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Fiscal Year 2024

Disability Employment Report



WASHINGTON STATE

Office of Financial Management

State Human Resources



A report for

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To accommodate people with disabilities, this document is available in alternate formats by calling the Office of Financial Management (OFM) at 360-902-0599.

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Reporting Requirement

In accordance with [RCW 43.41.275](#), the annual Disability Employment Report presents data from Washington state's executive branch agencies with at least 100 employees, covering 40 agencies in fiscal year 2024. To better align with the legislative intent of the RCW, this year's report includes data for "nonpermanent" and "seasonal" employees. However, for consistency in trend analysis, the statewide summary focuses exclusively on permanent employee data.

The statewide internship program, as specified in the RCW, has been discontinued and will no longer be featured in agency-specific pages of this report. Nevertheless, the Department of Social and Health Services Division of Vocational Rehabilitation (DVR) and the Department of Services for the Blind (DSB) continue to offer voluntary paid internships for their clients, which state agencies are encouraged to participate in.

Agencies reporting disability employment data via this annual report should refer to the statewide summary analysis and the executive branch data to compare their agency's progress toward becoming the employer of choice for People with Disabilities. The statewide summary analysis can also serve as a reference to support future recruitment and retention strategies and decisions for attracting and maintaining talent from the People with Disabilities community.

Executive summary

Since 2019, the number of People with Disabilities (PWD) in Washington state's executive branch workforce has nearly doubled, with an increase of 1,565 employees (or a 2% increase in overall workforce representation) with a permanent (or intended to become permanent) appointment status. Despite progress in the past six years, PWD make up only 5.1% of the executive branch workforce (i.e., people employed by state agencies) compared to 8.0% of the overall state labor force (i.e., state residents available to participate in the labor force) as of 2023. Encouragingly, 19 state agencies exceeded the latest state labor force representation rate in 2024, with 11 of them having PWD account for 10% or more of their workforce.

Diversity among employees who are PWD

Employees who are PWD reflect a wide range of diversity. Despite incomplete demographic data disclosure, FY 2024 data highlights the rich diversity of PWD within Washington state's workforce.

Hiring and turnover trends

Hiring of PWD increased significantly post-pandemic, with a 45% rise from 2022 to 2024. However, turnover rates for employees who are PWD remain higher compared to peers without disabilities.

Hybrid work participation

Employees who are PWD had higher eligibility (68.8%¹) and participation (52.4%) in telework compared to employees without disabilities and unknown status (58.5% and 44.7%, respectively). However, their participation in other flexible work options, such as Flex Work (32.3%) or Compressed Work Week (21.8%) was lower.

Employee engagement

According to the 2023 Employee Engagement Survey, employees who are PWD reported lower engagement levels across 11 of 12 dimensions measured in the survey. Telework, however, positively impacted their engagement and significantly improved their overall work/life balance and sense of belonging.

Collaborating with Disability Employment Services

State agencies have underutilized resources from agencies like the Division of Vocational Rehabilitation (DVR) and the Department of Services for the Blind (DSB). In FY 2024, only 2.7% of hires who are PWD were clients of these services. Improved collaboration with DVR and

¹ For readability, all percentage data provided in the Executive summary and Statewide summary sections are rounded up to the first decimal place. Please refer to the statewide and agency-specific data report pages for additional data information.

DSB could enhance employment outcomes for PWD, particularly through paid internships and supported employment programs.

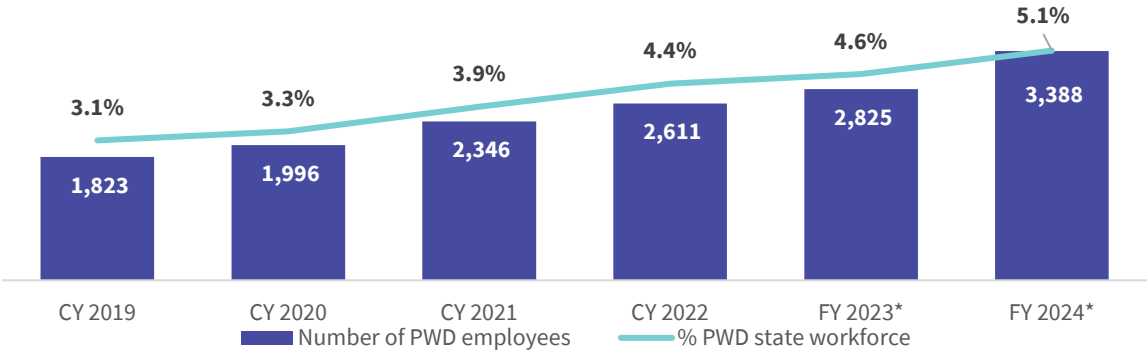
In conclusion, while PWD representation has increased, state agencies must continue focusing on reducing turnover, improving engagement, and leveraging partnerships with disability employment services to further boost the inclusion of PWD in the workforce.

Statewide summary

Representation of People with Disabilities in the workforce

The representation of people with disabilities (PWD) in the state workforce has grown noticeably in the past six years. Since 2019, the number of employees who are PWD with permanent appointment status nearly doubled, with an increase of 1,565 employees.

Chart 1. People with disabilities in the executive branch (permanent appointments)



**Due to the data requirement change from calendar year (CY) to fiscal year (FY), amended by the 2023 legislative session's [Engrossed Substitute House Bill 1361](#), the data trend prior to FY 2023 should be considered as reference only.*

Despite this progress, the representation of PWD in the executive branch workforce remains lower than in the overall Washington state labor force. As of 2023, PWD make up 8% of the state labor force. Encouragingly, 19 state agencies exceeded the latest state labor force representation rate in 2024, with 11 of them having PWD account for 10% or more of their workforce.

Diversity of People with Disabilities in the workforce

In FY 2024, PWD comprised 5.1% of the total executive branch workforce. When comparing employment status in different appointment types, PWD represented 5.1% of the total permanent appointments (3,388 out of 66,545 employees) and 4.6% of the total nonpermanent or seasonal appointments (267 out of 5,868 employees). A majority of employees who are PWD — 92.7% (3,388 out of 3,655 employees) — hold permanent appointments, of which 7.1% are in management roles, highlighting their presence and contributions across various employment statuses within the executive branch.

The PWD community in Washington state's workforce is also notably diverse. Table 1 shows the comparison of demographic representation between employees who are PWD in the executive branch and the executive branch total in FY 2024.

However, it's important to note that the actual representation of PWD in the workforce could be higher. Demographic information stored in HR Management System (HRMS) is provided voluntarily by employees, and 45% of the executive branch workforce opted not to disclose their disability status in FY 2024.

Table 1. FY 2024 Demographics: PWD vs. Executive Branch Total

Diversity	PWD within executive branch	Executive branch total
Age 40 and over	67.9%	63.4%
Female	48.7%	48.4%
Veterans	20.9%	5.5%
Persons of Color	24.5%	23.5%
2SLGBTQIA+	17.9%	4.7%
X/Non-binary	3.3%	0.6%
Military spouse	3.2%	1.2%

Data source: HR Management System (HRMS)

Hiring and turnover trends among People with Disabilities

Since 2022, the number of PWD hired into state service has consistently exceeded the number of separations. The annual number of new hires for PWD in permanent appointments increased by 45% post-pandemic, from 520 in 2022 to 753 in FY 2024 (see Chart 2). This is a 2 percentage point increase of representation in permanent appointment new hires, from 5.7% in 2022 to 7.7% in 2024. In FY 2024, PWD new hires comprised 6.7% of total executive branch new hires (including permanent, nonpermanent, and seasonal appointments).

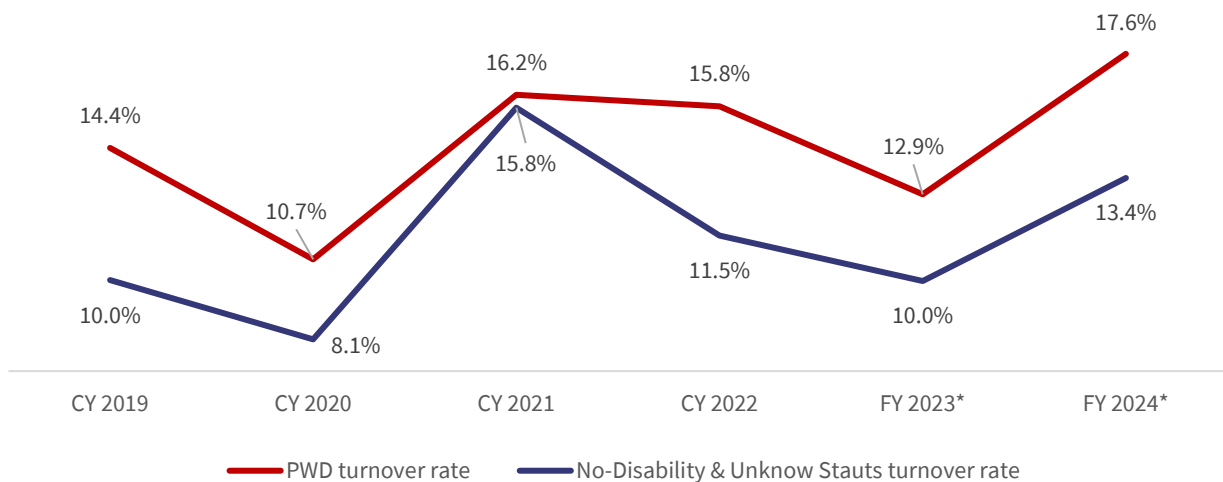
Chart 2. People with disabilities: new hires vs. separations (permanent appointments)



*Due to the data requirement change from calendar year to fiscal year, the data trend prior to FY 2023 should be considered as reference only.

Despite this hiring growth, PWD experience higher turnover rates compared to their peers without disabilities or those whose disability status is unknown. In FY 2024, 17.6% of PWD in the workforce left state service compared to 13.4% of those without disabilities or whose disability status is unknown (see Chart 3). 48% of those PWD who left state service departed due to voluntary resignation, primarily from permanent appointments.

Chart 3. Turnover (separation from state service) trend – People with Disabilities vs. No Disability and Unknown Status (permanent appointments)



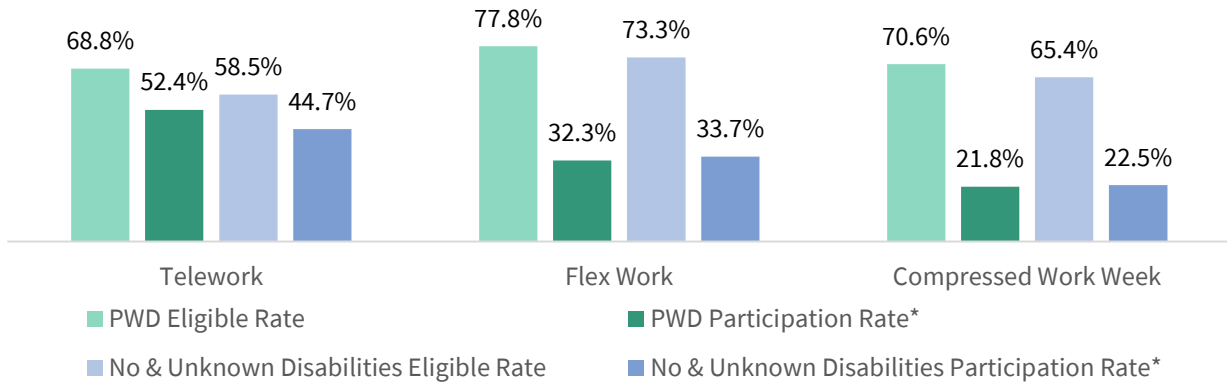
**Due to the change of data requirement from calendar year to fiscal year, the data trend prior to FY 2023 should be considered as reference only.*

Additionally, 2.8% of employees who are PWD transferred to other state agencies, though they remained within state service. Overall, one in five employees who are PWD (20.4%) left their state employer in FY 2024 (compared to 11.5% of employees in executive branch total).

Comparisons of Eligibility and Participation in Hybrid Work

In FY 2024, employees who are PWD in the executive branch had higher rates of eligibility and participation in telework compared to employees without disabilities or those with unknown disability status. They also had slightly higher eligibility rates for flexible work options, such as Flex Work and Compressed Work Week, but their participation in these options remained significantly lower than in telework (see Chart 4).

Chart 4. FY 2024 Hybrid Work participation — PWD vs. No Disabilities and Unknown status



*Hybrid Work participation rates reflect the percentage of employees who participate, which does not consider the employees’ Hybrid Work eligibility. See details in [Appendix A](#).

Sentiments from the 2023 Employee Engagement Survey

The 2023 Employee Engagement Survey showed that employees who are PWD were less likely to be engaged in their work compared to those without a disability. They scored lower on 11 of the 12 dimensions of engagement assessed in the survey. In these 11 areas, employees who are PWD scored between 2 to 4 percentage points lower than the enterprise average score, which is statistically significant. Table 2 shows the most notable areas with lower engagement for employees who are PWD.

