



Disabled Veterans Affirmative Action Program FY 2014 Accomplishment Report

October 2014

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 21, 2013

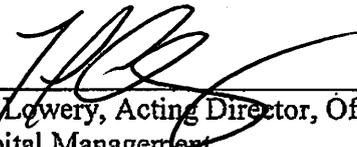
D. Date Effective: October 29, 2014

CERTIFYING OFFICIAL SIGNATURE: _____


Madelyn R. Creedon
Principal Deputy Administrator

DATE: Nov 28, 2014

CERTIFYING OFFICIAL SIGNATURE: _____


Frank Lowery, Acting Director, Office of Human
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DATE: 5 November 2014

CERTIFYING OFFICIAL SIGNATURE: _____


Debra A. Parrish, EEO Manager

DATE: November 5, 2014

Annual Accomplishment Report
for
Disabled Veterans Affirmative Action Program (DVAAP)
FY 2014

Agency DVAAP Executive Summary

This report represents the FY 2014 accomplishments for Disabled Veterans for the U.S. Department of Energy (DOE) National Nuclear Security Administration (NNSA).

In FY 2013, DOE released an update 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 worked with OPM to establish FY 2013 and FY 2014 goals. In the interim, progress is based on the following FY 2012 goals:

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

In FY 2013, NNSA exceeded these goals by hiring 55% Veterans, of which 24% were disabled Veterans.

In FY 2014, NNSA also exceeded these goals by hiring 53% Veterans, of which 7% were disabled Veterans.

The total number of employees at NNSA was 2,381* at the end of FY 2014. Of these, Veterans comprised 32% of NNSA’s workforce. Disabled Veterans comprised 10% of the total workforce. Disabled Veterans who were 30% or more disabled comprised 6%.

*Data current as of September 2014



Under Secretary for Nuclear Security & Administrator, NNSA
Lt Gen Frank G. Klotz, USAF (Ret)

Principal Deputy Administrator: Madelyn R. Creedon

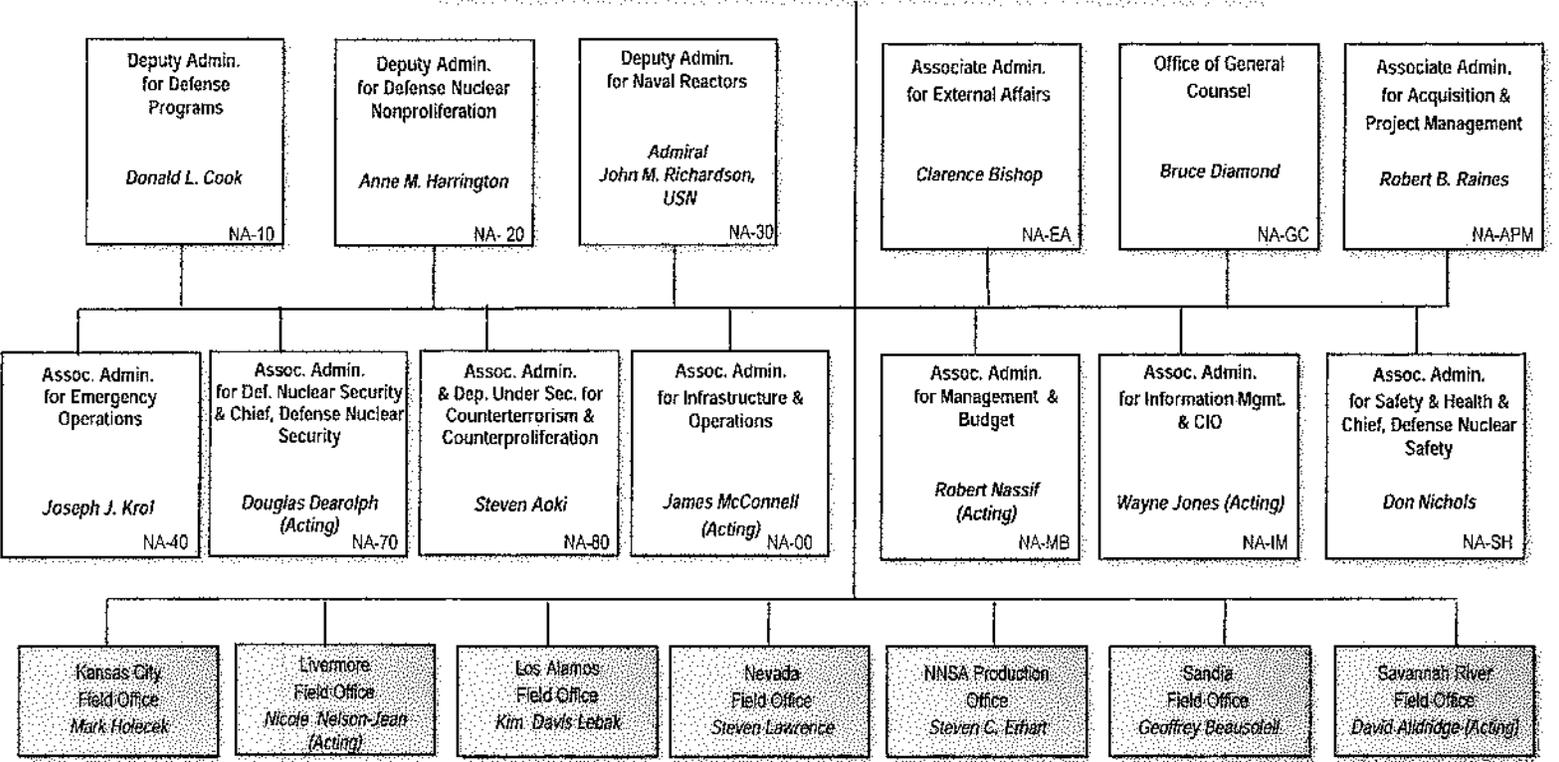
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NA-1



- **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.

