

FAST TRACK YOUR FEDERAL CAREER WITH
NAVAL FACILITIES ENGINEERING COMMAND

"Schedule A" Hiring Authority

For individuals with an intellectual, psychiatric, or severe
physical disability/condition.

What is "Schedule A"

Schedule A refers to a special hiring authority that gives Federal agencies a potentially quicker way to hire individuals with disabilities and certain medical conditions.

Applying under "Schedule A" does not guarantee you a job. You must:

- Be qualified for the job for which you are applying (i.e., have the necessary competencies and relevant experience required).
- Provide "proof of a disability" documentation (a letter stating that you have a qualifying disability/medical condition - but it DOES NOT need to disclose what the condition is.)

This letter can be obtained from your doctor, a licensed medical professional, a licensed vocational rehabilitation specialist, or any federal, state, or local agency that issues or provides disability benefits.

California's Department of Rehabilitation* provides information, letter templates, and assistance regarding "Schedule A."

The San Diego Main Office can be reached at:

(619) 767-2100

www.dor.ca.gov



"I never thought a federal career was possible. I appreciate that NAVFAC seeks out differently-abled individuals to enhance the team. I only wish I knew about 'Schedule A' 10 years ago. I feel my future is more secure knowing I have a pension, amazing benefits, and federal protections."

**- Michael A.
NAVFAC Southwest
Contracting
Acquisitions Business Line**



Neither the Department of the Navy nor any other component of the Department of Defense has approved, endorsed, or authorized this service or activity.

www.navfac.navy.mil/swcareers

NAVFAC SOUTHWEST

What Conditions Qualify Me?

****There are 12 qualifying Targeted Disabilities/Serious Health Conditions and over 20 additional condition categories considered on a case-by-case basis:**

Qualifying Conditions:

- Developmental Disability
- Traumatic Brain Injury
- Deaf/serious difficulty hearing
- Blind/serious difficulty seeing
- Missing extremities
- Significant mobility impairment
- Partial or complete paralysis
- Epilepsy/other seizure disorders
- Intellectual disability
- Dwarfism
- Significant disfigurement
- Significant Psychiatric Disorder (bipolar disorder, schizophrenia, PTSD, or major depression)

****Examples listed are not all inclusive. More details are found on the Self-Identification form at:**
https://www.opm.gov/forms/pdf_fill/sf256.pdf

Case-By-Case Basis

- Speech impairment
- Spinal abnormalities (spina bifida or scoliosis)
- Non-paralytic orthopedic impairments
- HIV Positive/AIDS
- Morbid obesity
- Nervous system disorder (migraine headaches, Parkinson's disease, multiple sclerosis)
- Depression, anxiety disorder, or other psychiatric disorder.
- Blood diseases (sickle cell anemia, hemophilia)
- Diabetes
- Liver disease
- Orthopedic impairments or osteo-arthritis
- Pulmonary or respiratory conditions (tuberculosis, asthma, emphysema)
- Kidney dysfunction
- Cancer (present or past history)
- Learning disability or attention deficit/hyperactivity disorder (ADD/ADHD)
- Gastrointestinal disorders (Crohn's Disease, IBS, colitis, celiac disease, dysphexia)
- Autoimmune disorder
- History of alcoholism or history of drug addiction (but not currently using illegal drugs)
- Endocrine disorder (thyroid dysfunction)
- Cardiovascular or heart disease

"The 'Schedule A' program has opened federal service doors for me, and NAVFAC has been extremely supportive with adapting my workspace to meet my unique needs."

**- Danielle G.
NAVFAC Southwest
Administrative Officer
Business Directorate**

