



Disabled Veterans Affirmative Action Program FY 2013 Accomplishment Report

October 2013
U.S. Department of Energy
National Nuclear Security Administration

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PLAN CERTIFICATION

This certification indicates that the program is being implemented as required by 5 CFR 720 and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

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C. Plan Last Amended: November 19, 2012

D. Date Effective: October 29, 2013

CERTIFYING OFFICIAL SIGNATURE: _____


Edward Bruce Held
Acting Administrator
National Nuclear Security Administration

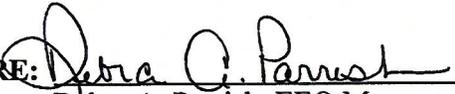
DATE: 10/17/2013

CERTIFYING OFFICIAL SIGNATURE: _____


Janis Greene, Acting Director
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National Nuclear Security Administration

DATE: October 17, 2013

CERTIFYING OFFICIAL SIGNATURE: _____


Debra A. Parrish, EEO Manager
National Nuclear Security Administration

DATE: October 16, 2013

Annual Accomplishment Report
for
Disabled Veterans Affirmative Action Program (DVAAP)
FY 2013

Agency DVAAP Executive Summary

This report represents the FY 2013 accomplishments for Disabled Veterans for the U.S. Department of Energy (DOE) National Nuclear Security Administration (NNSA).

In FY 2013, DOE released an updated of the “Department of Energy Operational Plan and Desktop Reference for the Veterans Employment Initiative.” Guidance in this plan applies to all Departmental Elements, and DOE is working with OPM to establish FY 2013 and FY 2014 goals. In the interim, progress is based on the following FY12 goals:

- 21.3% of all new hires will be Veterans, and 9.1% will be disabled Veterans.

In FY 2013, NNSA exceeded this goal by hiring 55% Veterans. In addition, NNSA exceeded its goal of 9.1% by hiring 24% disabled Veterans.

The total number of employees at NNSA was 2,502* at the end of FY 2013. Of these, veterans comprise 31% of NNSA’s workforce. Disabled veterans comprise 9% of the total workforce. Disabled veterans who were 30% or more disabled comprise 5.4%.

*Data current as of September 2013

Organizational Structure

Add NNSA Org. Chart

- **Agency Mission Overview**

The mission of the National Nuclear Security Administration is to enhance global security through nuclear deterrence, nonproliferation, counterterrorism, naval nuclear propulsion, and national leadership in science, technology, and engineering.

- **DVAAP Program Office and Point of Contact (POC)**

ADD DVAAP Program Office POC

FY Accomplishment Report

- **Recruit and Employ**

Due to sequestration and shrinking budgets, the DOE NNSA has continued the Hiring Review Board (HRB) process that was developed in July 2012. Any new hiring, backfills, or reassignments/transfers that could increase NNSA's current on-board levels required HRB approval. Therefore, the NNSA Recruitment Plan in FY 2013 consisted primarily of mission critical positions and restructuring positions that were vacated by employees approved for Voluntary Early Retirement or the Voluntary Separation Incentive Program.

NNSA utilized the Veterans' Recruitment Appointment authority (VRA), a non-competitive hiring authority, to recruit for 30 Nuclear Materials Courier positions. This resulted in 1,048 applications being received and 27 VRA selections being made, of which four were 30% or more disabled veterans. Hiring Nuclear Materials Couriers via the VRA has helped increase the number of applicants that are referred to the selecting official.

In addition, NNSA made three non-competitive appointments of 30% or more disabled veterans for time-limited appointments which can be made permanent. All three of these veterans have been converted to permanent appointments.

NNSA vacancies continue to include a statement that the vacancy is open to 30% disabled veterans.

NNSA is currently working with the OPM to obtain approval to use a Pathways Intern Program under NNSA's Demonstration Project pay banded system. In the interim, NNSA partnered with DOE to hire 21 summer intern positions under the Pathways Program, who were subsequently detailed to NNSA to gain work experience. Of the 21 summer interns detailed to NNSA, 14% were Veterans. In addition, NNSA is evaluating the use of NNSA-specific Excepted Service authority to hire entry-level positions similar to those hired under the Pathways Intern Program.

