

ANNUAL FEORP PLAN CERTIFICATION:
FISCAL YEAR 2012

A. Name and Address of Agency:

U.S. Department of Energy
National Nuclear Security Administration
1000 Independence Avenue, SW, Washington, D.C. 20585

B. Name and Title of Designated FEORP Official (if address is different from Section A, include e-mail address and telephone and fax numbers):

Neile L. Miller
Principal Deputy Administrator

C. Name and Title of Contact Person (if address is different from Section A, include e-mail address and telephone and fax numbers):

Debra Parrish
EEO Manager
Debra.Parrish@nnsa.doe.gov; Phone: (505) 845-6021; Fax: (505) 845-4963

CERTIFICATION

I certify the above agency: 1) Has a current Federal Equal Opportunity Recruitment Program (FEORP) plan and the program is being implemented as required by Public Law 95-454 and subsequent regulations and guidance issued by the U.S. Office of Personnel Management; 2) All field offices or installations with fewer than 500 employees are covered by a FEORP plan; 3) All field offices or installations with 500 or more employees are covered either by this plan or by a local plan; and 4) Such plans are available on request from field offices or installations.

SIGNATURE _____ DATE _____
Janis Green, Acting Director, Office of Human Capital Management, NA-MB-10

SIGNATURE Debra A. Parrish _____ DATE _____
Debra Parrish, EEO Manager, Office of Civil Rights NA-1.2

**** Note**** If you are unable to use the digital signature function, please sign the Annual FEORP Plan Certification and send it electronically with your submission.

SHORT NARRATIVE ABOUT PROMISING PRACTICES

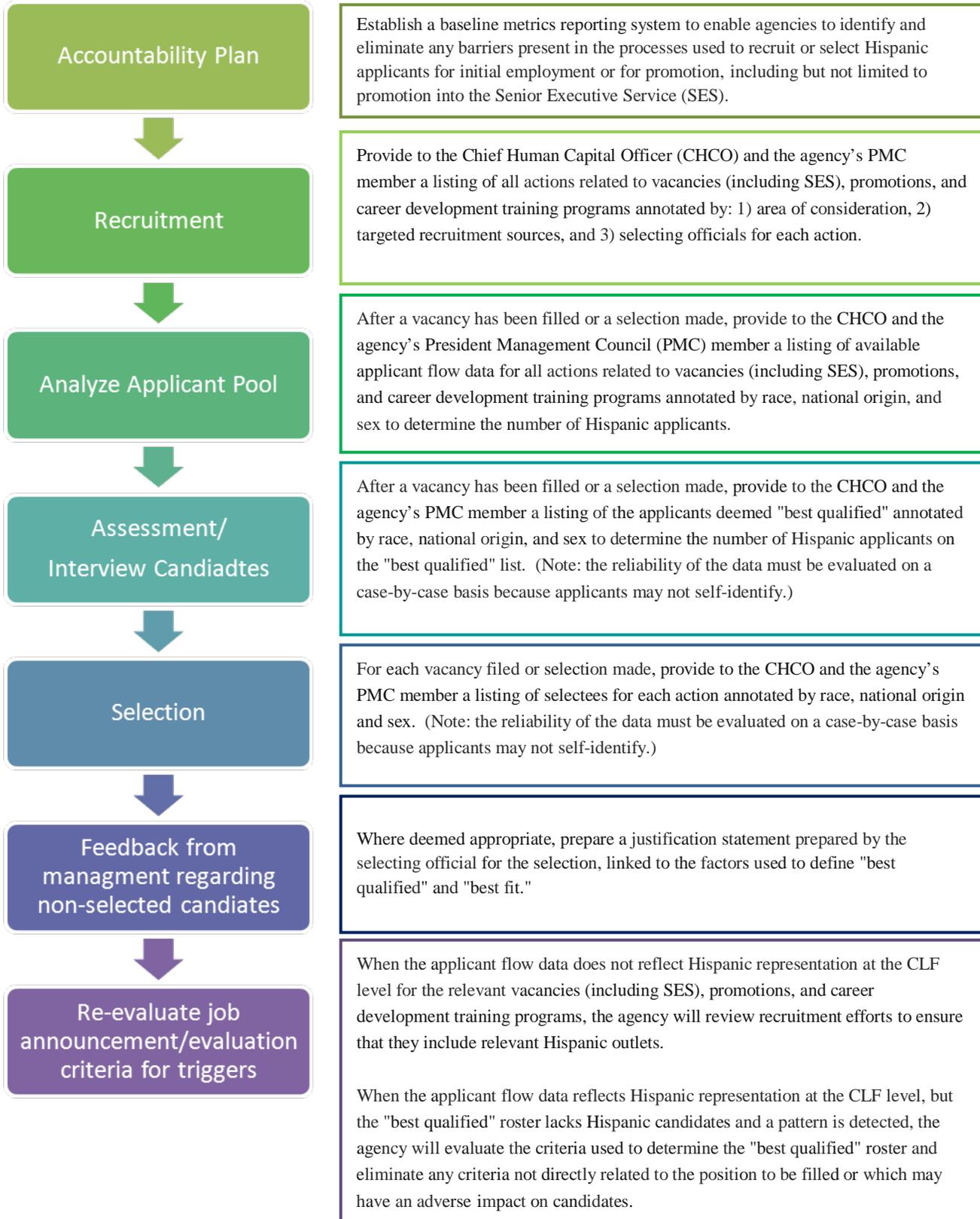
Briefly identify a policy, practice or procedure where your agency has been successful in the implementation of actions outlined in its Diversity and Inclusion Strategic Plan. Responses should be limited to the space provided below. Please note that the box below is limited to 4000 Characters.

