

**U.S. Department of Energy
National Nuclear Security Administration**



Fiscal Year 2021

**Disabled Veterans
Affirmative Action
Program (DVAAP)
Accomplishment Report**

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

Certification

This certification indicates the NNSA Disabled Veterans Affirmative Action Program (DVAAP) is being implemented as required by 5 CFR Part 720, Subpart C, and appropriate guidance issued by the U.S. Office of Personnel Management and the Department of Energy. Additionally, this agency has a current plan as required by the regulation.

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Date Plan Last Amended:

September 27, 2021

Dates of the Period of Time the Plan is Covered:

October 1, 2021 through October 1, 2022

L.E. Monroe III

CERTIFYING OFFICIAL SIGNATURE

09/27/2021

DATE:

Report Purpose

This report identifies and defines the Fiscal Year 2021 (FY 2021) DVAAP-relevant accomplishments for the U.S. Department of Energy (DOE) National Nuclear Security Administration (NNSA). This report employs the standardized format prescribed by the U.S. Office of Personnel Management (OPM).

Disabled Veterans Affirmative Action Program (DVAAP) Objectives and Direction

NNSA is committed to providing veterans and veterans with disabilities with full opportunity for employment and advancement, and understands the importance of aiding veterans in their transition to civilian employment. NNSA continues to regard the appointment and advancement of those who have provided service to our country as a top priority.

As the agency recruits to fill vacancies throughout the enterprise, NNSA fully recognizes it is imperative to continue the agency's commitment to the hiring and advancement of veterans with disabilities. NNSA strives to continually seek opportunities to recruit, appoint, and promote veterans with disabilities whenever possible; and all managers and supervisors are expected to join in supporting the employment of veterans with disabilities, and to participate fully in the agency's continued efforts to improve the recruitment and advancement of veterans with disabilities.

DOE implemented (for all DOE elements, including NNSA) the "*Department of Energy Operational Plan and Desktop Reference for the Veterans Employment Initiative.*" This Operational Plan aligns with particular key areas outlined in the "*Government-Wide Veterans' Recruitment and Employment Strategic Plan.*" The Operational Plan provides the strategic framework necessary for organizations across the Department to reach, attract, and hire veterans and veterans with disabilities.

The Department's *FY 2021 DVAAP Plan*, effective December 7, 2020 (applicable to all DOE Elements, including the NNSA) further refined particular areas of emphasis and actions to be accomplished by all DOE Elements during FY 2021, towards ensuring success in the employment and advancement of qualified veterans with disabilities in the areas of recruiting; hiring; training; career development; promotions; and other terms, conditions, and privileges of employment.

The specific objectives and actions outlined within the Department's *FY 2021 DVAAP Plan* were stated as follows:

- *DOE Elements will provide focused attention to ensure that veterans with disabilities, especially those with disabilities of 30 percent or more, receive equal opportunity in hiring, placement, advancement, and retention in accordance with*

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

affirmative action requirements. Reasonable accommodations are provided as needed, and in accordance with regulation and DOE policy.

- *DOE Human Capital (DOE HC) will continue to review and revise Program policies and DOE HC procedures for merit promotion actions, awards, advancement, and training programs to adequately provide equal opportunity for disabled veterans, particularly those with disabilities of 30 percent or more.*
- *DOE Elements will establish and maintain inclusive practices that improve opportunities for disabled veteran employees to participate in leadership and career development training. DOE HC will continue to take actions to remove barriers or potential barriers to participation for disabled veterans, particularly those with disabilities of 30 percent or more. Reasonable accommodations are provided, as needed.*
- *DOE sites ensure accessibility to buildings and facilities for individuals with disabilities.*
- *Access to the DOE-wide DVAAP Plan is readily available online to establish a better understanding of the goals and objectives of the Plan.*

Limitations of this Report

Due to the prescribed reporting-timeframes applicable to this particular report, workforce-statistical employment data presented within this report (pertaining to hiring, tenured employees, and promotions) was derived using agency data pertinent to the point in time of Pay Period # 18 of 2021; this was necessary in order to meet this report's imposed completion and submission due-date, which is prior to the end of each fiscal year.

Executive Summary

Observations

Area: Recruit and Employ

- NNSA exceeded all of the Department's prescribed FY 2021 hiring goals for hiring of Veterans, Veterans with Disabilities, and Veterans with 30% or More Disabled Veteran status.
- During FY 2021, NNSA continued to hire veterans under the Veterans Recruitment Appointment (VRA) Hiring Authority, and under the Veteran Opportunities Employment Act (VEOA) Hiring Authority.
- NNSA continues to achieve and maintain increased progressive participation (over the past 5 years) of Veterans with 30% or More Disabled Veteran status within the agency's total workforce.

