



United States Department of Agriculture

Research, Education, and Economics  
Agricultural Research Service

October 28, 2020

SUBJECT: Disability Employment Program

TO: Area ODEO Program Managers

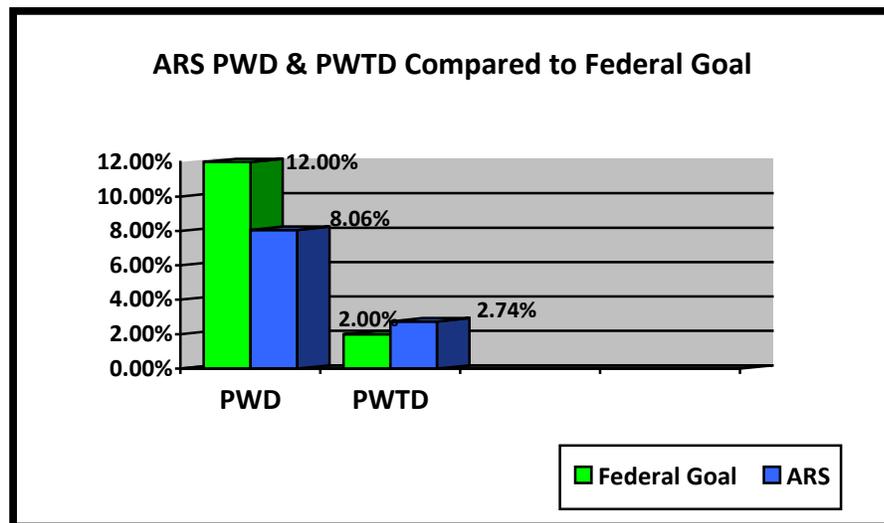
FROM: Debra Owens-Coleman, Headquarters ODEO Program Analyst

The workforce data below, as of October 18, 2020 retrieved from the National Finance Center’s Reporting Center, is a snapshot of **ARS’ Permanent Workforce by Disability Status**. The data is provided for an awareness of the agency’s progress on increasing employment of **Persons with Disabilities (PWD)** and **Persons with Targeted Disabilities (PWTD)**.

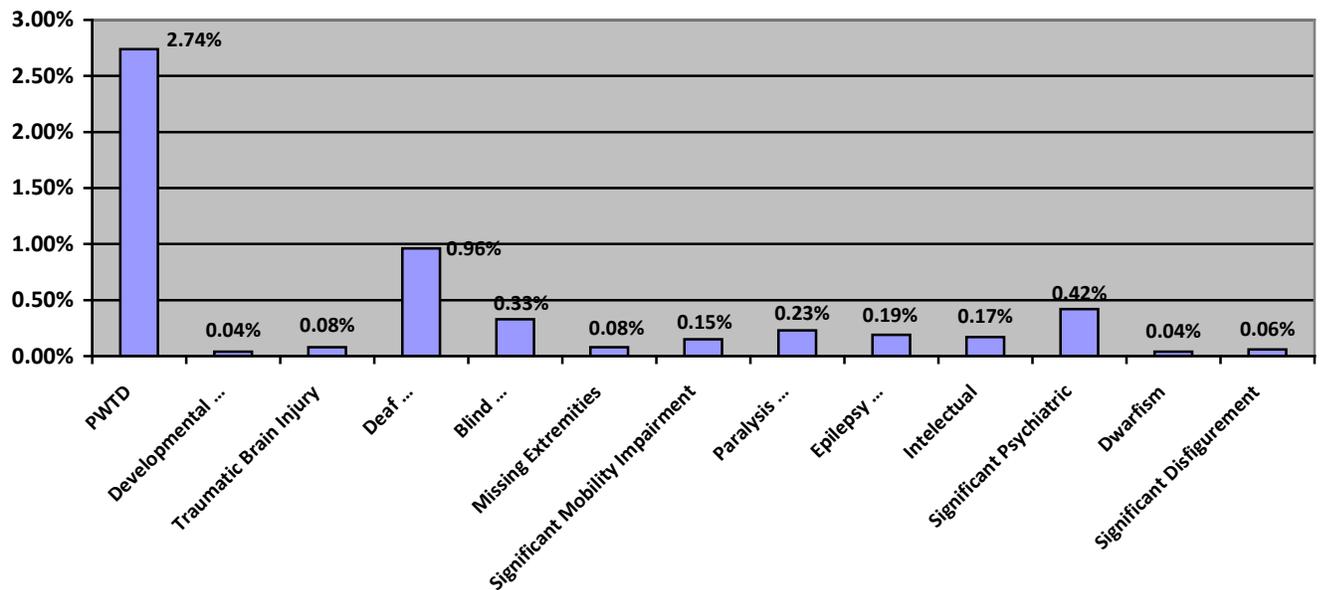
Section 501 of the Rehabilitation Act of 1973 (Rehab Act), as Amended, prohibits employment discrimination against individuals with disabilities in the federal sector. On January 3, 2017, the U. S. Equal Employment Opportunity Commission issued a final rule amending the regulations implementing Section 501 the Act. The **rule updated the responsibilities of federal agencies to take proactive steps to employ qualified individuals with disabilities and set representation goals of 12% for individuals with disabilities and 2% for individuals with specific, TD**. Additionally, the **updates required the provision of personal assistance services** to certain employees who need them because of a disability.

