

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)

Answer Yes

b. Cluster GS-11 to SES (PWD)

Answer Yes

The participation rate of PWDs in the GS-1 to GS-10 cluster is 1%, as compared to the federal goal of 12%. The participation rate of PWDs in the GS-11 to SES cluster is 9%, as compared to the federal goal of 12%.

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)

Answer Yes

b. Cluster GS-11 to SES (PWTD)

Answer Yes

The participation rate of PWTDs in the GS-1 to GS-10 cluster is 0%, as compared to the federal goal of 2%. The participation rate of PWTDs in the GS-11 to SES cluster is 0.23%, as compared to the federal goal of 2%.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-11 to SES	1122	114	10.16	13	1.16
Grades GS-1 to GS-10	21	6	28.57	2	9.52

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

FTC Human Capital Management Office staff were notified of the numerical goals through the FTC's Disability Program Manager (DPM).

Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

- Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

The FTC has a DPM dedicated to implementing a model disability program. The DPM is responsible for: (1) Implementing the FTC’s reasonable accommodation procedures consistent with RA policy, governing laws and regulations, executive orders, and EEOC directives. (2) Providing guidance and support to employees and management officials concerning the agency’s reasonable accommodation policy and procedures. (3) Establishing effective tracking systems to monitor the processing of reasonable accommodation requests individuals with disabilities to include complying with all reporting and record retention requirements. (4) Regularly reviewing and analyzing the FTC’s reasonable accommodation process and progress in the recruitment and retention of individuals with disabilities. (5) Regularly reviewing agency procedures to ensure that vacancy announcements and hiring and promotion procedures include information describing how applicants may submit reasonable accommodation requests. (6) Managing the FTC’s reasonable accommodation procedures, to include providing necessary guidance and technical assistance to managers, supervisors, employees, and applicants regarding requests for reasonable accommodation, and consulting with other agency offices and officials as necessary. (7) Assisting FTC management officials in evaluating accommodations that have been provided to ensure their continued effectiveness. (8) Requesting and reviewing medical information if an impairment or need for accommodation is not obvious to include having medical information reviewed by an external Medical Review Official (MRO) of the agency’s choosing and at the agency’s request and expense. (9) Providing policy and procedure guidance to the Deciding Officials as they make decisions regarding reasonable accommodation requests from applicants. (10) Participating in annual training relating to disability laws and regulations, to include training related to the provision of reasonable accommodation.

- Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	5	0	0	HR Benefits Specialists, Human Capital Management Office
Section 508 Compliance	1	0	0	Trevor Beierschmitt, Honors Paralegal, TBeierschmitt@ftc.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Lesley Nesmith, Disability Disability Program Manager
Processing reasonable accommodation requests from applicants and employees	1	0	0	Lesley Nesmith, Disability Disability Program Manager
Architectural Barriers Act Compliance	2	0	0	Linda Wilson, Space and Facilities Program Manager Lwilson@ftc.gov AScott@ftc.gov
Special Emphasis Program for PWD and PWTD	1	0	0	Lesley Nesmith Disability Program Manager

- Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

During FY24, the following was completed: Federal Exchange on Employment and Disability (FEED) Meeting Workforce Recruitment Program (WRP) Federal Employer Webinar

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

The agency has been able to accommodate reasonable accommodation requests during FY24. Funding has not been a barrier to providing accommodations or adaptive equipment for employees. The FTC Office of the Chief Information Officer fulfills assistive technology requests as the budget allows. Adaptive equipment/furniture requests come from the budget of the FTC Office of the Chief Administrative Services Officer. Funding to address requests outside the scope of IT equipment or furniture comes from the budget of the bureau or office where the requesting individual is employed.

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

- Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

The FTC’s DPM serves as the Selective Placement Coordinator (SPPC) and actively communicates with Schedule A candidates.

- Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

The FTC’s DPM/SPPC regularly communicates with and encourages Schedule A eligible individuals to apply for FTC vacancies that match their educational and employment backgrounds. When a PWD or PWTD contacts the DPM to express interest in employment at the FTC, the DPM requests a copy of the individual’s resume to save in the FTC’s Schedule A Eligible Resume DPM Database. Human Resource Specialists responsible for operation and administrative tasks have access to resumes in the DPM database for distribution. The allows for a streamlined process to share resumes to hiring managers across the agency. The Human Capital Management Office (HCMO) staff attends training to maintain and upgrade the ability to provide tools to better target the agency’s recruitment efforts and improve results in attracting veterans in general, and veterans with disabilities in particular.

