Annual Disabled Veterans Affirmative Action Program (DVAAP) Plan Certification -- Fiscal Year 2009

IDENTIFYING INFORMATION

A. Name and Address of Organization

US Army Medical Command
2050 Worth Road
Fort Sam Houston, Texas 78234-6000

B. Name and Title of Designated DVAAP Official Telephone and FAX Numbers:

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C. Name and Title of Contact Person Telephone and FAX Numbers:

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CERTIFICATION: I certify that the above named agency: (1) has a current DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP) plan and the program is being implemented as required by 38 U.S.C. §4214, as amended, and appropriate regulations and guidance issued by the U.S. Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a DVAAP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

COMMANDER'S SIGNATURE Herbert A Coley DATE 10/13/09
FOR THE COMMANDER: Herbert A. Coley
Chief of Staff

DEPARTMENT OF THE ARMY

US ARMY MEDICAL COMMAND DISABLED VETERANS ACCOMPLISHMENT REPORT FISCAL YEAR 2009

Disabled Veterans Affirmative Action Program (DVAAP)

ARMY DISABLED VETERANS
AFFIRMATIVE ACTION PROGRAM PLAN
ACCOMPLISHMENT REPORT - FY 2009

ARMY PROGRESS IN DVAAP IMPLEMENTATION

The US Army Medical Command (MEDCOM) workforce has increased over the last three reporting periods with the greatest increase occurring in Fiscal Year (FY) 2009:

FY 2007	30,838
FY 2008	34,921
FY 2009	39,418

This may be attributed to the following:

- Military-to-civilian position conversions within MEDCOM. Recruitment initiatives include considerations given to recruiting and hiring disabled veterans and other individuals with disabilities.
- Significant growth in specialty care occupations for treating Soldiers for behavioral health, traumatic brain injury, and post-traumatic stress disorder.
- Activation of the Warrior Transition Command overseeing care of more than 9,500 wounded, ill and injured Soldiers and providing centralized family support.
- Expansion to 36 Warrior Transition Units and nine Community-based Warrior Transition Units.
- Fewer turnovers in civilian workforce because of deployments of military personnel.
- Filling critical or hard-to-fill medical positions and emphasizing the need for appropriate succession planning within MEDCOM career programs and career fields.
- Conversion of some contractor positions to Federal positions.

Workforce profiles for MEDCOM specifically identifying the representation of disabled veterans are reflected in the following charts and figures 1-2. The statistics include information on Appropriated Fund General Schedule, National Security Personnel System (NSPS), Wage Grade, and Demonstration Project employees. The database for Non-appropriated Fund personnel reflects only one (1) disabled employee (0.0%) in each FY.

Disabled Veterans in MEDCOM Workforce

Disabled Veterans

FY		Total	GS/GM	NSPS	WG	DEMO
FY2007 (30838)	#	2130	1636	245	184	65
Total Population	%	6.9	5.3	0.8	0.6	0.2
Vet Pop Change	#	+93	- 157	+245	- 6	+13
Vet Pop Change	%	+4.2	- 9.6	+100.0	- 3.3	+20.0
Total Population	%	+0.1	- 0.7	+0.8	0.0	0.0
FY2008 (34921)	#	2358	1580	539	171	68
Total Population	%	6.8	4.5	1.5	0.5	0.2
Vet Pop Change	#	+228	- 56	+294	- 13	+3
Vet Pop Change	%	+9.7	- 3.5	+54.5	- 7.6	+4.4
Total Population	%	- 0.1	+0.8	+0.7	- 0.1	0.0
FY2009 (39418)	#	2636	1762	633	161	80
Total Population	%	6.7	4.5	1.6	0.4	0.2
Vet Pop Change	#	+278	+182	+94	+10	+12
Vet Pop Change	%	+10.5	+10.3	+14.8	+6.2	+15.0
Total Population	%	- 0.1	0.0	+0.1	-0.1	0.0

