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Fiscal Year 2025

# Disability Employment Report



Washington State

**Office of Financial Management**

State Human Resources



# A report for

Mia Navarro, Acting Chief Human Resources Officer, Office of Financial Management State  
Human Resources Division

Elizabeth Gordon, Executive Director, Governor's Committee on Disability Issues and  
Employment

Dana Phelps, Director, Department of Social and Health Services Division of Vocational  
Rehabilitation

Michael MacKillop, Executive Director, Department of Services for the Blind

Washington State Office of Financial Management

P.O. Box 43113

Olympia, WA 98504-3113

[www.ofm.wa.gov](http://www.ofm.wa.gov)

360-902-0555

[info@ofm.wa.gov](mailto:info@ofm.wa.gov)

Any questions about this report may be directed to OFM State Human Resources, HR  
Analytics and Systems Team: [StrategicHR@ofm.wa.gov](mailto:StrategicHR@ofm.wa.gov).

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 the Revised Code of Washington ([RCW 43.41.275](#)), the annual Disability Employment Report presents data from Washington state's executive branch agencies with at least 100 employees, covering 42 agencies in fiscal year (FY) 2025.

To align with the legislative intent of the Revised Code of Washington (RCW), the data scope of this report covers the permanent, nonpermanent, and seasonal workforce from the executive branch. The statewide internship program specified in the RCW, however, has been discontinued and is no longer featured in agency-specific data.

To better portray agencies' recruitment and retention efforts, additional data analysis of five-year enterprise workforce trends on hiring, representation, and separation of employees with disabilities are provided in the statewide summary section.

Agencies should refer to the executive branch data and the statewide summary analysis to inform and strengthen future recruitment and retention strategies and support decisions for attracting and maintaining talent from the People with Disabilities community.

Agencies are strongly encouraged to utilize existing state resources and programs to align with the intention of RCW requirements. These resources also include paid internship programs offered by the Department of Social and Health Services Division of Vocational Rehabilitation (DVR), the Department of Services for the Blind (DSB), and the Supported Employment in State Government Program (SESG).

# Executive summary

Since the inception of this annual report in 2015, state employees who are People with Disabilities (PWD) have doubled their representation in the state workforce. The number of permanent employees who are PWD also increased by 101.3% (from 1,981 in 2015 to 3,987 in 2025).

## **Diversity among employees who are PWD**

Employees with disabilities represent a broad spectrum of diversity. While demographic data voluntarily disclosed by state employees is incomplete, available information highlights their rich identities within Washington state's workforce.

## **Hiring and turnover trends**

Since 2022, the executive branch consistently hired more external PWD talent than it lost annually. A lower number of PWD hires was observed in FY 2025, likely due to ongoing state government hiring freeze, state budget shortfall, and external funding uncertainties.

## **PWD Employee sentiments and retention drivers**

While employees who are PWD have continued to report lower engagement levels across 11 of 12 dimensions measured in the 2024 Employee Engagement survey, survey results from the 2024 statewide Employee Engagement and Exit surveys also highlighted six key drivers to help strengthen engagement and retention moving forward: change management, diversity, engagement, involvement and belonging, manager effectiveness, and recognition.

## **Strengthen collaboration with Washington state's disability employment services**

State disability employment resources from the Supported Employment in State Government (SESG) program, the Division of Vocational Rehabilitation (DVR), and the Department of Services for the Blind (DSB) remained underutilized by state agencies. In FY 2025, only 16% (14 out of 86) of the executive branch agencies participated in the SESG program and 14% (12 out of 86) collaborated with DVR and DSB to recruit job seekers with disabilities.

In summary, prioritizing engagement is especially critical for retaining employees with disabilities amid the ongoing statewide hiring freeze and budget constraints. Moreover, leveraging partnerships with state disability employment programs can further expand the candidate pool and create alternative solutions to improve hiring outcomes.

# Statewide summary

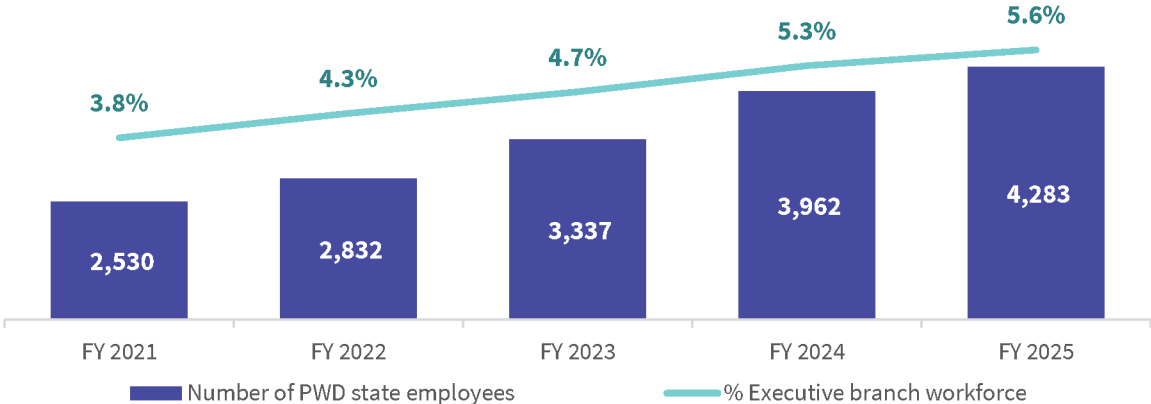
This statewide summary provides highlights of state government’s progress of disability employment efforts and offers analysis to assess statewide status.

## Representation of People with Disabilities in the workforce

The number of People with Disabilities (PWD) in the state workforce has doubled following the inception of this report in 2015. Since then, the number of permanent employees who are PWD also increased by 101.3% (from 1,981 in 2015 to 3,987 in 2025).

The annual growth of the PWD workforce in state government (including permanent, nonpermanent, and seasonal employees) has also increased steadily since 2021 (see Chart 1). By the end of FY 2025, PWD employees represented 5.6% of the executive branch workforce .

**Chart 1. Disability workforce in the executive branch\* (5-year trend)**



\* Executive branch headcount includes employees from permanent, nonpermanent, and seasonal appointments.

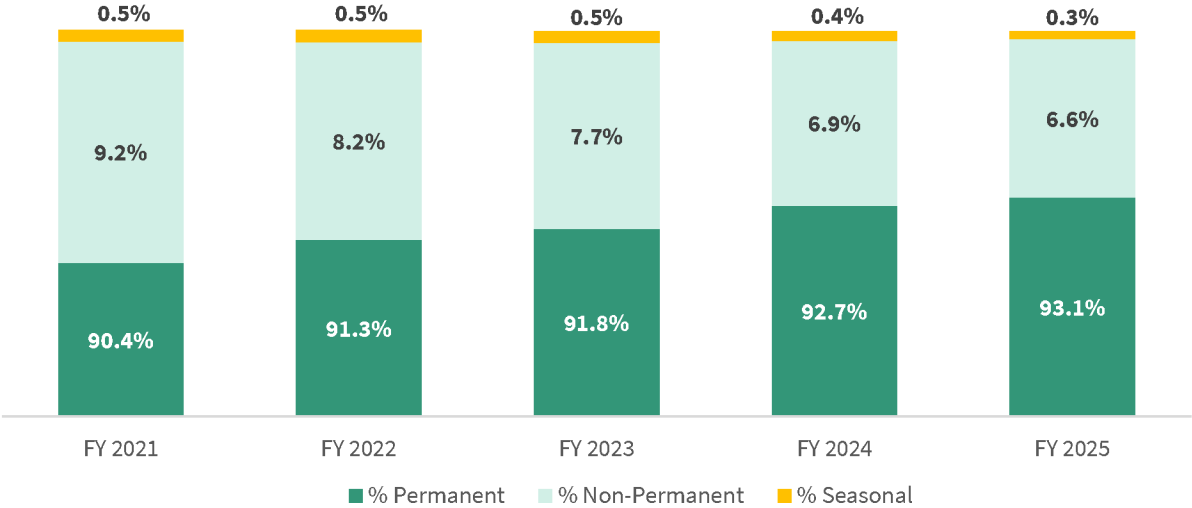
Despite the noticeable growth in the executive branch, employee trust in voluntarily disclosing their demographic data is an ongoing challenge that directly impacts the data integrity of PWD representation in state government. In FY 2025, approximately 44% of the executive branch employees did not disclose their disability status, which is reported in the state’s central HR Management System (HRMS).

Amid ongoing demographic data collection challenges, state agencies have demonstrated progress in improving disability recruitment and retention outcomes.

# Diversity of People with Disabilities in state government service

Based on the HRMS data, the majority of employees who are PWD hold permanent appointment status (93.1% of PWD or 3,987 employees) and comprise 5.7% of the enterprise permanent workforce in FY 2025. In the past five years, PWD also gradually gained greater representation in the permanent appointment status (from 90.4% to 93.1%, see Chart 2), indicating higher job security, better employment benefits, and legal protections. When compared to the entire executive branch workforce, PWD also make up 4.8% (296 employees) of the total nonpermanent and seasonal workforce in FY 2025.

**Chart 2. PWD workforce appointment trend by employment type\***



\* Percentages of chart may not total 100 due to rounding.

Additionally, based on the 2025 data, 6.6% of PWD employees held management roles — including key leadership positions. While the average length of service of PWD employees was 7.8 years and below the enterprise average (9.5 years), it was longer than their peers without a disability (6.0 years). These all signal the long-lasting impacts and continuous contribution of the PWD workforce in state government.

The PWD community in Washington state's workforce continues to be notably diverse. Table 1 compares the demographic representation of PWD employees in the executive branch and the executive branch total in FY 2025.

**Table 1. FY 2025 workforce demographics: PWD vs. executive branch total**

Diversity	PWD within executive branch	Executive branch total
LGBTQ+	19.0%	4.9%
Age 40 and over	67.5%	63.7%
Female	48.1%	47.8%
Military spouse	3.0%	1.2%
Persons of Color	24.7%	24.0%
Veterans	20.9%	5.4%
X/Non-binary	3.2%	0.6%

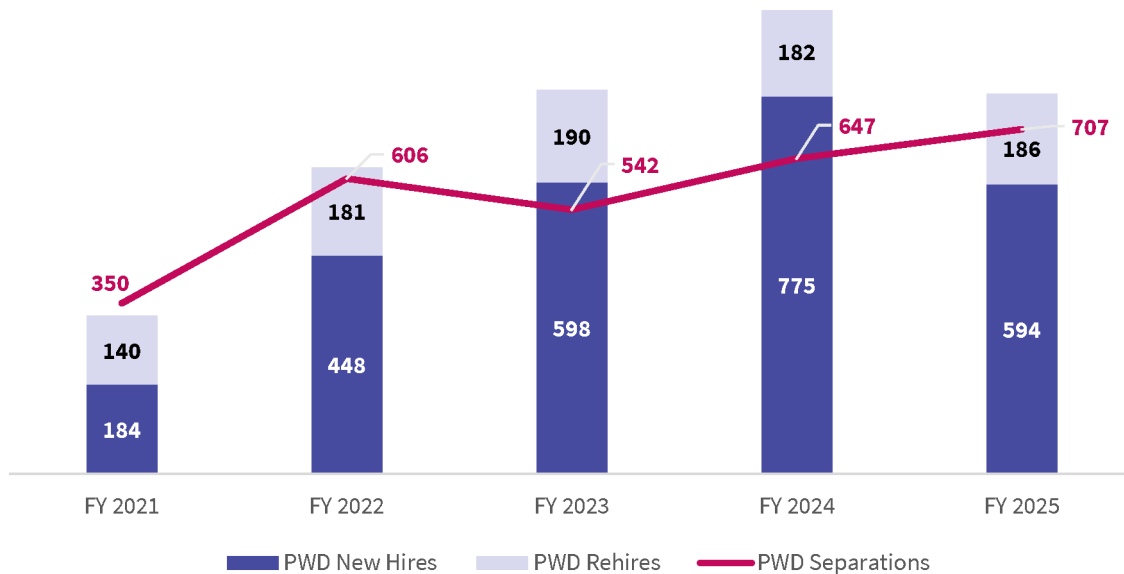
*Data source: HR Management System (HRMS)*

## Hiring and turnover trends among People with Disabilities

According to the Washington State Online Recruiting System (OLRS) data, Washington state government attracted over 48,000 job applicants who are PWD (about 12% of total job applicants) in FY 2025. Out of the 26,898 new statewide appointments during FY 2025 (including new hires, rehires, transfers, promotions, nonpermanent, seasonal, hired from layoff list, and other appointments), 5.4% (or 1,465 appointments) were filled by PWD and 40.5% (or 594) of them entered the state service for the first time (i.e., new hires). Moreover, 14 state agencies participated in the SESG program and employed a total of 84 supported employment participants.

When comparing the five-year hiring and separation trends, the executive branch has consistently hired more external PWD talents (including “new hires” and “rehires” — worked for state government previously) than it lost annually since 2022 (see Chart 3). It’s also worth noting that new state employees who are PWD and entering the state workforce for the first time in FY 2025 (594 employees) comprise 7.6% of total executive branch new hires. The majority of them (97.5% or 579 employees) obtained permanent appointments.

