

People With Disabilities Program

Executive Order [13078](#), issued on March 13, 1998, established the National Task Force on Employment of Adults with Disabilities to reduce employment barriers for persons with disabilities. Executive Order [13164](#) of July 26, 2000, promotes a model Federal workplace that provides reasonable accommodation for people with disabilities and those who are applying for Federal employment. Executive Order [13187](#) of January 10, 2001, established the President's Disability Employment Partnership Board.

People with disabilities can be hired through the traditional competitive hiring process or, if they qualify, noncompetitively through the use of excepted service appointing authorities. Excepted service appointing authorities for hiring people with disabilities were developed to provide an opportunity for people with disabilities to show that they can do the job and to circumvent the attitudinal barriers of managers and supervisors.

National Disability Employment Awareness Month

White House Executive Order 13163 on "Increasing the Opportunity for Adults With Disabilities"

Public Law 176, enacted by Congress in 1945, designated the first week in October as "National Employ the Physically Handicapped Week." In 1988, Congress changed the name to "National Disability Employment Awareness Month."

More than 3,789 VA employees (1.93%) have targeted disabilities, many of them veterans. They are an essential part of our workforce and have demonstrated excellence in executive, administrative, managerial, and technical fields. As a Department, we are committed to hiring and promoting persons with disabilities.

Disability Employment Mentoring Day is held in conjunction with National Disability Employment Awareness Month; it's patterned after mentoring and job-shadow days associated with Black History Month, Hispanic Heritage Month, and the annual Groundhog Job Shadow Day. This observance provides young people with disabilities an opportunity to gain insight into career options by spending time in the workplace shadowing an employee as s/he experiences a normal day on the job.

[Computer/Electronic Accommodations Program \(CAP\)](#)

[Disabled Peoples International](#)

[Suggested activities for special observances](#)

[American Disability Association](#)

[National Organization On Disability](#)

[Javits-Wagner-O'Day \(JWOD\) Program](#)