30% Disabled Veterans

FY		Total	GS/GM	NSPS	WG	DEMO
FY2007 (30838)	#	771	575	117	53	26
Total Population	%	2.5	1.9	0.4	0.2	0.1
Vet Pop Change	#	+75	- 47	+117	- 4	+9
Vet Pop Change	%	+9.7	- 8.2	100.0	- 7.5	+34.6
Total Population	%	+0.2	- 0.2	+0.4	0.0	0.0
FY2008 (34921)	#	933	619	227	58	29
Total Population	%	2.7	1.8	0.7	0.2	0.1
Vet Pop Change	#	+162	+44	+110	+5	+3
Vet Pop Change	%	+17.4	+7.1	+48.5	+8.6	+10.3
Total Population	%	+0.2	- 0.1	+0.3	0.0	0.0
FY2009 (39418)	#	1126	767	264	60	35
Total Population	%	2.9	1.9	0.7	0.2	0.1
Vet Pop Change	#	+ 229	+148	+37	+2	+8
Vet Pop Change	%	+ 20.3	+19.3	+14.0	+3.3	+22.9
Total Population	%	+ 0.2	+0.1	+0.1	0.0	0.0

Disabled Veterans in NSPS Pay Bands

Disabled Veterans

FY		YA	YB	YC	YD	YE	YF	YG	YH	YI	YJ	YM
FY2007 (30838)	#	91	31	34	11	4	5	8	30	11	20	0
Total Population	%	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.1	0.0	0.1	0.0
FY2008 (34921)	#	196	77	94	8	6	7	13	70	25	42	1
Total Population	%	0.6	0.2	0.3	0.0	0.0	0.0	0.0	0.2	0.1	0.1	0.0
Vet Pop Change	#	+105	+46	+60	-3	+2	+2	+5	+40	+14	+22	+1
Vet Pop Change	%	+53.6	+59.7	+63.8	-37.5	+33.3	+28.6	+38.5	+57.1	+56.0	+52.4	+100.0
Total Population	%	+0.3	+0.1	+0.2	0.0	0.0	0.0	0.0	+0.1	+0.1	0.0	0.0
FY2009 (39418)	#	240	80	113	5	4	8	20	79	28	53	3
Total Population	%	0.6	0.2	0.3	0.0	0.0	0.0	0.1	0.2	0.1	0.1	0.0
Vet Pop Change	#	+44	+3	+9	-3	-2	+1	+7	+9	+3	+11	+2
Vet Pop Change	%	+18.3	+3.8	+8.0	-60.0	-50.0	+12.5	+35.0	+11.4	+10.7	+20.8	+66.7
Total Population	%	0.0	0.0	0.0	0.0	0.0	0.0	+0.1	0.0	0.0	0.0	0.0

30% Disabled Veterans

FY		YA	YB	YC	YD	YE	YF	YG	YH	YI	YJ	YM
FY2007 (30838)	#	56	12	21	1	1	1	5	11	2	7	0
Total Population	%	0.2	0.0	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
FY2008 (34921)	#	102	35	48	1	3	2	5	17	4	10	0
Total Population	%	0.3	0.1	0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Vet Pop Change	#	+46	+23	+27	0	+2	+1	0	+6	+2	+3	0
Vet Pop Change	%	+45.1	+65.7	+56.3	0.0	+66.7	+50.0	0.0	+35.3	+50.0	+30.0	0.0
Total Population	%	+0.1	+0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
FY2009 (39418)	#	117	38	61	0	2	3	5	18	6	12	2
Total Population	%	0.3	0.1	0.2	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Vet Pop Change	#	+15	+3	+13	-1	-1	+1	0	+1	+2	+2	+2
Vet Pop Change	%	+12.8	+7.9	+21.3	-100	-50.0	+33.3	0.0	+5.6	+33.3	+16.7	+100.0
Total Population	%	0.0	0.0	+0.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Disabled Veterans by Occupational Category

Disabled Veterans (PATCOB)

FY		Total	Professional	Admin	Technical	Clerical	Other/BC
FY2007 (30838)	#	2130	342	433	777	381	197
Total Population	%	6.9	1.1	1.4	2.5	1.2	0.6
Vet Pop Change	#	+93	+3	+ 55	+54	- 3	- 16
Vet Pop Change	%	+4.4	+0.9	+12.7	+6.9	- 0.7	- 8.1
Total Population	%	+0.1	0.0	+0.1	+0.1	- 0.1	- 0.1
FY2008 (34921)	#	2358	369	554	838	411	186
Total Population	%	6.8	1.1	1.6	2.4	1.2	0.5
Vet Pop Change	#	+228	+27	+121	+61	+30	- 9
Vet Pop Change	%	+9.7	+7.3	+21.8	+7.3	+7.3	- 4.8
Total Population	%	- 0.1	0.0	+0.2	- 0.1	0.0	- 0.1
FY2009 (39418)	#	2636	437	684	875	454	186
Total Population	%	6.7	1.1	1.7	2.2	1.2	0.5
Vet Pop Change	#	+278	+68	+130	+37	+43	0
Vet Pop Change	%	+10.5	+15.6	+19.0	+4.2	+9.5	0.0
Total Population	%	- 0.1	0.0	+0.1	- 0.2	0.0	0.0

