



HR Highlights March 2021

Legislation Establishes Alternative Selection Process

Signed by the Governor, [HB 2140](#) will establish an alternative application process for the Commonwealth. Nationally, People with Disabilities continue to be underutilized in the workforce. In 2017, the Code of Virginia was amended to establish a goal to increase by five percent the level of employment of individuals with disabilities by 2023. Although agencies have made progress in their recruitment and retention efforts, individuals who disclose they have disabilities continue to represent approximately 1% of Executive Branch employees.

In the coming months, DHRM, in partnership with the Department of Aging and Rehabilitative Services will establish a work group to create an alternative application process for the employment of persons with a disability. The process will be noncompetitive in nature and provide state agencies using the process an option for converting positions filled through the alternative process into positions that are normally filled through a competitive process.

In addition to the Federal government, other states have adopted Alternative Selection Process initiatives considered a best practice to promote the employment opportunities for individuals with disabilities. The alternative selection process is a step to mitigate potential barriers to employment and a proactive approach to inclusion. DHRM is excited to be a part of the effort to bring this innovative strategy to the Commonwealth.