**Chart 3. People with Disabilities: hires (new hires and rehires) vs. separations**

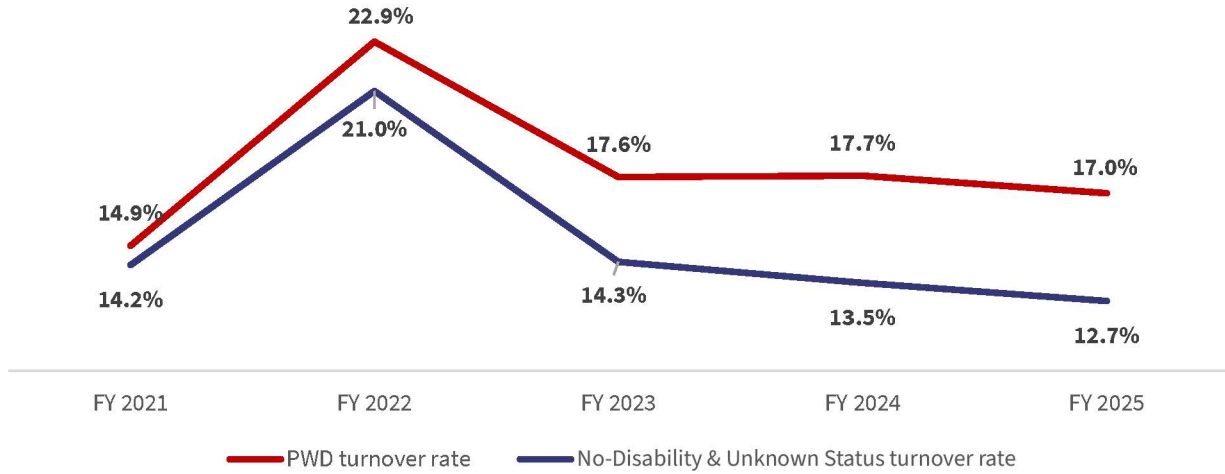


Despite the positive hiring outcomes of disability employment, there was a visible decrease of PWD hires (new hires and rehires) in FY 2025. This is likely due to the ongoing state government hiring freeze (starting December 2024), state [budget reductions](#) (beginning in February 2025), and external funding uncertainties. Enterprise-wide, the total hires from outside of existing workforce decreased by 24.1% compared to FY 2024 (from 14,180 in 2024 to 10,796 in 2025) and the total statewide new appointments also decreased by 15.6% (from 31,872 in 2024 to 26,898 in 2025).

Even with the continuous growth of the PWD workforce in state government, employees with disabilities still experience higher turnover compared to their peers without stated disabilities. In FY 2025:

- The separation rate for employees with disabilities was 17.0 %, notably higher than the 12.7% rate among those without stated disabilities (see Chart 4).
- 44.7% of those PWD who left state service departed due to voluntary resignation — primarily from permanent appointments.
- The statewide layoffs resulted in a higher number of employees with disabilities leaving state service compared to previous years. 0.4% of the PWD workforce (or 18 employees) experienced layoffs in FY 2025 compared to 0.1 % or below (under 3 employees annually) from FY 2021 to FY 2024.

**Chart 4. Turnover (separation from state service) trend – People with Disabilities vs. No Disability and Unknown Status**



Furthermore, 1.9% of PWD employees transferred to other state agencies and remained in state service. Similar to FY 2024, almost one in five PWD employees (18.8%) left their state employers in FY 2025 (compared to 14% of employees with no or unknown disability status).

## PWD employee sentiments and retention drivers

Similar to the 2023 results, PWD scores were lower than the enterprise average across 11 of 12 engagement dimensions assessed in 2024 statewide [Employee Engagement Survey](#). In these 11 areas with lower scores, PWD employees also scored between 3 to 9 percentage points lower than their peers without a disability. These findings indicated PWD employees were less likely to be engaged in their work compared to those without a disability. Table 2 shows six engagement dimensions with the lowest scores for PWD employees.

**Table 2. Lowest engagement dimensions for employees who are PWD**

2024 Engagement dimension	2024 % Positive response	% Difference to 2023 results	2024 Comparison to employees without a disability
Change Management	43%	-2%	8%↓
Growth & Development	55%	-1%	9%↓
Recognition	60%	0%	7%↓
Involvement & Belonging	63%	+2%	8%↓
Engagement	63%	-2%	8%↓
Communication	64%	-1%	9%↓

Encouragingly, additional analyses further identified six key retention drivers for employees, including PWD, based on the 2024 statewide Employee Engagement Survey (conducted in October) and Statewide Exit Survey results (conducted January through December):

- Change Management
- Diversity
- Engagement
- Involvement and Belonging
- Manager Effectiveness
- Recognition

Improvements in engagement and retention outcomes for employees with disabilities are achievable through the implementation of tailored strategies informed by key engagement drivers. For example, belonging, recognition, and clear change communication matter greatly to all employees, including PWD, and are also where their engagements scores fall lower. Focus on improving these engagement dimensions will most likely move overall employee engagement, including PWD. For employee retention, feeling valued and included, coupled with having positive day-to-day experience with their managers, is essential to all employees — especially for PWD who left their state employers.

## Driving positive changes for employee retention

- *Belonging and inclusion*  
Establish team norms that promote full participation by prioritizing accessibility. Standardize accessible practices for meetings and documentation, provide accommodations, foster open communication, and implement inclusive policies and training. Leverage pulse surveys to gather feedback and drive enduring improvement.
- *Recognition*  
Coach leaders and managers to give specific, timely recognition in both one-on-one and team settings. Gather employee input on recognition preferences, monitor recognition equity across disability status, and share insights and actions to foster transparency and inclusion.
- *Change management*  
Communicate upcoming changes using plain language — explain what, why, when, and how to request accommodations. Involve employees early in the process and share “what we heard, what we changed” summaries to support inclusive decision-making.

- *Manager effectiveness (especially for retention)*  
Provide manager training on inclusive leadership, accommodations best practices, and accessible communication. Incorporate key performance indicators for inclusion and recognition into manager performance expectations and review their progress regularly.
- *Growth and development*  
Provide clear, tailored development plans with accessible learning opportunities and involve employees in shaping inclusive advancement strategies. Track participation and progression data by disability status to ensure equitable access and identify disparities in growth opportunities.
- *Strengthen psychological safety and data disclosure confidence*  
Reinforce data confidentiality by assuring employees that data is used securely and that their disclosure is voluntary. Monitor “prefer not to say” responses as early indicators for low trust in safety and inclusion. Follow up meaningful actions to address underlying concerns.

## **Strengthen collaboration with Washington state’s disability employment services**

In FY 2025, 16% of the executive branch agencies (14 out of 86) participated in the State Government (SESG) program, and 14% (12 out of 86 agencies) collaborated with Department of Social and Health Services (DSHS) and Department of Services for the Blind (DSB) to recruit job seekers with disabilities via state employment services.

Historically, disability employment services and resources provided by state entities, such as DSHS Developmental Disabilities Administration (DDA), DSHS Division of Vocational Rehabilitation (DVR), and DSB, remained underutilized by state government employers (15 or fewer agencies participated annually). By collaborating with these programs, agencies can offer more career opportunities in state government for job seekers, strengthen collaborations with state disability employment services and internship programs, and further improve their employment outcomes for disability talents.

### **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 \(SESG\)](#)

# Agency data reports

## Washington state executive branch roll-up

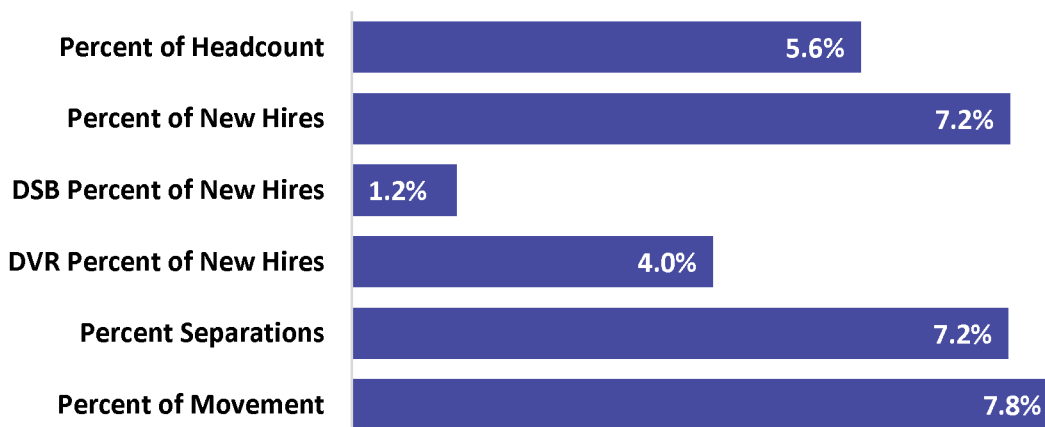
FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	76,451	4,283	5.6%
Hires (new hires into state government and rehires)	10,769	780	7.2%
Separations (out of state government)	9,786	707	7.2%
Movements (to another state agency)	1,004	78	7.8%
Planned hires for FY 2026*	8,757	--	--

\*The FY 2026 Planned Hires aggregate number includes the State Lottery Commission's "unknown" number (represented as "0").

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	9	1.2%
Division of Vocational Rehabilitation (DVR) Client Hires	31	4.0%

## People with Disabilities

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



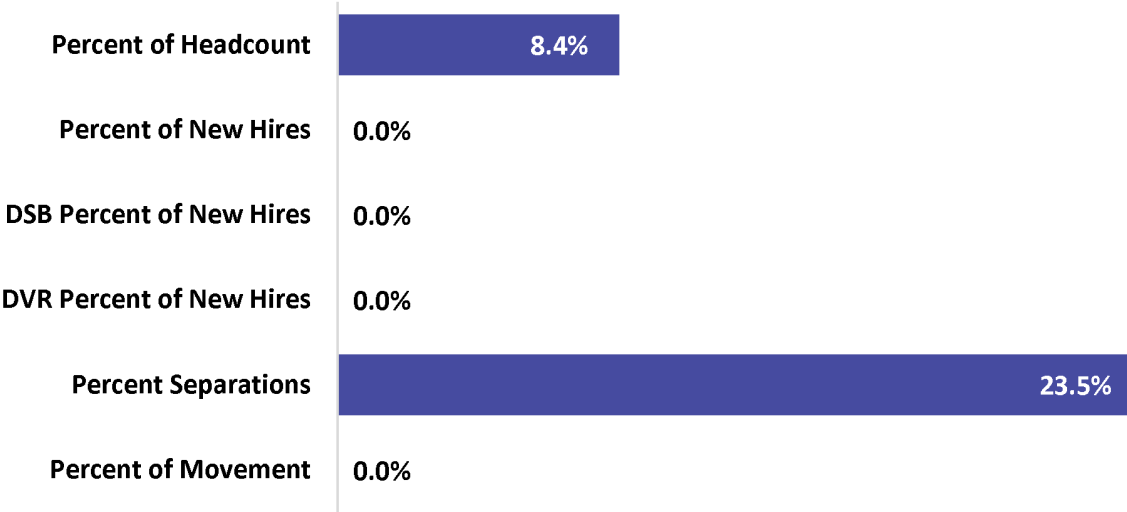
# Board of Industrial Insurance Appeals

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	143	12	8.4%
Hires (new hires into state government and rehires)	11	0	0.0%
Separations (out of state government)	17	4	23.5%
Movements (to another state agency)	1	0	0.0%
Planned hires for FY 2026	20	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



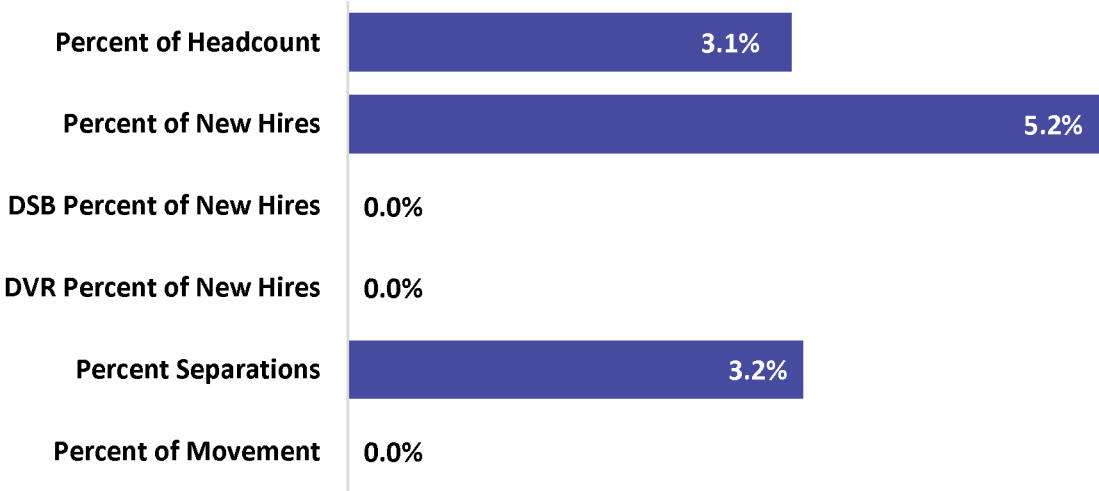
# Department of Agriculture

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	1,016	32	3.1%
Hires (new hires into state government and rehires)	381	20	5.2%
Separations (out of state government)	377	12	3.2%
Movements (to another state agency)	7	0	0.0%
Planned hires for FY 2026	409	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



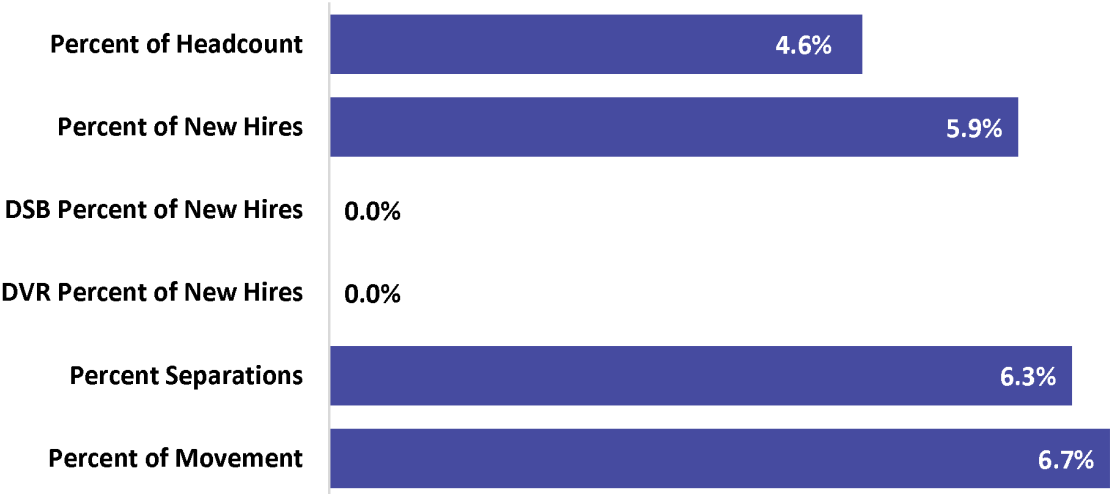
# Department of Children, Youth, and Families