Table 2. 2023 lowest engagement dimensions for employees who are PWD

Engagement dimension	% Positive response	Comparison to enterprise average
Change Management	45%	3%↓
Growth & Development	56%	4%↓
Recognition	60%	3%↓
Involvement & Belonging	61%	4%↓

The annual (calendar year) statewide Employee Engagement Survey data is collected each October with final results available in December. The 2024 results were not available at the time of this report’s publication.

Impact of teleworking on sentiment of employees who are PWD

A key factor influencing changes in sentiment among employees who are PWD is their telework status. Notably, employees who are PWD who engaged in telework for at least two days a week reported significant improvements in their overall engagement scores.

Table 3 shows the engagement dimensions that telework participation had the most pronounced positive impact.

Table 3. Positive engagement for employees who are PWD/differences by telework status

Engagement Dimension	% Increase in positive score (No telework vs. 100% telework)
Work/Life Balance	85%↑
Recognition	23%↑
Future Vision	23%↑
Involvement & Belonging	19%↑
Overall Engagement	19%↑

Collaborating with Washington state’s disability employment services

Three state agencies — the Department of Social & Health Services – Division of Vocational Rehabilitation (DVR), the Developmental Disabilities Administration (DDA), and the Department of Services for the Blind (DSB) — provide employment services for job seekers with disabilities.

However, state agencies have underutilized these resources. In FY 2024, only 10 state agencies hired DVR and DSB clients, accounting for just 2.7% of total PWD new hires. The percentage of DVR and DSB clients who found employment with state agencies were also low compared to those who were employed by nonstate employers: 1.2% of DVR clients and 10.1% of the DSB clients who successfully found employment in FY 2024 were hired by state agencies. Additionally, only 13 agencies employed supported workers through DVR’s "Supported Employment in State Government Program," representing 1.9% of the PWD workforce.

To improve disability employment outcomes, state agencies are encouraged to collaborate more actively with DVR and DSB. DVR and DSB also provide paid internship programs, which offer valuable career opportunities for clients seeking employment in state government.

Disability employment resources in Washington state:

- [Division of Vocational Rehabilitation Internship Program](#)
- [Department of Services for the Blind Career Support Program](#)
- [Department of Social and Health Services Supported Employment Services](#)
- [OFM employer resources for the Supported Employment in State Government \(SESG\)](#)

Washington state executive branch

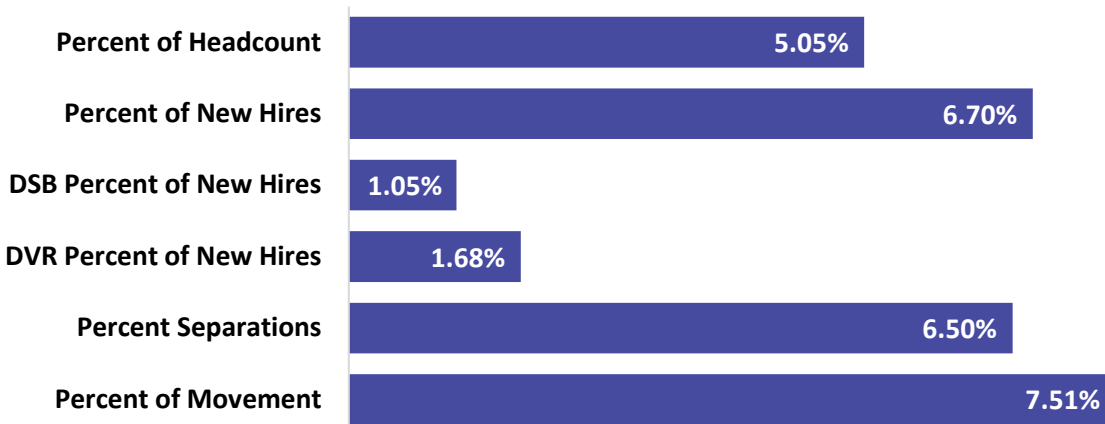
FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	72,413	3,655	5.05%
New hires (into state government)	14,182	950	6.70%
Separations (out of state government)	9,878	642	6.50%
Movements (to another state agency)	1,345	101	7.51%
Planned hires for FY 2025	8,567*	--	--

*The FY 2025 Planned Hires aggregate number includes the State Lottery Commission's "unknown" number (represented as "0") and Utilities and Transportation Commission's reported estimate (represented as "35") in the calculation.

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	10	1.05%
Division of Vocational Rehabilitation (DVR) Client Hires	16	1.68%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



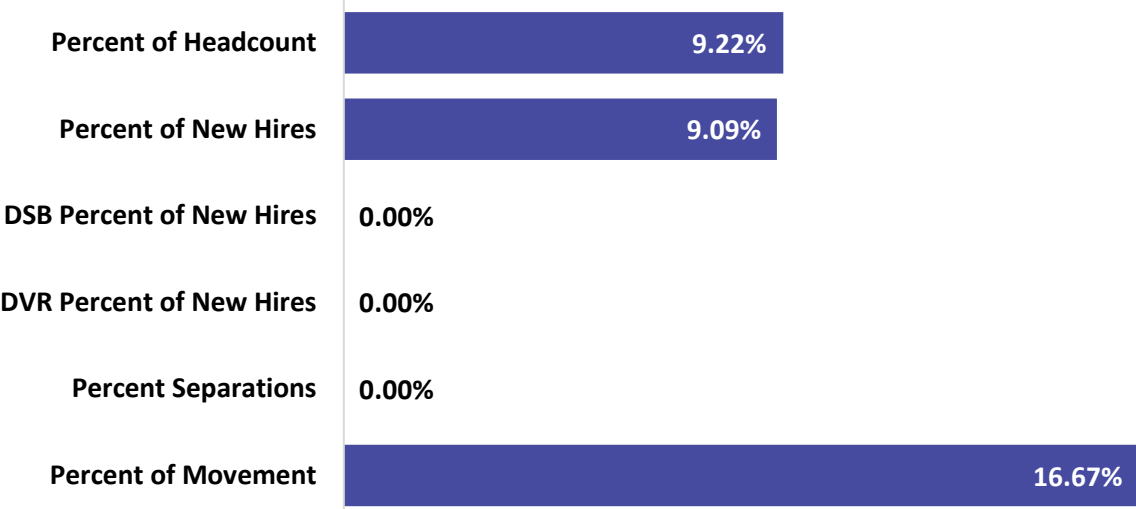
Board of Industrial Insurance Appeals

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	141	13	9.22%
New hires (into state government)	11	1	9.09%
Separations (out of state government)	8	0	0.00%
Movements (to another state agency)	6	1	16.67%
Planned hires for FY 2025	16	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



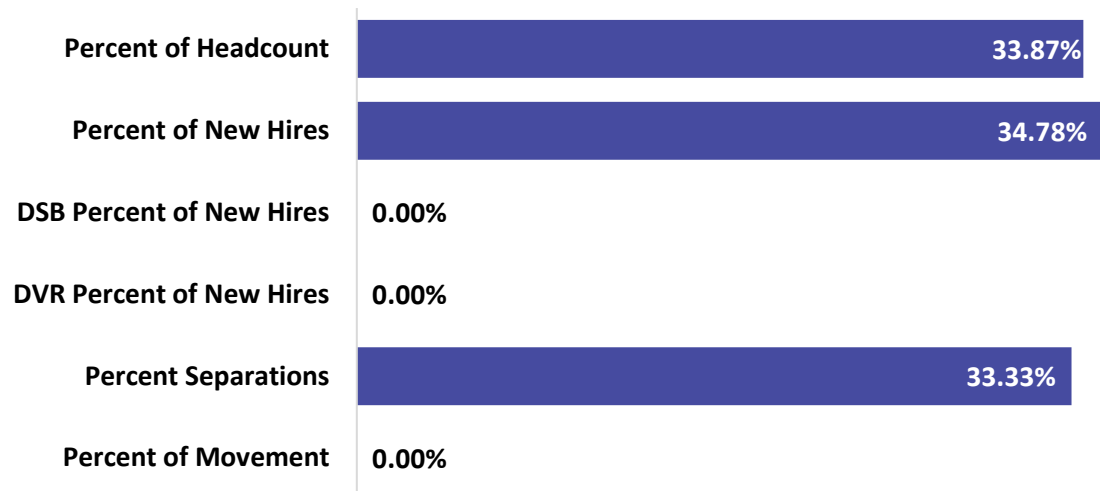
Center for Deaf and Hard of Hearing Youth

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	186	63	33.87%
New hires (into state government)	23	8	34.78%
Separations (out of state government)	18	6	33.33%
Movements (to another state agency)	0	0	0.00%
Planned hires for FY 2025	4	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



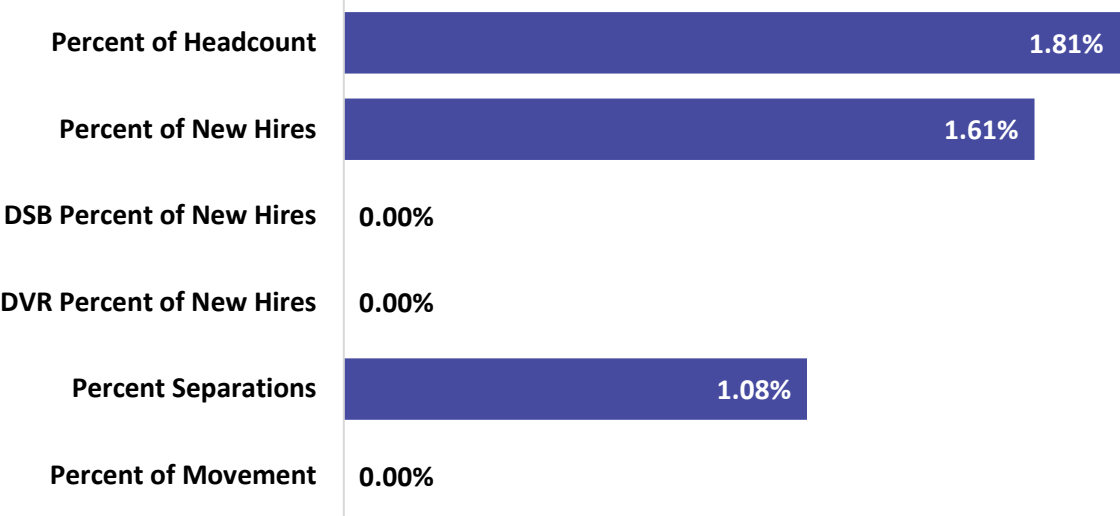
Department of Agriculture

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	829	15	1.81%
New hires (into state government)	434	7	1.61%
Separations (out of state government)	370	4	1.08%
Movements (to another state agency)	10	0	0.00%
Planned hires for FY 2025	441	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



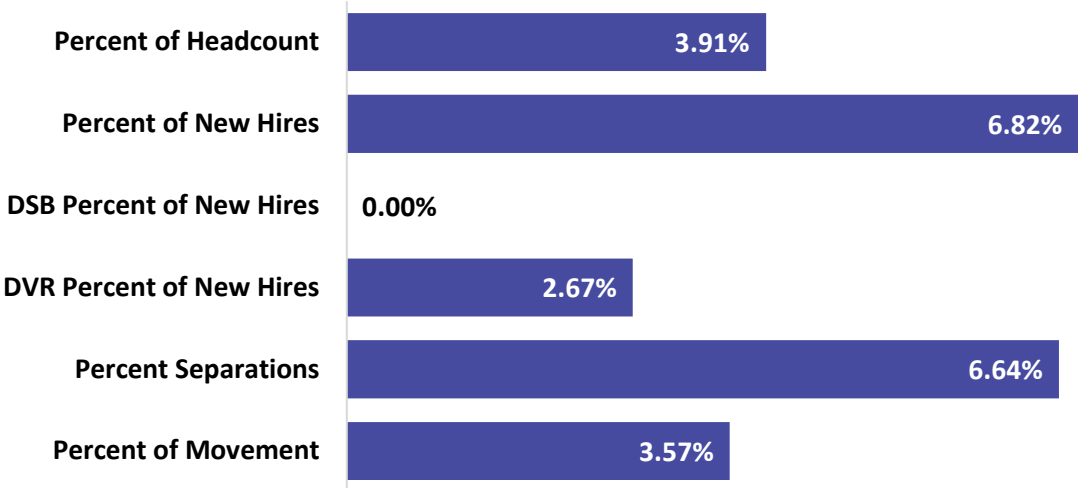
Department of Children, Youth, and Families

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	5,219	204	3.91%
New hires (into state government)	1,100	75	6.82%
Separations (out of state government)	738	49	6.64%
Movements (to another state agency)	112	4	3.57%
Planned hires for FY 2025	806	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	2	2.67%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



