FY 2020 FEORP Accomplishments Report

The Fiscal Year (FY) 2020 U.S. Department of Energy (the Department or DOE) Federal Equal Opportunity Recruitment Program (FEORP) Report highlights the Department’s best practices to attract, manage, train, and retain the best Federal workforce to meet future mission needs. This Report is prepared pursuant to 5 U.S.C. § 7201 and 5 C.F.R. Part 720, Subpart B, and is to be submitted to the Office of Personnel Management (OPM).

SECTION 1:

FY 2020 FEORP Plan Accomplishments and Promising Practices

The Department of Energy continued to progress in FY 2020 with attracting, recruiting, and retaining a diverse workforce.

During FY 2020, there was an increase in the number of recruitment activities over the previous year. The Office of the Chief Human Capital Officer (HC), Corporate Recruitment and Outreach Division (CRO) participated in over 92 recruitment and outreach events, up from 65 in FY 2019, as further described in Section 3 below.

The Office of Economic Impact and Diversity (ED), Equity and Diversity Division (OED) continued to participate in new employee orientations and Supervisory Essentials training to share information regarding OED’s resources and to enhance awareness and understanding of the benefits of equality in the workplace.

ED, in collaboration with the Community for the Advancement of Latinos at DOE (CALDOE), DOE’s Employee Resource Group for Latino employees, sponsored the 2020 Hispanic Heritage Month Program. The observance allowed DOE the opportunity to recognize the significant service and contributions Hispanic employees provide in support DOE’s mission and our nation. The FY 2020 Program theme was “Be Proud of Your Past and Embrace Your Future,” which featured remarks from Ms. Anna Escobedo Cabral, Former U.S. Treasurer, and Mr. Raul “Danny” Vargas, Chairman, Friends of the National Museum of the American Latino.

In FY 2020, CALDOE continued to host Spanish Conversation Hour, which was started in FY 2018. The goal of the Spanish Conversation Hour is to create a friendly, relaxed, and encouraging place where DOE employees may practice their Spanish-speaking skills and learn about Hispanic culture and heritage. Additionally, CALDOE promotes and distributes Federal vacancies that would be of interest to their members.
SECTION 2:

Diversity and Inclusion Strategies

During the previous Administration, DOE did not have a Diversity and Inclusion (D&I) Strategic Plan in place. The D&I office was largely vacant from mid-2017 to December 2020, when the first Diversity and Inclusion Specialist was hired (since 2017) to support diversity and inclusion efforts for the Department. In the absence of diversity and inclusion staff, the EEO staff assisted in efforts to establish a draft D&I Strategic Plan in FY 2020.

During FY 2020, the Office of Civil Rights and Diversity (OCRD) held three Diversity and Inclusion (D&I) Round Tables with the field site EEO/Civil Rights/D&I Managers. Alongside the Round Tables, OCRD expanded its outreach to OPM regarding OPM’s new D&I strategic plan guidance and OPM’s efforts to create a new D&I strategic plan. OCRD also benchmarked against other Federal agency D&I strategic plans.

OCRD created a draft D&I Strategic Plan in July 2020. However, at the request of officials in the previous Administration and due to OMB guidance and Executive Order 13950, diversity and inclusion efforts at the Department were paused, which applied to the draft D&I Strategic Plan.

Now that the Administration has changed, and given the revocation of Executive Order 13950, the Department expects to release a new Diversity and Inclusion Strategic Plan in 2021.

For this Section of the FEORP Report, OPM has requested that agencies identify at least one strategy from the agency’s D&I Strategic Plan that it will work on in FY 2021 to address the following goals from the 2016 Government-wide Inclusive Diversity Strategic Plan: (1) diversify the Federal workforce through active engagement of leadership; (2) include and engage everyone in the workplace; and (3) optimize inclusive diversity efforts using data-driven approaches.