30% Disabled Veterans (PATCOB)

FY		Total	Professional	Admin	Technical	Clerical	Other/BC
FY2007 (30838)	#	771	96	202	264	153	56
Total Population	%	2.5	0.3	0.7	0.9	0.5	0.2
Vet Pop Change	#	+75	+8	+28	+37	+11	- 9
Vet Pop Change	%	+9.7	+8.3	+13.9	+14.0	+7.2	- 16.1
Total Population	%	+0.2	0.0	+0.1	+0.1	0.0	0.0
FY2008 (34921)	#	933	101	282	301	188	61
Total Population	%	2.7	0.3	0.8	0.9	0.5	0.2
Vet Pop Change	#	+162	- 5	+ 80	+37	+35	+5
Vet Pop Change	%	+17.4	- 5.0	+28.4	+12.3	+18.6	+8.2
Total Population	%	+0.2	0.0	+0.1	0.0	0.0	0.0
FY2009 (39418)	#	1126	118	364	336	236	72
Total Population	%	2.9	0.3	1.0	0.9	0.6	0.2
Vet Pop Change	#	+229	+17	+82	+35	+48	+11
Vet Pop Change	%	+20.3	+14.4	+22.5	+10.4	+20.3	+15.3
Total Population	%	+0.2	0.0	+0.2	0.0	+0.1	0.0

I. RECRUITMENT AND EMPLOYMENT METHODS

A. Policy

The MEDCOM supports the Department of Army (DA) policy to seek opportunities to hire, train, and promote disabled veterans. Particular emphasis is placed on those veterans who are 30% or more disabled. This policy should not be construed to permit preferential treatment in employment and advancement of disabled veteran employees or applicants for employment beyond that authorized for appointment to the competitive service. It does not require that DA components assess the status of disabled veteran employment within their component. It does not require that DA components seek eligible disabled veteran employees and/or applicants for employment for vacancies which occur or are subject to the DA and Department of Defense (DoD) hiring and budget restrictions.

Disability may not be used as rationale for non-selection of a disabled veteran who, with or without accommodation, is otherwise fully qualified for employment in a position. To the extent that reasonable accommodation will permit a disabled veteran to perform the essential functions of a job for which selected, he or she will be provided accommodation if it is reasonable and does not create undue hardship to the agency.

B. Recruitment

With the DA Regionalization and Systems Modernization of Civilian Personnel, Civilian Personnel Operations Centers (CPOC) have been divided into Civilian Personnel Advisory Center (CPAC) cells that are responsible for all recruitment responsibilities. Recruitment methodologies used in filling MEDCOM vacancies are as follows:

1. In accordance with the Equal Employment Opportunity Commission (EEOC) Management Directive (MD) 715 for creating a model Equal Employment Opportunity (EEO) Program and AR 690-12 (Equal Employment Opportunity and Affirmative Action), commanders at all levels issue policy to ensure equal employment opportunity and affirmative employment programs for minorities, women, and individuals with disabilities. These statements emphasize their support for employment of disabled veterans and individuals with disabilities. The policy statements are published and distributed to all organizational elements and posted on all official bulletin boards.

2. Lists of Army vacancies are published on the Civilian Personnel Online (CPOL) web site (http://www.cpol.army.mil). Information on specific medical position vacancies is located under "Employment" at Medical Positions, Army Medicine, and Available Opportunities. The information is accessible to all veterans, service member organizations, and state and local employment offices.

3. The Office of Personnel Management (OPM) web site (http://www.usajobs.opm.gov) serves as a "one-stop source for Federal jobs and employment information." Servicing CPOCs register all vacancy announcements and application acceptance lists with the OPM. Interested applicants can learn more about employment opportunities, initiatives, and issues by visiting the web site. Accessibility to this information is available to all interested parties or organizations.