- When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

In cases where the individual is applying for a position with assistance from the DPM/SPPC, the DPM reviews the Schedule A letter presented by the PWD or PWTD to verify disability status and Schedule A eligibility. In cases where an individual applies via USAJOBS directly without reaching out to the DPM/SPPC, the HR Specialist overseeing the posting will review all documents submitted by the applicant with a PWD or PWTD, to include their Schedule A letter. When a Schedule A eligible applies with assistance from the DPM/SPPC, the DPM/SPPC will notify the HR Specialist of the individual's Schedule A status and advise the HR Specialist to notify the Hiring Manager of the individual's hiring preference. The DPM/SPPC is available to work with the Hiring Manager to coordinate accommodations for the interview and advise on etiquette when interviewing an individual with a PWD or PWTD.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

All FTC managers who attended both new and refresher Supervisory Development Program (SDP) sessions in FY24 were briefed on the Schedule A Hiring Process. During each training session, managers were reminded of the federal targets of 12% for PWD and 2% for PWTD and encouraged to utilize Schedule A or veterans hiring authorities when filling a vacancy.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The DPM/SPPC has participated in the following programs for continued access to useful resources related to disability and employment. FEED Meeting Employer Assistance and Resource Network on Disability Defense Equal Opportunity Management Institute (Disability Program Management Course) Cross-agency collaboration with SPPC at Social Security Administration (preliminary discussions)

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

a. New Hires for Permanent Workforce (PWD) Answer Yes

b. New Hires for Permanent Workforce (PWTD) Answer Yes

20 new hires identified as a PWD during FY24. 0 new hires self-identified as a PWTD.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	163	8.59	0.00	5.52	0.00
% of Qualified Applicants	145	8.97	0.00	5.52	0.00
% of New Hires	4	0.00	0.00	0.00	0.00

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If "yes", please describe the triggers below. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for MCO (PWD) Answer Yes

b. New Hires for MCO (PWTD)

Answer Yes

In terms of new hires, there were 7 General Attorneys and 1 Economist who self-identified as a PWD. No newly hired General Attorneys or Economist self-identified as a PWTD.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0905 GENERAL ATTORNEY	4	0.00	0.00

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Qualified Applicants for MCO (PWD)

Answer N/A

b. Qualified Applicants for MCO (PWTD)

Answer N/A

N/A

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Promotions for MCO (PWD)

Answer N/A

b. Promotions for MCO (PWTD)

Answer N/A

N/A

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

The FTC continues to ensure vacancy announcements include a statement that all applicants will receive consideration without regard to non-disqualifying disabilities. The FTC also provides employment opportunities to persons with a disability in a professional work environment that focuses on career-related fields. The FTC continues to provide training programs intended to enhance employee skills. Enhanced skills can better position employees to deal more effectively with the agency’s skills requirements and to successfully compete for internal promotion opportunities. While some of the agency’s developmental activities are implemented by and for a particular bureau, the FTC has an agency-wide Training Council composed of front-line staff and leadership with an appreciation for the skills needed in accomplishing all mission-critical work. Although areas of emphasis vary from year to year, the FTC’s experience is that professional skill requirements for most of the staff are relatively stable, and thus are best accomplished on an agency-wide and cyclical basis. Information technology skills for all staff, especially support staff, tend to change over time with successive advances in technology. To address this need, the Training Council supports an agency-wide

development program in computer application skills, safety, and leadership. The agency-wide development program approach, including input from the FTC Training Council, defines competency standards for mission-specific and other core work requirements. Linking competency standards and employee development planning with the centralized training budget planning process permits targeting, expanding, and refocusing of the core curricula to occur at a measured pace and with relatively accurate forecasting.