Area: Promote and Develop

- NNSA federal employees (who are Veterans and Veterans with 30% or More Disabled Veteran status) who participated in the FY 2021 NNSA Mentoring Program, comprised 37.50% of those who served in the role as a Mentor; 41.70% of those who participated in the role of Mentees were Veterans, and 36.29% of Mentees were Veterans with 30% or More Disabled Veteran status.
- 30.43% of NNSA employees who participated in the agency's FY 2021 Leadership and Career Development Programs (LCDPs) were Veterans, and 17.39% of LDCP participants during FY 2021 were Veterans with 30% or More Disabled Veteran status.
- Reasonable accommodations continued to be provided to individuals for all agency-sponsored training and developmental opportunities and events.

Area: Program Oversight

- No evident systemic barriers (those which would impede full participation for any group, including Veterans and Veterans with Disabilities) were identified as a result of reviews of the agency's personnel and training-related policies and procedures.
- Despite predominantly operating under a maximum-telework, work-from-home posture during FY 2021, NNSA continued to provide reasonable accommodations and unimpeded accessibility for individuals with disabilities.

Area: Program Execution

- Five-year trending (between FY 2017 and FY 2021) reflects a continual steady increase in the hiring of Veterans, Veterans with Disabilities, and Veterans with 30% or More Disabled Veteran status.
- Five-year trending (between FY 2017 and FY 2021) reflects a continual steady increase in the employment/retention amounts of Veterans, Veterans with Disabilities, and Veterans with 30% or More Disabled Veteran status within NNSA's total workforce.

Recommendations

The following recommendations, with regard to the agency's hiring and retention of Veterans with Disabilities (as well as recommendations for the agency to continue with relevant tested-and-proven best practices) include the following:

- Although no particular challenges were experienced during FY 2021 within NNSA with regard to hiring of Veterans and Veterans with Disabilities, NNSA Human Resources shall continue its exceptional efforts to further increase the agency's level of outreach actions to Veteran and Disabled Veteran groups, networks, and resources.
- NNSA Human Resources shall continue its successful efforts to attract applicants who are Veterans and Veterans with Disabilities by: increasing the agency's presence at additional military-related job fairs; continue regular posting of vacancy announcements in a manner that encourages Veterans and Veterans with Disabilities to apply; continue to leverage social media platforms to advertise employment opportunities, recruiting events, and job fairs; and achieve expanded use of additional recruitment resources.
- The agency shall continue to implement additional tools and methods to further identify and promote employment opportunities for Veterans and Veterans with Disabilities, and continue to track progress and assess outcomes.
- The agency shall continue (through its training and awareness efforts and activities) to further encourage and enable supervisors and managers to confidently pursue filling of vacant positions using non-competitive appointments under the 30% or More Disabled Veterans hiring authority.
- The agency shall continue to furnish professional development opportunities for employees who are Veterans and Veterans with Disabilities, which includes mentoring activities; training and development offerings outside of "traditional" classroom training (i.e., rotations and developmental details or assignments); and continued provisioning of Reasonable Accommodation during all agency-sponsored training events and activities.
- The agency's NNSA Reasonable Accommodation Program shall continue its successful and outstanding efforts in promotion and marketing of the Reasonable Accommodation Program's services and the Reasonable Accommodation Process.

Agency Mission Overview

Established by Congress in 2000, the NNSA is a semi-autonomous agency within the U.S. Department of Energy. The NNSA is responsible for enhancing national security through the military application of nuclear science. NNSA maintains and enhances the safety, security, and effectiveness of the U.S. nuclear weapons stockpile without nuclear explosive testing; works to reduce the global danger from weapons of mass destruction; provides the U.S. Navy with safe and effective nuclear propulsion; and responds to nuclear and radiological emergencies in the U.S. and abroad.

To accomplish the agency's mission, the NNSA maintains crosscutting capabilities which enable each mission pillar, including advancing world-class science, technology, and engineering (ST&E); supporting our people and modernizing our infrastructure; and developing a management culture which operates a safe and secure enterprise in an efficient manner.

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FY 2021 DVAAP-Relevant Accomplishments

Accomplishments achieved within the NNSA during FY 2021 are presented within the particular OPM-prescribed, delineated topical areas: Recruit and Employ; Promote and Develop; Program Oversight; and Program Execution.

AREA: Recruit and Employ

Progress, with regard to the agency's hiring of Veterans and Veterans with Disabilities during FY 2021, is measured and based on the following FY 2021 Veteran and Disabled Veteran Hiring Goals, as prescribed by the Department of Energy's Office of the Human Capital Manager:

DOE FY 2021 Veteran and Disabled Veteran Hiring Goals:

Veterans	27% of all new hires
Veterans with Disabilities	12% of all new hires
Veterans with 30% or More Disabled Veteran Status¹	8% of all new hires

In FY 2021², NNSA hired 251 new external employees, and of these 251 newly-hired external employees, 91 (36.25%) were Veterans; 39 (15.53%) of the newly-hired employees were Veterans with Disabilities; and 32 (12.74%) of the newly-hired employees were Veterans with 30% or More Disabled Veteran status.