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	5,491	253	4.6%
Hires (new hires into state government and rehires)	867	51	5.9%
Separations (out of state government)	757	48	6.3%
Movements (to another state agency)	90	6	6.7%
Planned hires for FY 2026	806	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



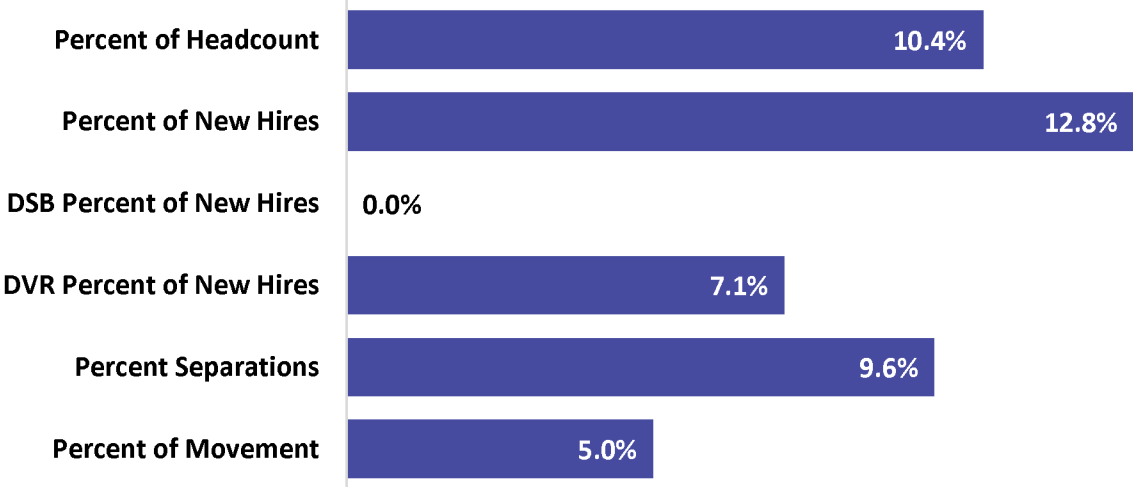
# Department of Commerce

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	789	82	10.4%
Hires (new hires into state government and rehires)	109	14	12.8%
Separations (out of state government)	73	7	9.6%
Movements (to another state agency)	20	1	5.0%
Planned hires for FY 2026	85	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	1	7.1%

## People with Disabilities

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



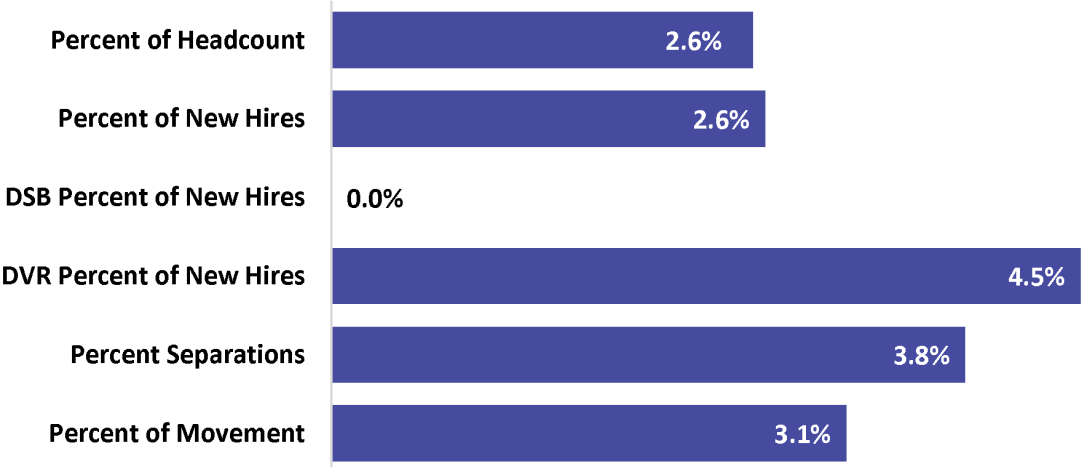
# Department of Corrections

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	9,077	233	2.6%
Hires (new hires into state government and rehires)	836	22	2.6%
Separations (out of state government)	832	32	3.8%
Movements (to another state agency)	64	2	3.1%
Planned hires for FY 2026	914	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	1	4.5%

## People with Disabilities

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



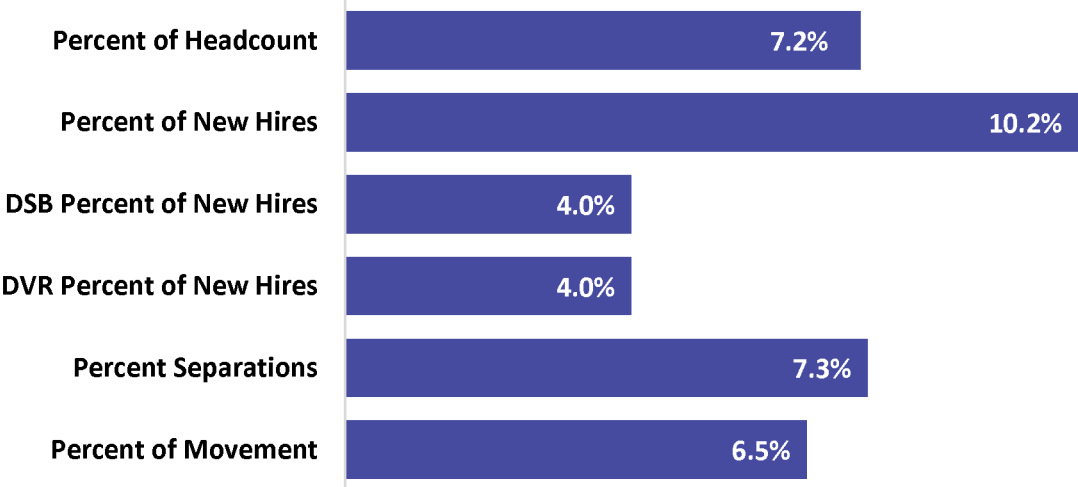
# Department of Ecology

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	2,101	152	7.2%
<b>Hires (new hires into state government and rehires)</b>	244	25	10.2%
<b>Separations (out of state government)</b>	178	13	7.3%
<b>Movements (to another state agency)</b>	31	2	6.5%
<b>Planned hires for FY 2026</b>	228	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	1	4.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	1	4.0%

## People with Disabilities

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



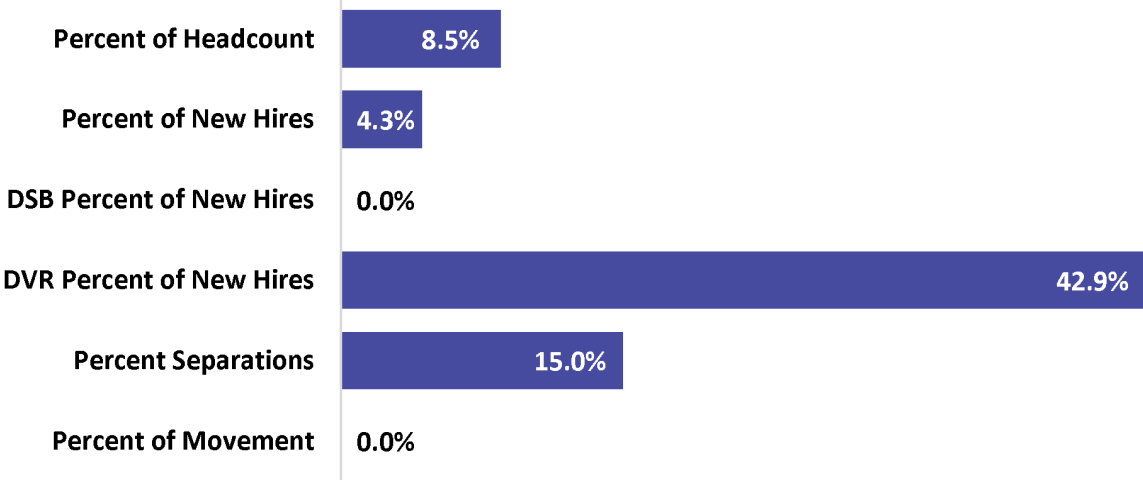
# Department of Employment Security

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	2,224	190	8.5%
<b>Hires (new hires into state government and rehires)</b>	163	7	4.3%
<b>Separations (out of state government)</b>	200	30	15.0%
<b>Movements (to another state agency)</b>	46	0	0.0%
<b>Planned hires for FY 2026</b>	222	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	3	42.9%

## People with Disabilities

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



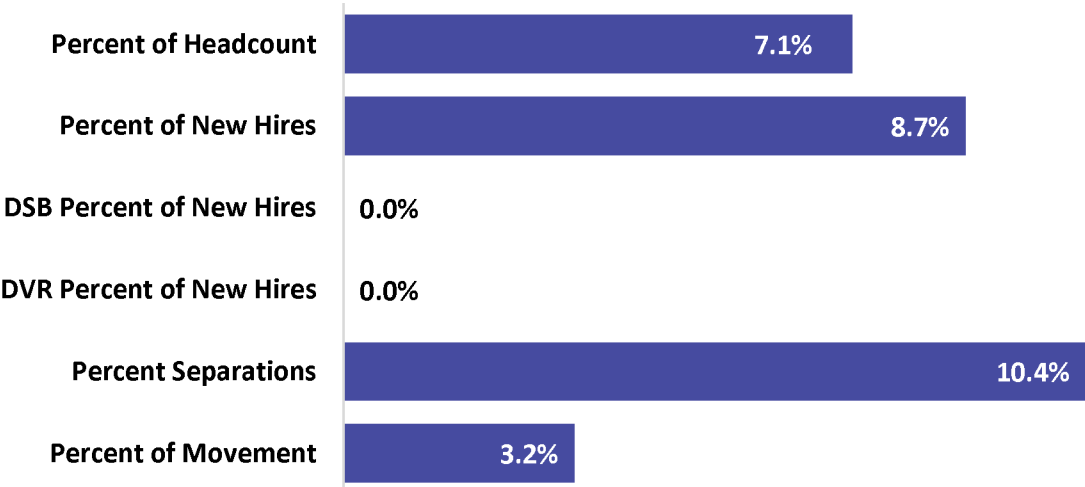
# Department of Enterprise Services

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	900	64	7.1%
Hires (new hires into state government and rehires)	115	10	8.7%
Separations (out of state government)	106	11	10.4%
Movements (to another state agency)	31	1	3.2%
Planned hires for FY 2026	120	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



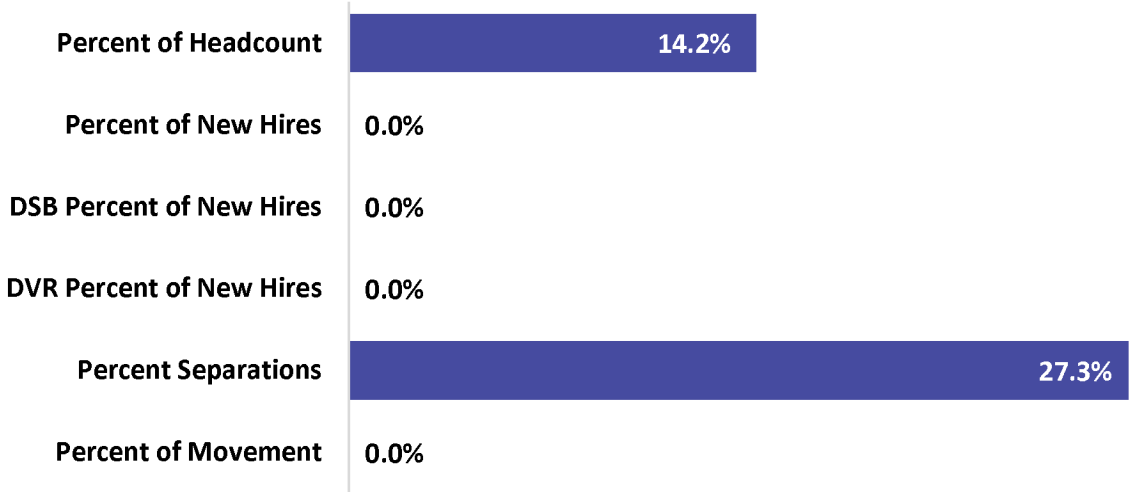
# Department of Financial Institutions

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	239	34	14.2%
<b>Hires (new hires into state government and rehires)</b>	19	0	0.0%
<b>Separations (out of state government)</b>	11	3	27.3%
<b>Movements (to another state agency)</b>	2	0	0.0%
<b>Planned hires for FY 2026</b>	10	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