B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

The FTC's Learning Management System (LMS) continues to provide FTC employees access to on-line training on demand. Employees can search and register for online, and on-site training classes, and access thousands of e-books and videos. Agency attorneys have subscription access to more than 7000 on-line continuing legal education (CLE) programs that are available from any location with an internet connection. Completions of external (at-cost) training courses are also tracked via the LMS. Employees are provided resources through a subscription that includes economic indicators, sustainability, and corporate philanthropy that includes research reports, publications, podcasts, webcasts, conferences, events, and councils. A new and experienced supervisor training program is provided to develop and advance supervisor's skillsets. An emerging leaders' program is offered to advance mid-level leaders with comprehensive tools to be effective leaders. The FTC's agency-wide Individual Development Plan (IDP) program and guide provides a tool for managers and supervisors to assess the training needs of both employees and the organization. The IDP planning process provides both the supervisor and the employee with the opportunity to identify training and development needs together to ensure job and organizational success. Additionally, each bureau in the FTC has a mentoring program that provides FTC employees with an opportunity to further their professional development and growth, hone their expertise, expand their network of contacts, and improve job satisfaction. The Office of the Executive Director (OED) offers its Mentoring Program to employees from all offices and bureaus in the agency. This expanded program provides a rich developmental opportunity for all FTC staff looking to accelerate learning about the Commission's culture and processes, establish professional links for ongoing career development, develop an organizational rather than departmental perspective, and more fully develop talent and potential.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Detail Programs	0	0	0	0	0	0
Other Career Development Programs	0	0	0	0	0	0
Coaching Programs	0	0	0	0	0	0
Internship Programs	0	0	0	0	0	0
Fellowship Programs	0	0	0	0	0	0
Mentoring Programs	0	0	0	0	0	0
Training Programs	38	38	5.3	5.3	0	0

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWD)

Answer No

b. Selections (PWD)

Answer No

There are no triggers for PWD.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Applicants (PWTD)

Answer No

b. Selections (PWTD)

Answer No

There are no triggers for PWTD,

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)

Answer Yes

b. Awards, Bonuses, & Incentives (PWTD)

Answer Yes

In FY24, triggers existed for PWD and PWTD involving time-off awards.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	285.00	9.4737	90.5263	0.3509	99.6491
Time-Off Awards 1 - 10 Hours: Total Hours	2067.00	9.2404	90.7596	0.3870	99.6130
Time-Off Awards 1 - 10 Hours: Average Hours	7.25	7.0741	7.2713	8.0000	7.2500
Time-Off Awards 11 - 20 hours: Awards Given	126.00	7.9365	92.0635	0.7937	99.2063
Time-Off Awards 11 - 20 Hours: Total Hours	1965.00	7.6336	92.3664	0.6107	99.3893
Time-Off Awards 11 - 20 Hours: Average Hours	15.60	15.0000	15.6466	12.0000	15.6240
Time-Off Awards 21 - 30 hours: Awards Given	26.00	11.5385	88.4615	0.0000	100.0000
Time-Off Awards 21 - 30 Hours: Total Hours	633.00	11.3744	88.6256	0.0000	100.0000
Time-Off Awards 21 - 30 Hours: Average Hours	24.35	24.0000	24.3913	0.0000	24.3462
Time-Off Awards 31 - 40 hours: Awards Given	27.00	14.8148	85.1852	3.7037	96.2963
Time-Off Awards 31 - 40 Hours: Total Hours	981.00	14.6789	85.3211	3.2620	96.7380
Time-Off Awards 31 - 40 Hours: Average Hours	36.33	36.0000	36.3913	32.0000	36.5000
Time-Off Awards 41 or more Hours: Awards Given	3.00	33.3333	66.6667	0.0000	100.0000
Time-Off Awards 41 or more Hours: Total Hours	150.00	33.3333	66.6667	0.0000	100.0000
Time-Off Awards 41 or more Hours: Average Hours	50.00	50.0000	50.0000	0.0000	50.0000