4. Civilian Personnel Advisory Centers (CPAC) at MEDCOM installations maintain liaisons on a limited basis with local and surrounding Veterans Affairs hospitals and veterans and service member organizations. They provide information on current and future vacancies upon request.

5. Recruitment efforts for MEDCOM vacancies utilize a variety of special appointment authorities, including the Veterans Recruitment Appointment (VRA), the Veterans Employment Opportunities Act of 1998, Delegated Examining Authority, and special authority for non-competitive employment of 30% or more compensable veterans. Supervisors and managers are provided information on these appointment authorities by personnelists and are encouraged to use them when recruiting for vacancies in their areas.

6. Pre-retirement briefings for military personnel are conducted regularly at Fort Detrick and Walter Reed Army Medical Center (WRAMC). CPAC and EEO personnel participate in those briefings, disseminating information on Federal employment opportunities and explaining the procedures to apply for jobs.

7. Applicant Supply Files (ASF) are maintained at the CPOCs, allowing applicants to file their applications for unique or hard-to-fill positions in advance of actual job announcements. Disabled veterans may register their applications in the ASF. The applications are available for consideration when job vacancies occur and the need arises for applicants.

8. The staff at the Civilian Personnel Medical Cell located at the North Central CPOC, Rock Island, Illinois, is responsible for the external recruitment of critical and hard-to-fill medical vacancies. Marketing materials have been developed for distribution to all customers and potential applicants. Additional marketing is accomplished through the use of web pages; articles in command and installation newspapers; advertisements in selected magazines and periodicals; and participation as exhibitors at medical or medical-related conferences or seminars.

9. The MEDCOM Civilian Retention and Recruitment Branch at the HQ MEDCOM within the Civilian Human Resources Division (CHRD), Assistant Chief of Staff for Human Resources, established in May 2008, continues to conduct a highly visible recruitment program to attract qualified applicants and refer them for hard-to-fill medical occupations. The team identifies recruiting sources by examining current needs; locating and evaluating sources; matching job qualifications and requirements with likely candidate sources. The team builds credibility and relationships with senior leadership to help meet Army civilian medical staffing requirements. The candidate pool is continually updated by developing knowledge, skill, and screening questions for positions; preparing research strategies; researching, targeting, and cold-calling potential candidates. The team actively participates in job fairs, medical conventions, seminars as well as develops outreach and marketing strategies to promote our hard-to-fill civilian positions through both print and electronic media. Additionally the team works closely with the Civilian Human Resources Agency (CHRA) Medical Recruitment Cell (MEDCELL) in Rock Island, IL to create a resume pool of qualified applicants. The MEDCELL provides external recruitment for medical positions, focusing on medical occupations authorized under Direct Hire Authority (DHA). Additionally, they perform Delegated Examining Unit (DEU) services for four occupations without DoD/OPM DHA. In identifying recruitment resources, the civilian recruiting team with the assistance of the MEDCOM EEO Office will include among those sources minority

organizations and educational institutions (that include HBCUs, HSIs, TCUs and MIs) that have degree programs related to hard-to-fill medical occupations.

10. The HQ MEDCOM Office of EEO Programs has participated with the Office of the Secretary of Defense (Recruitment Assistance Division, Defense Applicant Assistance Office), HQ US Army Installation Management Command (IMCOM), and other sponsoring organizations within DA in planning and executing resume writing workshops and career fairs at Fort Sam Houston for service members wounded in Operation Enduring Freedom (OEF) and Operation Iraqi Freedom (OIF) since 2006.

11. The Fort Detrick EEO Office has appointed a Disability Program Manager and Alternate Program Manager for the Individuals with Disabilities Program (IWDP) to support the initiatives established for the Disabled Veterans Program. The EEO Office maintains partnerships with the Maryland Department of Education, Division of Rehabilitative Services; Department of Veterans Administration, Disabled Veterans Outreach Program at the Washington County One-Stop Job Center; National Cancer Institute; DoD Computer Electronic/Accommodations Program (CAP); Fort Detrick Provost Marshal Office; WRAMC; National Institutes of Health; Frederick County Workforces Services; Success Program at Walkersville; Maryland Workforce Promise; US Army Corps of Engineers; Office of Inspector General; Headquarters (HQ), US Army Medical Research and Materiel Command; US Army Medical Research Institute of Infectious Diseases; and the Directorate of Installation Services to implement programs for the employment and advancement of individuals with disabilities.

