

UNCLASSIFIED



DEFENSE HUMAN RESOURCES ACTIVITY
4800 MARK CENTER DRIVE, SUITE 06J25-01
ALEXANDRIA, VA 22350-4000

September 10, 2024

Computer/Electronic Accommodations Program (CAP) Fiscal Year 2025 Program Priorities

The CAP Mission supports the Department of Defense (DoD) affirmative strategies and programs to ensure DoD remains a model employer of individuals with disabilities. CAP supports, equips, and empowers individuals with disabilities throughout DoD to obtain equity, inclusion, and accessibility to information and communication technology.

CAP provides assistive technology (AT) and employment support services (ESS) to both DoD civilian employees and Service members with disabilities. CAP conducts workplace disability needs assessments throughout the Federal workforce and partners with Federal agencies to attain disability workplace expertise and to identify model disability employment practices for implementation DoD-wide.

In Fiscal Year 2025, CAP will proactively partner with DoD Military Departments and Components to advance access, equity, and employment opportunities for individuals with disabilities and support wounded, ill and injured Service members carry out the mission by supporting the following CAP Program Priorities:

- **DoD Employees with Disabilities (DoD EMP)** – Ensure DoD civilian employees with disabilities receive reasonable and appropriate AT and ESS accommodations. CAP experts will conduct workplace disability needs assessments to ensure individuals receive support for accommodations. Develop stakeholder partnerships and anticipate emerging workplace needs to provide AT and ESS.
- **DoD Wounded Service Members and Wounded Service Members Continuing on Active Duty (WSM/WSM COAD)** – Proactively ensure wounded Service members and wounded Service members continuing with active duty utilize CAP as a resource for workplace disability needs assessments, AT, and ESS. Actively establish partnerships and identify emerging needs.
- **DoD Internship Programs Advancing Disability Employment Opportunity (Internships)** – Ensure DoD civilian interns with disabilities receive reasonable and appropriate AT and ESS accommodations. CAP experts will raise awareness of available workplace disability needs assessments to ensure interns receive support for accommodations before starting their internship. CAP provides priority services to Workforce Recruitment Program (WRP), Pathways, and other DoD internship program participants to ensure they are empowered on the first day of work. Encourage partnerships with the WRP to advance DoD employment goals for individuals with disabilities.

UNCLASSIFIED

- **DoD Military Treatment Facilities (MTF)** – Foster a nation-wide program of partners and champions to ensure the DoD medical community has access to disability workplace needs assessments, AT, and ESS. Proactively educate stakeholders on the resources and services available for DoD civilian employees with disabilities and wounded, ill and injured Service members. Provide AT demonstration kits and conduct device demonstrations, education, and training.
- **DoD Section 501 Advancing Employment Support Services (ESS)** – Strengthen partnerships with Federal agencies to build programmatic technical expertise and eliminate the gaps to provide ESS. Proactively ensure DoD civilian employees with disabilities receive AT and ESS. CAP experts will conduct workplace disability needs assessments to ensure individuals receive support for accommodations including ESS such as interpreters, readers, Communication Access Realtime Translation (CART) services, scripting/captioning, training, and Personal Assistant Services (PAS).
- **DoD Section 501 Advancing Disability Program Management and Reasonable Accommodations (DPM/RA)** – Build stakeholder partnerships with Disability Program Managers and Reasonable Accommodation Coordinators across DoD and throughout the Federal workforce. Partner with DoD agencies to provide AT demonstration kits, training, and resources to ensure the delivery of comprehensive workplace accommodations.
- **DoD Section 504 Advancing Program Accessibility and Communication (PAC)** – Equip DoD programs and activities with the AT required to ensure effective and meaningful communication and information dissemination for individuals with disabilities. Proactively conduct virtual and onsite assessments to DoD offices and facilities to ensure equal access to communication technology.
- **DoD Section 508 Advancing Digital Accessibility (Digital Accessibility 508)** – Partner with DoD agencies to advance compliance with Section 508 and other accessibility requirements. Support CAP customers in obtaining appropriate network AT software license approvals. Expand accessibility testing tools and capabilities DoD-wide in support of Section 508 Standards and digital accessibility compliance.
- **DoD Advancing Executive Orders and Disabled Veterans Affirmative Action Program (EO/DVAAP)** – Proactively support the implementation of Executive Orders and Disabled Veterans Affirmative Action Programs, and other initiatives to advance DoD strategic plans and guidance throughout the DoD Workforce.