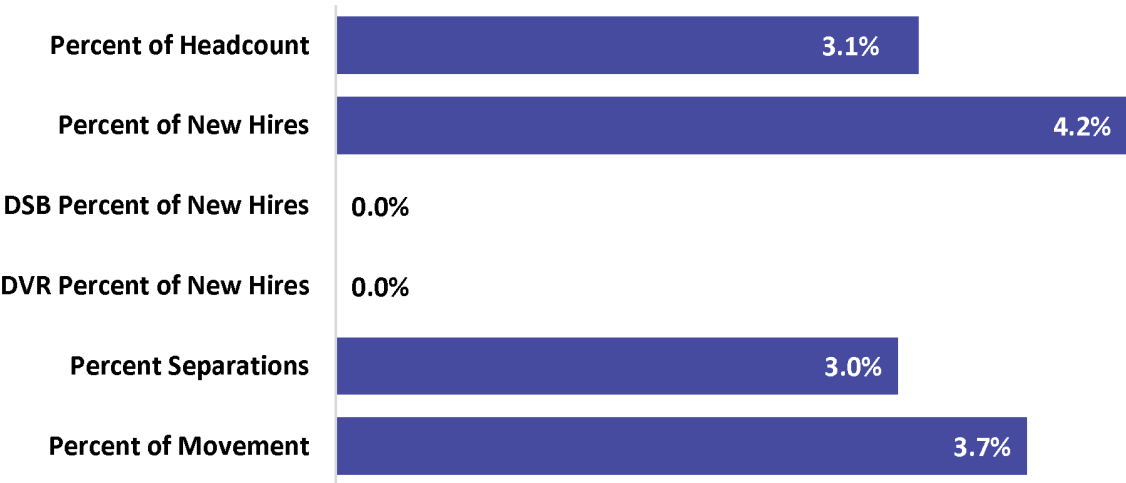
# Department of Fish and Wildlife

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	2,467	77	3.1%
Hires (new hires into state government and rehires)	566	24	4.2%
Separations (out of state government)	498	15	3.0%
Movements (to another state agency)	27	1	3.7%
Planned hires for FY 2026	100	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



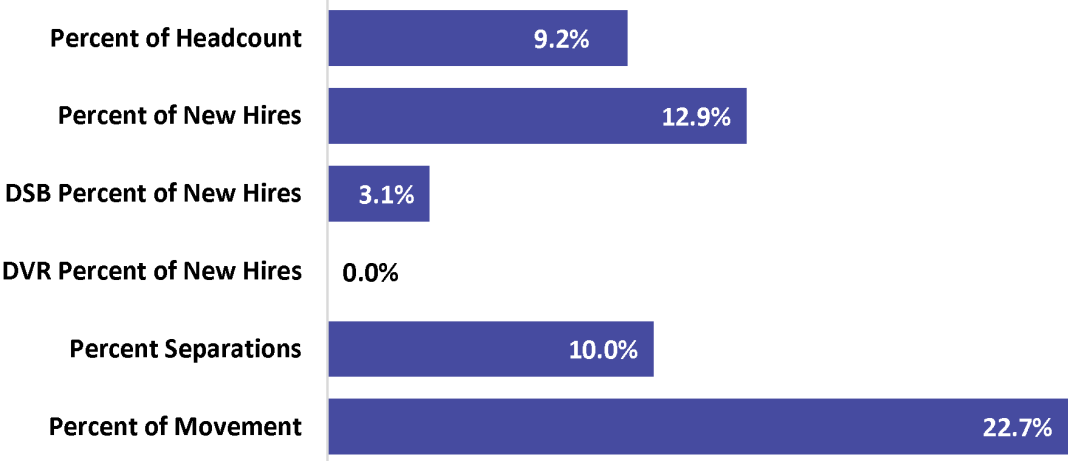
# Department of Health

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	3,104	285	9.2%
<b>Hires (new hires into state government and rehires)</b>	249	32	12.9%
<b>Separations (out of state government)</b>	370	37	10.0%
<b>Movements (to another state agency)</b>	66	15	22.7%
<b>Planned hires for FY 2026</b>	126	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	1	3.1%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



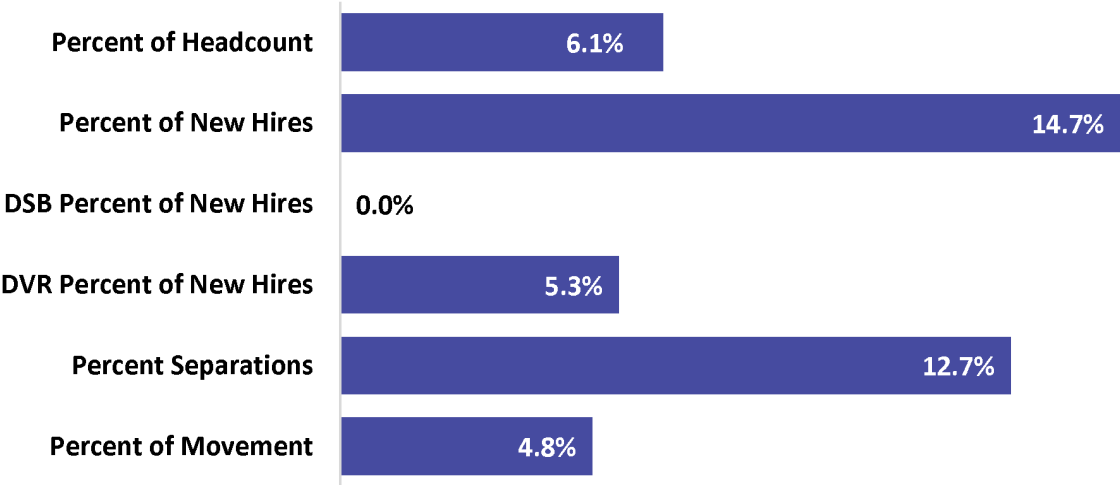
# Department of Labor and Industries

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	3,082	188	6.1%
<b>Hires (new hires into state government and rehires)</b>	129	19	14.7%
<b>Separations (out of state government)</b>	237	30	12.7%
<b>Movements (to another state agency)</b>	42	2	4.8%
<b>Planned hires for FY 2026</b>	275	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	1	5.3%

## People with Disabilities

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



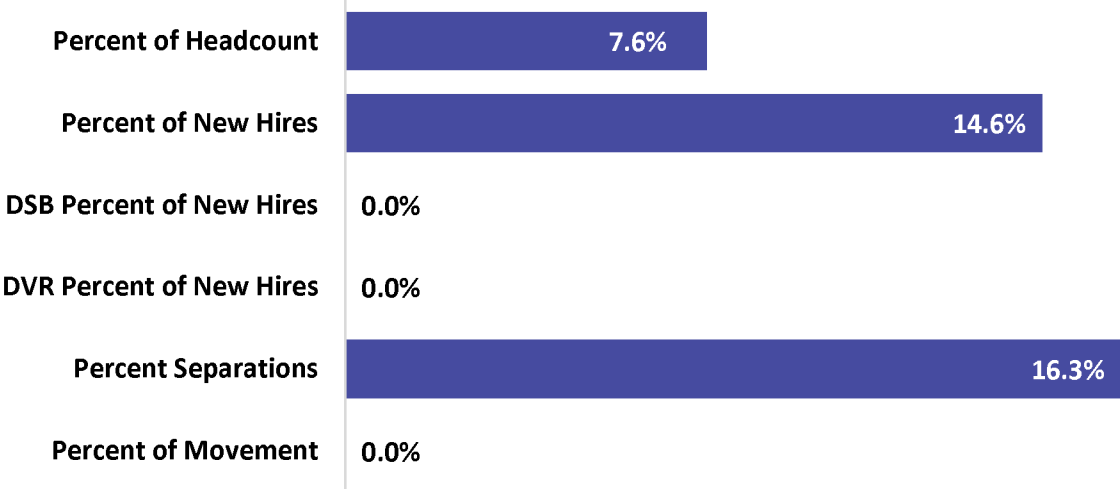
# Department of Licensing

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	1,425	109	7.6%
<b>Hires (new hires into state government and rehires)</b>	89	13	14.6%
<b>Separations (out of state government)</b>	123	20	16.3%
<b>Movements (to another state agency)</b>	24	0	0.0%
<b>Planned hires for FY 2026</b>	42	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



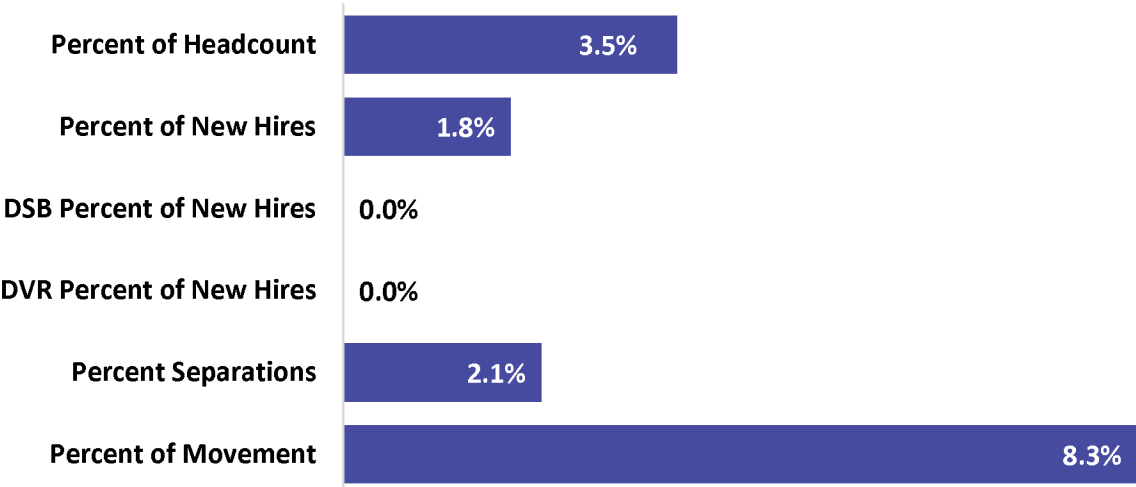
# Department of Natural Resources

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	2,578	90	3.5%
<b>Hires (new hires into state government and rehires)</b>	911	16	1.8%
<b>Separations (out of state government)</b>	866	18	2.1%
<b>Movements (to another state agency)</b>	24	2	8.3%
<b>Planned hires for FY 2026</b>	267	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



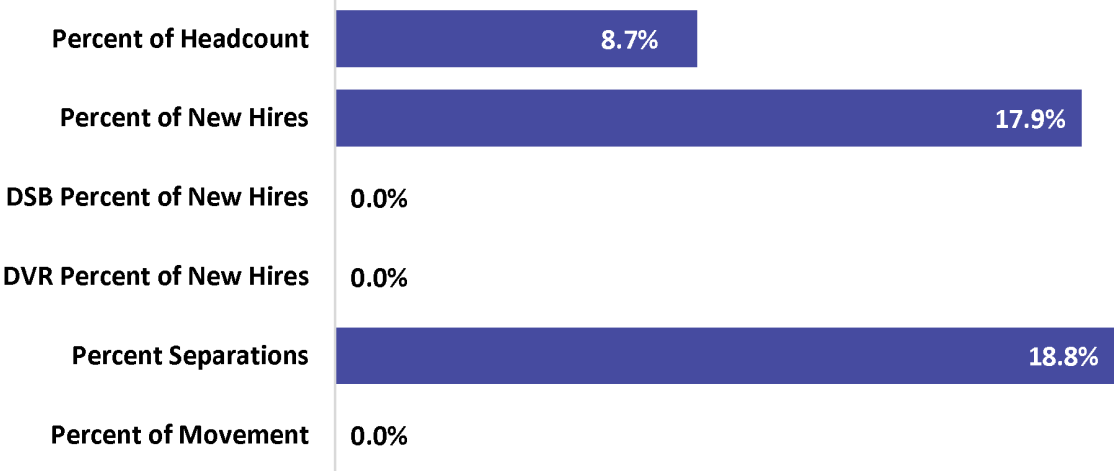
# Department of Retirement Systems

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	322	28	8.7%
<b>Hires (new hires into state government and rehires)</b>	39	7	17.9%
<b>Separations (out of state government)</b>	32	6	18.8%
<b>Movements (to another state agency)</b>	9	0	0.0%
<b>Planned hires for FY 2026</b>	12	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



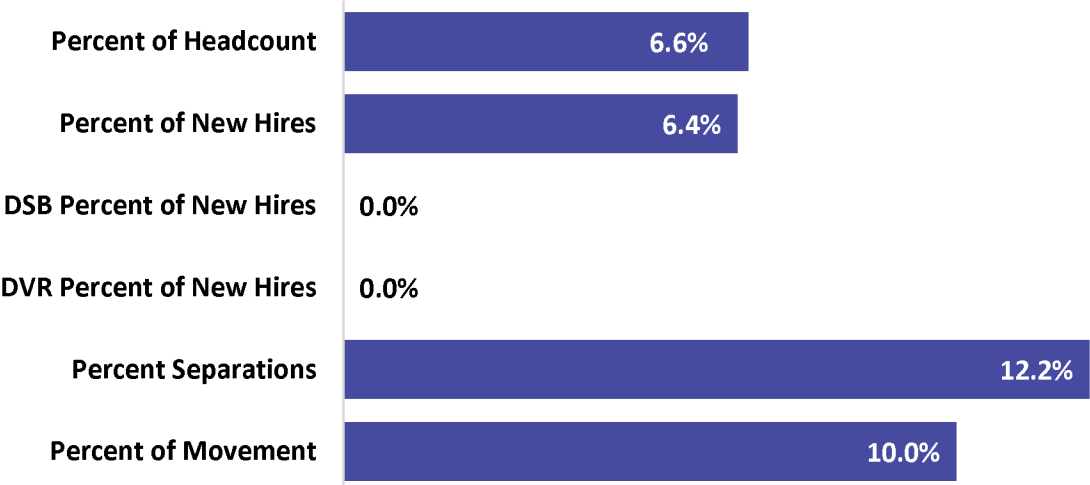
# Department of Revenue

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	1,391	92	6.6%
<b>Hires (new hires into state government and rehires)</b>	109	7	6.4%
<b>Separations (out of state government)</b>	115	14	12.2%
<b>Movements (to another state agency)</b>	20	2	10.0%
<b>Planned hires for FY 2026</b>	120	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



