**Permanent Careers for People with Disabilities**

**at the**

**U.S. Department of Transportation**

**Why Work for Department of Transportation (DOT)?**

DOT is a great place to work! Applicants and employees with disabilities are supported by our most senior leadership down through direct supervisors and co-workers with a variety of resources.

**Senior Level Support**

Secretary of Transportation Ray LaHood is committed to making the U.S. Department of Transportation a model employer of a diverse workforce that includes people with disabilities, especially those with targeted disabilities (deafness, blindness, partial paralysis, total paralysis, missing limbs, distortion of limbs or spine, psychiatric disabilities, intellectual disabilities, and convulsive disorders). Secretary LaHood has established a hiring goal that 3% of our workforce will be persons with targeted disabilities. More guidance and information for applicants with disabilities is located on our web site: [www.drc.dot.gov/employment.htm](http://www.drc.dot.gov/employment.htm).

**Central Reasonable Accommodation Office**

The DOT Disability Resource Center is our national, internal office that works with managers to provide assistive technology and related services through the reasonable accommodation process to applicants and employees with disabilities on a case by case basis: [www.drc.dot.gov](http://www.drc.dot.gov).

**Internal DOT Disability Community**

There are also several organizations for employees with disabilities that comprise a very active, internal disability community. Headquarters is home to Deaf DOT, a group of employees who are Deaf or hard of hearing. In addition, DOT ADA is the organization comprised of any employee with a disability.

**Selective Placement Program**

DOT has a strong group of Human Resource professionals known as the Selective Placement Team that assist in recruitment, employment, advancement and retention of employees with disabilities. The Selective Placement Team works with you to ensure that at DOT, you don’t just have a job, you can create a career.

**Challenging Careers**

DOT offers challenging career opportunities in many areas. Listed below are DOT's mission-critical occupations. Most require U.S. citizenship and a college degree, or three years of progressive work experience. Please explore these occupations to find a job that best matches your skills, interests and experience. DOT also offers careers in areas including economics, procurement, budget, finance, civil rights, community planning, law, statistics, and human resources management.

* Transportation Specialists are a unique group of employees who are keenly aware of the operations, facilities and practices of nationwide transportation carriers. As a Transportation Specialist, you will analyze, evaluate and/or provide advice on regulatory controls or pending legislation pertaining to the transportation industry.
* Air Traffic Controllers provide for the safe and orderly flow of air traffic, both in the air and on the ground. This definition may sound simple, but the job is highly complicated. Air Traffic Controllers are divided into three specializations: En Route, Flight Service and Towers.
* Engineers: Whether you are interested in research and development, petroleum, construction, aeronautical or civil or industrial engineering, DOT offers unlimited opportunities for Engineers. DOT Engineers have access to the finest equipment and laboratories that are second-to-none.
* Aviation Safety Inspectors develop, administer and enforce safety regulations and standards for the production, operation, maintenance and/or modification of aircraft used in civil aviation.
* Advancing technology has made Information Technology Specialists indispensable. DOT relies on Information Technology Specialists to utilize the latest technology to manipulate, analyze and interpret vital transportation-related data and information.
* Rail Inspectors use their analytical, fact-finding and writing skills to inspect for compliance with Federal laws, regulations, rules and standards that ensure safe operating conditions for our nation's network of rail lines.
* Commercial motor carrier/trucking operations are one of the most highly visible facets of transportation because motorists share the road with truck drivers every day. Motor Carrier Safety Specialists are involved in a variety of activities related to promoting, monitoring and administering motor carrier safety programs. They may also develop Federal regulations and conduct economic impact and fuel tax usage analyses.
* Highway Safety Specialists provide technical, professional, analytical, investigative and administrative leadership related to safety management, transportation, commerce, data processing, business and other related fields.

**How to Apply**

Persons with disabilities, veterans, and veterans with disabilities may be eligible to apply non-competitively using the Schedule A Hiring Authority. Visit our web site for tips on writing a Federal resume, sample Schedule A letters, and a full list of DOT Selective Placement Coordinators who support employment of people with disabilities. For more information, visit our web site at: [www.drc.dot.gov/employment.htm](http://www.drc.dot.gov/employment.htm).

DOT often uses Schedule A and Veterans preference to fill vacancies with qualified individuals prior posting job vacancies competitively. To see the latest non-competitive vacancy announcements, open to applicants with disabilities, disabled veterans, and veterans, visit [www.drc.dot.gov/vacancies.htm](http://www.drc.dot.gov/vacancies.htm).

To learn more about current competitive vacancy announcements at the U.S. Department of Transportation, search at our DOT jobs at: <http://jobsearch.dot.gov/>.

**Disability Resource Center**

**U.S. Department of Transportation**

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