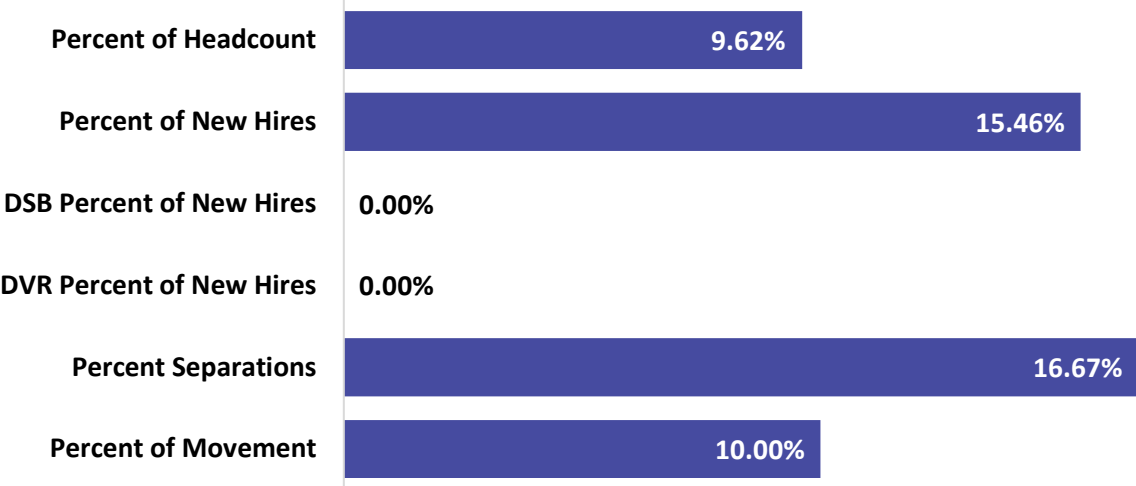
Department of Commerce

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	655	63	9.62%
New hires (into state government)	194	30	15.46%
Separations (out of state government)	66	11	16.67%
Movements (to another state agency)	30	3	10.00%
Planned hires for FY 2025	135	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



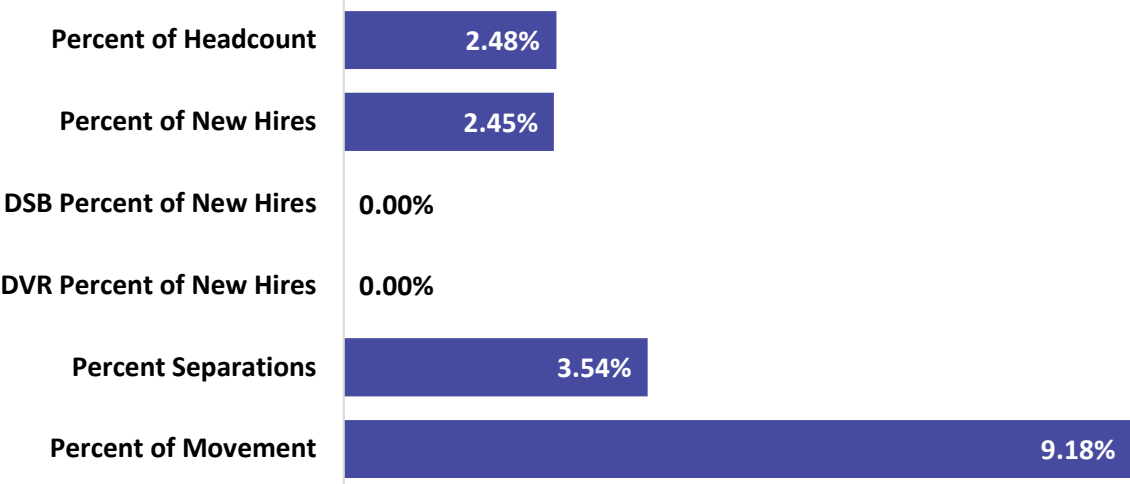
Department of Corrections

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	8,781	218	2.48%
New hires (into state government)	1,553	38	2.45%
Separations (out of state government)	931	33	3.54%
Movements (to another state agency)	98	9	9.18%
Planned hires for FY 2025	1,211	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



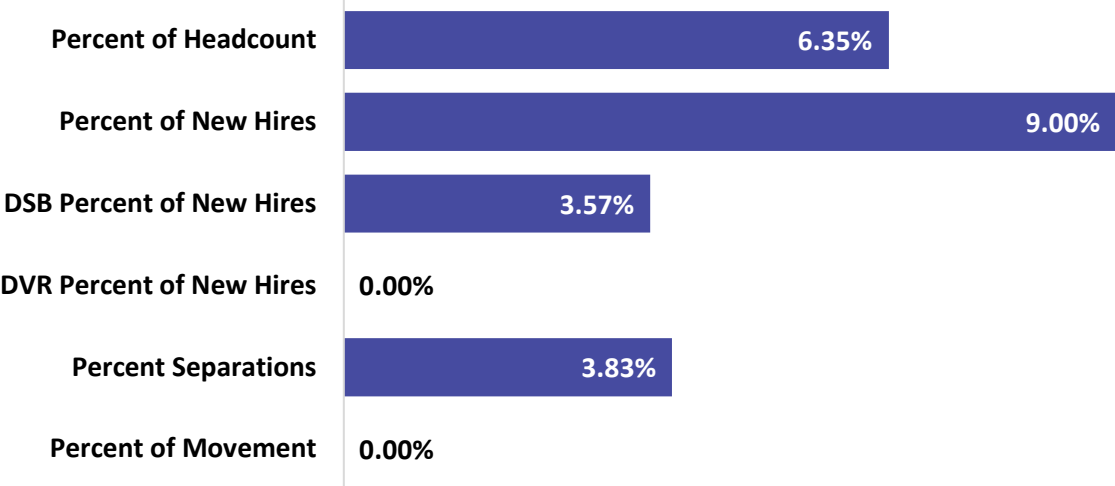
Department of Ecology

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	1,936	123	6.35%
New hires (into state government)	311	28	9.00%
Separations (out of state government)	183	7	3.83%
Movements (to another state agency)	26	0	0.00%
Planned hires for FY 2025	717	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	1	3.57%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



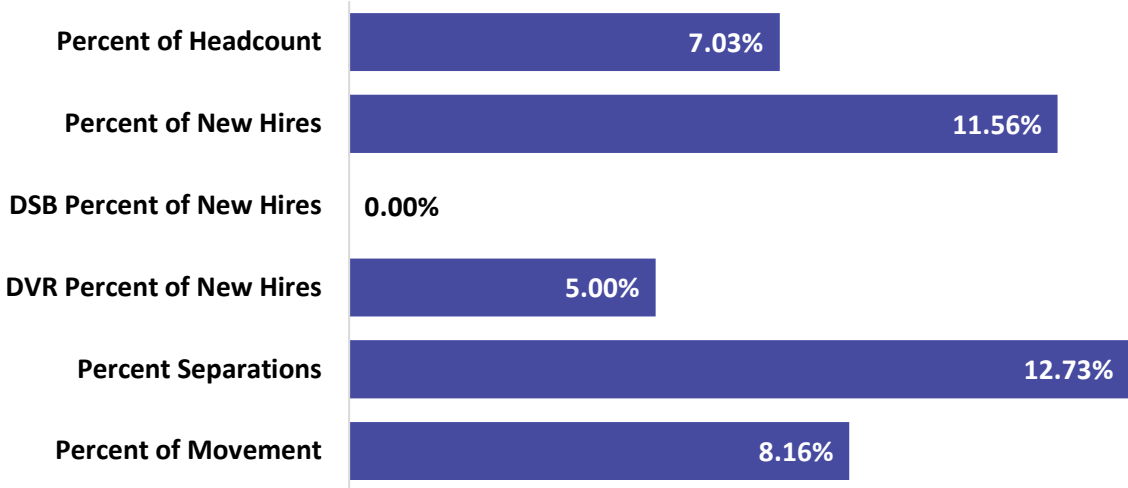
Department of Enterprise Services

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	868	61	7.03%
New hires (into state government)	173	20	11.56%
Separations (out of state government)	110	14	12.73%
Movements (to another state agency)	49	4	8.16%
Planned hires for FY 2025	208	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	1	5.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



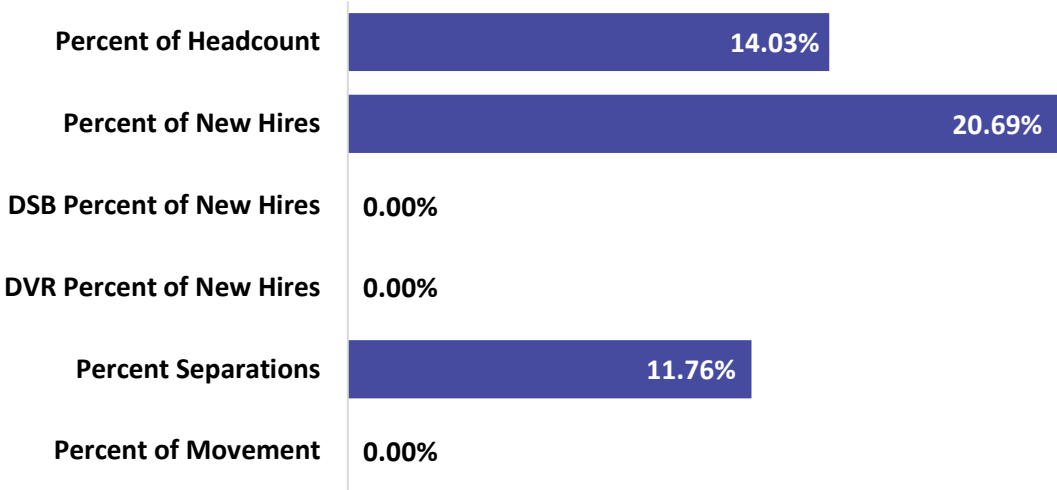
Department of Financial Institutions

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	221	31	14.03%
New hires (into state government)	29	6	20.69%
Separations (out of state government)	17	2	11.76%
Movements (to another state agency)	5	0	0.00%
Planned hires for FY 2025	23	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



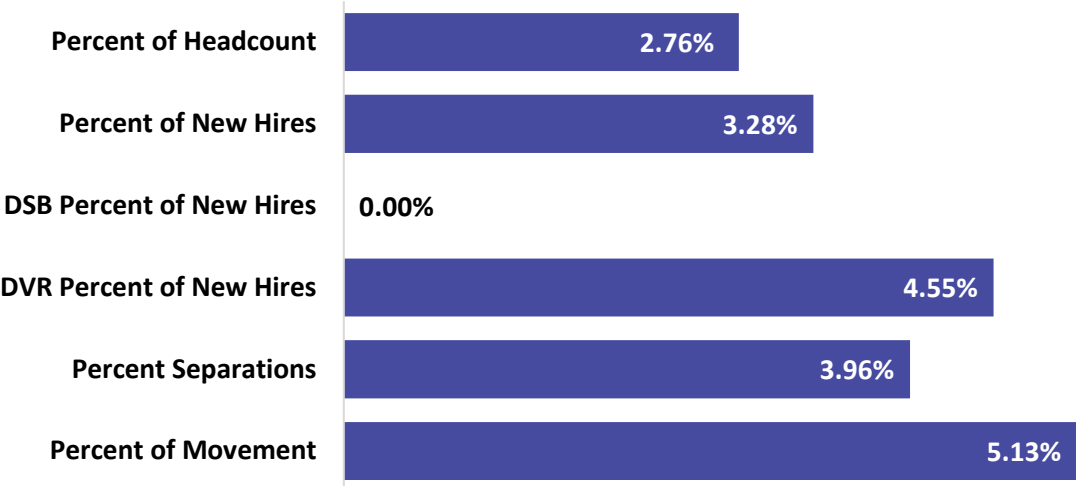
Department of Fish and Wildlife

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	2,244	62	2.76%
New hires (into state government)	670	22	3.28%
Separations (out of state government)	505	20	3.96%
Movements (to another state agency)	39	2	5.13%
Planned hires for FY 2025	100	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	1	4.55%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



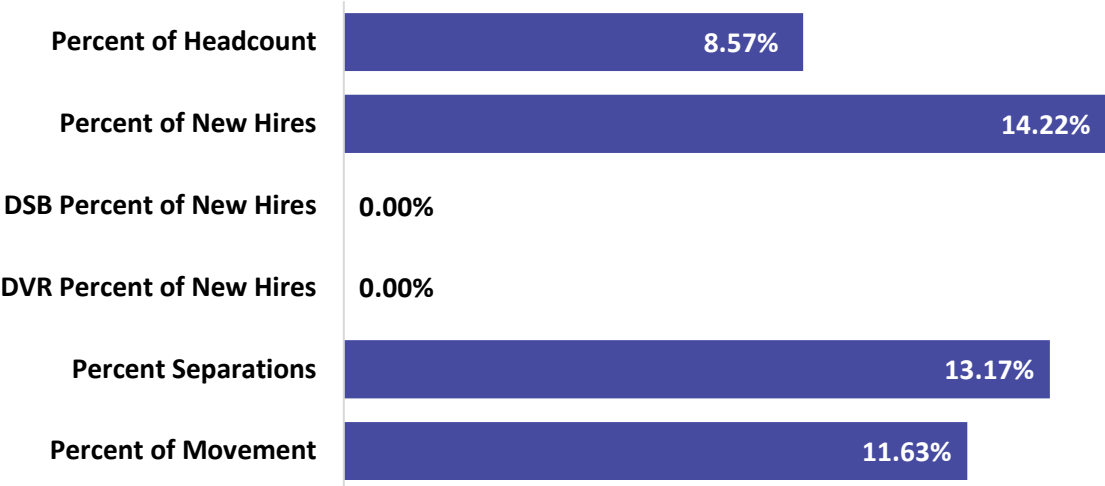
Department of Health

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	3,164	271	8.57%
New hires (into state government)	443	63	14.22%
Separations (out of state government)	319	42	13.17%
Movements (to another state agency)	86	10	11.63%
Planned hires for FY 2025	524	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