Group:	FY 2021 Goals	FY 2021 NNSA Result
Veterans	27% of all new hires	36.25%
Veterans with Disabilities	12% of all new hires	15.53%
30% or More Disabled Veterans	8% of all new hires	12.74%

As evidenced above, NNSA exceeded each established FY 2021 Veteran and Disabled Veteran hiring goal.

Footnote 1: The term "30% or More Disabled Veteran Status" refers to Veterans who are annotated in the agency's personnel system as retired from active military service with a service-connected disability rating of 30% or More; or Veterans who have a rating by the Department of Veterans Affairs showing a compensable service-connected disability of 30% or More.

Footnote 2: As of FY 2021 Pay Period #18

Use of Veteran-Centric Hiring Authorities:

During FY 2021, NNSA hired a total of 251 new employees. Of these newly-hired employees, 5 were hired under the Veterans Recruitment Appointment (VRA) Hiring Authority, and 20 new employees were hired under the Veteran Opportunities Employment Act (VEOA) Hiring Authority.

With regard to NNSA employees previously hired under VRA appointments (those having successfully completed 2 years of service), during FY 2021, 3 employees were converted to career and career-conditional appointments in the competitive service.

Hiring and Reasonable Accommodation Information in Vacancy Announcements

As part of the agency's established recruitment strategy, during FY 2021 NNSA continued to ensure 100% of all vacancy announcements explicitly stated each vacancy is open to Veterans with 30% or More Disabled Veteran status. Vacancy announcements contained links to informational webpages which further described and explained the various special hiring authorities (and eligibility conditions). Vacancy announcements also contained content which provided applicants with notice of the availability of Reasonable Accommodation during the application process.

NNSA Hiring Guide

During FY 2021, NNSA Human Resources developed and implemented the NNSA Hiring Guide. This guide is a simple and focused guide designed to educate NNSA supervisors on the federal hiring process by providing a beginning-to-end roadmap for recruitment. This guide includes procedures on how to recruit and hire individuals through the Veterans Recruitment Appointment (VRA) Hiring Authority, the Veteran Opportunities Employment Act (VEOA) Hiring Authority, the Veterans Opportunity to Work (VOW) process, and the 30% or More Disabled Veterans special hiring authority. NNSA Human Resources conducted three separate "brown-bag" learning sessions to provide detailed instruction of the use of the NNSA Hiring Guide.

Targeted Recruitment, Outreach, and Partnerships

During FY 2021, NNSA participated in a variety of veteran-centric career fairs, including the following:

- RecruitMilitary® Career Fair
- Service Academy Career Service Washington DC Area Career Fair
- Service Academy Career Service Virtual Career Fair
- Corp Gray and West Point Society of DC Military Officer Career Fair
- Careers and the disABLED® Career Fair
- Bender Career Fair

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

NNSA partnered with the Operation Warfighter Program® to identify potential opportunities within the Agency for recovering service members. Upon identification of opportunities based on service members' particular levels of experience and skillsets, the NNSA Human Resources Office provided resumes to NNSA Hiring Managers for their consideration.

During FY 2021, NNSA continued to maintain its partnerships with numerous other veteran-centric organizations and installations, which included:

- Kirtland Air Force Base
- Walter Reed National Medical Center
- Joint Base Myer-Henderson
- Fort Belvoir
- Fort Meade
- Fort Detrick
- Marine Corps Base, Quantico
- Joint Base Anacostia, Bolling
- American Job Centers (DC)
- Arlington Employment Center
- City of Alexandria Workforce Development Center
- Prince William SkillSource Center
- Columbia Workforce Center
- Southern Maryland JobSource
- Maryland Department of Veterans Affairs

Through these partnerships, NNSA Human Resources provided these partners with notice of vacant positions within NNSA, and extended invitations for partners' participation in upcoming NNSA job fairs. NNSA continued to participate in career fair events conducted at Kirtland Air Force Base in Albuquerque, New Mexico.

NNSA collaborated with its M&O (contractor Management and Operations) partners during FY 2021, jointly conducting recruitment and outreach efforts of benefit to the entire Nuclear Security Enterprise (NSE). This included hosting of job fairs, which included virtual booths for the M&O partners to conduct recruitment and outreach activities, as well as presenting "NSE Days" events at higher-level educational institutions. These events were comprised of information sessions on the NSE's mission day-to-day work, as well as career fair portions where candidates are able to meet with recruiters to discuss career opportunities.