**PWD** – A person who (1) has a physical impairment or mental impairment which substantially limits one or more major life activities (include but not limited to caring for oneself, performing manual tasks, seeing, hearing, walking, breathing, eating, sleeping, standing, bending, speaking, concentrating, thinking, communicating, lifting, learning, reading, and working); (2) has a record of such an impairment; or (3) is regarded as having such an impairment. **TD (12)** – The most severe disabilities including developmental disability (e.g., autism spectrum disorder); traumatic brain injury; deafness or serious difficulty hearing benefiting from hearing aids, a cochlear implant, American Sign Language and/or other support; blindness or serious difficulty seeing even when wearing glasses; missing extremities; significant mobility impairment, benefiting from the utilization of a wheelchair, scooter, walker, leg brace(s) and/or other supports; partial or complete paralysis (any cause); epilepsy or other seizure disorders; intellectual disability; significant psychiatric disorder (e.g., bipolar disorder); dwarfism; and significant disfigurement (e.g., caused by burns, etc.).

- **ARS Permanent Workforce** 5,223 (100%)
- **ARS Permanent Workforce Disability Status:**
  - Persons with No Disability 4616 (88.38%)
  - Persons Not Self-Identified 186 (3.56%)
  - PWD 421 (8.06%)
  - PWTD 143 (2.74%)



**ARS PWTB Perm Workforce Distribution**



**Retirement Eligibility FY2020 – FY2030**

PWD – 269; PWTB – 28 (5.15% and 0.54%, respectively of permanent workforce)

FY	2020		2021		2022		2023		2024		2025		2026		2027		2028		2029		2030	
	D	TD	D	TD	D	TD	D	TD	D	TD	D	TD	D	TD	D	TD	D	TD	D	TD	D	TD
#	137	10	13	4	15	2	12	0	9	0	9	2	19	2	13	4	10	1	13	2	19	1
%*	50.9	35.7	4.8	14.3	5.6	7.1	4.5	0	3.3	0	3.3	7.1	7.1	7.1	4.8	14.3	3.7	3.6	4.8	7.1	7.1	3.6

\* % Baselines for Retirement Eligibility FY 2020 – FY 2030: PWD – 269, PWTB – 28

**Notes:** The NFC Reporting Center database is based on information provided during new hire processing, respective Human Resources actions, and/or as a result of employees updating their NFC Employee Personal Page (*My EPP*).

To review, confirm, and/or change current information for Ethnicity and Race Identification (ERI), Gender, and Disability access *My EPP* at <https://www.nfc.usda.gov/personal/>.

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