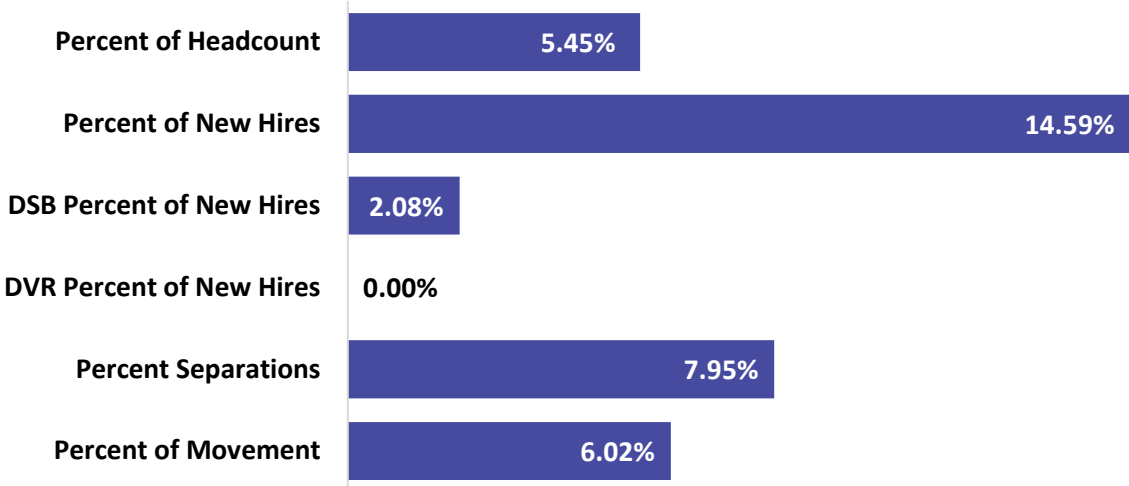
Department of Labor and Industries

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	3,211	175	5.45%
New hires (into state government)	329	48	14.59%
Separations (out of state government)	264	21	7.95%
Movements (to another state agency)	83	5	6.02%
Planned hires for FY 2025	350	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	1	2.08%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



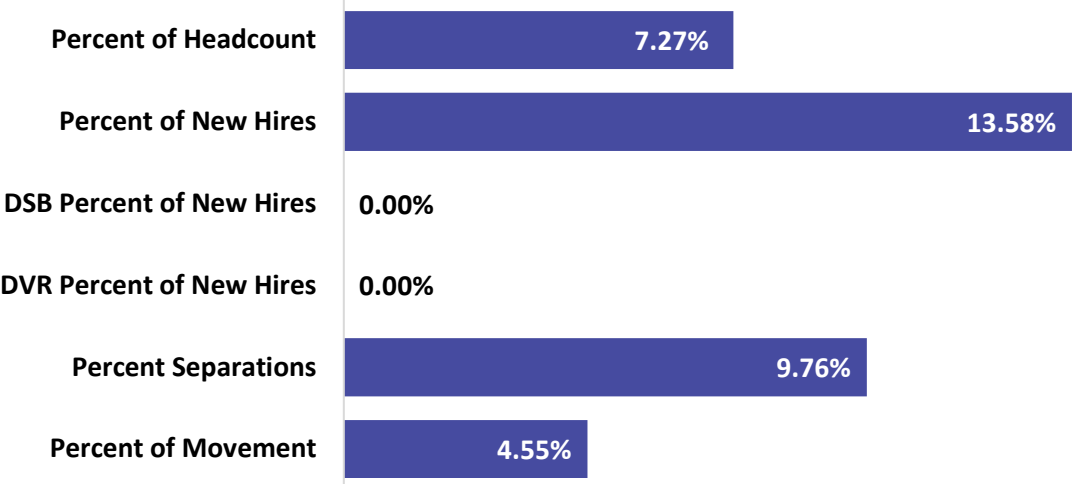
Department of Licensing

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	1,417	103	7.27%
New hires (into state government)	162	22	13.58%
Separations (out of state government)	123	12	9.76%
Movements (to another state agency)	44	2	4.55%
Planned hires for FY 2025	149	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



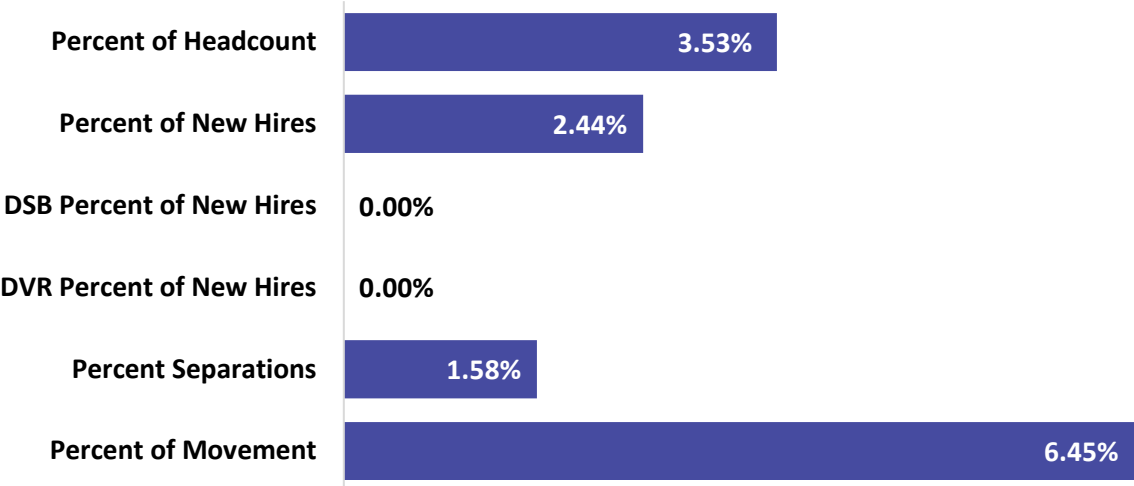
Department of Natural Resources

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	2,066	73	3.53%
New hires (into state government)	983	24	2.44%
Separations (out of state government)	825	13	1.58%
Movements (to another state agency)	31	2	6.45%
Planned hires for FY 2025	435	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



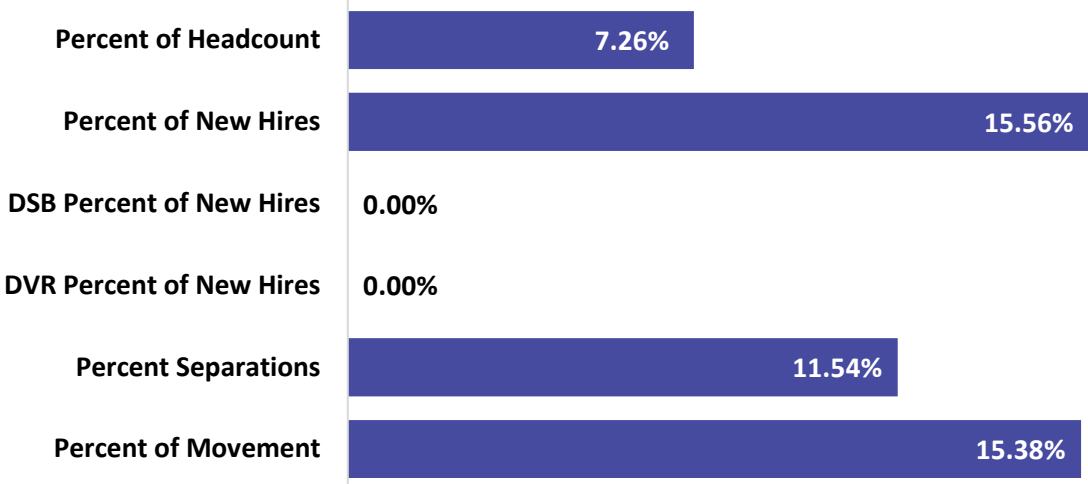
Department of Retirement Systems

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	303	22	7.26%
New hires (into state government)	45	7	15.56%
Separations (out of state government)	26	3	11.54%
Movements (to another state agency)	13	2	15.38%
Planned hires for FY 2025	75	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



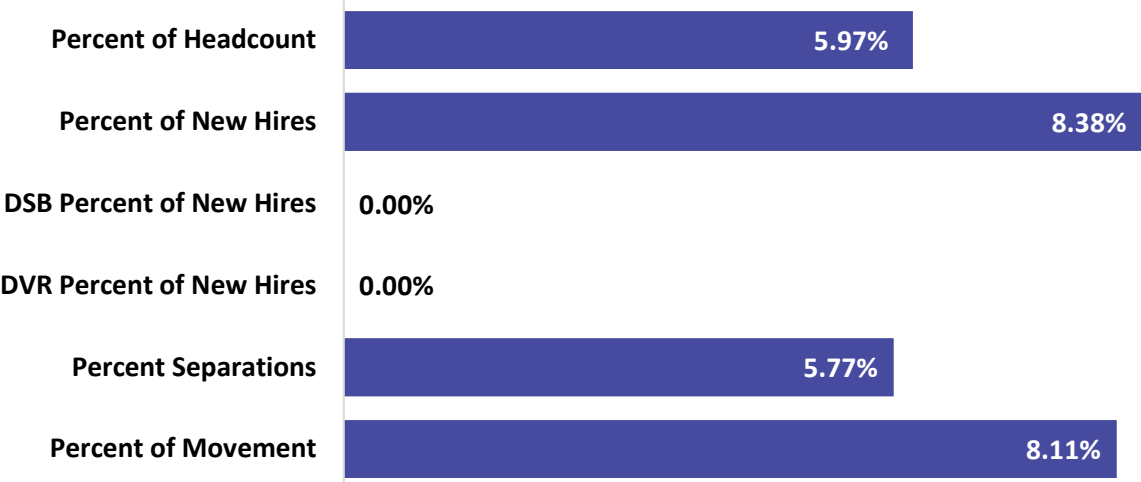
Department of Revenue

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	1,373	82	5.97%
New hires (into state government)	191	16	8.38%
Separations (out of state government)	104	6	5.77%
Movements (to another state agency)	37	3	8.11%
Planned hires for FY 2025	175	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



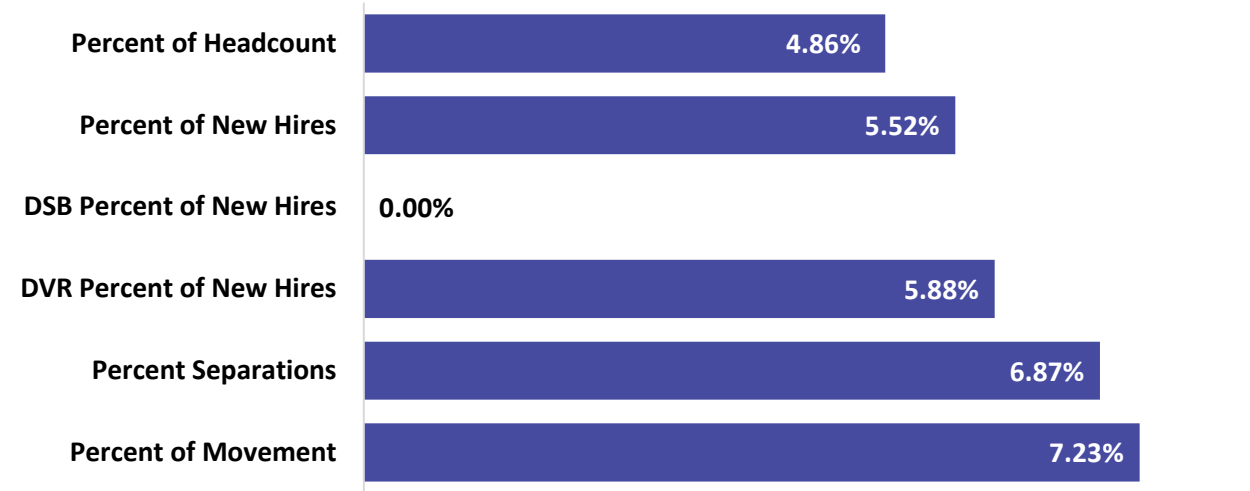
Department of Social and Health Services

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	17,209	837	4.86%
New hires (into state government)	3,390	187	5.52%
Separations (out of state government)	2,141	147	6.87%
Movements (to another state agency)	235	17	7.23%
Planned hires for FY 2025	3,750	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	11	5.88%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