In FY 2021, NNSA and its M&O partners hosted an NSE Day event at Texas A&M. An NSE Day event was also conducted specifically for Minority Serving Institutions (MSIs), which included the following MSIs:

- Alabama A&M University
- Alabama State University

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

- Alcorn State University
- Allen University
- Amarillo College
- Ana G. Méndez University (SUAGM)
- Bay Mills Community College
- Benedict College
- Bowie State University
- Cankdeska Cikana Community College
- Central New Mexico Community College
- Claflin University
- Clark Atlanta University
- Delaware State University
- Denmark Technical College
- Dona Ana Community College
- Elizabeth City State University
- Fayetteville Technical Community College
- Fisk University
- Florida A&M University
- Florida International University
- Guildford Technical Community College
- Hampton University
- Howard University
- Inter American University of Puerto Rico – San German
- Lincoln University
- Miami Dade College
- Morehouse College
- Morgan State University
- Morris College
- Navajo Technical University
- Nebraska Indian Community College
- New Mexico Institute of Mining and Technology
- New Mexico State University
- Norfolk State University
- North Carolina A&T University
- North Carolina Central University
- Nueta, Hidatsa, Sahnish (NHS) College
- Paine College
- Polytechnic University of Puerto Rico
- Prairie View A&M University
- Salish Kootenai College
- Savannah State University
- South Carolina State University
- Southern University of Baton Rouge
- Southern University of New Orleans
- Southwestern Indian Polytechnic Institute
- Spelman College
- St. Mary's University
- Stone Child College
- Tennessee State University
- Texas Tech University
- Turtle Mountain Community College
- Tuskegee University

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

- United Tribes Technical College
- University of Arizona
- University of California Merced
- University of Illinois at Chicago
- University of Nevada Las Vegas
- University of New Mexico
- University of New Mexico Gallup
- University of Puerto Rico Arecibo
- University of Puerto Rico Mayaguez
- University of Puerto Rico Rio Piedras
- University of Texas El Paso
- University of Texas Rio Grande Valley
- University of Texas San Antonio
- University of the District of Columbia
- University of the Virgin Islands
- Virginia State University, and Voorhees College

Additionally, during FY 2021, NNSA and its M&O partners participated in the University of Toledo Non-Profit and Government Job and Internship Fair.

The NNSA and its M&O partners also continued to collaborate on recruitment and branding of the NSE. During FY 2021, a document and a video were developed in effort to further market, highlight, and advertise the NSE.

The NNSA and its M&O partners will continue to collaborate on the recruitment and branding of the NSE in the upcoming fiscal year, and will continue to identify additional strategic job fairs and events in order to recruit and hire highly qualified candidates for the NSE.

AREA: Promote and Develop

Learning and Career Management (LCM)

NNSA is committed to developing its workforce to enable employees to reach their fullest potential and to achieve current and future mission requirements. Investing in the development of all employees, including Veterans and Veterans with Disabilities, assists with retention of a diverse workforce within the NNSA. NNSA's Learning and Career Management (LCM) provides a plethora of corporately-funded training programs, products, and services that are open to all employees, ensuring full opportunities for participation. Examples include corporate training courses, leadership development programs, onboarding programs, learning consultants, individual development plans, coaching, a suite of rotational programs, mentoring, supervisor training, executive training, LinkedIn Learning® access (with a digital library of over 16,000 on-demand training and informational courses), and career maps.

During FY 2021, LCM enhanced current learning and development opportunities, products, and services while also developing additional programs. LCM also launched

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

Foreign Affairs and Safeguards and Security career paths, and is actively developing six additional career paths which will complement the NNSA Foundational Competency Model previously established in FY 2017. As a result of the career paths and competency models, employees will strengthen their levels of knowledge, skills, abilities (KSAs), and NNSA plans to launch six other career paths intended to improve employees' KSAs. In addition, during FY 2021, senior leadership funded \$4.3 million toward organizational training and travel needs that were identified within the agency's FY 2021 Annual Training Assessment.

To foster an inclusive work environment for veterans with disabilities, reasonable accommodations were available and provided at all training activities and events.

**Veterans with Disabilities: Employee Participation in
NNSA's Leadership and Career Development Programs**

During FY 2021, NNSA delivered a wide range of formal developmental opportunities to employees at every level (entry, mid, supervisory, managerial, and executive) under the NNSA's Leadership and Career Development Program (LCDP). Each LCDP development opportunity provided competency development in one or more of OPM's prescribed Executive Core Qualifications.

30.43% of NNSA employees who participated in the agency's FY 2021 LCDP offerings were Veterans, and 17.39% of FY 2021 LCDP participants were Veterans with 30% or More Disabled Veteran status.

**Advertisements of Available Internal Detail
and Reassignment Opportunities**

NNSA Human Resources publicizes all detail and reassignment opportunities via OneHR e-mailed announcements, which are distributed to the entire NNSA federal workforce. These detail and reassignment opportunities allow all NNSA employees to gain valuable knowledge, skills, and experience, making them more competitive for future promotional opportunities.

**Participation of Veterans and Veterans with Disabilities
in the NNSA Mentoring Program**

NNSA leadership continued to recognize the benefits and opportunities afforded by supporting and endorsing the NNSA's Mentoring Program during FY 2021. The Mentoring Program provided Mentees with networking opportunities, engagement with leadership, broadening of perspectives, and expanded professional development and growth. Mentors shared best practices and furnished Mentees with new perspectives, helping to shape the future of NNSA.

NNSA federal employees (who are Veterans and Veterans with 30% or More Disabled Veteran status) who participated in the FY 2021 NNSA Mentoring Program comprised

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

37.50% of those who served in the role as a Mentor; and 41.70% of those who participated as Mentees were Veterans, and 36.29% of Mentees were Veterans with 30% or More Disabled Veteran status.