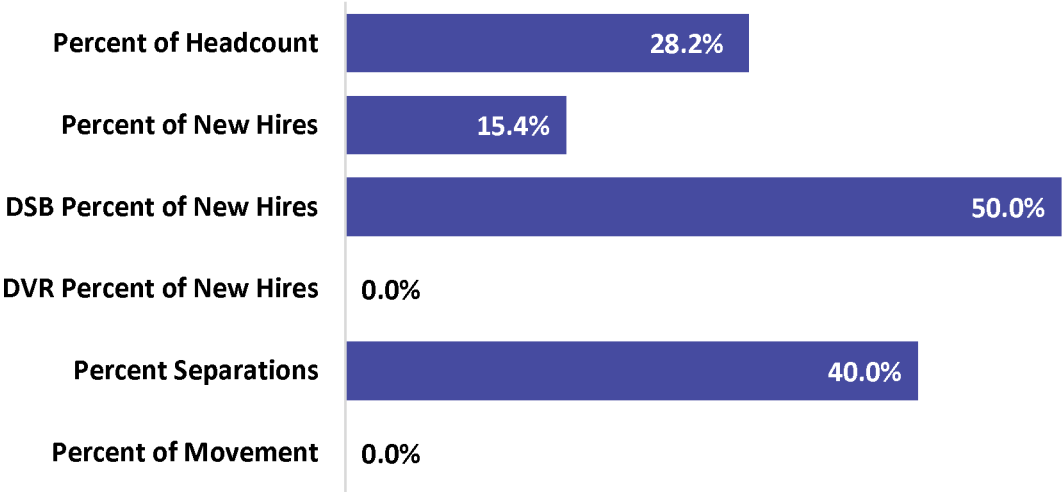
# Department of Services for the Blind

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	103	29	28.2%
<b>Hires (new hires into state government and rehires)</b>	13	2	15.4%
<b>Separations (out of state government)</b>	10	4	40.0%
<b>Movements (to another state agency)</b>	0	0	0.0%
<b>Planned hires for FY 2026</b>	9	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	1	50.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



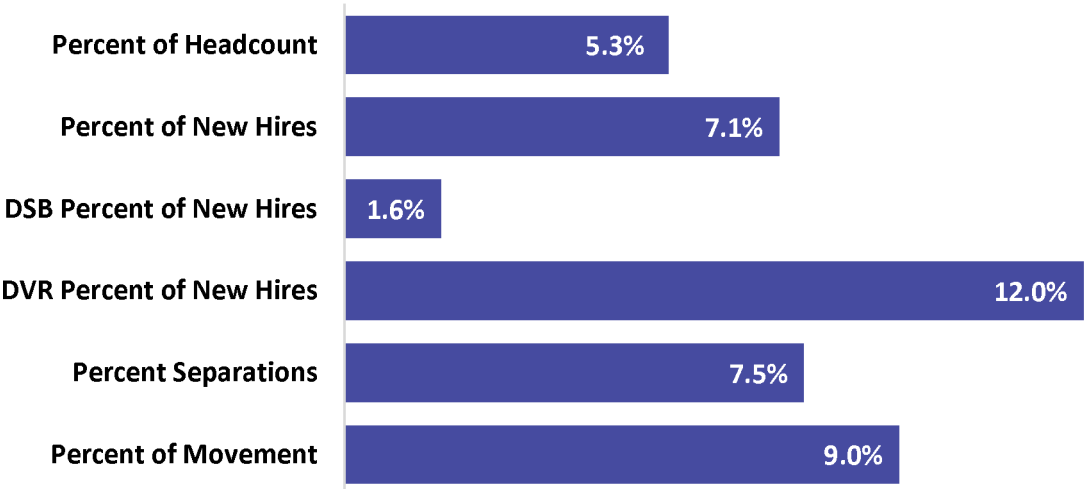
# Department of Social and Health Services

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	18,313	978	5.3%
Hires (new hires into state government and rehires)	2,696	191	7.1%
Separations (out of state government)	2,047	153	7.5%
Movements (to another state agency)	166	15	9.0%
Planned hires for FY 2026	3,000	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	3	1.6%
Division of Vocational Rehabilitation (DVR) Client Hires	23	12.0%

## People with Disabilities

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



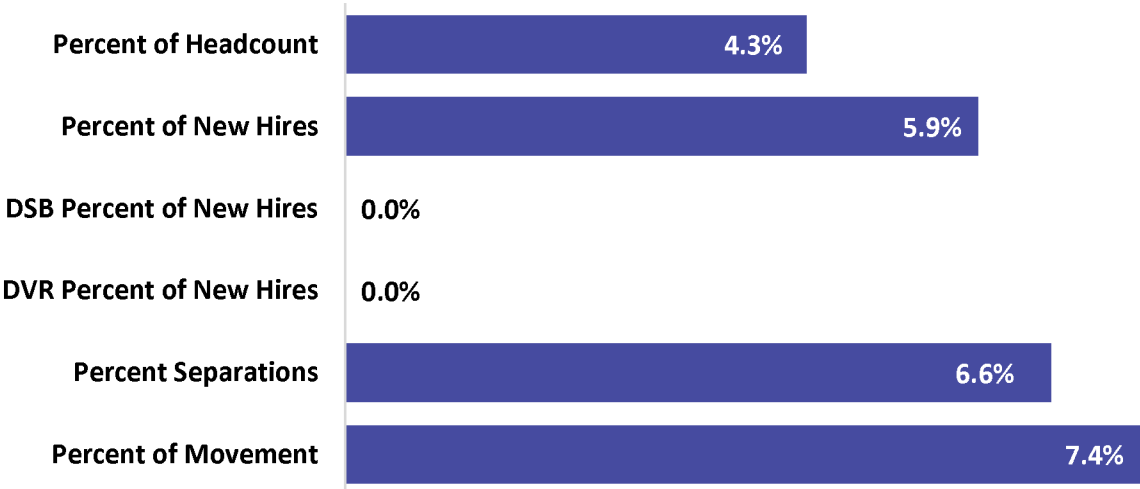
# Department of Transportation

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	7,713	329	4.3%
Hires (new hires into state government and rehires)	814	48	5.9%
Separations (out of state government)	821	54	6.6%
Movements (to another state agency)	27	2	7.4%
Planned hires for FY 2026	650	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



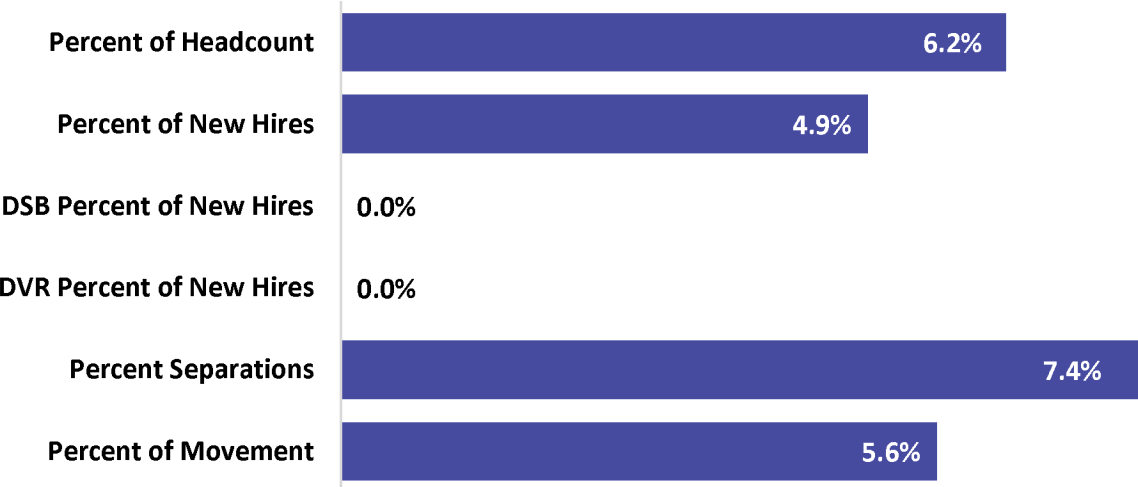
# Department of Veterans' Affairs

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	955	59	6.2%
Hires (new hires into state government and rehires)	285	14	4.9%
Separations (out of state government)	242	18	7.4%
Movements (to another state agency)	18	1	5.6%
Planned hires for FY 2026	256	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



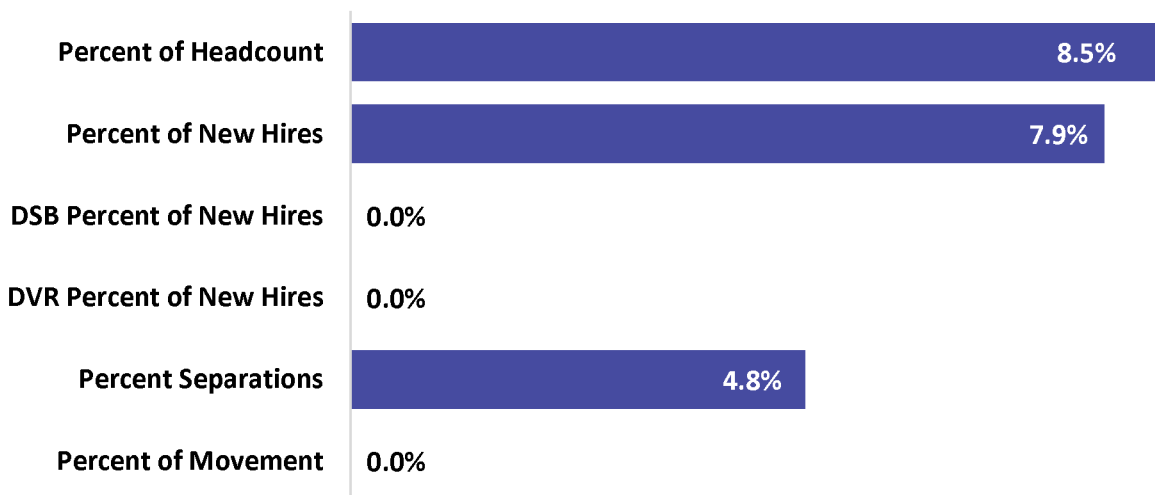
# Liquor and Cannabis Board

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	378	32	8.5%
Hires (new hires into state government and rehires)	38	3	7.9%
Separations (out of state government)	42	2	4.8%
Movements (to another state agency)	10	0	0.0%
Planned hires for FY 2026	33	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



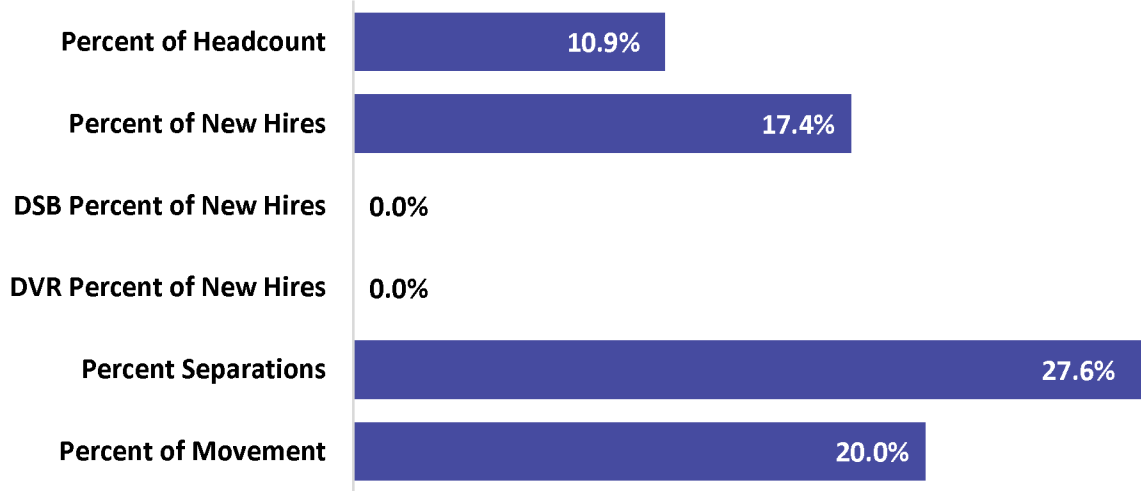
# Military Department

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	404	44	10.9%
Hires (new hires into state government and rehires)	69	12	17.4%
Separations (out of state government)	58	16	27.6%
Movements (to another state agency)	5	1	20.0%
Planned hires for FY 2026	30	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



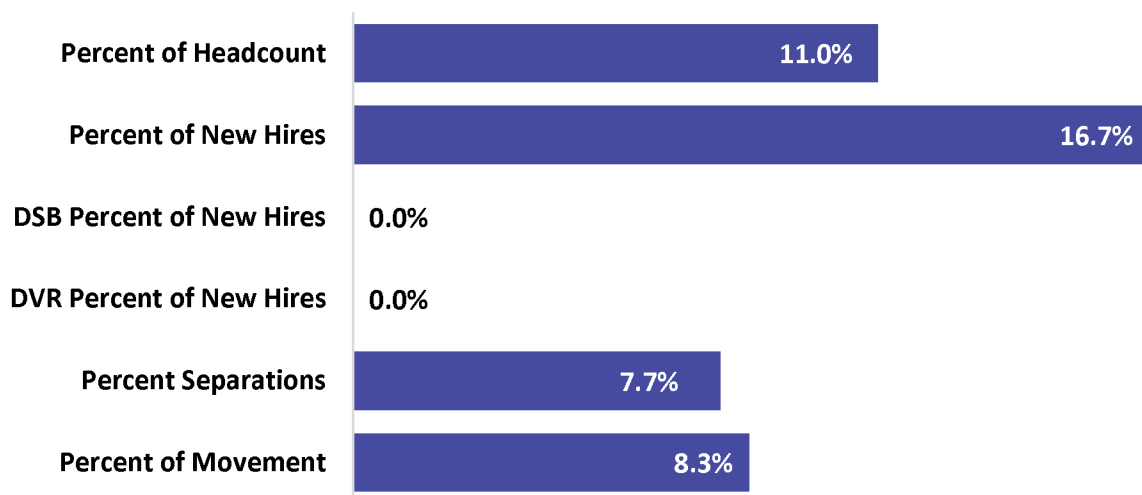
# Office of Administrative Hearings

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	227	25	11.0%
Hires (new hires into state government and rehires)	24	4	16.7%
Separations (out of state government)	26	2	7.7%
Movements (to another state agency)	12	1	8.3%
Planned hires for FY 2026	15	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



