



DEOMI
Defense Equal Opportunity Management Institute
CENTER OF EXCELLENCE



Workforce Recruitment Program: A Force Multiplier for DEOMI & DoD

Story by DEOMI Public Affairs

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PATRICK SPACE FORCE BASE, Fla.— In the short span of two years, the Defense Equal Opportunity Management Institute has garnered a huge return on personnel investment through the Workforce Recruitment Program (WRP).

Managed by the U.S. Department of Labor's Office of Disability Employment Policy and the U.S. Department of Defense's Diversity Management Operations Center, the WRP is a recruitment and referral program that connects federal and private-sector employers nationwide with highly motivated college students and recent graduates with disabilities who are eager to demonstrate their abilities in the workplace through summer or permanent jobs. Candidates must also be U.S. citizens who are eligible for the federal Schedule A Hiring Authority.

"The Workforce Recruitment Program has been a huge success by providing DEOMI a phenomenal pool of talent with the right skills at the right time," shared U.S. Air Force Capt. Juan Ayala, DEOMI's WRP coordinator. "To date, we've been very fortunate to hire several full-time top performers. It's truly and win, win!"



For many individuals, the WRP serves as a first step to a long-term federal career. In this way, the WRP is a tool that can help federal agencies in meeting the goals of [Executive Order 14035, Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce](#).

"I joined WRP in Jan. 2022 and transitioned to a permanent status in Nov. 2022," stated Melissa Wells, a DEOMI instructional systems specialist. "The WRP program offered me a seamless transition from healthcare/higher education to government service. My time as WRP was a great way to display my skills and dedication to build trust with the DEOMI team. Although I could not continue my career of 18 years due to a disability, the WRP program gave me the opportunity to use my new skills learned in my master's degree program, working remotely."

Candidates apply to the WRP each fall through participating campuses managed by a School Coordinator and can receive elective informational interviews with federal employees who serve as volunteer recruiters. Candidates represent all majors and range from college freshmen to graduate- and law-school students. Information from candidates is compiled in a searchable database that is available through this website to employers.

For current and future WRP candidates, Wells also shared, "When completing your WRP application, be sure to include every skill you can do competently. While you can apply for jobs which meet your interests, you never know when a job

(where you least expect it) will search the database for your skill set and reach out to you. When hired as WRP, I recommend being humble, willing to learn, and find ways to connect with your team especially when remote.”

WRP is recognized by the Office of Personnel Management as a model strategy in its guidance to federal agencies regarding the recruitment and hiring of people with disabilities. Since the program's expansion in 1995, thousands of students and recent graduates have received temporary and permanent employment opportunities through the WRP.

The DEOMI team is an agile and inclusive force that values and develops all individuals and thrives on their contributions. Since its inception in 1971, then known as the Defense Race Relations Institute, DEOMI has fostered cultures of excellence through learning, research, and integrated knowledge management to optimize total force readiness.

Explore more about DEOMI on these platforms.