12. The EEO office partnered with numerous organizations that support disabled veterans in the Washington Metropolitan area during the Third Annual Fort Detrick Equal Employment Opportunity Conference held in March 2009. Speakers and subject matter experts provided their input and experience to all Special Emphasis Program Managers, EEO representatives, mediators, and counselors.

II. METHODS USED TO PROVIDE OR IMPROVE INTERNAL ADVANCEMENT OPPORTUNITIES FOR DISABLED VETERANS

A. Merit Promotion Plans have been developed by each of the CPOCs servicing MEDCOM installations. The plans have been distributed to the respective CPACs and are available to the workforce in general. In keeping with these plans, the majority of MEDCOM job announcements include statements that 30% or more disabled veterans may compete concurrently with other in-service applicants that include all current or former Federal employees or those individuals who can be converted from special authorities, e.g. severely disabled individuals, VRA, etc. Disabled veteran employees are also afforded the opportunity to request reassignments to other positions when reassignment applications are being accepted.

B. Information on special appointing authorities for VRA eligible candidates and 30% disabled veterans is included in personnel management training sessions conducted for supervisors. Management officials are encouraged to request the use of these authorities when recruiting for vacant positions.

C. EEO Officers and IWDP Managers at MEDCOM installations conduct periodic surveys of the facilities to identify physical and architectural barriers. These surveys are conducted with the

assistance of IWDP Committee members, CPAC, and Department of Public Works personnel. The program managers at both WRAMC and Fort Detrick have established an agreement with the engineers at their respective facilities to participate in the review of any building proposals to verify compliance with the Americans with Disabilities Act (ADA).

D. Information on the DoD CAP was provided to all DoD Military Medical Treatment Facilities (MTFs) in a memorandum issued on 15 September 1998. The memorandum was issued jointly by the Executive Director of CAP; TRICARE Management Activity; and the Surgeons General of the Army, Air Force, and Navy. Several MEDCOM MTFs have acquired computer-assistive devices from CAP to accommodate employees with disabilities in performing essential job requirements or in facilitating their access to installation services or facilities. The Director, Office of EEO Programs, regularly reminds commanders, managers, and supervisors of the services provided by CAP. This information is disseminated routinely during staff assistance visits of MEDCOM facilities, encouraging management officials to interface with CAP to accommodate the needs of applicants or employees with disabilities. Information on the CAP is provided to all personnel at Fort Detrick and WRAMC through their respective EEO websites and annual EEO/Reasonable Accommodation training.

E. The Occupational Therapy (OT) Section at Brooke Army Medical Center (BAMC) manages an Assistive Technology Training Center (ATTC). A visit to the ATTC has been incorporated into the OT program for all wounded Soldiers. This program ensures that each Soldier becomes aware of the technologies available to accommodate their disabilities and the requirements for acquiring the technology through CAP. Through this experience wounded Soldiers/service members are prepared to return to duty or transition to Federal, State, or private sector employment after separation from military service.

F. The Fort Detrick EEO Office has established an EEO Website with a Web Page to furnish Disabled Veterans with information on training and employment opportunities. The EEO Office assisted disabled veterans referred by several organizations, primarily the Department of Veterans Affairs, in locating and reviewing multiple federal employment websites developing resumes, preparing Knowledge, Skills, and Abilities (KSA) descriptors, navigating federal employment websites, discussing procedures to obtain certification of disability, and sharing information regarding special hiring programs (Schedule A, Veterans Recruitment Act). The EEO Office forwarded resumes to directors, managers, and supervisors for their consideration in filling vacancies.

G. Commanders continue to issue policy statements supporting affirmative action programs and encouraging supervisors and managers to provide advancement opportunities for individuals with disabilities and disabled veterans. These policy statements are published and distributed to all organizational elements and posted on all official bulletin boards.

III. REVIEW AND EVALUATION OF ARMY COMMANDS, ARMY SERVICE COMPONENT COMMANDS, AND DIRECT REPORTING UNITS (DRU) PROGRAMS

A. The HQDA Equal Employment Opportunity and Civil Rights Office developed a third revision of Business Objects Enterprise, Version XI, with standardized queries available to all Army commands, service component commands, and DRUs on the CPOL web site. These queries

provide current workforce profiles that include information on individuals with disabilities and disabled veterans and their representation in the workforce by pay plans and grade levels.