As noted above, the Department does not currently have an active D&I Strategic Plan but expects to release one in 2021. One of the anticipated action items for the new plan is the development of a DOE-wide diversity and inclusion counsel with representation from DOE senior leadership, which relates to Goal 1 above from the 2016 Government-wide Plan. Another anticipated action item for the new plan is to provide training in the areas of unconscious bias, inclusion in the workforce, implicit bias in the hiring process, and other trainings for employees and supervisors/managers. The training will utilize DOE demographic data, where appropriate. As a result, such training relates to Goals 1, 2, and 3 above from the 2016 Government-wide Plan. Although the Department views special emphasis programs as rooted in equal employment opportunity, they also serve to highlight diversity and inclusion at the Department. Special observances will continue in 2021. Where appropriate, OED will incorporate demographic data in relation to special emphasis programming. As a result, special emphasis programs also relate to Goals 1, 2, and 3 above from the 2016 Government-wide Plan.
SECTION 3:

Strategic Activities Related to Hispanic Employment

The 2016-2020 Strategic Human Capital Plan sets forth the Human Capital goals and strategies to support the mission and goals of the Department. In Section 6, Strategic Human Capital Outcomes, the Plan states the following: *The overarching outcome measure is the realization of Strategic Objective 12 from the DOE Strategic Plan for 2014-2018.* (See: [https://www.energy.gov/sites/prod/files/2016/03/f30/DOE-Strategic-Human-Capital-Plan-2016-2020.pdf](https://www.energy.gov/sites/prod/files/2016/03/f30/DOE-Strategic-Human-Capital-Plan-2016-2020.pdf))

Strategic Objective 12 demonstrates the agency’s commitment to: Attract, Manage, Train, and Retain the Best Federal Workforce to Meet Future Mission Needs. Specifically, it states: *Efforts are underway to improve hiring quality and onboarding processes and outcomes, with a continued focus on promoting diversity and inclusion within the workforce.* The following actions were taken in support of these strategic objectives.

A. Recruitment and Outreach to Hispanics and Other Historically Underserved Communities:

1. The Department of Energy continued to demonstrate progress during FY 2020 with attracting, recruiting, and retaining a diverse workforce.

2. During FY 2020, DOE participated in over 92 recruitment and outreach events, up from 65 the previous year. This included participation by the Office of Fossil Energy in 43 diversity recruitment events, and three Job Fairs held by the National Nuclear Security Administration. HC’s CRO quickly transitioned to organizing and engaging additional Program Offices in virtual recruitment and outreach activities. Many events targeted diverse and under-represented communities; fifteen career/job fairs specifically targeted Hispanics.

   a. These career/job fairs, in which DOE Program Offices participated, include: the Society of Hispanic Professional Engineers (SHPE) National Conference and several regional conferences, Hispanic Association of Colleges and Universities (HACU), the Hispanic Engineer National Achievement Awards Conference (HENAAC), and nine colleges/universities with large Hispanic student populations. DOE National Research Laboratories participated in the Society of Chicanos and Native Americans in Science (SACNAS) conference that took place in Hawaii.

3. In FY 2020, participation in the Career Pathways Program experienced a decrease from the previous year. Due to COVID-19 recruitment for Pathways summer internships did not take place. Feedback to the Pathways data call indicated many program offices
decided to pause summer intern recruitment awaiting the status of COVID-19. It is uncertain at this time if COVID-19 impacted PMF hires. Total participation dropped from 102 in FY 2019 to 77 participants in FY 2020. With respect to DOE’s overall hires, Pathways hires dropped from 9 percent in FY 2019 to 7.5 percent in FY 2020. The breakdown is as follows: Interns (37), Recent Graduates (RG) (40), and Presidential Management Fellows (PMF) (0). Participation of minorities in the Pathways Program accounted for 27.3 percent of all Pathways recruitment, up from 25.5 percent last year. For more specifics, see the chart for Pathways Hires by Race and National Origin (RNO) FY 2018 – FY 2020 below.