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards \$500 and Under: Awards Given	560.00	8.9286	91.0714	0.8929	99.1071
Cash Awards \$500 and Under: Total Amount	118529.00	11.0294	88.9706	1.1811	98.8189
Cash Awards \$500 and Under: Average Amount	211.66	261.4600	206.7765	280.0000	211.0432
Cash Awards: \$501 - \$999: Awards Given	59.00	16.9492	83.0508	1.6949	98.3051
Cash Awards: \$501 - \$999: Total Amount	43510.00	17.9775	82.0225	1.8387	98.1613
Cash Awards: \$501 - \$999: Average Amount	737.46	782.2000	728.3265	800.0000	736.3793
Cash Awards: \$1000 - \$1999: Awards Given	315.00	10.1587	89.8413	0.6349	99.3651
Cash Awards: \$1000 - \$1999: Total Amount	420560.00	9.3366	90.6634	0.5231	99.4769
Cash Awards: \$1000 - \$1999: Average Amount	1335.11	1227.0625	1347.3286	1100.0000	1336.6134
Cash Awards: \$2000 - \$2999: Awards Given	233.00	12.0172	87.9828	1.7167	98.2833
Cash Awards: \$2000 - \$2999: Total Amount	536214.00	12.0748	87.9252	1.6540	98.3460
Cash Awards: \$2000 - \$2999: Average Amount	2301.35	2312.3929	2299.8390	2217.2500	2302.8166
Cash Awards: \$3000 - \$3999: Awards Given	193.00	16.5803	83.4197	1.5544	98.4456
Cash Awards: \$3000 - \$3999: Total Amount	662691.00	16.6434	83.3566	1.4924	98.5076
Cash Awards: \$3000 - \$3999: Average Amount	3433.63	3446.6875	3431.0373	3296.6667	3435.7947
Cash Awards: \$4000 - \$4999: Awards Given	223.00	8.9686	91.0314	0.4484	99.5516
Cash Awards: \$4000 - \$4999: Total Amount	993336.00	8.8552	91.1448	0.4631	99.5369
Cash Awards: \$4000 - \$4999: Average Amount	4454.42	4398.1000	4459.9704	4600.0000	4453.7658
Cash Awards: \$5000 or more: Awards Given	740.00	7.1622	92.8378	1.3514	98.6486
Cash Awards: \$5000 or more: Total Amount	5609060.00	7.1814	92.8186	1.2250	98.7750
Cash Awards: \$5000 or more: Average Amount	7579.81	7600.1509	7578.2416	6871.3000	7589.5164

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD)

Answer Yes

b. Pay Increases (PWTD)

Answer Yes

In FY24, triggers existed for PWD and PWTD involving performance-based pay increases.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
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3.

If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

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|--------------------------------------|--------|-----|
| a. Other Types of Recognition (PWD) | Answer | N/A |
| b. Other Types of Recognition (PWTD) | Answer | N/A |

N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- | | | |
|--|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWD) | Answer | N/A |
| ii. Internal Selections (PWD) | Answer | N/A |
| c. Grade GS-14 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | Yes |
| d. Grade GS-13 | | |
| i. Qualified Internal Applicants (PWD) | Answer | Yes |
| ii. Internal Selections (PWD) | Answer | N/A |

In FY24, triggers existed for PWD involving qualified grade levels 13 and 14 internal applicants and selectees for promotions.
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2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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|---|--------|-----|
| a. SES | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |
| ii. Internal Selections (PWTD) | Answer | Yes |
| b. Grade GS-15 | | |
| i. Qualified Internal Applicants (PWTD) | Answer | Yes |

ii. Internal Selections (PWTD)	Answer	Yes
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	Yes
ii. Internal Selections (PWTD)	Answer	Yes
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	Yes
ii. Internal Selections (PWTD)	Answer	Yes

In FY24, triggers existed for PWTD involving qualified internal applicants and selectees for promotions to the senior grade levels.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWD)	Answer	N/A
b. New Hires to GS-15 (PWD)	Answer	Yes
c. New Hires to GS-14 (PWD)	Answer	Yes
d. New Hires to GS-13 (PWD)	Answer	Yes

In FY24, triggers existed for PWDs in each category of senior grade levels.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTD)	Answer	N/A
b. New Hires to GS-15 (PWTD)	Answer	Yes
c. New Hires to GS-14 (PWTD)	Answer	Yes
d. New Hires to GS-13 (PWTD)	Answer	Yes

In FY24, triggers existed for PWTDs in each category of senior grade levels.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives		
i. Qualified Internal Applicants (PWD)	Answer	N/A
ii. Internal Selections (PWD)	Answer	N/A

b. Managers

i. Qualified Internal Applicants (PWD)	Answer	Yes
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ii. Internal Selections (PWD)	Answer	Yes
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c. Supervisors

i. Qualified Internal Applicants (PWD)	Answer	Yes
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ii. Internal Selections (PWD)	Answer	Yes
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In FY24, triggers existed for PWD in the Executive ranks.