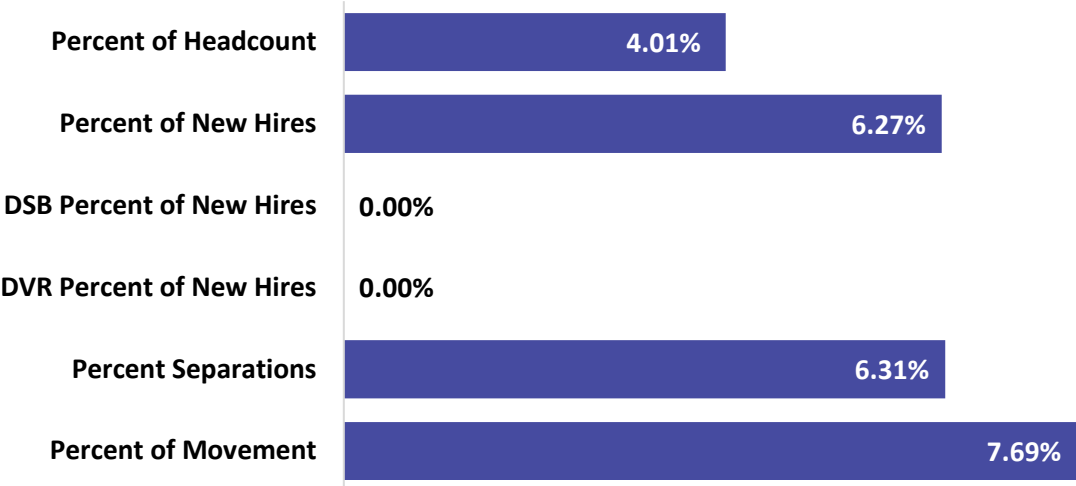
Department of Transportation

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	7,514	301	4.01%
New hires (into state government)	1,084	68	6.27%
Separations (out of state government)	856	54	6.31%
Movements (to another state agency)	39	3	7.69%
Planned hires for FY 2025	650	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



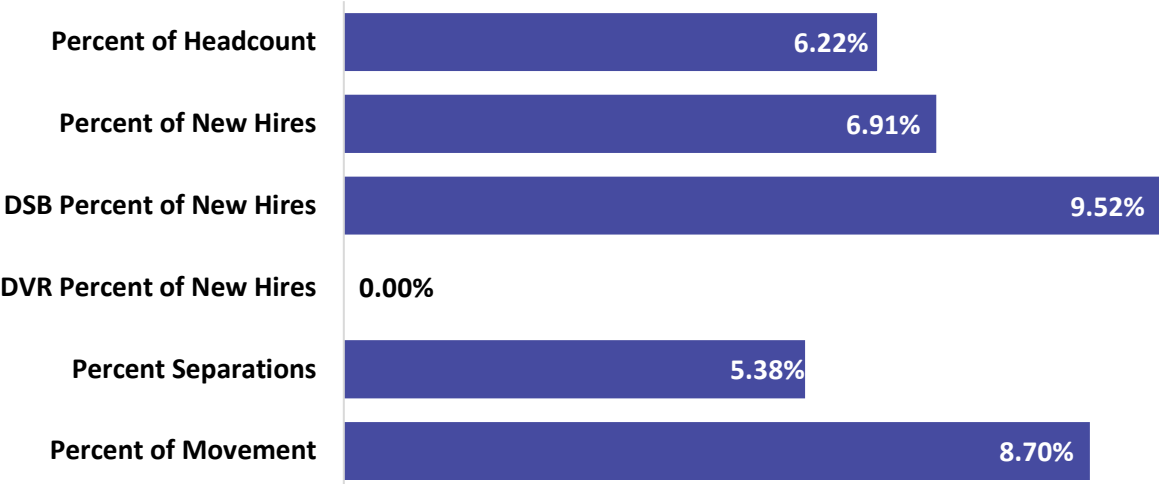
Department of Veterans Affairs

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	917	57	6.22%
New hires (into state government)	304	21	6.91%
Separations (out of state government)	279	15	5.38%
Movements (to another state agency)	23	2	8.70%
Planned hires for FY 2025	200	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	2	9.52%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



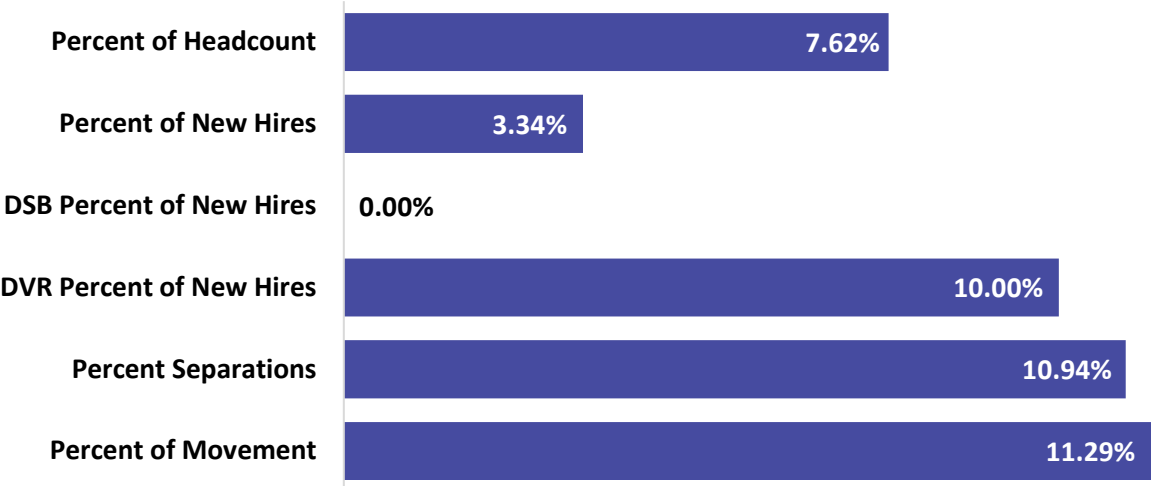
Employment Security Department

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	2,192	167	7.62%
New hires (into state government)	299	10	3.34%
Separations (out of state government)	192	21	10.94%
Movements (to another state agency)	62	7	11.29%
Planned hires for FY 2025	49	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	1	10.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



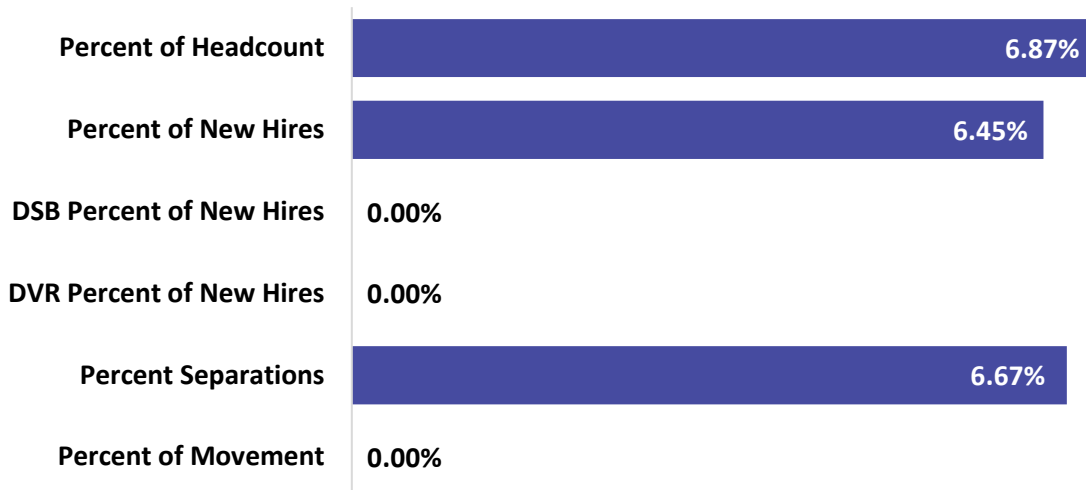
Liquor and Cannabis Board

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	364	25	6.87%
New hires (into state government)	62	4	6.45%
Separations (out of state government)	30	2	6.67%
Movements (to another state agency)	19	0	0.00%
Planned hires for FY 2025	56	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



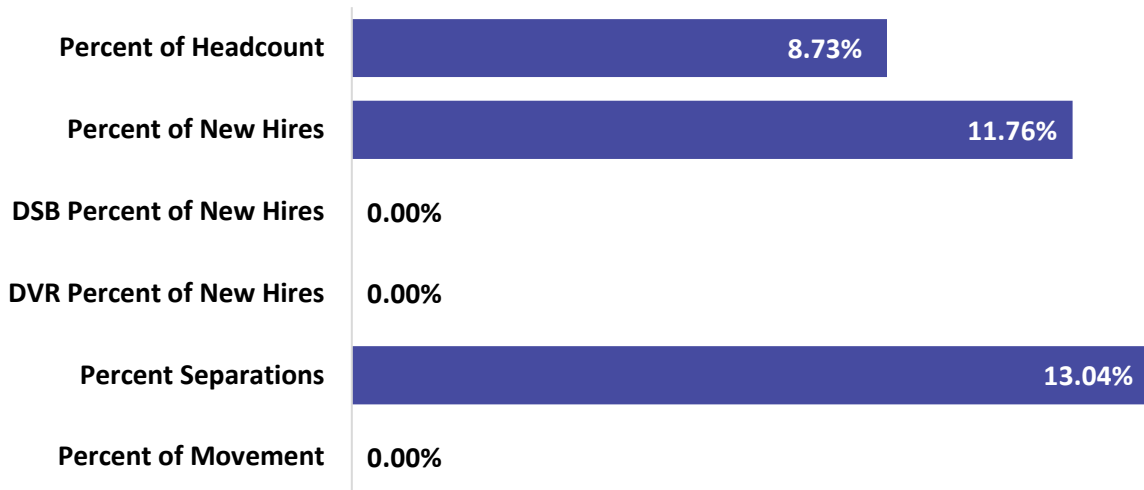
Office of Administrative Hearings

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	229	20	8.73%
New hires (into state government)	17	2	11.76%
Separations (out of state government)	23	3	13.04%
Movements (to another state agency)	8	0	0.00%
Planned hires for FY 2025	27	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



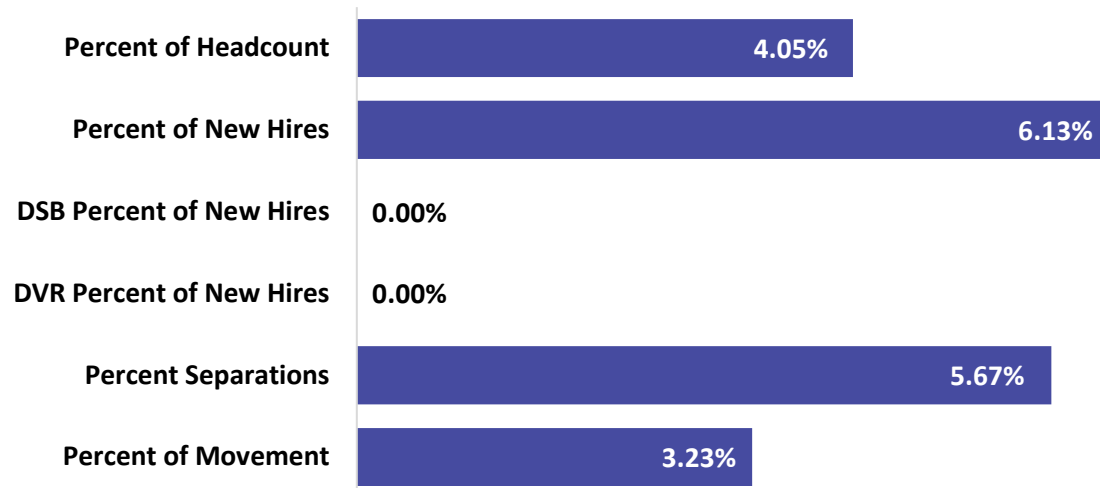
Office of the Attorney General

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	1,729	70	4.05%
New hires (into state government)	326	20	6.13%
Separations (out of state government)	247	14	5.67%
Movements (to another state agency)	31	1	3.23%
Planned hires for FY 2025	500	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



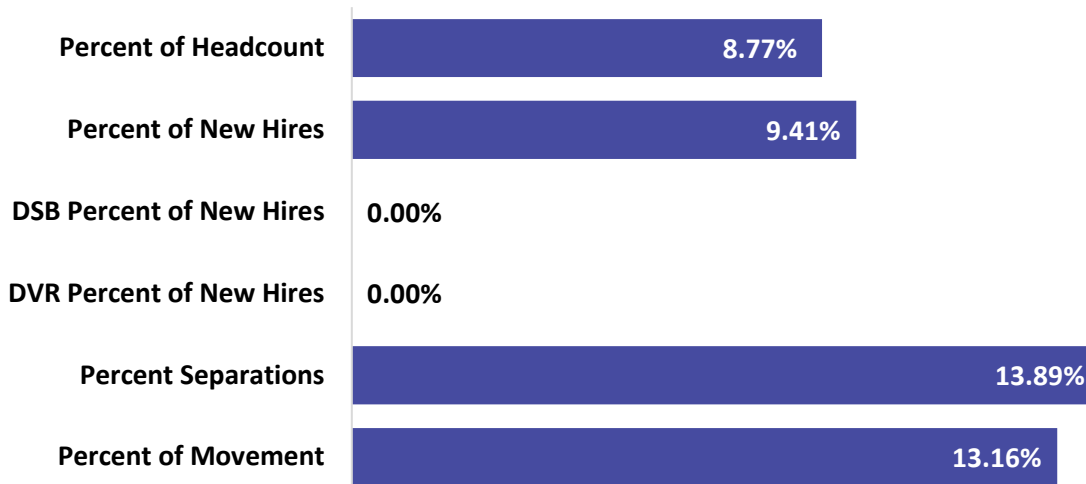
Office of Financial Management

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	536	47	8.77%
New hires (into state government)	85	8	9.41%
Separations (out of state government)	36	5	13.89%
Movements (to another state agency)	38	5	13.16%
Planned hires for FY 2025	180	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