<table>
<thead>
<tr>
<th>Pathways Hires by RNO FY 2018 - FY 2020</th>
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<tbody>
<tr>
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<tr>
<td>---------------------------------</td>
</tr>
<tr>
<td>Hispanic</td>
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<td></td>
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<tr>
<td>African American</td>
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<td></td>
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<tr>
<td>Asian American/Pacific Islander</td>
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<td></td>
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<tr>
<td>Native American</td>
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<tr>
<td></td>
</tr>
<tr>
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<td>5</td>
<td>4</td>
<td>6</td>
<td>11</td>
<td>2</td>
<td>6</td>
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</tr>
<tr>
<td>African American</td>
<td>11</td>
<td>0</td>
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<td>2</td>
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<td>3</td>
<td>0</td>
<td>4</td>
<td>4</td>
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</tr>
<tr>
<td>Asian American/Pacific Islander</td>
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<td>12</td>
<td>8</td>
<td>0</td>
<td>12</td>
<td>5</td>
<td>4</td>
<td>9</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0.0%</td>
</tr>
<tr>
<td>White</td>
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<td>62</td>
<td>55</td>
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<td>0</td>
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<td>0</td>
<td>0.0%</td>
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<tr>
<td>Total</td>
<td>94</td>
<td>1</td>
<td>95</td>
<td>69</td>
<td>32</td>
<td>102</td>
<td>37</td>
<td>40</td>
<td>77</td>
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</tbody>
</table>

a. The DOE Scholars Program is a potential feeder program for the Career Pathways Program. During FY 2020, of the 49 interns, 3 (6 percent) were Hispanic or Latino.

Amid the Pandemic, the Department continued to show its commitment and support to offering minority students opportunities. DOE’s Minority Educational Institutions Student Partnership Program (MEISPP) demonstrated resilience and adaptability to the current environment by developing a unique virtual internship alternative to the traditional in-person program. The FY 2020 cohort of interns consisted of 43 students. The outreach for MEISPP included four Hispanic Serving Institutions (HSIs). Of the 43 MEISPP interns, 11 (25.6 percent) were Hispanic. Similarly, the Office of Fossil Energy’s STEM-oriented Mickey Leland Energy Fellowship (MLEF) also moved to a virtual platform in 2020. The MLEF Class of 2020 was comprised of 52 students, of which 29 percent were Hispanic or Latino.

**Collection of Applicant Flow Data:**

OED has made progress establishing an applicant flow workgroup to identify the specific barriers regarding the workforce and working towards removing systemic barriers to equal
employment for all. OED in collaboration with stakeholder organizations will continue to evaluate methods for improving data collection to assist in conducting barrier analyses of workforce data. In FY 2021, DOE will be transitioning from Monster’s Hiring Management Enterprise Solution to USA Staffing, the U.S. Office of Personnel Management’s Talent Acquisition System for improved capabilities.

In addition, ED just onboarded a Social Scientist position—the first of its kind for ED—on January 31, 2021, and expects that this position will significantly assist ED in its employee demographic and barrier analyses and elevate the level of work that ED can achieve in this area.

SECTION 4:

Strategic Activities Related to Employment of People with Disabilities

A. Self-identification, Benchmarking and Analysis and Accountability

1. The Federal Government has established practices that facilitate the hiring, advancement, and retention of individuals with disabilities. Self-identification of disability status is important for workforce data integrity and plays an integral role in protecting equal employment opportunity. Data is used to understand the extent of diversity within the workforce. DOE resurveyed the workforce during FY 2020. Results showed a 0.38 percent change in the number of self-identified individuals with disabilities.

B. Outreach and Recruitment of Individuals with Disabilities

1. During FY 2020, DOE participated in seven recruitment and outreach events that specifically targeted individuals with disabilities, and twelve that targeted or included disabled veterans. These included: The Careers and disABLED Magazine’s physical and virtual Career Expos for People with Disabilities, the Operation Warfighter internship fair, and the Bender virtual job fairs for individuals with disabilities. Virtual events became a popular recruitment strategy in FY 2020, expanding engagement with job seekers from across the Nation. Participants realized a safe, no travel, and free or low-cost option for connecting with employers. Noteworthy examples of DOE outreach and recruitment efforts include partnerships and collaborations as highlighted below:

   a) In an ongoing effort to emphasize hiring opportunities for veterans with disabilities and create a potential supply of highly skilled applicants for current and anticipated vacancies, DOE Savannah River (SR) Management and the HR Advisory Office (HRAO) focused on participation in the Operation Warfighter (OWF) Program and Soldier for Life Program, in coordination with the Department of Defense at Fort Gordon, Georgia.
Networking and initiatives with Fort Gordon, Submarine Base Kings Bay, Georgia, and Naval Base, Jacksonville, Florida, continued. On November 13, 2019, SR attended the Naval Submarine Base Kings Bay Technical & Engineering job fair in Kings Bay, Georgia. Representatives spoke with approximately 200 active duty and veteran applicants looking for job opportunities with specialization in Nuclear and General Engineering (which are part of the Department’s Science, Technology, Engineering, and Math (STEM) job categories) and other technical occupations. On March 4, 2020, SR attended the Naval Tri-Base Job Fair in Jacksonville, Florida. A representative engaged over 300 active duty military, veterans, and military spouses regarding opportunities for all open DOE vacancies. SR recruiting efforts resulted in 11 (42 percent) veteran new hires; six (23 percent) of all new SR hires were veterans with disabilities of 30 percent or more.

b) The Richland Operations Office and Office of River Protection have collaborated with Transition Assistance Program Coordinators in order to promote Hanford Careers as Post Military Opportunities. The Office of River Protection has non-competitively appointed one Schedule A applicant during FY 2020.

2. Job opportunities were disseminated widely through: USAJOBS, DOE’s “featured jobs” on its employment website, physical and virtual job fairs, collaborative relationships, and email lists that targeted a variety of disabled and veteran organizations. Noteworthy examples are:

a) The National Energy Technology Laboratory continues to share job announcements with VA Pittsburgh Healthcare System Vocational Rehabilitation.

b) The Strategic Petroleum Reserve Employee Management Advisory Committee (EMAC) continues to ensure local recruitment centers for the disabled and Veteran Employment Network Centers receive copies of all vacancy announcements.

3. In addition to the regular practice of posting job announcements, targeted recruitment included various online sources (WRP Database, OPM Shared Database, unsolicited e-mails, Handshake and other college communication sites, and vocational rehabilitation centers). These sources served to attract individuals with disabilities for DOE job, internship, and student volunteer opportunities. These efforts, combined with a greater use of special hiring authorities, and increased participation of HR Business Partners, Program Office representatives, and hiring managers in virtual recruitment events, contributed to an increase in hires of people with disabilities during FY 2020. See the chart in Subsection C, Hiring, for more information.

4. The 2020 DOE Virtual Disability Mentoring Day was hosted in collaboration with the American Association of People with Disabilities National effort. Participants included adults, college alumni, and students. Outreach included colleges and universities,
including Gallaudet, vocational rehabilitation centers, and military transition centers. Seven Program Offices offered participants an introduction to DOE mission areas and career and internship exploration. Over 30 individuals participated in the virtual event.

5. The Corporate Recruitment and Outreach Office continued the relationship with the American Association of People with Disabilities (AAPD). The relationship with AAPD resulted in DOE’s ability to virtually host a student intern during the summer.

C. Hiring

1. DOE ended FY 2020 with a Federal workforce of 6,305. Individuals with disabilities in the workforce equal 861 (13.7 percent); individuals with targeted disabilities equal 346 (5.5 percent). The permanent DOE Federal workforce is 5,690.
   - Within DOE’s workforce, permanent employees with disabilities in the workforce equal 810 (12.9 percent); permanent employees with targeted disabilities equal 174 (2.8 percent). This exceeds the Federal Government-wide goal to have 12 percent of the workforce be people with disabilities, and 2 percent of the workforce people with targeted disabilities.

2. Of the 77 Pathways hires in FY 2020, 7 (9 percent) were people with disabilities, 4 (5.2 percent) were recent graduates, and 3 (3.9 percent) were interns that may apply for future pipeline program opportunities.