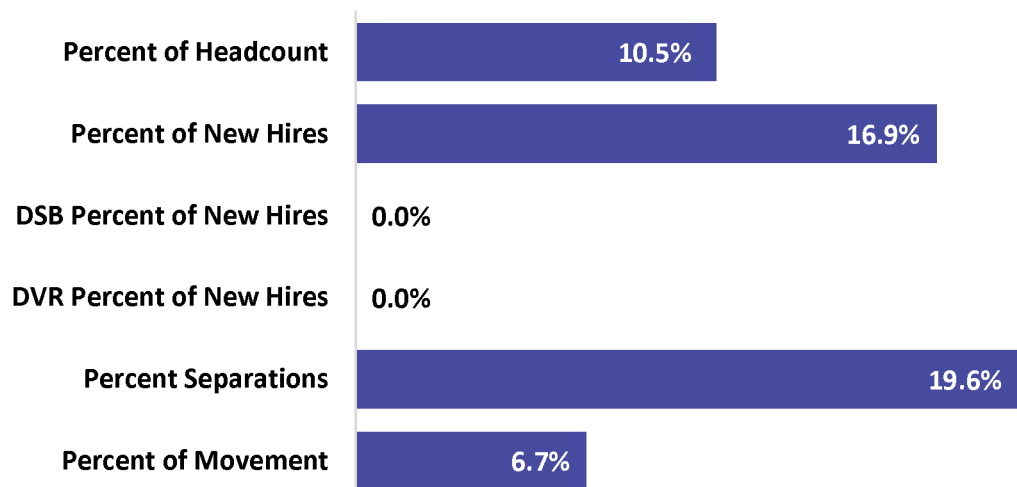
# Office of Financial Management

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	591	62	10.5%
Hires (new hires into state government and rehires)	59	10	16.9%
Separations (out of state government)	56	11	19.6%
Movements (to another state agency)	30	2	6.7%
Planned hires for FY 2026	86	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



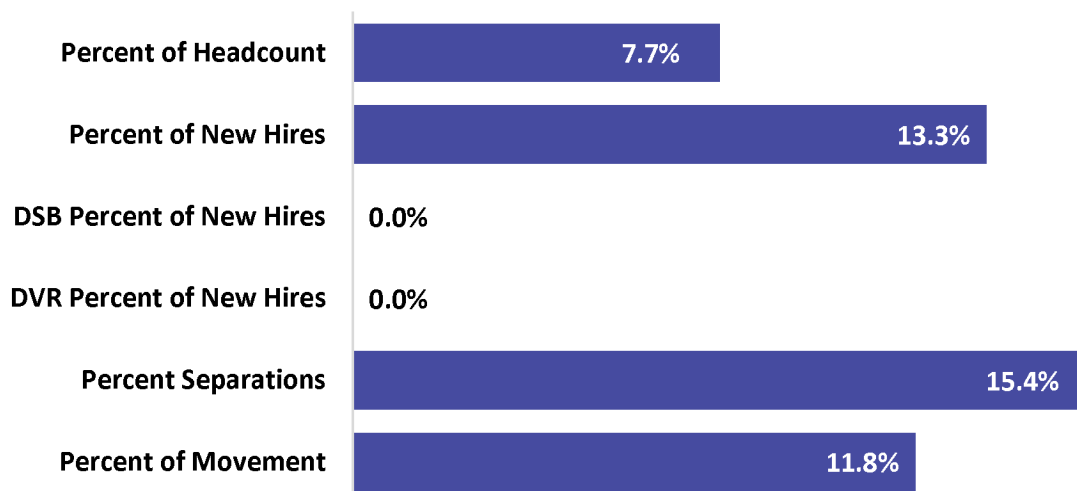
# Office of the Insurance Commissioner

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	285	22	7.7%
Hires (new hires into state government and rehires)	45	6	13.3%
Separations (out of state government)	26	4	15.4%
Movements (to another state agency)	17	2	11.8%
Planned hires for FY 2026	82	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



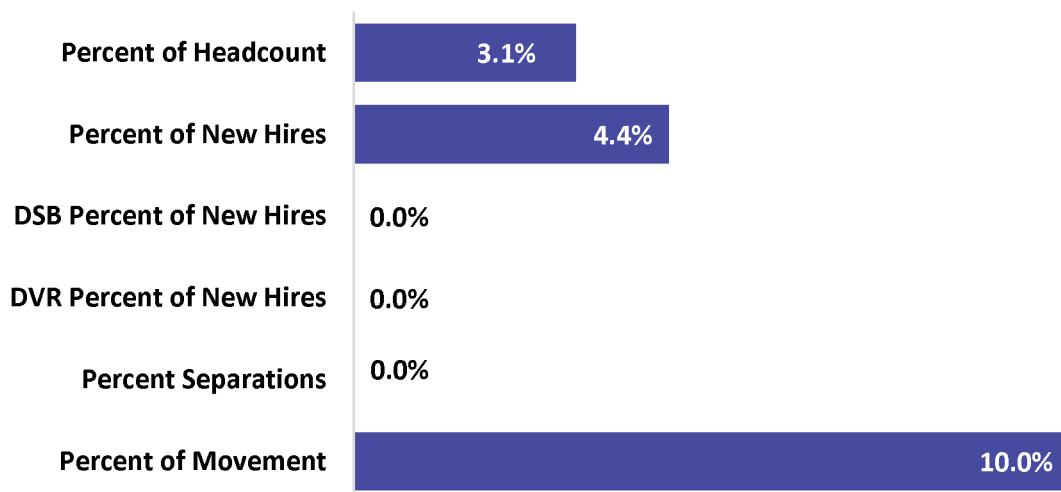
# Office of State Auditor

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	484	15	3.1%
Hires (new hires into state government and rehires)	68	3	4.4%
Separations (out of state government)	62	0	0.0%
Movements (to another state agency)	10	1	10.0%
Planned hires for FY 2026	22	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



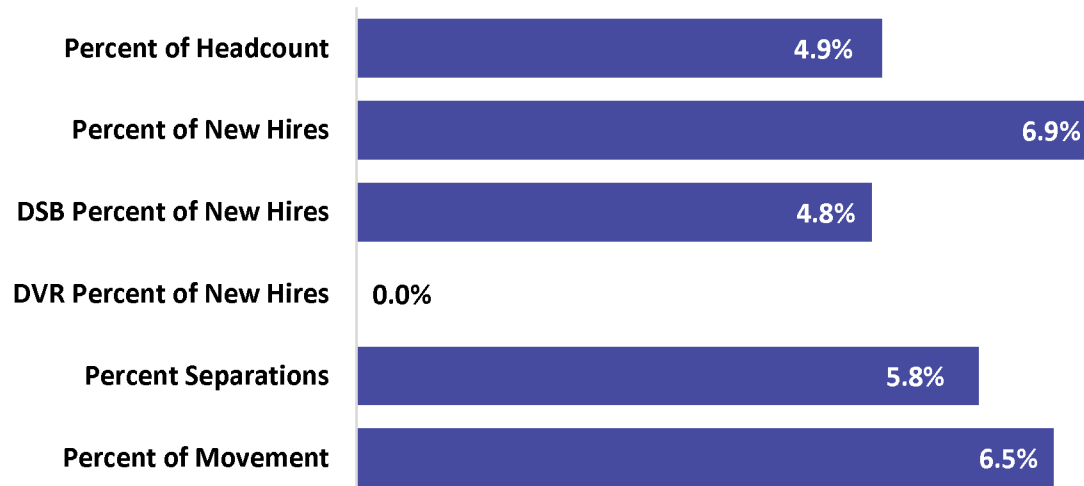
# Office of the Attorney General

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	1,849	90	4.9%
Hires (new hires into state government and rehires)	306	21	6.9%
Separations (out of state government)	257	15	5.8%
Movements (to another state agency)	46	3	6.5%
Planned hires for FY 2026	350	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	1	4.8%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



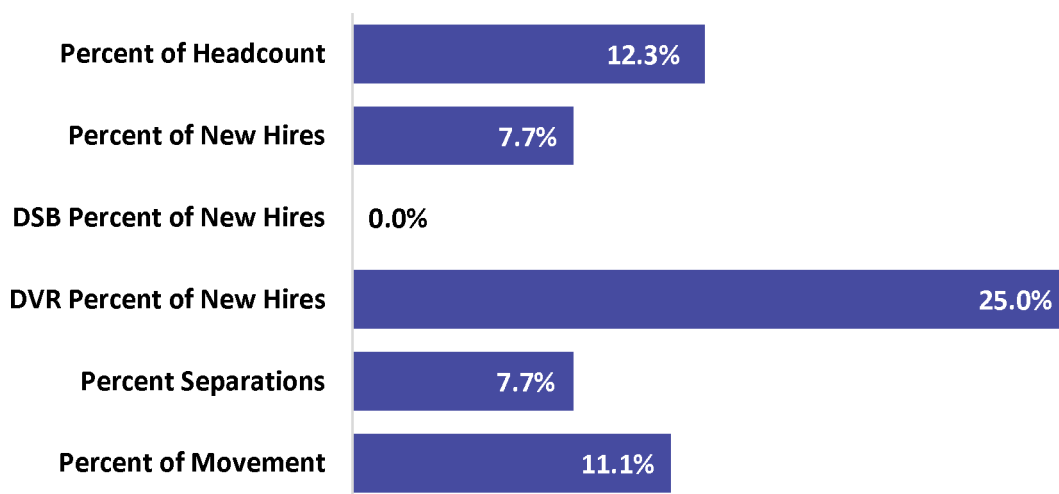
# Office of the Governor

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	179	22	12.3%
Hires (new hires into state government and rehires)	52	4	7.7%
Separations (out of state government)	39	3	7.7%
Movements (to another state agency)	27	3	11.1%
Planned hires for FY 2026 (including Governor’s affiliated agencies)	40	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	1	25.0%

## People with Disabilities

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



# Office of the Secretary of State

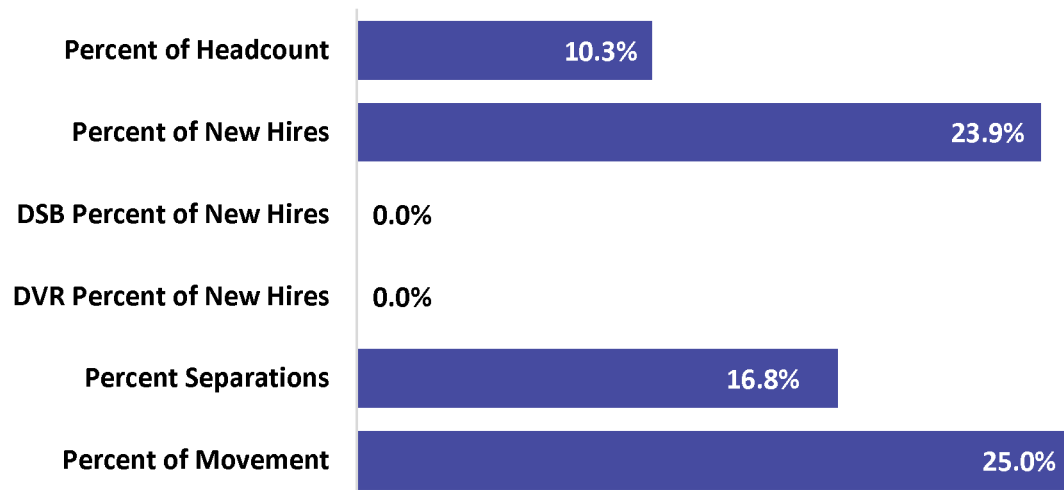
FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	340	35	10.3%
Hires (new hires into state government and rehires)	92	22	23.9%
Separations (out of state government)	95	16	16.8%
Movements (to another state agency)	12	3	25.0%
Planned hires for FY 2026	50	--	--

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

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%
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