6. Does your agency have a trigger involving PWTB among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTB)	Answer	N/A
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ii. Internal Selections (PWTB)	Answer	N/A
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b. Managers

i. Qualified Internal Applicants (PWTB)	Answer	Yes
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ii. Internal Selections (PWTB)	Answer	Yes
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c. Supervisors

i. Qualified Internal Applicants (PWTB)	Answer	Yes
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ii. Internal Selections (PWTB)	Answer	Yes
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In FY24, triggers existed for PWTB in each category of executive ranks.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD)	Answer	N/A
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b. New Hires for Managers (PWD)	Answer	Yes
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c. New Hires for Supervisors (PWD)	Answer	Yes
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In FY24, triggers existed for PWD among selectees for new hires to supervisory positions.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTB among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTB)	Answer	N/A
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b. New Hires for Managers (PWTB)	Answer	Yes
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c. New Hires for Supervisors (PWTD)

Answer Yes

In FY24, triggers existed for PWTD among selectees for new hires to supervisory positions.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer No

In cases where the employee is approaching the end of their 2-year probationary period, the HR Specialist overseeing the initial posting will contact the manager and inquire if the employee has passed their probationary period. In cases where the employee successfully completes their term, the manager is encouraged to approve converting the employee from career-conditional to competitive status. In cases where the employee was not converted, it was a result of less than satisfactory performance.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a.Voluntary Separations (PWD)

Answer No

b.Involuntary Separations (PWD)

Answer No

The percentage of PWD among voluntary separations is 6.5%. There were no PWD involuntary separations during FY24.

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	2	0.00	0.17
Permanent Workforce: Resignation	28	0.75	2.30
Permanent Workforce: Retirement	39	3.73	2.89
Permanent Workforce: Other Separations	19	0.75	1.53
Permanent Workforce: Total Separations	88	5.22	6.89

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a.Voluntary Separations (PWTD)

Answer No

b.Involuntary Separations (PWTD)

Answer No

The percentage of PWTD among voluntary separations is 0%. There were no PWTD involuntary separations during FY24.

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Removal	2	0.00	0.15
Permanent Workforce: Resignation	28	0.00	2.17
Permanent Workforce: Retirement	39	0.00	3.02
Permanent Workforce: Other Separations	19	0.00	1.47
Permanent Workforce: Total Separations	88	0.00	6.81

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

N/A

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b)), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.ftc.gov/site-information/Accessibility> How to file a complaint: The FTC is committed to making the information it delivers through its Internet site accessible for all members of the public, including individuals with disabilities. In the spirit of this commitment, the FTC strives to provide electronic and information technology that meets or exceeds the compliance requirements of Section 508 of the Rehabilitation Act of 1973, as amended. If an individual has feedback, concerns or complaints related to the accessibility of electronic and information technology provided by the FTC, including content on the web site, they may contact the FTC Section 508 Coordinator via email at Section508compliance@FTC.gov (link sends e-mail). Individuals may also send complaints regarding Section 508 to the following address: Room HQ-683 Information Assurance ATTN: Section 508 Compliance Federal Trade Commission 600 Pennsylvania Ave., NW Washington, DC 20580

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

The Architectural Barriers Act of 1968 (ABA), as amended, (42 U.S.C. §§ 4151-4157) is cited in Chapter 3, Section 300, Disability Anti-Discrimination Policy and Reasonable Accommodation Procedures Policy, and on the reasonable accommodation request form (FTC Form 641) on the FTC's intranet page. The FTC's outward facing website has been updated to include this information for employees and applicants.