3. In FY 2020, DOE targeted hiring goals for people with disabilities were approved by HC and tracked quarterly. The goals were as follows: 13 percent for hires of individuals with disabilities, 3 percent for hires of people with targeted disabilities, 2 percent for Schedule A hires, 11 percent for veterans with disabilities, and 7 percent for veterans with disabilities of 30 percent or more. Hires of individuals with disabilities and veterans with disabilities showed an increase from FY 2019 to FY 2020 and exceeded the targeted goals. While Schedule A hires increased, DOE hires of people with targeted disabilities fell below the new FY 2020 goal. Please see the Trend Chart in Number 4 below for more information. Progress was assessed through quarterly reviews against the hiring goals and shared with HR Business Partners to inform hiring and recruitment consultations with their customers. Several Program Offices have established their own oversight process and metrics to further monitor workforce activities within their areas of responsibility. Lists of upcoming recruiting events and sources are also offered to assist HR Business Partners and Program Offices target a diverse recruitment strategy.

4. The trend for DOE hires of people with disabilities over the last three years less NNSA, BPA, and WAPA is shown on the following page.

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1 The hiring data provided in this section relates to DOE less the National Nuclear Security Administration, Bonneville Power Administration, and Western Area Power Administration.
DOE DISABILITY HIRING TREND:

<table>
<thead>
<tr>
<th>Category</th>
<th>FY 2018</th>
<th>FY 2019</th>
<th>FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Permanent DOE Hires of Persons with Disabilities</td>
<td>234</td>
<td>477</td>
<td>550</td>
</tr>
<tr>
<td>Total Self-Identified Disabilities Hires (Goal 12%/13%)</td>
<td>49</td>
<td>96</td>
<td>99</td>
</tr>
<tr>
<td>Percentage</td>
<td>20.9%</td>
<td>20.1%</td>
<td>18.0%</td>
</tr>
<tr>
<td>Total Self-Identified Targeted Disabilities Hires (Goal 2%/3%)</td>
<td>3</td>
<td>15</td>
<td>12</td>
</tr>
<tr>
<td>Percentage</td>
<td>1.3%</td>
<td>3.14%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Total Schedule A Hires (Goal 2%)</td>
<td>1</td>
<td>11</td>
<td>16</td>
</tr>
<tr>
<td>Percentage</td>
<td>.43%</td>
<td>2.31%</td>
<td>2.9%</td>
</tr>
<tr>
<td>Total Permanent DOE Veteran Hires</td>
<td>275</td>
<td>386</td>
<td>548</td>
</tr>
<tr>
<td>Total Hires of Veterans with Disabilities (Goal 11%)</td>
<td>27</td>
<td>34</td>
<td>69</td>
</tr>
<tr>
<td>Percentage</td>
<td>9.8%</td>
<td>8.8%</td>
<td>12.6%</td>
</tr>
<tr>
<td>Total Hires of Veterans with Disabilities of 30% or more (Goal 7%)</td>
<td>22</td>
<td>32</td>
<td>57</td>
</tr>
<tr>
<td>Percentage</td>
<td>8.0%</td>
<td>8.3%</td>
<td>10.4%</td>
</tr>
</tbody>
</table>

D. Career Development, Advancement, and Retention

1. Employees are required to establish an Individual Development Plan in consultation with their supervisor and are encouraged to apply for opportunities to broaden their skills and competencies for career progression. Federal employees at DOE can use competency assessments to identify competency-based training and development opportunities that could help them achieve sustained career growth. Several Program Offices assess the training and development needs of their workforce by conducting a training needs assessment.

2. The Department’s learning management system, Learning Nucleus, provides all Federal employees access to employee development tools and resources, including an expansive course catalog, a competency assessment module, and a mentoring module to support their development goals.

   a) The mentoring module aids mentors and mentees in establishing mentoring relationships. There are 33 mentors that include 7 with a disability, and 1 with a targeted disability. Of the 74 mentees, 9 are individuals with a disability. Currently, there are 17 mentor/mentee pairings and one group pairing.

