested in hiring employees with targeted disabilities. Among these resources is the Schedule A authority, Veterans Recruitment Appointment (VRA) authority and 30 Percent or More Disabled Veterans Preference. Ms. Ina Coates, Human Resources Specialist of the Human Resources Operations is available to assist managers with utilizing the various resources and hiring authorities and can be reached on (301) 734-4995. CREC will continue to monitor and report progress in achieving these goals to USDA Civil Rights and the EEOC.

Your continuing support is appreciated.

Anna P. Grayson, Director
Civil Rights Enforcement and Compliance

cc: Regional Directors
Program and Laboratory Directors



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