STRATEGIC ACTIVITIES OR ACTIONS RELATED TO HISPANIC EMPLOYMENT

Identify strategic activities or actions the agency is implementing, or will implement, to improve the outreach, recruitment, hiring, career development and/or retention of Hispanics. Responses should be limited to the space provided below. For examples of strategic activities related to Hispanic employment, see **Federal Hispanic Accountability Model**. Source: Recommendations from the Hispanic Council on Federal Employment (December 2011). Please note that the box below is limited to 4000 Characters.

Federal Hispanic Accountability Model

For use with vacancies, promotions, career development training programs, and Senior Executive Service positions



Progress Tracker

PROGRESS TRACKER AND DEMOGRAPHIC DATA

EXPLANATORY NOTES FOR PROGRESS TABLES

Formal mentoring or other programs typically will have the following characteristics:

Announcement	Organization announces program to all qualified groups and individuals.
Recruitment	Candidates are identified through a request for nominations or for applications to the program.
Competitive Selection	Organization screens and selects candidates based on merit system principles using predetermined criteria for program
Training	Training program is finalized for selected participants which includes a formal training experience that may involve developmental assignments (continued service agreements usually required).
Monitoring	Organization monitors participants' training activities and progress in program against pre-established objectives.
Evaluation	Organization evaluates effectiveness of the formal training provided to individual participants and the effectiveness of the formal development itself in meeting organizational goals.

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Progress Tracker

Mentoring

Qualitative Questions
(YES or NO)

Agency has a Formal Mentoring Program
Mentoring Training Provided
Program is Evaluated
Feedback is Provided
Program is Announced to All Qualified Individuals
Program has an Executive Champion

Diversity and Inclusion Training

Qualitative Questions
(YES or NO)

Formal Diversity and Inclusion Training Provided *
Training Brief On Unconscious Bias Provided *
All Employees Briefed on Agency's Diversity Policies *

Diversity and Inclusion Council

Qualitative Questions
(YES or NO)

Agency has a Diversity and Inclusion Council*
Diversity and Inclusion Council has a Charter *
Members have received Training *
Council's Mission is in Alignment with Agency *

Development Program

Qualitative Questions
(YES or NO)

Agency has a Career Development Program
Program is Evaluated
Program is Announced to All Qualified Individuals

*NNSA's Office of Human Capital Management participated on a limited basis with the DOE Diversity and Inclusion (D&I) Council in FY 2012. NNSA is in the process of determining its final strategy on its diversity and inclusion plan and a final decision will be made in FY 2013.