3. In addition to the Learning Nucleus system, Program Offices within DOE offer mentoring opportunities. For example: The Office of Legacy Management (LM) has a teaming structure that fosters a culture of continual mentorship of all team members. Additionally, LM supervisors and senior staff are charged with mentoring members of their teams.

4. Internal career advancement and detail opportunities are communicated broadly through Program Office email networks and the intranet portal to ensure employees are aware of the opportunities. For example:
a) The Office of Environmental Management Consolidated Business Center (EMCBC)-serviced organizations have advertised career ladder positions in order to provide internal advancement opportunities, in addition to internal detail and temporary promotion opportunities via Expression of Interest Announcements.

b) LM offers temporary detail assignments where immediate needs must be addressed, and where there is a learning opportunity and/or there are existing skillsets/interest.

5. Learning and development opportunities are promoted through Learning Nucleus, DOE-wide announcements, internal websites, Program Office internal communication channels, and through consultations provided to employees by managers and organizational leaders. DOE has also taken steps to promote and support career development and training for veterans and people with disabilities by sharing information through employee resource groups, Training Administrators, e-mail distribution lists, monitors, and posters placed in prominent places.

6. Information sessions offered by Program Offices assist the workforce in achieving their career aspirations. For example:

   a) The DOE Savannah River HRAO, along with the support and implementation of the Senior Management Team, held several Professional Growth Seminars to discuss career paths, advancement opportunities, and how to apply and interview for vacant positions within DOE or other Federal agencies. The panel consists of at least one Senior Executive, Subject Matter Experts, and the Savannah River HRAO team that provide all employees with the resources and guidance to manage their career goals.

7. Program Offices conduct workforce analysis to identify potential barriers in the advancement of employees with disabilities. The Special Emphasis Program Managers play a key role in identifying and eliminating barriers. Noteworthy examples are:

   a) The Employee Management Advisory Committee (EMAC) at the Strategic Petroleum Reserve is comprised of several Special Emphasis Program Managers, including the Veterans and Disability Program Manager. The Disability Program Manager is responsible for developing and implementing a program to address concerns and problems faced by disabled employees and applicants for employment, as well as identifying barriers and making recommendations that will result in the recruitment, hiring, and promotion of qualified disabled employees.

   b) The Office of Science conducts workforce analysis to understand if barriers to advancement exist for employees with disabilities.
8. In FY 2020, DOE provided career and leadership development opportunities for employees through a suite of different programs, rotational opportunities, detail appointments, corporately sponsored courses, Learning Nucleus, and information available on HCnet. Additionally, many Program Offices sponsor employees and/or offer technical training through the National Training Center, or outside vendors. For example, the Office of Fossil Energy offers a competitive Academic Degree Program and Leadership and Career Development Program.

   a) Of the 302 OPM Leadership 360 program participants, 8.9 percent were veterans with disability; of those, 7 percent were veterans with a disability of 30 percent or more.

   b) Of the 70 employees who participated in the DOE Leadership Development Program, 11.4 percent were veterans with disabilities; and of those, 9 percent were veterans with a disability of 30 percent or more, and 1 percent was a veteran with a targeted disability of 30 percent or more.

   c) Of the 782 instances of training through the Professional Skills Program, 15.7 percent were veterans with disabilities; of those, 10 percent were veterans with disabilities of 30 percent or more, and 1.7 percent were veterans with targeted disabilities.

   d) Of the 238 employees who participated in the Supervisory Training, 12.6 percent were veterans with disabilities; of those, 6 percent were veterans with disabilities of 30 percent or more.

9. DOE results from the FY 2019 Federal Employee Viewpoint Survey (FEVS) show that DOE increased the score for the New Inclusion Quotient, while the Employee Engagement Index, and Global Satisfaction Index remained steady. DOE exceeds the Federal government average in all three indices.

E. Reasonable Accommodations

1. Reasonable Accommodation coordinators work with managers and supervisors, and the CAP program to provide reasonable accommodations for employees or applicants, as needed. Accommodations are also provided to ensure that employees with disabilities are fully able to participate in learning and career development opportunities.