NNSA 1st-Year Program

Transitioning to a new position is never easy for anyone, but it can be especially daunting for Veterans and Veterans with Disabilities who are leaving a different lifestyle and career field and transitioning to the Federal civilian workforce. The NNSA 1st-Year Program is a year-long onboarding effort designed to assist with acclimating new employees to the organization's day-to-day operations; to connect new employees with senior leaders, mentors, and colleagues; and to introduce new employees to the fundamentals of NNSA.

Given NNSA's core conviction that present and future strength rests in a diverse, equitable, inclusive, knowledgeable, educated, and motivated workforce, LCM enhanced the entire NNSA 1st-Year Program by making the program a requirement for all newly hired employees, towards effectively orienting new employees so they all have the same opportunity to effectively perform their new positions. LCM took steps to ensure most of this program's components are readily accessible and available for interactive remote participation (to allow a larger audience to participate, regardless of one's physical location).

NNSA Employee Participation in the DOE VETS-Success Program

NNSA employees participate in the *DOE VETS-Success Program*. The *DOE VETS-Success Program* is comprised of a series of workshops which educate participants about the history of the Department of Energy; explains the benefits participants are eligible for as military veterans, and as veterans with disabilities; discusses career progression within the agency and within the Federal civil service system; and supplies participants with advice on leveraging their military experience to optimize both their professional and personal success. Although no *DOE VETS-Success Program* workshops were conducted during FY 2021, NNSA employees who are Veterans and Veterans with Disabilities will participate in upcoming FY 2022 *DOE VETS-Success Program* workshops (scheduled to re-commence in March of 2022).

**Veteran Employment and Uniformed Services Employment
and Reemployment Rights Act (USERRA) Training**

NNSA employees and supervisors completed Veteran Employment and Uniformed Services Employment and Reemployment Rights Act (USERRA) training during FY 2021. This training provided valuable information towards ensuring the agency's employees and supervisors remain aware of the rights, benefits, and obligations of members of the agency employees who are also uniformed service members.

**Training for Human Resources and Hiring Manager Personnel:
“A Roadmap to Success: Hiring, Retaining and Including People with Disabilities”**

NNSA is committed to sustaining a diverse, world-class workforce that is reflective of the Nation, and composed of talented individuals. To achieve this, NNSA recognizes the need to tap into the knowledge, skills, and experience of all Americans, including Veterans with Disabilities.

On July 26, 2010, President Obama issued Executive Order (E.O.) 13548, “*Increasing Federal Employment of Individuals with Disabilities*,” to mark the historic 20th anniversary of the signing of the Americans with Disabilities Act (ADA). E.O. 13548 states that the Federal Government, as the Nation's largest employer, must become a model for the employment of individuals with disabilities.

In accordance with E.O. 13548, during FY 2021, all NNSA Human Resources personnel and Hiring Managers were required to complete the prescribed online training course, “*A Roadmap to Success: Hiring, Retaining and Including People with Disabilities*.” This training course provided NNSA Human Resources personnel and Hiring Managers with resources and strategies to successfully hire, include, and retain employees with disabilities. This training also explicitly informed Hiring Managers of the many benefits afforded through the use of special hiring authorities, with specific regard to Veterans Recruitment Act (VRA) appointments; 30 Percent or More Disabled Veterans appointments; and Veterans Employment Opportunities Act of 1998 (VEOA) appointments.

Veteran-Hiring Training for Supervisors

All newly-appointed supervisors within NNSA are required to attend and complete a multi-day, instructor-led training course, titled, “The NNSA Supervisor’s Role Training Course.” Tenured NNSA supervisors are required to thereafter periodically attend and complete the multi-day, instructor-led refresher training course, titled, “The NNSA Supervisor’s Role Refresher Training Course.” During these training courses, supervisors and managers receive live comprehensive instruction from subject-matter experts within NNSA Human Resources, with regard to the agency’s established hiring and selection procedures and processes, including detailed instruction on the use of special hiring authorities for employing Veterans and Veterans with Disabilities.

AREA: Program Oversight

**NNSA Human Resources
Bi-Weekly Tracking of Hiring Actions (Demographic Statistics)**

On a bi-weekly basis, NNSA Human Resources tracks all hiring actions, to include monitoring and tracking of time expended processing hiring actions, and compiling of demographic statistics of newly-hired employees. These statistics includes the

**National Nuclear Security Administration
FY 2021 DVAAP Accomplishment Report**

percentage of hired Veterans and Veterans with Disabilities, and are distributed on a bi-weekly basis to Human Resources staff members and are briefed to Senior Leadership. Trends are identified and summarized in order for NNSA Human Resources staff members and agency management officials to assess progress in achieving established hiring goals.