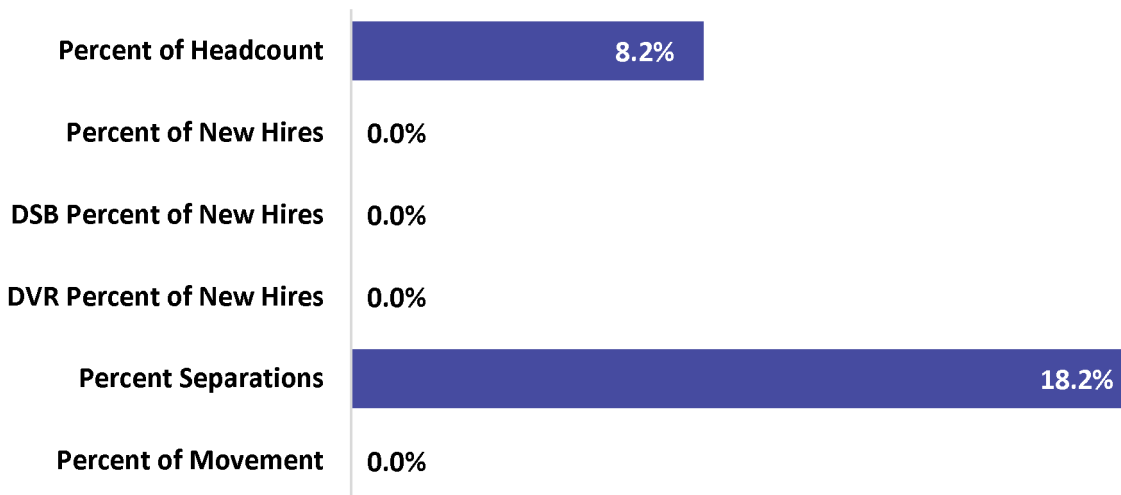
# State Investment Board

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	122	10	8.2%
Hires (new hires into state government and rehires)	12	0	0.0%
Separations (out of state government)	11	2	18.2%
Movements (to another state agency)	1	0	0.0%
Planned hires for FY 2026	10	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



# State Lottery Commission

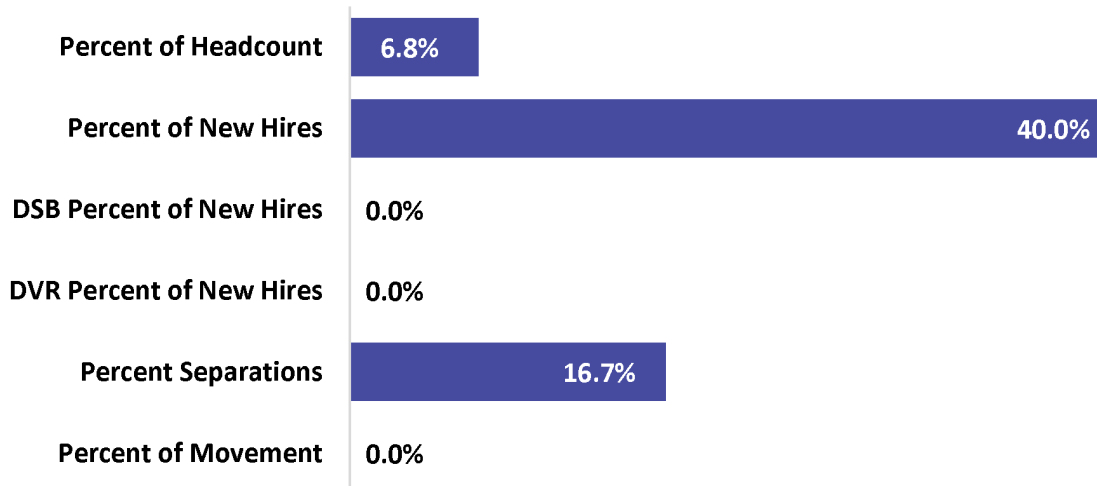
FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
<b>Total number of employees</b>	133	9	6.8%
<b>Hires (new hires into state government and rehires)</b>	5	2	40.0%
<b>Separations (out of state government)</b>	6	1	16.7%
<b>Movements (to another state agency)</b>	1	0	0.0%
<b>Planned hires for FY 2026</b>	<i>Unknown*</i>	--	--

\* "Unknown" is represented as "0" in calculating FY 2026 statewide aggregated planned hires number.

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
<b>Department of Services for the Blind (DSB) Client Hires</b>	0	0.0%
<b>Division of Vocational Rehabilitation (DVR) Client Hires</b>	0	0.0%

## People with Disabilities

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



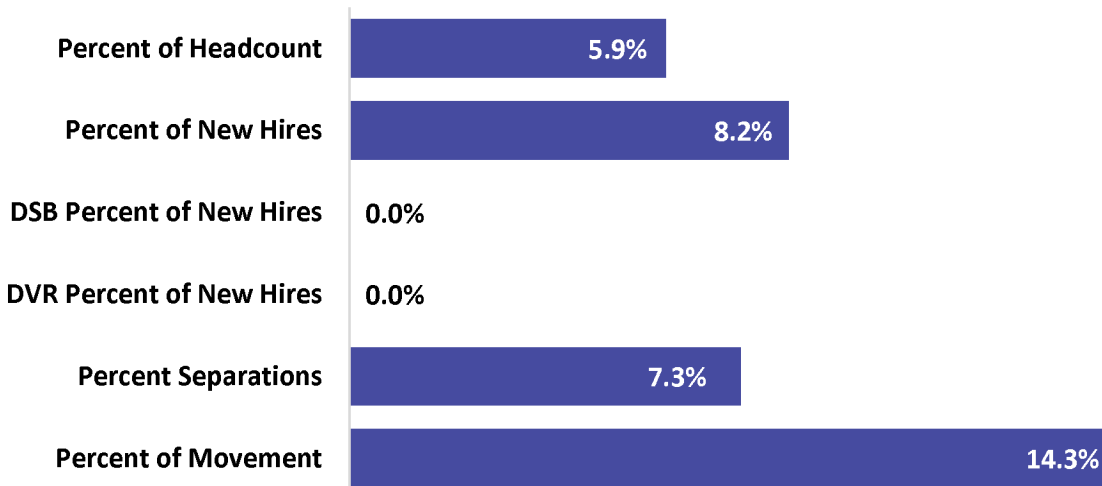
# State Parks and Recreation Commission

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	1,061	63	5.9%
Hires (new hires into state government and rehires)	498	41	8.2%
Separations (out of state government)	494	36	7.3%
Movements (to another state agency)	14	2	14.3%
Planned hires for FY 2026	85	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



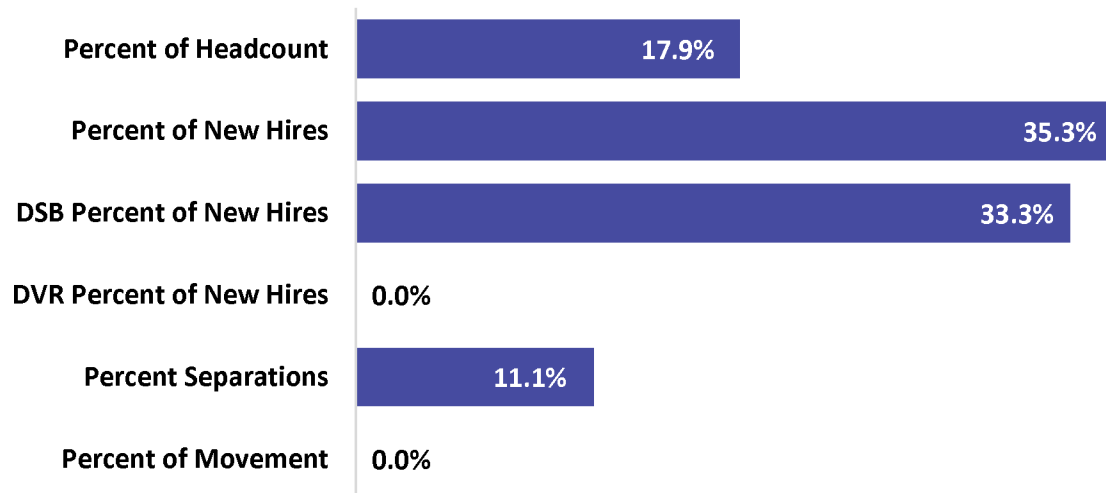
# State School for the Blind

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	140	25	17.9%
Hires (new hires into state government and rehires)	17	6	35.3%
Separations (out of state government)	18	2	11.1%
Movements (to another state agency)	2	0	0.0%
Planned hires for FY 2026	1	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	2	33.3%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



# Student Achievement Council

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	149	6	4.0%
Hires (new hires into state government and rehires)	18	0	0.0%
Separations (out of state government)	15	0	0.0%
Movements (to another state agency)	1	0	0.0%
Planned hires for FY 2026	13	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	00%

## People with Disabilities

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

<b>Percent of Headcount</b>	<b>4.0%</b>
<b>Percent of New Hires</b>	<b>0.0%</b>
<b>DSB Percent of New Hires</b>	<b>0.0%</b>
<b>DVR Percent of New Hires</b>	<b>0.0%</b>
<b>Percent Separations</b>	<b>0.0%</b>
<b>Percent of Movement</b>	<b>0.0%</b>

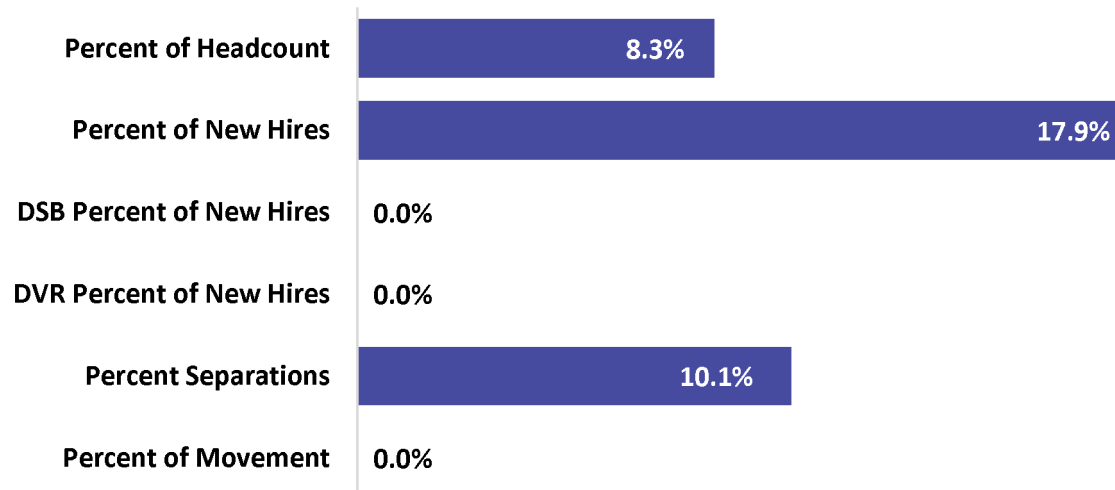
# Superintendent of Public Instruction

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	552	46	8.3%
Hires (new hires into state government and rehires)	78	14	17.9%
Separations (out of state government)	99	10	10.1%
Movements (to another state agency)	12	0	0.0%
Planned hires for FY 2026	0	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



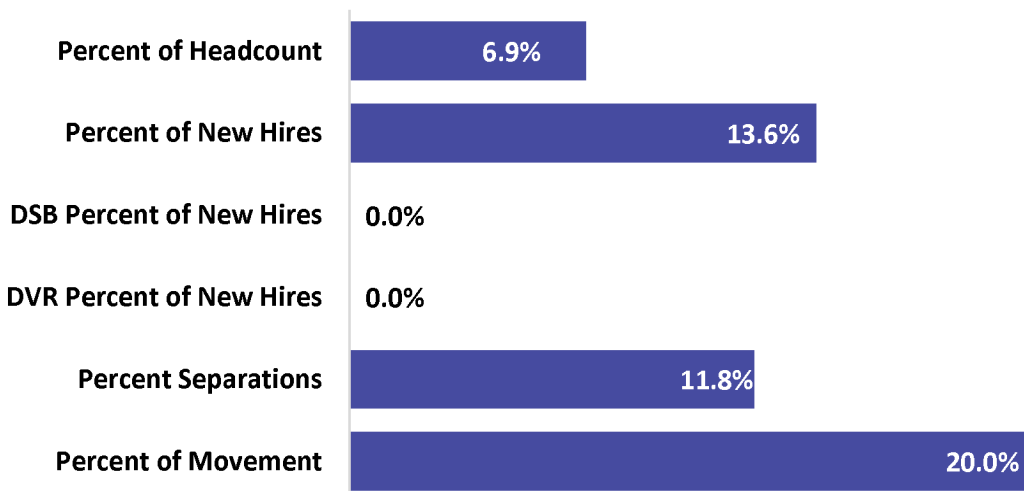
# Utilities and Transportation Commission

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	173	12	6.9%
Hires (new hires into state government and rehires)	22	3	13.6%
Separations (out of state government)	17	2	11.8%
Movements (to another state agency)	5	1	20.0%
Planned hires for FY 2026	39	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



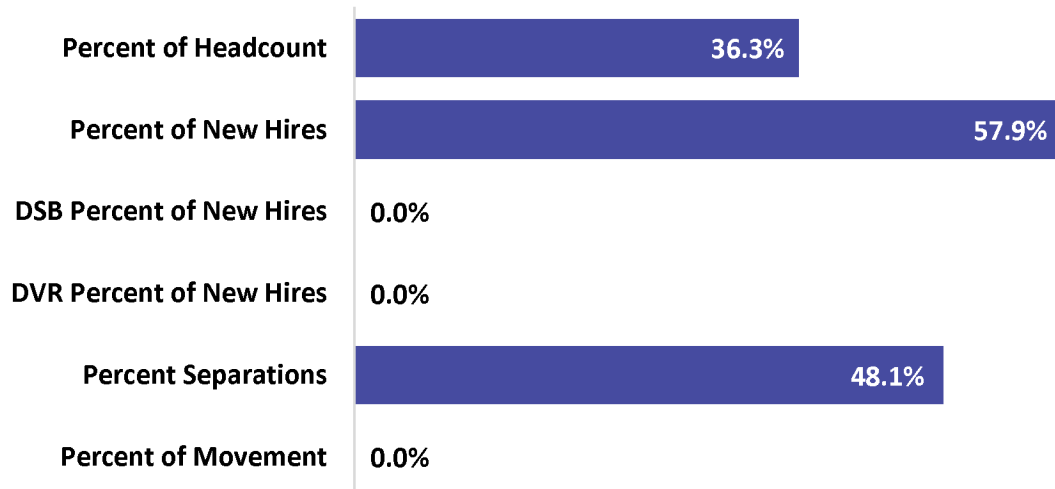
# Washington Center for Deaf and Hard of Hearing Youth