2. Information about the Headquarters Reasonable Accommodation Program is available on the HC intranet. In addition, a manager guide “Reasonable Accommodation for Employees with Disabilities Desk Reference” is available on the HC intranet and the Office of Civil Rights and Diversity internal/external-facing website. The guide discusses the actions to establish a functional reasonable accommodation process compliant with the Rehabilitation Act of 1973 and the Americans with Disabilities Act Amendments Act (ADAAA) of 2008 for the Department of Energy.
3. The Department’s Section 508 Coordinator holds regular training sessions to educate DOE employees on compliance requirements and instructions for creating accessible content for websites, documents, and video.

F. Internal and External Communications

1. As stated above in Section B, partnerships and relationships are maintained with various disability servicing organizations. These support external communications from Headquarters and DOE field sites to local organizations in their surrounding area.

2. Examples of internal communications used to promote employee promotion and detail opportunities are found in Section D, Number 4.

3. DOE continued to participate in virtual meetings of the Federal Exchange on Employment of Persons with Disabilities, obtain information from the U.S. Department of Labor’s Office of Disability Employment Programs (ODEP) website, the Employer Assistance and Resource and Employment Network (EARN) on Disability Inclusion, and Cornell University’s Yang Tan Institute on Employment and Diversity to remain abreast of best practices and important issues affecting the community. Recommendations and improved practices are shared as needed within DOE.

G. Training and Education

1. Supervisory training sessions continue to include a topic about the use of special hiring authorities such as Schedule A for quickly filling positions.

2. Mandatory online training workshops are provided through the Learning Nucleus learning management system for managers and human resources professionals. The courses educate them on agency responsibilities under the Uniformed Services Employment and Reemployment Rights Act of 1994, and how to use special hiring authorities for quickly filling positions with qualified individuals with disabilities.

   a) A total of 1,694 (63 percent) HR Professionals and hiring managers completed A Roadmap to Success: Hiring, Retaining, and Including People with Disabilities. Additionally, one classroom training session was held for Senior Managers.

   b) A total of 1,750 (64 percent) hiring managers and Human Resources Professionals completed the Veteran Employment Training.

   c) A total of 1,531 (61 percent) hiring managers and HR professionals completed the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) training.
The Office of Economic Impact and Diversity, Equity and Diversity Division sponsors eight Special Emphasis Programs (SEPs) annually with Employee Resource Groups (ERGs), which includes National Disability Employment Awareness Month. These programs promote diversity awareness and cultural sensitivity to underrepresented groups that have less than expected participation rates in specific occupational categories or grade levels within the Agency, such as People with Disabilities and People with Targeted Disabilities. The promotion of these programs addresses the unique concerns of specific groups in achieving diversity, inclusion, and equality of opportunity in recruitment, hiring, development, training, and advancement.

Section 5. Progress Tracker Data

The tables contained within the attached Appendix provide the required standardized reported data, with regard to the Department’s formal mentoring program, diversity and inclusion training and council, and developmental programs.
Appendix 3

ANNUAL FEORP PLAN CERTIFICATION
FOR THE FISCAL YEAR 2021

A. Name and Address of Agency:
U.S. Department of Energy
1000 Independence Ave, SW
Washington, DC 20585

B. Name and Title of Designated FEORP Official Include e-mail address, telephone and fax numbers. In addition, please include address:
Ann Augustyn
Acting Director/Principal Deputy Director
Office of Economic Impact and Diversity
Email: ann.augustyn@hq.doe.gov
Phone: 202-586-5687

C. Name and Title of Contact Person Include e-mail address, telephone and fax number. In addition, please include address:
Jaime Claudio
Chief, Equity and Diversity Division
Email: jaime.claudio@hq.doe.gov
Phone: 202-586-9332

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.

Print Name Erin S. Moore
Signature
Print Name Ann Augustyn (Acting)
Signature
Print Name Ann Augustyn (Acting)
Signature
Date 03/31/2021
Date
Date