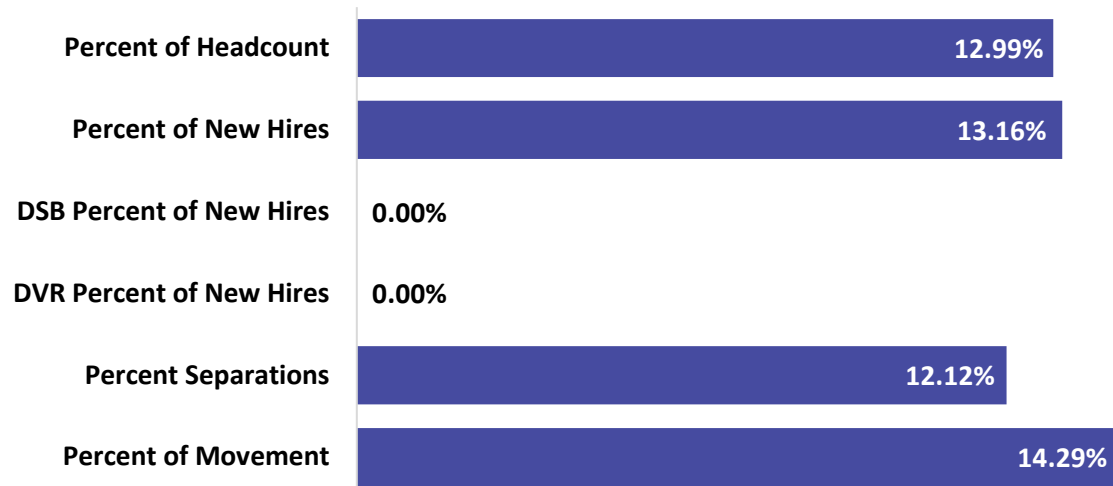
Office of the Governor

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	154	20	12.99%
New hires (into state government)	38	5	13.16%
Separations (out of state government)	33	4	12.12%
Movements (to another state agency)	7	1	14.29%
Planned hires for FY 2025	60	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



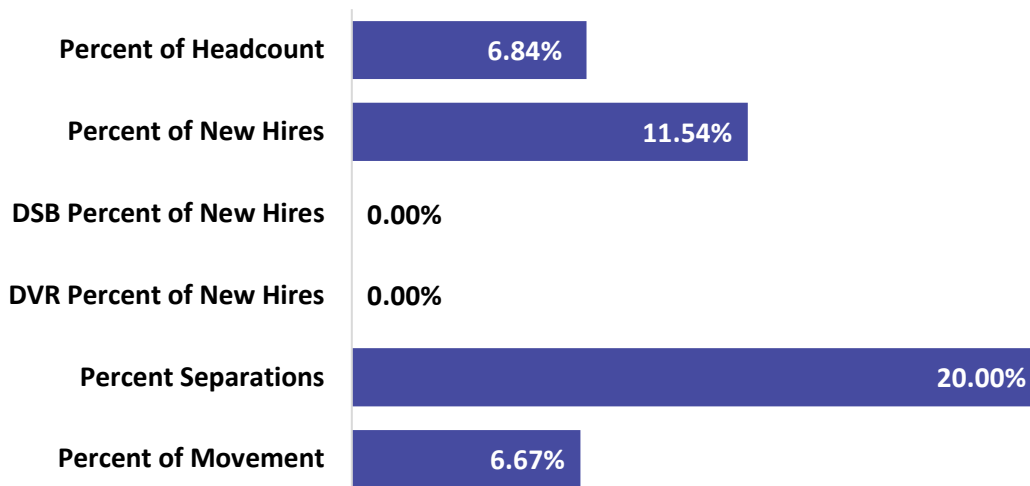
Office of the Insurance Commissioner

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	263	18	6.84%
New hires (into state government)	52	6	11.54%
Separations (out of state government)	30	6	20.00%
Movements (to another state agency)	15	1	6.67%
Planned hires for FY 2025	56	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



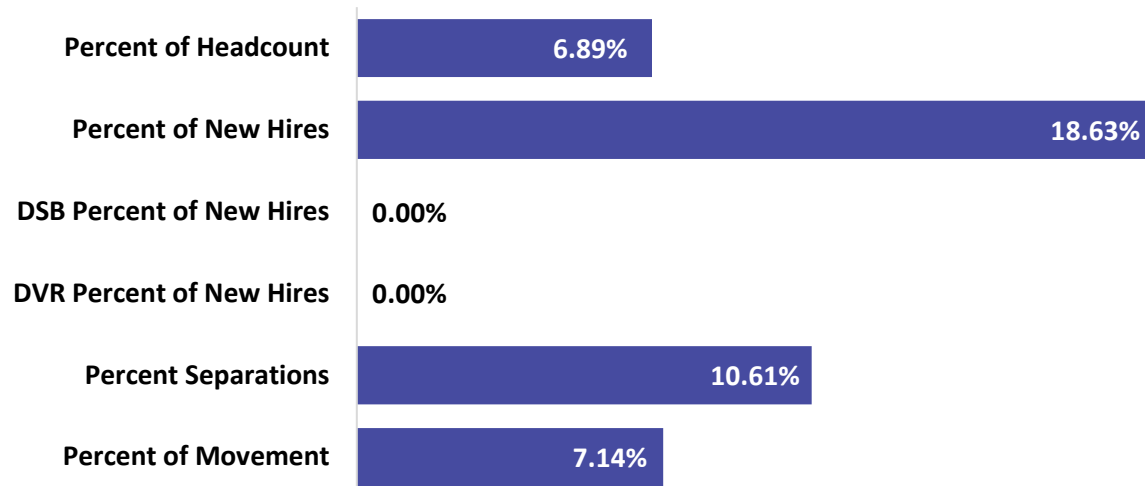
Office of the Secretary of State

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	305	21	6.89%
New hires (into state government)	102	19	18.63%
Separations (out of state government)	66	7	10.61%
Movements (to another state agency)	14	1	7.14%
Planned hires for FY 2025	95	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



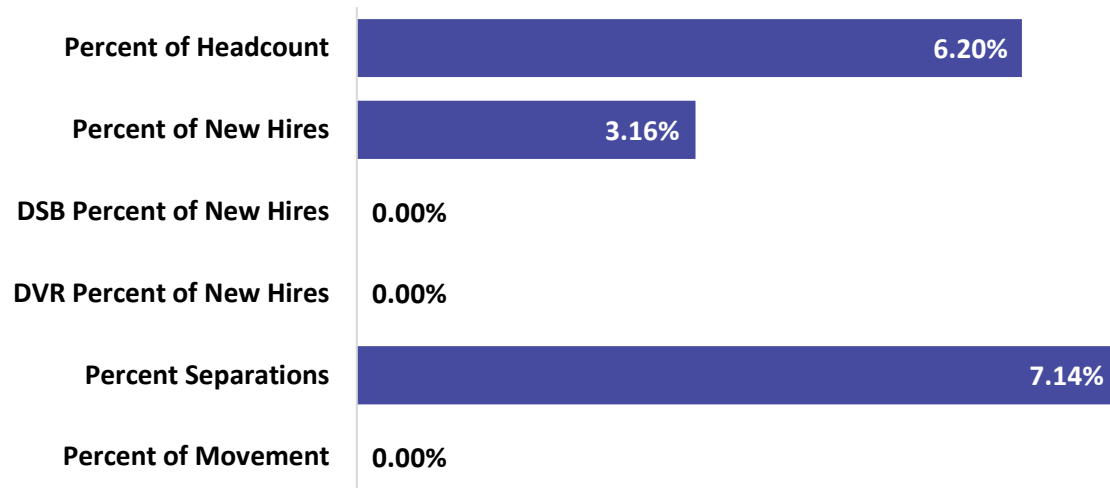
Office of Superintendent of Public Instruction

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	532	33	6.20%
New hires (into state government)	95	3	3.16%
Separations (out of state government)	56	4	7.14%
Movements (to another state agency)	15	0	0.00%
Planned hires for FY 2025	40	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



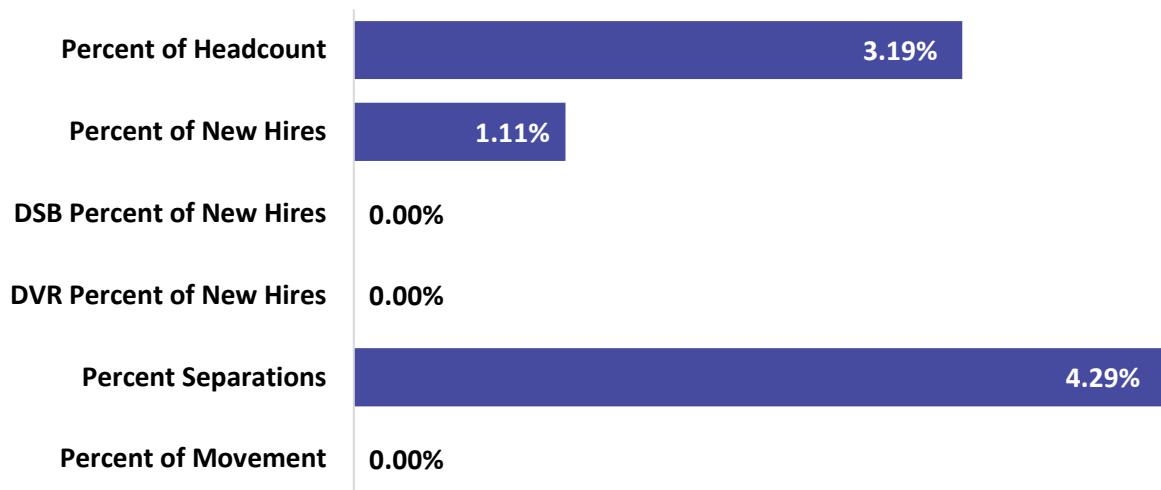
Office of the Washington State Auditor

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	470	15	3.19%
New hires (into state government)	90	1	1.11%
Separations (out of state government)	70	3	4.29%
Movements (to another state agency)	6	0	0.00%
Planned hires for FY 2025	102	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



State Lottery Commission

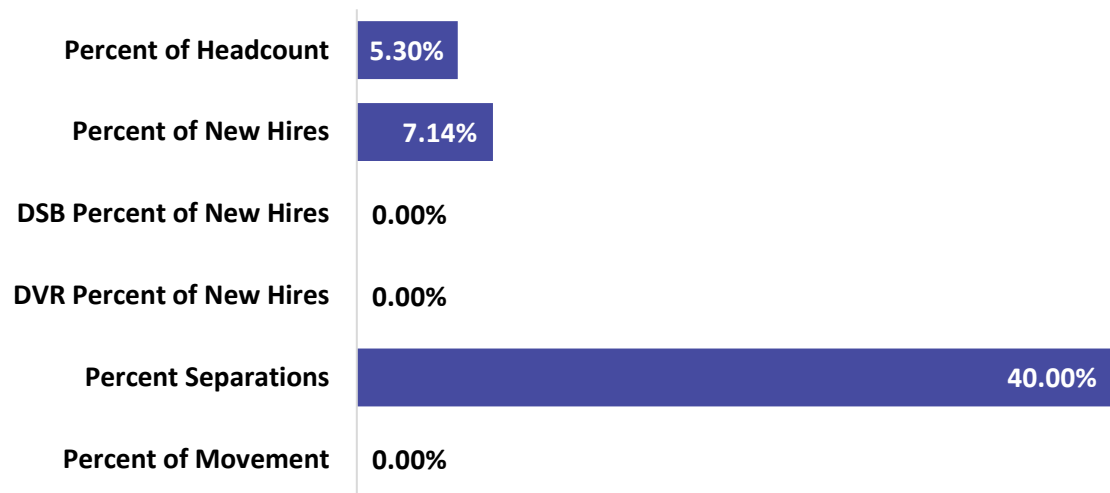
FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	132	7	5.30%
New hires (into state government)	14	1	7.14%
Separations (out of state government)	10	4	40.00%
Movements (to another state agency)	3	0	0.00%
Planned hires for FY 2025	Unknown*	--	--

*"Unknown" is represented as "0" in calculating agencies' FY 2024 aggregated planned hires number.