B. EEO Officers and/or IWDP Managers provide installation management officials periodic updates on workforce statistics and the representation of individuals with disabilities and disabled veterans.

C. The IWDP Committees assist the Program Managers with development of goals and objectives for the program. They assist in planning programs and activities that respond to the unique needs and concerns of employees with disabilities and disabled veterans. The committees monitor the accomplishment of goals through information provided by Program Managers. Each year the goals are reviewed and recommendations are made for continuation or elimination of established goals or the need to establish new goals.

D. EEO personnel at some MEDCOM installations review referral and selection lists for all recruitment actions. To eliminate any under-representation identified in the annual MD 715 Report and to expedite the selection process, EEO offices are encouraged to inform managers and supervisors at the earliest stages of the recruitment process of workforce statistics and affirmative action goals.

E. Supervisors and managers are evaluated during their annual performance appraisal periods regarding their participation in and support of affirmative action programs. DA Pamphlet 690-400, The Total Army Performance Evaluation System (TAPES), provides guidance for demonstrating how supervisors/leaders apply EEO principles in all aspects of personnel management. The National Security Personnel System (NSPS) provides a Mandatory Standard Army Supervisory Objective (Army SC1940, Appendix 6), focusing on human resources and fiscal responsibilities, adherence to merit principles, and compliance with EEO laws and principles. This objective is based on DOD Directive 1440.1 and the EEOC MD 715, The Model EEO Program.

IV. PROGRESS IN IMPLEMENTING AFFIRMATIVE ACTION PLAN

A. As evidenced by the statistical data provided in Part I, representation of disabled veterans and 30% disabled veterans continues to increase substantially at MEDCOM. These increases are reflected in the General Schedule (GS), General Management (GM), and Wage System (WG, WL, WS) pay plans, and overall populations of National Security Personnel System (NSPS) and Demonstration Project pay plans.

B. The MEDCOM has issued a policy statement and implementing guidance on *Reasonable Accommodation (RA)* and a *Policy Regarding the Use of Employee Medical Information as Part of Emergency Evacuation Plan Procedures*. In addition, the HQ MEDCOM Office of EEO Programs assisted the DA EEO and Civil Rights Office in the development of an Army Reasonable Accommodation policy signed 17 March 2009. They also prepared and disseminated information papers on *Army Regulation 600-7, Nondiscrimination on the Basis of Handicap in Programs and Activities Assisted or Conducted by the Department of the Army* and the *CAP*. The issuance of policies and information documents keeps commanders, managers, and supervisors informed of relevant information regarding individuals with disabilities and disabled veterans.

C. EEO managers at servicing EEO offices have instituted awareness training concerning persons with disabilities and disabled veterans into all leadership training for managers and supervisors and incorporated information in New Employee Orientations and Birth Month Annual Requirements training for all employees.