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

Donna Friend, DOE Veteran and Disability Employment Program Manager

FY 2014 Accomplishment Report

- **Recruit and Employ**

Due to budget constraints, hiring outside of NNSA was at a minimum for most of FY 2014. Since May 2014, the NNSA has recruited several mission critical positions.

The use of category rating for vacancies open to the public has increased the number of qualified applicants. (Under category rating, there is no limit to the number of applicants in the highest category that may be referred to the selecting official.) NNSA vacancies continue to include a statement that the vacancy is open to 30% disabled Veterans. The announcements have links to further explain these appointment types and requirements.

In FY 2014, NNSA hired a total of 83 new employees from outside of NNSA. Of these 83 new hires, NNSA hired 44 Veterans of which 7.2% had a 30% or greater disability. Of the 44 Veterans, 23 were hired under the Veterans' Recruitment Act for Nuclear Material Courier positions; two were hired under the 30% or more disabled Veteran; and five were hired under the Veterans Employment Opportunity Act. The remaining 21 were hired for various organizations located throughout NNSA.

Program Managers and staff work with the Office of Human Capital Management to attend and support recruiting events and career fairs. NNSA will continue the Operation Warfighter Program efforts throughout FY 2015. Efforts are also underway within NNSA to update and enhance marketing materials targeted towards the hiring of Veterans.

- **Promote and Develop**

One of the goals identified in the 2013 Agency Diversity and Inclusion Plan is to promote diversity, inclusion, and equity in leadership development programs. In FY 2014, NNSA provided a wide range of training and developmental opportunities to employees at all levels (entry, mid, supervisory, managerial and executive). A suite of 15 Leadership and Career Development Programs that range from mid- to executive-level were offered and corporately funded. Each program offers competency development in one or more of OPM's Executive Core Qualifications.

In FY 2014, NNSA continued its internal rotational program aimed at developing leadership and cross-functional skills and capabilities and doubled the number of participants. In addition, NNSA supported professional and technical training and developmental needs by offering specific training courses and competency-based programs. Enterprise Mentoring is a program focused on connecting employees across the NNSA enterprise with senior leaders who have experience and passion for specific topics they can share with a group of interested employees. When the “knowledge of one” becomes the “knowledge of many”, professional development and growth can occur. The goal of Enterprise Mentoring is to foster relationships between senior leaders of NNSA with employees, who might work in a completely separate area of enterprise, and to create discussion and learning around a specific topic. This program is open to ALL employees regardless of position, pay band, or status.

The NNSA Office of Leadership and Career Management conducts a yearly assessment of training needs for every employee in NNSA. The results are used to determine what training, especially for leadership and career development, should be corporately funded.

- **Agency Oversight**

Representatives from NNSA’s Office of Human Capital Management attend the Department of Energy’s bi-monthly conference calls on veteran and disability hiring. NNSA has also partnered with DOE on the National Disability Employment Awareness Program.

Promotion/selection processes are continuously reviewed by the Office of Human Capital Management to ensure equal treatment of candidates regardless of race, sex, national origin, or disability. Quarterly reports of individual recruitment case file selection(s) are conducted in addition to outside auditing which is conducted annually on Delegated Examining. Human Capital Management Accountability Audits are conducted approximately every four years. Although these audits are focused primarily on regulatory compliance issues, many of those compliance issues are focused on fair and open competition and selection based on merit. In response to these audit reports, NNSA establishes corrective actions, which often includes development of standard operating procedures, checklists, and additional training for staff to ensure equal treatment for all applicants.

In addition to the formal audit and reporting process, the Human Capital Management, Operations Division conducts random case file reviews throughout the year to ensure the recruitment and selection process supported fair and open competition.

The Office of Civil Rights develops and analyzes data for internal and external reports reflecting the diversity of the NNSA workforce and fairness in employment related actions. The reports are a snap shot of NNSA as it relates to veteran status pay

plan breakdown, retirement eligibility, gender, age, years of federal service, education, disability and diversity. The comprehensive year-end report is prepared and includes a detailed five-year workforce trending analysis of NNSA.

o **Program Execution**

New Hires

During FY 2014, NNSA hired 44 veterans of which 6 (7.2%) had a 30% or greater disability.

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 2014, of the 142 veterans with 30% or more disability, 8 were promoted.

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 2014					
	# Employees	# Veterans	# Disabled Veterans	# 30% Disabled Veterans	% of 30% Disabled Veterans to Total Population
NNSA	2,381	772	234	142	6.0

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