NNSA Office of Civil Rights
Compilation and Distribution of Workforce Diversity Statistics

During FY 2021, the NNSA's Office of Civil Rights compiled and disseminated mid-year and year-end organizational-level NNSA Workforce Statistics reports, depicting individual organizations' employee age groups, gender identity, disability status, race, pay plan, veteran status, and retirement-eligibility statistics. These reports were made available to all NNSA employees via the NNSA's public-facing web presence. The NNSA Office of Civil Rights supplied ad-hoc-requested Workforce Diversity reports to NNSA management as requested, and staff of the Office of Civil Rights instructed management on ways to employ this data for identifying and addressing trends (within their respective organizations) relevant to organizational levels of diversity, strategic planning, and succession-planning.

NNSA's EEO Observer Program

The NNSA's EEO Observer Program is managed by the NNSA Office of Civil Rights. This program exists to ensure that during competitive selection-board and interview panel proceedings (i.e., for hiring, promotions, particular developmental opportunities, and awards), applicable laws and regulations are followed, towards ensuring interview and selection proceedings are conducted without prohibited personnel practices occurring. The Office of Civil Rights continued to promote and market the use of the NNSA's EEO Observer Program to NNSA managers and supervisors throughout the year.

Personnel Policy and Procedure Reviews

During FY 2021, NNSA continued to conduct quarterly internal audits of all delegated examining vacancy announcements, to ensure compliance with veterans' hiring regulations, laws, and rules, and every three years, NNSA Human Resources conducts particular reviews in order to certify its personnel policies do not present any barriers. The NNSA Office of Civil Rights independently reviewed NNSA's personnel and training policies during FY 2021 to confirm the lack of existence of personnel policy-related systemic barriers. As new policies are developed, NNSA Human Resources performs a review of each new policy, to ensure new policies do not present any systemic barriers.

Accessibility

Agency leadership remains committed to ensuring employees' accessibility within the NNSA workplace extends beyond minimal ADA compliance. NNSA remains committed to providing accessibility for individuals with disabilities to fully participate in the job application process, and to safely and effectively perform the essential functions of their job, including provisioning of unimpeded physical accessibility within NNSA's buildings, work sites, and facilities.

During FY 2021, many NNSA employees continued to work from home (due to the COVID-19 pandemic), and NNSA ensured remotely-working employees continued to receive effective reasonable accommodations (and logical/technical accessibility) despite operating under a maximum-telework/work-from-home posture.

Reasonable Accommodation

NNSA continued to ensure individuals with disabilities (both employees and applicants) were afforded Reasonable Accommodation. The agency's Reasonable Accommodation Program staff members assisted employees, applicants, and management with processing of requests for reasonable accommodation; assisted agency hiring officials with determining essential duties of positions, ensuring applicants' accessibility during the application and hiring process; and recommended potential modifications to ensure employees with disabilities were provided with accessibility, and were able to successfully perform their essential duties.

During FY 2021, the NNSA Reasonable Accommodation Program developed (and made available) on-demand, web-based Reasonable Accommodation training, for employees to complete at their own desired pace, frequency, and time.

Staff members of the NNSA Reasonable Accommodation Program conducted multiple "brown-bag" learning sessions to ensure employees and supervisors remained aware of their respective roles and responsibilities within the Reasonable Accommodation Process.

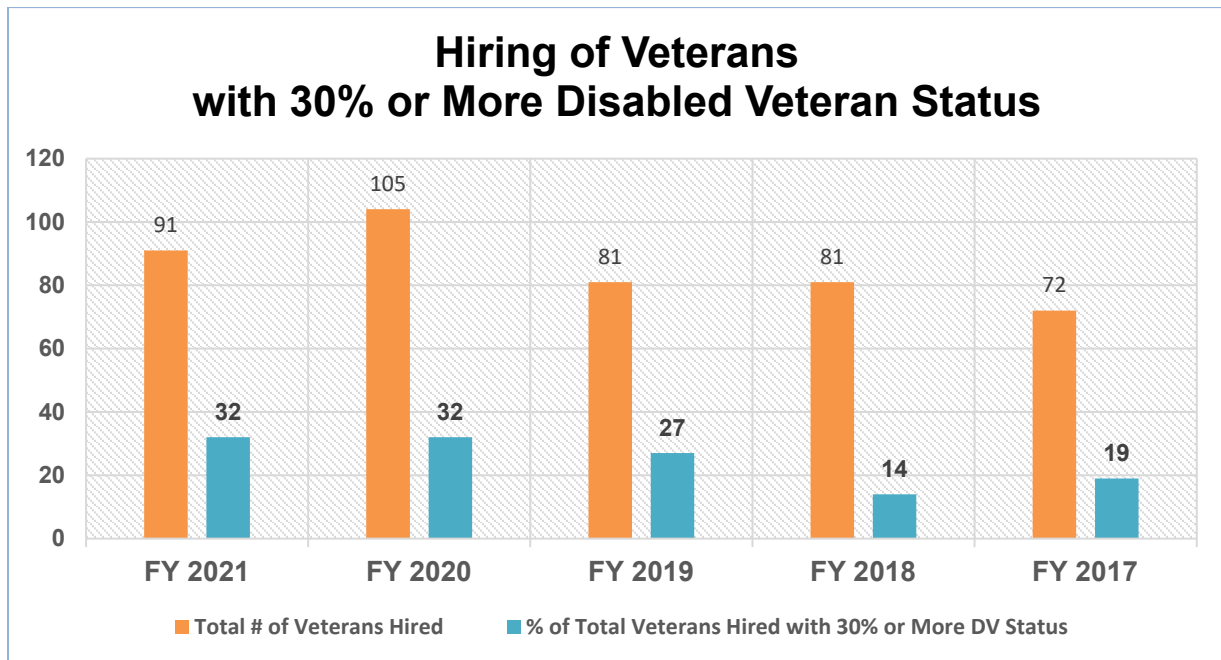
The staff members of the NNSA Reasonable Accommodation Program also developed and published additional articles, developed and published tip-sheets, and transmitted emailed announcements and information regarding the Reasonable Accommodation Process.

