

Affirmative Employment Program

What is affirmative employment?

Affirmative employment was created to achieve the goals of a workforce that represents our diverse population and to recruit, place, and retain women, minorities, and persons with disabilities. Affirmative employment plans are designed to develop a competitive, highly qualified workforce, that utilize all workers' talents, without regard to race, color, religion, national origin, sex or disability. Federal agencies are required to establish effective affirmative programs of equal employment opportunity under Section 717 of title VII (PART A) and effective affirmative action programs under Section 501 of the Rehabilitation Act (PART B).

Programs that assist affirmative employment

- Career Ladder Intern Program
- Cooperative Education Program
- Federal Equal Opportunity Recruitment Program (FEORP)
- Management Development Program
- Merit Promotion Program Spousal Employment Program
- Upward Mobility Program
- Youth and Student Employment Programs

Management Directive (MD) 715 Report

Required by the Equal Employment Opportunity Commission, the MD715 Report is developed annually at all installations and serves as a road map for establishing a Model EEO program.

The foundational elements of a Model EEO Program

- Demonstrated commitment from agency leadership
- Integration of EEO into the agency's strategic mission
- Management and program accountability
- Proactive prevention of unlawful discrimination
- Efficiency and Responsiveness
- Legal compliance