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%
DSB/DVR/DDA internship opportunities for FY 2024	--	--

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



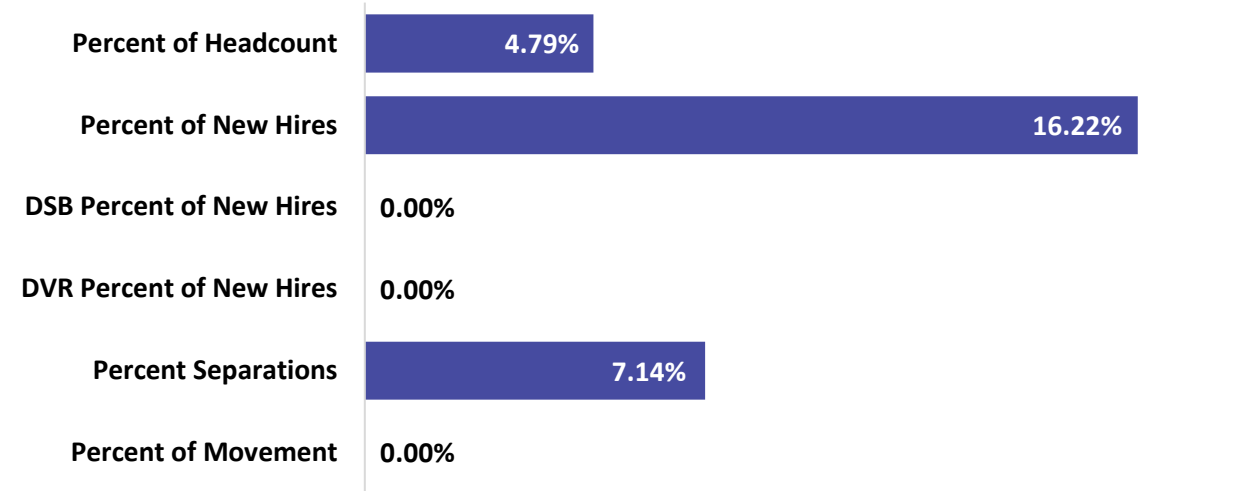
Utilities and Transportation Commission

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	146	7	4.79%
New hires (into state government)	37	6	16.22%
Separations (out of state government)	14	1	7.14%
Movements (to another state agency)	9	0	0.00%
Planned hires for FY 2025	30 - 40	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



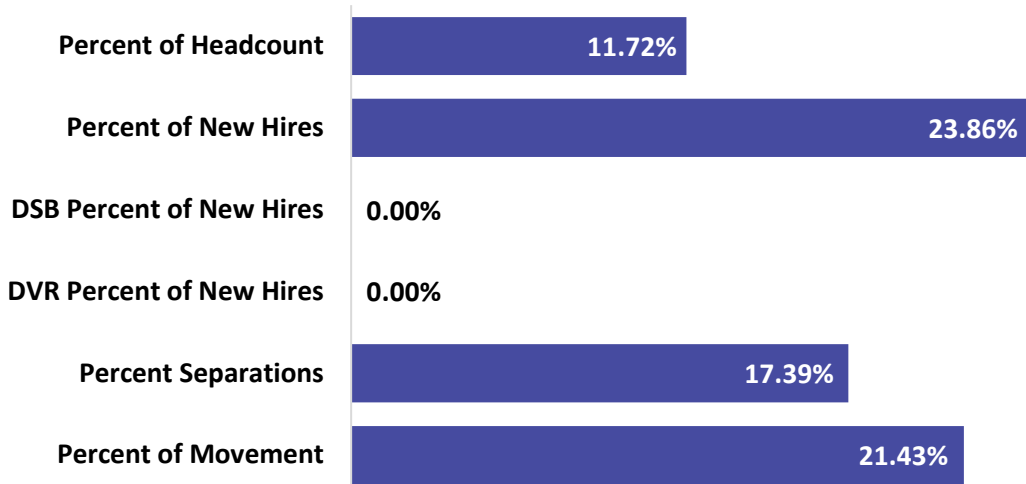
Washington Military Department

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	401	47	11.72%
New hires (into state government)	88	21	23.86%
Separations (out of state government)	92	16	17.39%
Movements (to another state agency)	14	3	21.43%
Planned hires for FY 2025	95	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



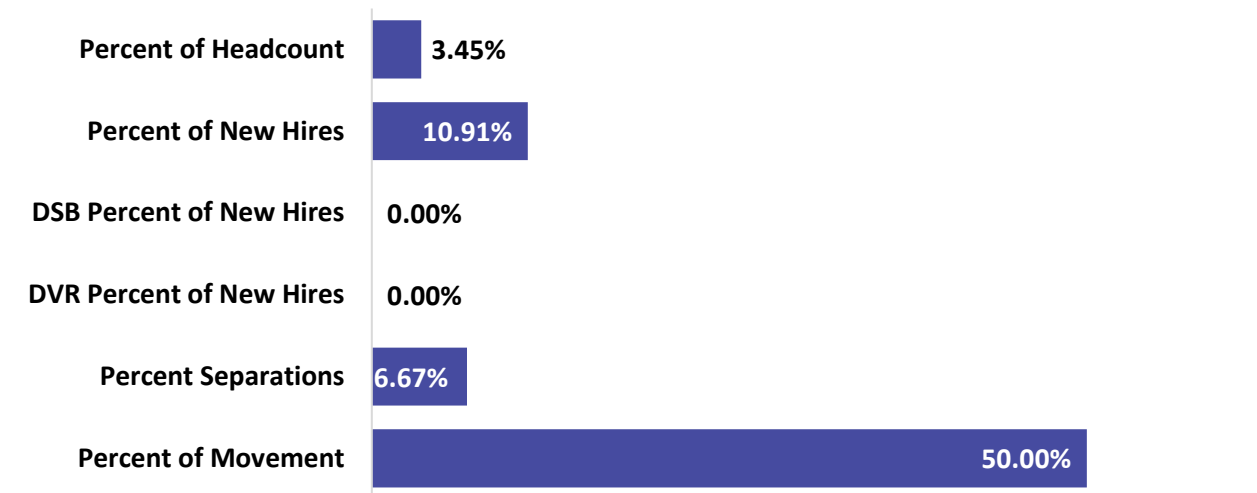
Washington State Criminal Justice Training Commission

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	116	4	3.45%
New hires (into state government)	55	6	10.91%
Separations (out of state government)	30	2	6.67%
Movements (to another state agency)	2	1	50.00%
Planned hires for FY 2025	50	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



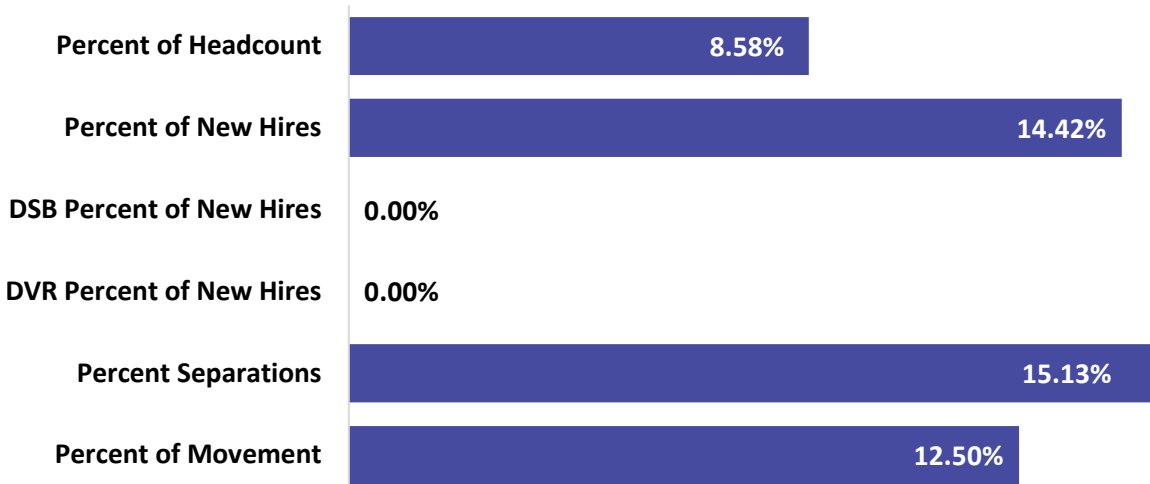
Washington State Health Care Authority

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	1,690	145	8.58%
New hires (into state government)	215	31	14.42%
Separations (out of state government)	119	18	15.13%
Movements (to another state agency)	48	6	12.50%
Planned hires for FY 2025	250	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



Washington State Investment Board

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	114	9	7.89%
New hires (into state government)	8	0	0.00%
Separations (out of state government)	10	0	0.00%
Movements (to another state agency)	1	0	0.00%
Planned hires for FY 2025	14	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires

Percent of Headcount	7.89%
Percent of New Hires	0.00%
DSB Percent of New Hires	0.00%
DVR Percent of New Hires	0.00%
Percent Separations	0.00%
Percent of Movement	0.00%

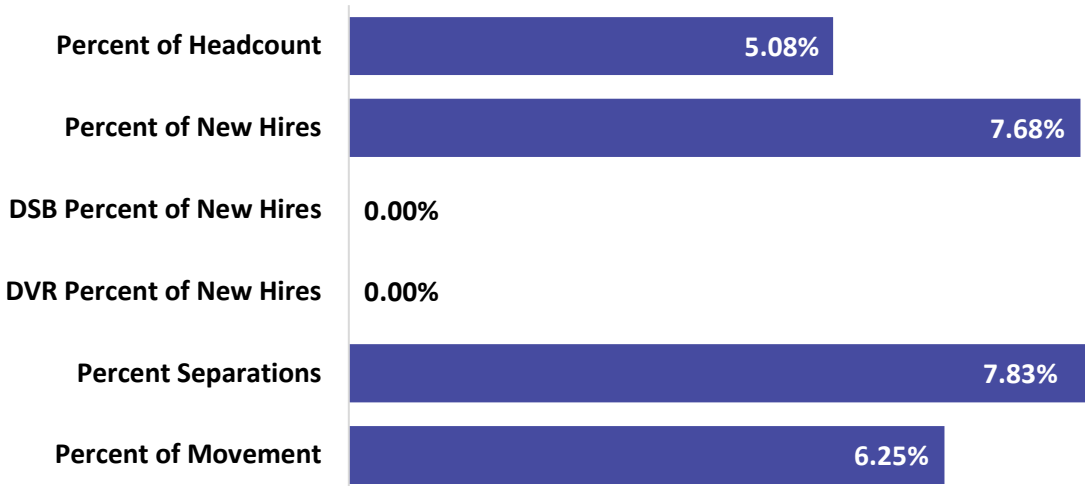
Washington State Parks and Recreation Commission

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	866	44	5.08%
New hires (into state government)	508	39	7.68%
Separations (out of state government)	498	39	7.83%
Movements (to another state agency)	16	1	6.25%
Planned hires for FY 2025	475	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



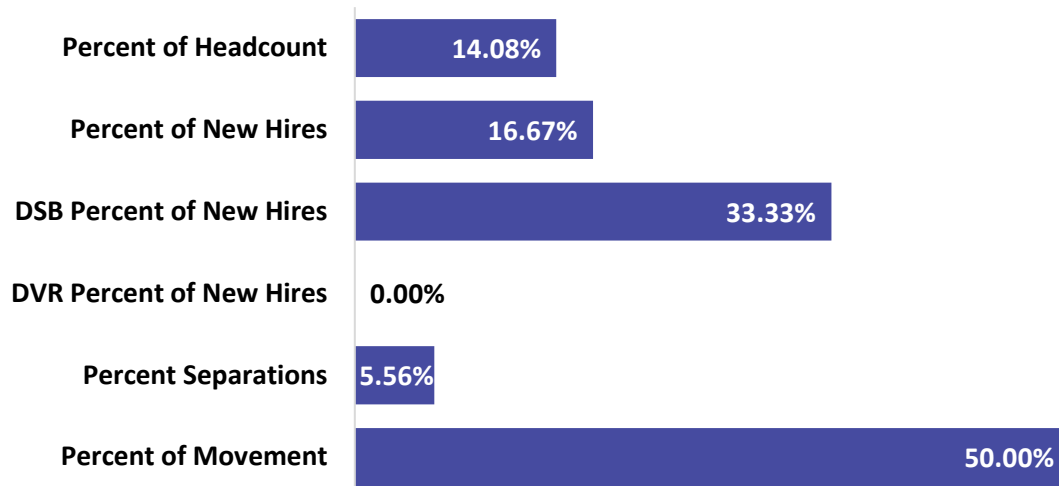
Washington State School for the Blind

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	142	20	14.08%
New hires (into state government)	36	6	16.67%
Separations (out of state government)	36	2	5.56%
Movements (to another state agency)	4	2	50.00%
Planned hires for FY 2025	1	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	2	33.33%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