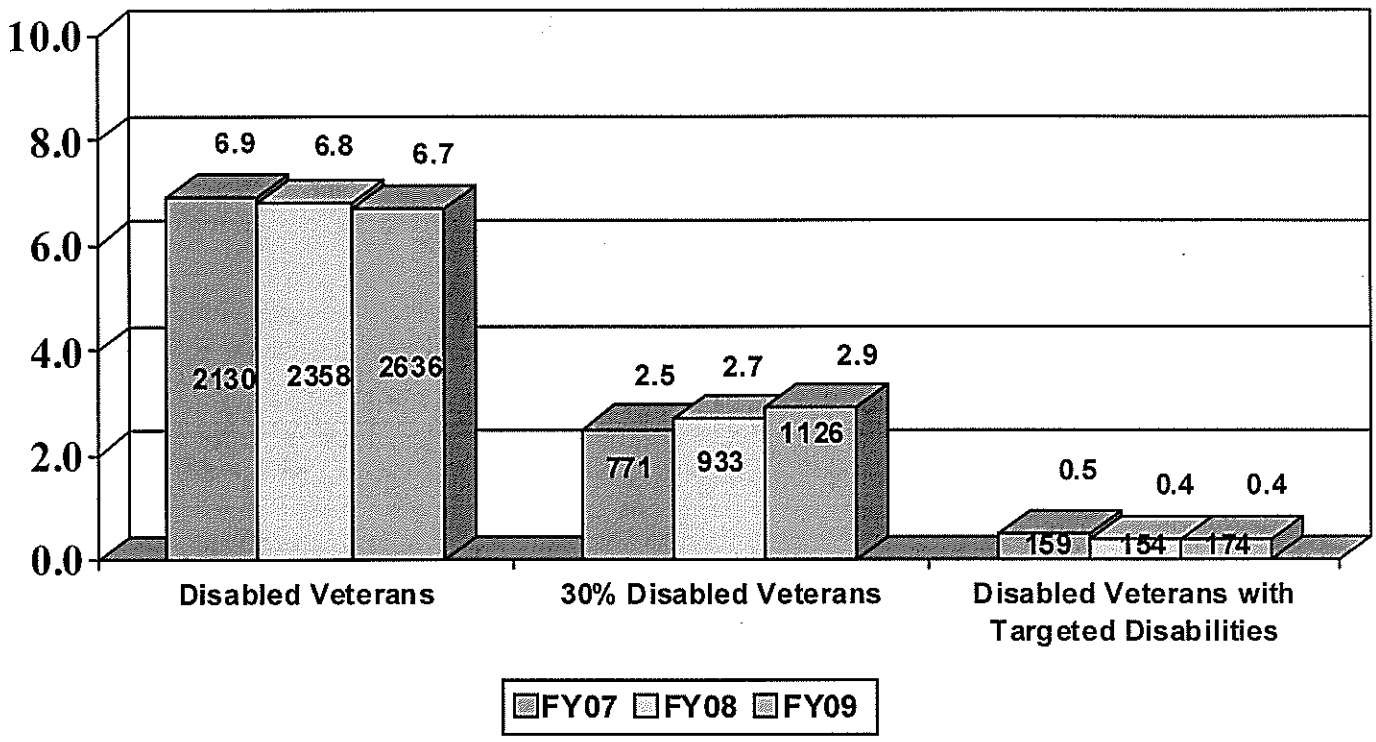
D. The Fort Detrick EEO Office has provided training to 100% of all Managers and Supervisors on Reasonable Accommodation.

E. WRAMC has a dedicated Disability Program Manager.

F. Over the past seven years, MEDCOM has actively participated in the DoD/Department of Labor Workforce Recruitment Program (WRP) for College Students with Disabilities. The WRP is a 14-week summer program that provides students with an opportunity to experience working with DoD in a variety of occupations. One student remained employed as a contract employee for an additional year until graduating from college and was selected as a full-time Federal employee with MEDCOM. An additional student gained full-time employment with MEDCOM as an Engineering Tech Trainee (GS-5/7) in FY 2004, reached the full performance level of GS-7 in January 2007, and was selected as a full-time Engineering Technician (GS-09). The HQ MEDCOM Office of EEO Programs assisted in placing nine students in the 2009 WRP: two at Kirk Army Health Clinic (AHC), Aberdeen Proving Ground, MD; one at Dunham AHC, Carlisle Barracks, PA; one at McAfee AHC, White Sands, NM; one at William Beaumont Army Medical Center, El Paso, TX; one at Kimbrough Ambulatory Care Center, Fort Meade, MD, and three at HQ MEDCOM, San Antonio, TX. Disabled veterans who qualify for the WRP can apply through their colleges or universities for consideration and placement in the program. The MEDCOM has successfully employed at least one veteran during each WRP summer program from 2003 through 2006.

Disabled Veterans Affirmative Action Plan

MEDCOM Disabled Veterans Workforce Population



FY07 Total Population: 30,838
FY08 Total Population: 34,921
FY09 Total Population: 39,418

Figure 1

Disabled Veterans Affirmative Action Plan

NON-COMPENSABLE VETERANS

	Total	Disabled
FY 07	13,249	1,102
FY 08	13,938	1,147
FY 09	14,706	1,218

COMPENSABLE VETERANS

	Less than 30%		30% or More	
	Total	Disabled	Total	Disabled
FY 07	1,174	257	2,349	771
FY 08	1,294	278	2,927	933
FY 09	1,417	292	3,551	1,126

5-POINT PREFERENCE

	Total	Disabled
FY 07	6,698	539
FY 08	7,508	585
FY 09	8,381	670

Figure 2