

KSC Disability Recruitment Plan

“Approximately 54 million Americans are living with a disability. The Federal Government has an important interest in reducing discrimination against Americans living with a disability, in eliminating the stigma associated with disability, and in encouraging Americans with disabilities to seek employment in the Federal workforce.” –Barack Obama, Executive Order – Increasing Federal Employment of Individuals with Disabilities, July 26, 2010

“NASA provides an environment that honors integrity, excellence, teamwork, fairness, and equity. We strive to exemplify in all of our decision making the principle that employees have the freedom to compete on a fair and level playing field. We will continue to provide a workplace that is free from all forms of illegal discrimination, including harassment and retaliation. Upon request and as appropriate, we will continue to provide reasonable accommodations to qualified individuals with disabilities. Above all, we must view our commitment to equal employment opportunity as a matter of personal integrity and accountability.” –Administrator Charles F. Bolden, Jr. NASA Policy Statement on Equal Employment Opportunity, March 1, 2010

In response to President Barack Obama’s Executive Order-- Increasing Federal Employment of Individuals with Disabilities, Kennedy Space Center (KSC) will establish a variety of new approaches and initiatives to increase student pipeline programs and proactively encourage employment of qualified individuals with disabilities. KSC recognizes that with increasing workforce challenges, current recruitment and outreach practices must be strengthened and enhanced to be successful in hiring the right people for the right jobs while concurrently improving the diversity of our workforce. Our goal is to develop a lasting relationship with targeted schools and organizations to help facilitate a stream of qualified applicants.

NASA Office of Diversity and Equal Opportunity established a goal across the agency for centers to hire and maintain at least a 2% population of qualified individuals with targeted disabilities. These disabilities include deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and distortion of limb and or spine. In June 2010, 5.5% of KSC’s workforce consists of individuals with disabilities. This population represents 4% of non-targeted disabilities, 0.8% of targeted disabilities, and 0.7% of individuals that did not identify their disability. KSC’s participation rate for Individuals with Targeted Disability (0.8%) is below the comparative benchmarks of both the Agency (1.1%) and Federal Government permanent workforce (0.95%). KSC’s plan of action based on the above percentages is to increase recruitment and outreach through the following targeted activities:

- Attend the Career Expo for people with disabilities
- Host information sessions at Gallaudet University, school for deaf and hearing impaired individuals
- Host information sessions at Rochester Institute of Technology, school for deaf and hearing impaired individuals
- Contact disability services offices at universities prior to attending career fairs to encourage students with disabilities to attend

- Utilize Career Opportunities for Students with Disabilities (COSD) resume pool
- Utilize Workforce Recruitment Program (WRP) resume pool
- Build a relationship with Delta Alpha Pi Honor Society (Disability honor society)
- Build a relationship with National Federation of the Blind
- Encourage the Achieving Competence in Computing, Engineering and Space Science (ACCESS) internship students to apply for Pathways opportunities

Although every effort will be made to utilize all hiring mechanisms, KSC will place additional effort in the following hiring authorities and programs to hire qualified individuals with disabilities into the workforce:

- Schedule A, non-competitive hiring authority
- Intern Employment Program
- Recent Graduates Program
- Achieving Competence in Computing, Engineering and Space Science (ACCESS) Internship Program

A diverse workforce that includes individuals with disabilities is important to KSC and we provide equal opportunity and reasonable accommodations for everyone to meet their needs. The Recruitment Manager will work closely with KSC Office of Diversity and Equal Opportunity, Education Office, and Employee Resource Groups (ERG) to discuss strategies, initiatives and to monitor the success.