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	182	66	36.3%
Hires (new hires into state government and rehires)	19	11	57.9%
Separations (out of state government)	27	13	48.1%
Movements (to another state agency)	0	0	0.0%
Planned hires for FY 2026	2	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



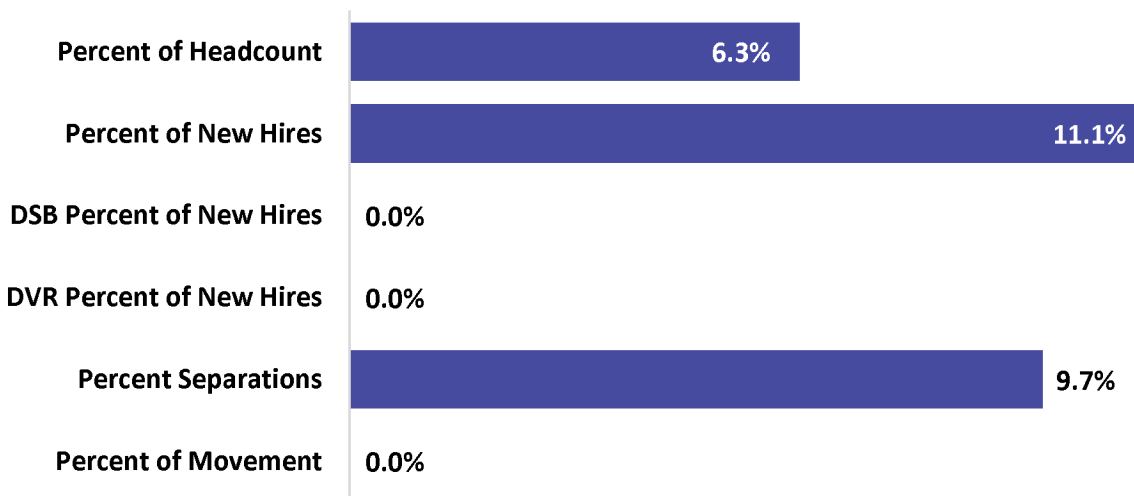
# Washington State Criminal Justice Training Commission

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	144	9	6.3%
Hires (new hires into state government and rehires)	36	4	11.1%
Separations (out of state government)	31	3	9.7%
Movements (to another state agency)	1	0	0.0%
Planned hires for FY 2026	40	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



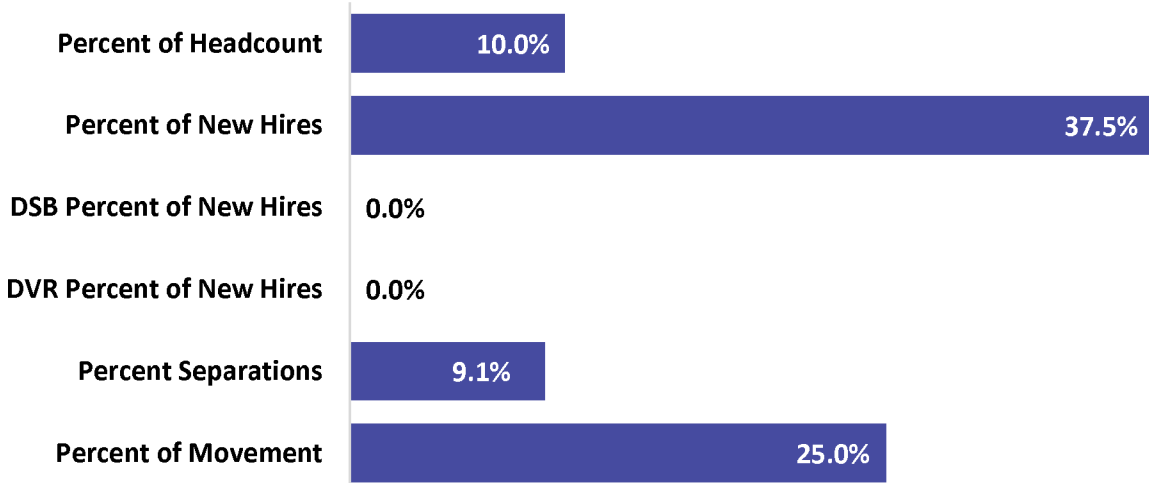
# Washington State Gambling Commission

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	100	10	10.0%
Hires (new hires into state government and rehires)	8	3	37.5%
Separations (out of state government)	11	1	9.1%
Movements (to another state agency)	4	1	25.0%
Planned hires for FY 2026	7	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



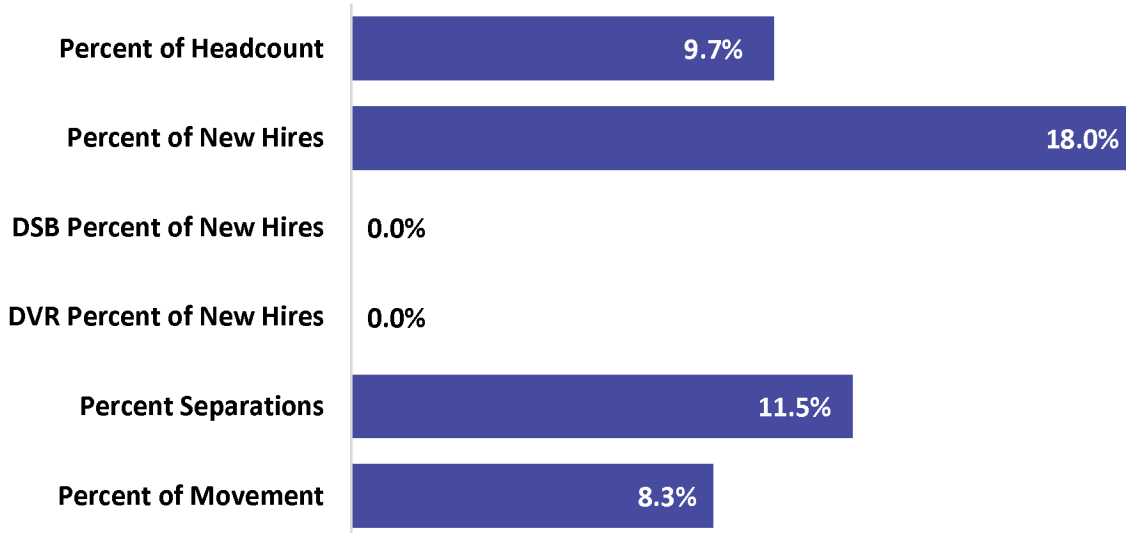
# Washington State Health Care Authority

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	1,760	171	9.7%
Hires (new hires into state government and rehires)	172	31	18.0%
Separations (out of state government)	156	18	11.5%
Movements (to another state agency)	36	3	8.3%
Planned hires for FY 2026	48	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



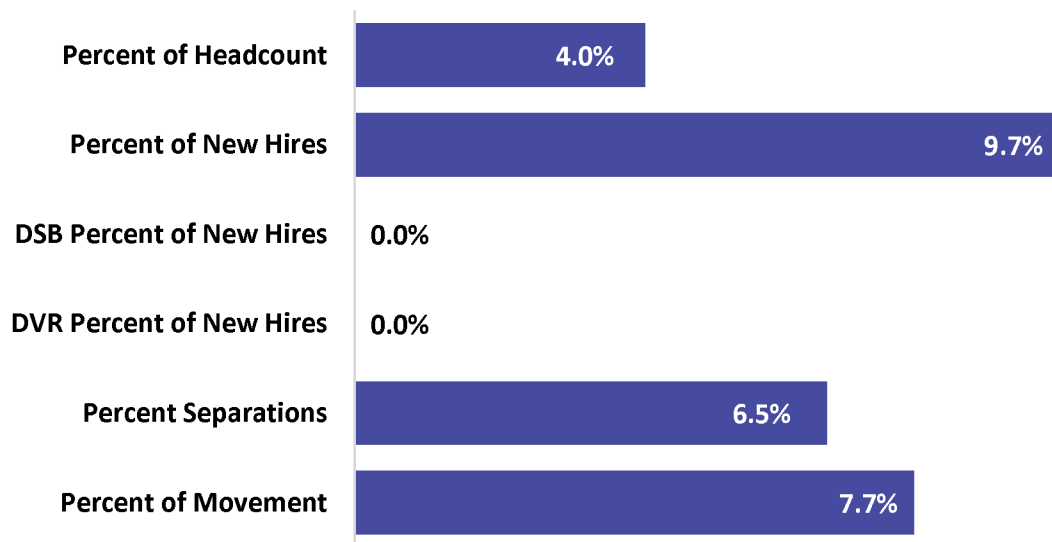
# Washington State Patrol

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	2,357	94	4.0%
Hires (new hires into state government and rehires)	299	29	9.7%
Separations (out of state government)	185	12	6.5%
Movements (to another state agency)	13	1	7.7%
Planned hires for FY 2026	110	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## People with Disabilities

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



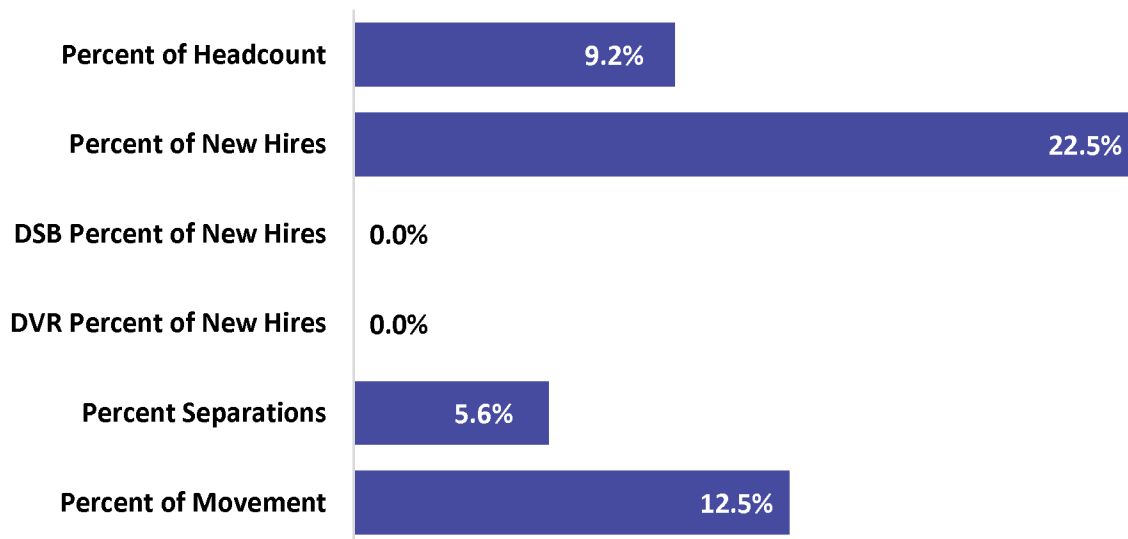
# Washington Technology Solutions

FY 2025 Disability Employment (Permanent, Nonpermanent, Seasonal Appointments)	Total Headcount	People with Disabilities	Percent of Headcount with Disabilities
Total number of employees	325	30	9.2%
Hires (new hires into state government and rehires)	40	9	22.5%
Separations (out of state government)	18	1	5.6%
Movements (to another state agency)	8	1	12.5%
Planned hires for FY 2026	23	--	--

FY 2025 Disability Employment Services	Total Headcount	Percent of New Hires with Disabilities
Department of Services for the Blind (DSB) Client Hires	0	0.0%
Division of Vocational Rehabilitation (DVR) Client Hires	0	0.0%

## 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.

- **Age 40 and Over** is based on employees' date of birth.
- **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.
- **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.
- **Governor's affiliated agencies** include Office of Corrections Ombuds, Office of Equity, Office of Family and Children Ombuds, Office of Education Ombuds, LGBTQ Commission, Women's Commission, Office of Regulatory Assistance, Your Washington, and DCYF Oversight Board.
- **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).
- **HRMS data in this report** was pulled from Washington Workforce Analytics (WWA) reporting in July. 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.
- **LGBTQ+** is an abbreviation for Lesbian, Gay, Bisexual, Transgender, Queer/Questioning. 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.
- **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.

- **Movement (to another agency)** reflects appointment change actions with a change in business area (agency) and 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.
- **New Hire** is an employee who does not have an existing personnel number in HRMS, such as an employee who has never worked for the state of Washington.
- **Permanent, nonpermanent, and seasonal** categories are based on the employee’s appointment status and are identified by the Contract field in HRMS.
  - Permanent: Includes permanent and intended to become permanent appointment statuses, such as permanent, apprentice, exempt, in-training, project, as well as those serving a probationary, trial service, or other review period. For this report, permanent excludes seasonal appointments.
  - Nonpermanent: Includes nonpermanent limited, nonpermanent on-call, acting, and temporary appointment statuses. Nonpermanent appointments are intended to address a short-term, immediate workload peak or other short-term need.
  - Seasonal: Includes seasonal appointment statuses, both for those who have permanent status and those serving a probationary or trial service period. A seasonal appointment is cyclical in nature, recurs at approximately the same time each year, and lasts for a minimum of five months (but less than 12 months) in duration during any consecutive 12-month period. Employees could work just one season or return for multiple seasons.
- **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.
- **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.
- **Rehire** is an employee who previously worked for the state of Washington, has a personnel number in HRMS, and had a “Withdrawn” status before being hired again following a break in service.
- **Supported Employment** is based on the Employee Group field and counts individuals who are part of a supported employment program.

- **Time period (fiscal year)** is July 1 of the prior calendar year to June 30 of the current calendar year (most recent fiscal year).
- **Turnover and Turnover of Persons with Disabilities (separations from state)** uses 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.
- **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.