Managers within NNSA provide outreach to local veterans groups by providing career information and job application tips to a diverse group of veterans that includes 30% or more disabled veterans, as well as other veterans. Interested NNSA customers were also briefed on Operation Warfighter (OWF). OWF is an internship program developed by the Office of the Secretary of Defense that places wounded, ill and injured Service members in supportive

work settings. The objective of the program is to give the service member the opportunity to develop their skills, while simultaneously supporting and easing their transition from military to civilian life.

- **Promote and Develop**

NNSA provides a wide range of training and developmental opportunities annually to employees at all levels (entry, mid, supervisory, managerial and executive). A suite of 12 Leadership and Career Development Programs (LCDP) that range from mid- to executive-level are offered and corporately funded. Each program offers competency development in one or more of OPM's Executive Core Qualifications. The participation rate for Veterans was 36% in FY 2013.

In FY 2013, NNSA piloted an internal rotational program aimed at developing leadership and cross-functional skills and capabilities. In addition, NNSA supports professional and technical training and developmental needs by offering specific training courses and competency-based programs. These may include the Technical Qualifications Programs, Safety Basis Academy, Project Management, Career Development, and Acquisition Career Development, among others. For professional and technical programs, the position itself drives the participation requirements. Program requirements and skill gaps identified by supervisors determine annual training needs. All other in-house "corporate" and/or "individual" training needs are derived from position skill needs, performance and discussion between the employee and his/her supervisors. Following an enterprise-wide training needs assessment, training dollars are distributed to each NNSA organization to meet their site-specific training and development needs.

- **Agency Oversight**

The NNSA Office of Human Capital Management developed new communication strategies for announcing Human Capital opportunities through the OneHR casts. OneHR is part of the OneNNSA initiative and is the operating philosophy and reorganization that placed all human resources functions under the NNSA Office of Human Capital Management Programs. The Objective is to provide NNSA customers with a single point of contact for Human Resources issues. This single point of contact would be the interface between business units and Human Capital.

The NNSA Office of Civil Rights provides mid-year, year-end and special workforce statistical reports to NNSA, managers, supervisors and employees. The mid-year report is a snap shot of NNSA and includes number of Veterans, disability and retirement eligibility. The year-end reports are much more comprehensive and include detailed five-year workforce trending analysis of the total NNSA workforce.

○ **Program Execution**

New Hires

During FY 2013, NNSA hired 55 veterans of which 13 (24%) had a 30% or greater disability.

During FY 2012, NNSA hired 42 veterans of which 9 (21%) had a 30% or greater disability.

During FY 2011, NNSA hired 83 veterans of which 15 (18%) had a 30% or greater disability.

Promotions

During FY 2013, of the 136 veterans with 30% or more disability, 4 were promoted.

During FY 2012, of the total 125 veterans with 30% or more disability, 8 were promoted.

During FY 2011, of the total 123 veterans with 30% or more disability, 4 were promoted.

The five-year trend for veterans indicates continued increases in the percentages of veterans, disabled veterans, and veterans who are 30% or more disabled.

Veterans Statistical Data as of September 2013					
	# Employees	# Veterans	# Disabled Veterans	# 30% Disabled Veterans	% of 30% Disabled Veterans to Total Population
NNSA	2,502	772	237	136	5.4

Veterans Statistical Data as of September 2012					
	# Employees	# Veterans	# Disabled Veterans	# 30% Disabled Veterans	% of 30% Disabled Veterans to Total Population
NNSA	2,659	774	219	125	4.7

Veterans Statistical Data as of September 2011					
	# Employees	# Veterans	# Disabled Veterans	# 30% Disabled Veterans	% of 30% Disabled Veterans to Total Population
NNSA	2,741	790	217	123	4.5

Veterans Statistical Data as of September 2010

	# Employees	# Veterans	# Disabled Veterans	# 30% Disabled Veterans	% of 30% Disabled Veterans to Total Population
NNSA	2,823	797	206	122	4.0

Veterans Statistical Data as of September 2009

	# Employees	# Veterans	# Disabled Veterans	# 30% Disabled Veterans	% of 30% Disabled Veterans to Total Population
NNSA	2,715	775	186	109	4.0