Progress Tracker

Mentoring

Quantitative

Frequency of Program Evaluation (e.g., Annually, Quarterly etc.)
Percent of Employees Involved with Mentoring
Percent of SES Involved with Mentoring
Percent of Managers Involved with Mentoring * *
Percent of Supervisors Involved with Mentoring * *
Count of Employees Involved with Mentoring
Count of SES Involved with Mentoring
Count of Managers Involved with Mentoring * *
Count of Supervisors Involved with Mentoring * *
Total number of Employees Eligible to Participate (this should not be equal to the total count that has participated unless 100% of workforce has participated)

Diversity and Inclusion Training

Quantitative

Frequency of Diversity and Inclusion Training *
Percent of Employees that have participated this year in Formal Diversity and Inclusion Training *
Percent of Senior Leadership that have participated this year in Formal Diversity and Inclusion Training *
Count of Employees that have participated in Formal Diversity and Inclusion Training *
Count of Employees that have participated in Formal Diversity and Inclusion Training *
Total number of Employees Eligible to Participate (this should not be equal to the total count that has participated unless 100% of workforce has participated)

Diversity and Inclusion Council

Quantitative

Frequency of Council Meetings in FY2012 *
Frequency of Council Events *
Percent of Senior Leadership on Council *
Percent of Employees on Council *
Count of Senior Leadership on Council *
Count of Employees on Council *
Total number of people on Council *

**NNSA's mgmt. info. system does not distinguish between manager's and supervisors; therefore one total reported.

Progress Tracker

Development Program ***

Quantitative

Percent of GS1-4 that have participated
Percent of GS 5-8 that have participated
Percent of GS 9-12 that have participated
Percent of GS 13-15 that have participated
Percent of SES that has participated
Count of GS1-4 that have participated
Count of GS 5-8 that have participated
Count of GS 9-12 that have participated
Count of GS 13-15 that have participated
Count of SES that has participated
Total number of Employees Eligible to Participate (this should not be equal to the total count that has participated unless 100% of workforce has participated)

***During FY 2012, NNSA conducted an extensive assessment of their Learning and Career Development Program (LCDP) to determine whether or not NNSA was offering the appropriate programs to employees. The assessment resulted in significant changes to their LCDP and limited participation in FY 2012. Additionally, NNSA had limited use of the Student Career Employment Programs in FY 2012 due to the abolishment of the authorities and transition to the Pathways Program and no recruitment/hiring under the Future Leaders Program, two key NNSA career development programs.

Demographic Information

Mentoring

Demographic Data

Percent of Asian American Mentees

Percent of Black Mentees

Percent of Hispanic Mentees

Percent of Native American Mentees

Percent of Native Hawaiian/ Pacific Islander Mentees

Percent of Two More Race Mentees

Percent of White Mentees

Percent of Female Mentees

Percent of Male Mentees

Percent of Veteran Mentees

Percent of Mentees that are People with Disabilities

Total number of participants * * * *

(The count used to calculate the Mentee percentages)

Percent of Asian American Mentors

Percent of Black Mentors

Percent of Hispanic Mentors

Percent of Native American Mentors

Percent of Native Hawaiian/ Pacific Islander Mentors

Percent of Two More Race Mentors

Percent of White Mentors

Percent of Female Mentors

Percent of Male Mentors

Percent of Veteran Mentors

Percent of Mentors that are People with Disabilities

Total number of Mentors * * * *

(The count used to calculate the Mentor percentages)

***Employee self-registered dual roles as mentee and-or mentor; therefore, total number of mentees and mentors may be captured twice. Once as a mentee and second as a mentor.

Demographic Information

Development Programs

Demographic Data

Percent of Asian American taking part in Development Programs
Percent of Blacks taking part in Development Programs
Percent of Hispanics taking part in Development Programs
Percent of Native Americans taking part in Development Programs
Percent of Native Hawaiian/ Pacific Islanders taking part in Development Programs
Percent of Two More Races taking part in Development Programs
Percent of Whites taking part in Development Programs
Percent of Female taking part in Development Programs
Percent of Male taking part in Development Programs
Percent of Veterans taking part in Development Programs
Percent of People with Disabilities taking part in Development Programs
Total number of participants (The count used to calculate the Development program participation percentages)

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