AREA: Program Execution

This section addresses the agency's progress in implementing the established DVAAP Plan.

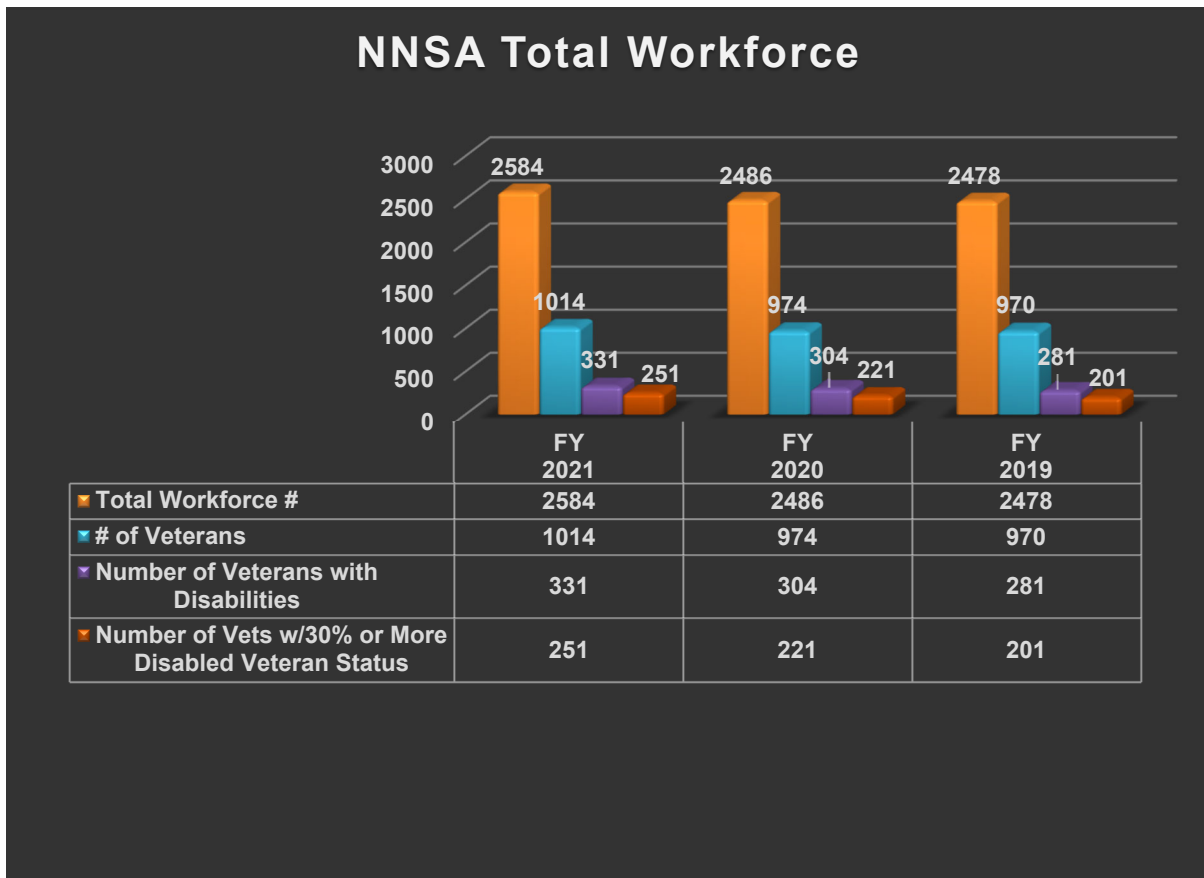
Hiring of 30% or More Disabled Veterans (5-Year Trending)

- During FY 2021, NNSA hired 91 veterans; 32 of these newly-hired veterans (35.16%) were Veterans with 30% or More Disabled Veteran status
- During FY 2020, NNSA hired 105 veterans; 32 of these newly-hired veterans (30.47%) were Veterans with 30% or More Disabled Veteran status
- During FY 2019, NNSA hired 81 veterans; 27 of these newly-hired veterans (33.33%) were Veterans with 30% or More Disabled Veteran status
- During FY 2018, NNSA hired 81 veterans; 14 of these newly-hired veterans (17.30%) were Veterans with 30% or More Disabled Veteran status
- During FY 2017, NNSA hired 72 veterans; 19 of these newly-hired veterans (26.39%) were Veterans with 30% or More Disabled Veteran status



Veteran Employment and Retention within the NNSA Total Workforce

The employment rates of Veterans and Veterans with Disabilities over the past 3 years within the NNSA total workforce are depicted in the chart below.