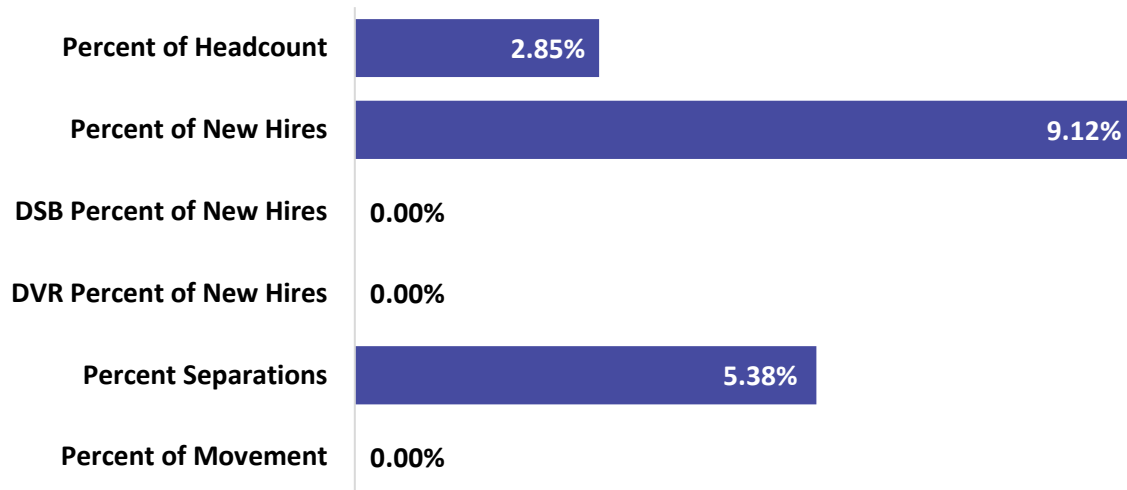
Washington State Patrol

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	2,177	62	2.85%
New hires (into state government)	307	28	9.12%
Separations (out of state government)	223	12	5.38%
Movements (to another state agency)	21	0	0.00%
Planned hires for FY 2025	198	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



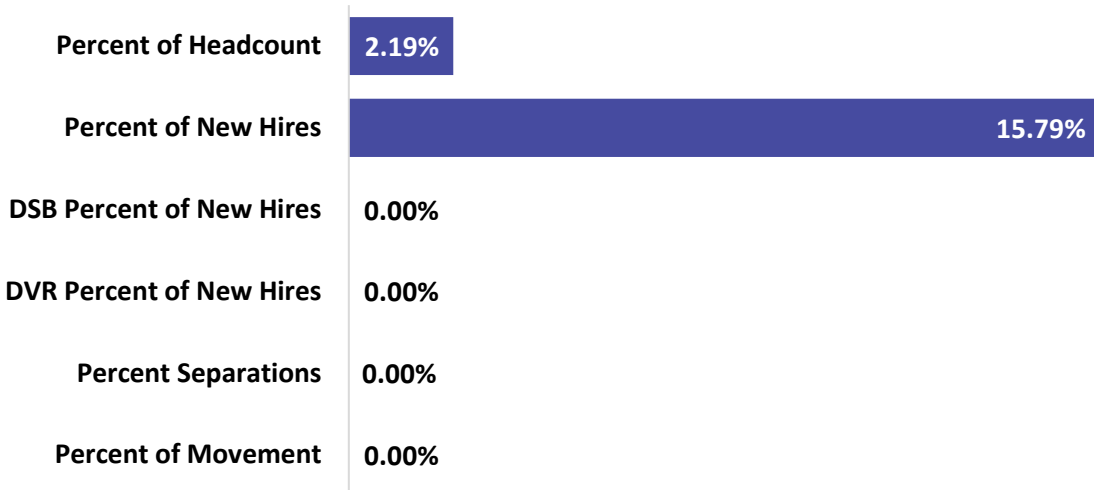
Washington Student Achievement Council

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	137	3	2.19%
New hires (into state government)	19	3	15.79%
Separations (out of state government)	19	0	0.00%
Movements (to another state agency)	2	0	0.00%
Planned hires for FY 2025	20	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



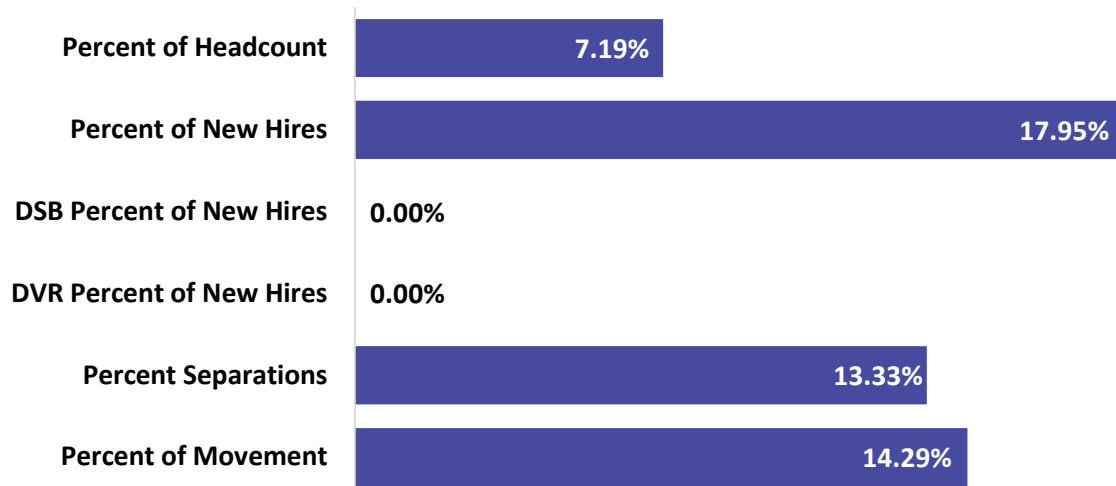
Washington Technology Solutions

FY 2024 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Average monthly number of employees	306	22	7.19%
New hires (into state government)	39	7	17.95%
Separations (out of state government)	30	4	13.33%
Movements (to another state agency)	14	2	14.29%
Planned hires for FY 2025	45	--	--

FY 2024 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.00%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.00%

People with Disabilities

Percent of headcount, new hires, separations, movement, DSB new hires, and DVR new hires



Appendix A: Disability Employment Report data definitions

This data is restricted to employees in the **executive branch government agencies**. Beginning with the FY 2024 report, this data includes employees in all appointment statuses (permanent or intent to become permanent, nonpermanent, and seasonal appointments; based on the work contract field). The data excludes non-employees.

- **Persons with Disabilities (PWD)** is based on the Disability status field in HR Management System (HRMS) and counts employees who are coded as “Has a disability.” This field is populated based on the employee’s voluntary disclosure of their status.
- **Gender** is based on the Gender Identity field in HRMS and categorizes employees into Female, Male, and X/Non-binary. This field is populated based on the employee’s voluntary disclosure of their gender identity.
- **Persons of Color** is based on the Ethnic Origin field in HRMS and reports employees into one race/ethnicity category. The [ethnic origin crosswalk](#) is used to determine a single category when employees voluntarily disclose one or more races and ethnicity. Persons of Color includes Hispanic, Black/Not Hispanic Origin, Asian or Pacific Islander, American Indian/Alaskan.
- **Age 40 and Over** is based on employees’ date of birth.
- **Military Spouse** is based on the Military Spouse field in HRMS and counts employees who have voluntarily disclosed they are a person currently or previously married (or registered domestic partner) to a military service member during the service member’s time of active, reserve, or National Guard duty.
- **2SLGBTQIA+** is an abbreviation for Two-Spirit, Lesbian, Gay, Bisexual, Transgender, Queer/Questioning, Intersex, and Asexual. The + allows space for other diverse sexual orientation, gender identity, and gender expression groups. This category counts employees who have voluntarily disclosed they identify as “LGBTQ+” in HRMS.
- **Veterans** is based on the Veteran Status field in HRMS and counts people who are coded in one or more of: disabled veteran, other protected veteran, special disabled veteran, Vietnam-era veteran, armed forces service medal veteran, or recently separated veteran.
- **Vietnam-era Veterans** counts people who are coded as Vietnam-era veteran in their veteran status. **Veterans w/ Disabilities** counts people who are coded as special disabled veterans in their veteran status. The Veteran Status field (checkbox) is populated based on the employee’s voluntary disclosure of their status.

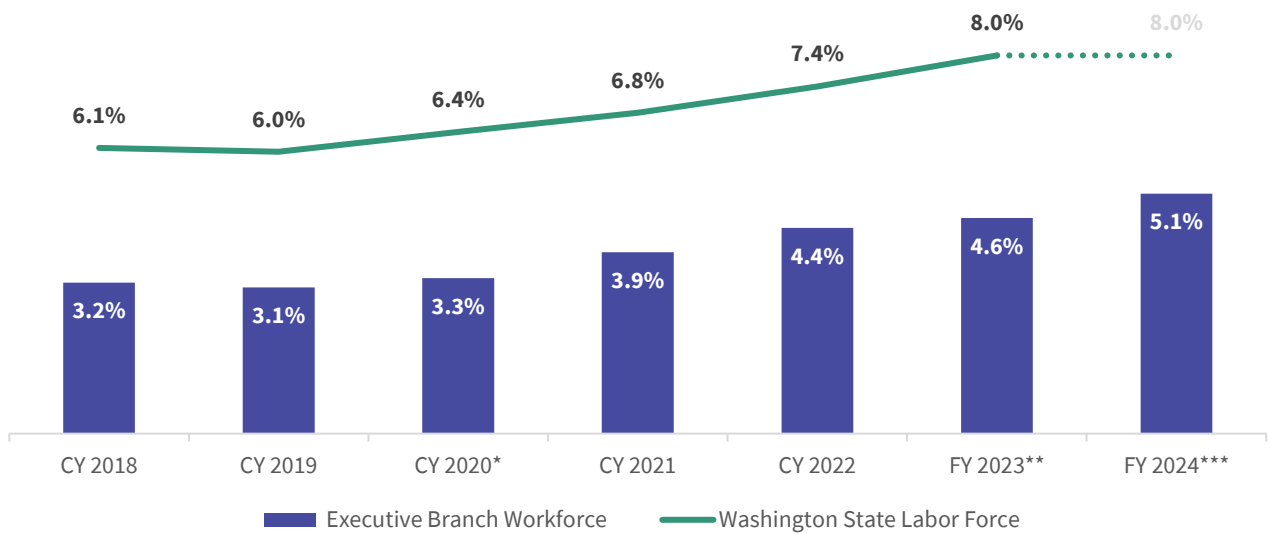
- **Supported Employment** is based on the Employee Group field and counts individuals who are part of a supported employment program.
- **Average number of employees and Average number of Persons with Disabilities** is calculated by averaging the headcount as of the last day of each month in the fiscal year.
- **Hires and Hires of Persons with Disabilities** use the same new hire and rehire action reasons as the Diversity New Hires (HPA004) standard report in WWA (i.e., New Hires to the state only).
- **Turnover and Turnover of Persons with Disabilities (separations from state)** use the same separation action reasons as the HR Management Actions (HPA005) standard report in WWA (i.e., separations from state service only). Turnover includes the following types: retirement, resignation, dismissal, layoff, and other separations.
- **Movement (to another agency)** reflects appointment change actions with a change in business area (agency); follows the Human Resource Management Report (HRMR) Movement Between Agencies restrictions. These movement actions are associated with the losing agency, not the gaining agency. Movement includes the following types: promotion, transfer, demotion, and other movement.
- **Telework** is the practice of working from home or other alternative locations closer to home through the use of technology which allows the employee to access normal work materials. **Telework participation rates** in this report reflect the percentage of employees who participate in teleworking one or more days per week. Not all positions are suited for teleworking, and a position's eligibility to telework is not considered in participation rates in this report.
- **Flex time or flex work** allows the employee to have flexible start and end times that are outside the agency's normal work hours. **Flex work participation rates** in this report reflect the percentage of employees who participate in flex work. Not all positions are suited for flex work, and a position's eligibility for flex work is not considered in participation rates in this report.
- A **Compressed work week** is an alternative schedule that allows full-time employees to eliminate at least one workday every two weeks by working longer hours during the remaining days, resulting in less commute trips for an employee. **Compressed work week participation rates** in this report reflect the percentage of employees who participate in a compressed work week. Not all positions are suited for compressed work weeks, and the position's eligibility for a compressed work week is not considered in participation rates in this report.
- **Time period (fiscal year)** is July 1 of the prior calendar year to June 30 of the current calendar year (most recent fiscal year).

- **HRMS data in this report** was pulled from Washington Workforce Analytics (WWA) reporting in August. Headcount data reflects averages based on the last day of each month. Action data reflects sums of each month. If an agency ran their data today, they likely wouldn't get the exact same numbers due to any retroactively entered actions or changes since the data pull.

Appendix B: Washington state workforce vs. labor force

According to the U.S. Census Bureau data, Washington state’s population of PWD increased by 14.4% since 2018 (from 468,672 in 2018 to 536,161 in 2023). The labor force participation rate of PWD (i.e., Washington residents available to participate in the labor force) also increased by nearly 10% after the pandemic (from 46.8% in 2019 to 56.1% in 2023). As of 2023, PWD represent 8% of the Washington state labor force.

PWD in the Washington state government workforce vs. Washington state labor force



Washington state labor force data source: [U.S. Census Bureau, ACS 1-year Estimates Subject Tables - S2301 Employment Status](#). U.S. Census Bureau data is based on calendar year data.

*CY 2020 U.S. Census Bureau labor force data was not available due to the pandemic impact. The CY 2020 data used on this chart is an estimate calculated by averaging the CY 2019 and CY 2021 data.

** Due to the data requirement change from calendar to fiscal year data, the data trend prior to FY 2023 should be considered as reference only.

***FY 2024 Executive Branch Workforce data includes permanent, nonpermanent, and seasonal employees. The CY 2024 Census Bureau data was not available by the time this report is finalized.