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

Currently the DPM serves as a contact for employees who encounter barriers to accessibility of agency facilities and/or technology. In cases where a barrier is identified, the DPM partners with the FTC's Office of the Chief Administrative Services Officer (OCASO) and/or the Office of the Chief Information Officer (OCIO) when necessary to ensure the barrier is identified and an effective accommodation is implemented to accord the employee equal access to agency facilities and/or technology. As the FTC Headquarters Office is a historical building, which can present some barriers to individuals with mobility impairments, the agency is open to and has historically been able to accommodate employees with more significant physical impairments with office assignments in its Constitution Center location, when necessary, as this facility is more accessible.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

In FY24, 100% of reasonable accommodation requests were processed within the timeframe set forth in its reasonable accommodation procedures. The FTC processed 63 reasonable accommodation requests in FY24. The average time to process a request was 20 business days, which falls within the 20-business day processing policy.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The FTC remains committed to overseeing a model reasonable accommodation program. To support its efforts, the agency continues to conduct reasonable accommodation related training to managers in order to keep their knowledge up to date. During FY24, managers were provided with the following training opportunities: FTC Supervisory Development Training and Refresher Sessions. Additionally, the DPM actively engaged in the interactive process with all accommodation requests to help facilitate timely processing of all requests received by FTC management.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

In an effort to meet the requirements outlined in 29 C.F.R. § 1614.203(d) (5), the EEO Office, in partnership with OGC and HCMO, established a policy and procedures for the provision of Personal Assistance Services for FTC employees. The FTC is prepared to approve and implement requests for PAS where a need is demonstrated. The PAS policy is posted on FTC's public-facing website at: <https://www.ftc.gov/policy-notice/accessibility/personal-assistance-services-policy-procedures>

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

There were no findings of discrimination involving the agency's failure to provide a reasonable accommodation during FY24.
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Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

Source of the Trigger:	Workforce Data (if so identify the table)				
Specific Workforce Data Table:	Workforce Data Table - B1				
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The expected participation rates of PWD and PWTD in the agency's total workforce, as compared to the goals of 12% and 2% respectively.				
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities				
Barrier Analysis Process Completed?:	Y				
Barrier(s) Identified?:	Y				
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	Barrier Name Trigger 1		Description of Policy, Procedure, or Practice There are insufficient PWD and PWTD in the FTC's various employment pipelines (e.g., internships, partnerships with other federal agencies, and partnerships with bar associations) to attain the agency's recruiting goals. Managers may require additional training regarding recruiting such individuals and the importance of collecting and maintaining current, accurate data. Managers have expressed concern about the agency's ability to keep such information private and secure, and FTC employees are especially focused on data security due to the nature of the agency's work in this area.		
Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description
09/30/2023	09/30/2023	Yes	09/30/2024		Increase training managers on Schedule A hiring authority. Expand their knowledge of applicants with disabilities through other communications. Increase managers' awareness of programs that integrate qualified individuals with disabilities into the federal workforce for US Dep't of Labor and US Dep't of Veterans Affairs. Will survey employees in FY25 to allow self-identification of individual disabilities. They will verify accuracy of disability information in Employee Express portal profile.
Responsible Official(s)					
Title		Name		Standards Address The Plan?	
Disability Program Manager		Lesley Nesmith		Yes	
EEO Director		Vanessa Green		Yes	

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
08/30/2024	Train not just managers, but also employees on topics to include disability awareness and inclusion, the reasonable accommodation process, etc.	Yes	04/30/2024	
08/30/2024	Provide Schedule A training to new managers during the Supervisory Development Program training in FY24	Yes	04/30/2024	
Report of Accomplishments				
Fiscal Year	Accomplishment			
2024	During FY24, information regarding the Schedule A hiring authority for job applicants with disabilities and reasonable accommodation was provided to new managers via the new manager training program, and to seasoned managers who were due to participate in the FTC's annual management training program. The annual program for experienced managers provides a refresher on many topics, including Schedule A and other EEO and non-EEO topics.			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

For Activity 3, employees have not yet received training beyond 1:1 counseling during meetings with the DPM; however, employee training will be offered in FY25 and beyond.

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

During FY24, training on Schedule A hiring authority regarding job applicants with disabilities and training on the reasonable accommodation process was provided to managers. Additional sessions will be provided in FY25 and beyond, and employees will be offered disability related trainings and encouraged to ensure the accuracy of their self-identification data.

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The agency will continue to offer training to both managers and employees to increase and enhance outreach efforts to attract qualified talent with disabilities for mission critical needs.