As evidenced, outcomes reflect a continual steady annual increase in the number of employed and retained Veterans, and Veterans with Disabilities, and Veterans with 30% or More Disabled Veteran status over the past 3 years.

5-Year Trending of Veteran and Disabled Veteran Employment/Retention

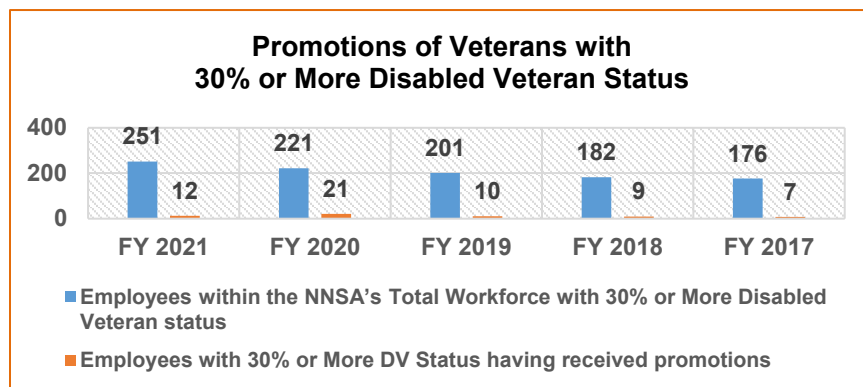
The following table depicts five-year trending/statistical data for the past 5 years regarding Veteran employment, and the agency’s employment of Veterans with Disabilities. As evidenced, trending results indicate a continual steady annual increase in NNSA in the number of employed Veterans, and Veterans with Disabilities, and Veterans with 30% or More Disabled Veteran status.

Fiscal Year	Number of Employees	Number of Veterans	Number of Veterans with Disabilities	Number of Veterans with 30% or More Disabled Veteran Status	Percentage of Veterans with 30% or More Disabled Veteran Status (to Total Population)
FY 2021	2,584 ³	1,014	331	251	9.71%
FY 2020	2,487	974	304	221	8.88%
FY 2019	2,478	970	281	201	8.11%
FY 2018	2,401	798	265	182	7.58%
FY 2017	2,386	794	262	176	7.38%

**Promotions of Veterans with 30% or More Disabled Veteran Status
(5-Year Trending)**

The following table and chart depicts five-year trending of promotions of employees who are Veterans with 30% or More Disabled Veteran status.

Fiscal Year	Count of Employees within the NNSA’s Total Workforce who are Veterans with 30% or More Disabled Veteran status	Count of Employees having received promotions (those with 30% or More Disabled Veteran status)
FY 2021	251	12
FY 2020	221	21
FY 2019	201	10
FY 2018	182	9
FY 2017	176	7



³ As of Pay Period # 18, FY 2021

Ongoing “Best Practices”

Ongoing cultivation activities executed within the NNSA during FY 2021 (of particular benefit to employees who are Veterans and Veterans with Disabilities) included the following:

- NNSA’s continued partnering with the Department of Energy’s Equity and Diversity Office, to collectively promote diversity and inclusion awareness and efforts, and continued delivery of Veteran Employment training for NNSA employees and supervisors/Hiring Managers.
- Continued frequent monitoring of NNSA’s progress of its hiring actions, which includes tracking and reporting of new-hires’ veteran status (including veterans with disabilities).
- Through the NNSA’s Work-Life Balance Program, continued provisioning of flexible workplace tools to encourage engagement and empowerment of persons with disabilities, including (but not limited to) telework/remote work, flex-time, wellness programs, employee assistance programs, and other flexibilities and benefits.
- Continued New-Hire Orientation sessions for new NNSA employees and new members of the Senior Executive Service, to introduce them to the agency, culture, and to provide them information about the agency’s Reasonable Accommodation and Work-Life Balance Program offerings.
- Continued efforts to advocate and perform ongoing marketing of the services provided via the DOE Alternative Dispute Resolution Program, as an alternative means to promptly resolve workplace conflicts, disputes, and misunderstandings.

Future Challenges and Solutions

NNSA has not identified any particular challenges relating to hiring and retaining of Veterans and Veterans with Disabilities during FY 2021. While NNSA continues to exceed DOE’s established goals with regard to hiring of Veterans and Veterans with Disabilities, during FY 2022, NNSA Human Resources will conduct further evaluations and efforts (to include an analysis of applicant flow data) towards ensuring no existence of any new barriers or impediments to NNSA’s hiring, retention, and development of Veterans and Veterans with Disabilities.