

CERTIFICATION of ESTABLISHMENT of CONTINUING  
EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS

I, James Campos am the  
(Insert name above) (Insert official title/series/grade above)

Principal EEO  
Director/Official for

U.S. Department of Energy  
(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

James Campos  
Signature of Principal EEO Director/Official

06/08/18  
Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

James Campos  
Signature of Agency Head or Agency Head Designee

06/08/18  
Date

<b>EEOC FORM 715-01 PART A - D</b>		<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>	
<b>PART A Department or Agency Identifying Information</b>	<b>1. Agency</b>		Department of Energy
	1.a. 2nd level reporting component		
	1.b. 3rd level reporting component		
	1.c. 4th level reporting component		
	<b>2. Address</b>		1000 Independence Ave. SW
	<b>3. City, State, Zip Code</b>		Washington                      District of Columbia                      20585
	<b>4. Agency Code</b>	<b>5. FIPS code(s)</b>	DN00                      11-001
<b>PART B Total Employment</b>	1. Enter total number of permanent full-time and part-time employees		7099
	2. Enter total number of temporary employees		401
	3. Enter total number employees paid from non-appropriated funds		0
	<b>4. TOTAL EMPLOYMENT [add lines B 1 through 3]</b>		7500

Department of Energy

For period covering October 1, 2016 to September 30, 2017

**PART C  
Agency  
Official(s)  
Responsible  
For Oversight  
of EEO  
Program(s)**

1. Agency Head	Secretary of Energy Rick Perry
2. Agency Head Designee	Acting Director, Office of Economic Impact and Diversity Andre Sayles
3. EEO Director	Acting Director, Office of Civil Rights and Equal Opportunity Andre Sayles
4. Affirmative Employment Manager	Affirmative Employment Program Manager Cecily Johnson
5. Complaint Processing Manager	Associate Deputy Director for Civil Rights Patricia Zarate
6. Other EEO Staff	Deputy Director, Office of Civil Rights and Equal Employment Ann Augustyn
7. MD-715 Preparer	Affirmative Employment Program Manager Cecily Johnson
8. Diversity and Inclusion Officer	Acting Director, Office Diversity and Inclusion Andre Sayles
9. Disability Special Emphasis Program Manager	Equal Employment Specialist Betsy Volk
10. Hispanic Special Emphasis Program Manager	Equal Employment Specialist Larisha Warner
11. Women's Special Emphasis Program Manager	Affirmative Employment Program Manager Cecily Johnson
12. Anti-Harassment Program Manager	Deputy Director, Office of Civil Rights and Equal Opportunity Ann Augustyn
13. Reasonable Accommodation Program Manager	Acting Director, Human Capital Policy Division Tiffany Wheeler

Department of Energy

For period covering October 1, 2016 to September 30, 2017

PART D List of Subordinate Components Covered in This Report	Subordinate Component and Location (City/State)	CPDF and FIPS codes	
	Strategic Petroleum Reserve, New		
	Office of Scientific and Technical		
	Environmental Management Consolidated		
	Chicago Field Office, Chicago/IL		
	Golden Field Office, Golden/CO		
	Idaho Operations Office, Idaho Falls/ID		
	Oak Ridge Field Office, Oak Ridge/TN		
	Richland Operations Office, Richland/WA		
	Savannah River Operations Office,		
	National Energy Technology Laboratory,		
	Southeastern Area Power Administration,		
	Southwestern Area Power Administration,		

Department of Energy

For period covering October 1, 2016 to September 30, 2017

### EXECUTIVE SUMMARY

All references to the present tense in the following Executive Summary refer to the period October 1, 2016 to September 30, 2017.

Executive Summary:

The U.S. Department of Energy (the Department or DOE) is a cabinet-level agency led by Secretary Rick Perry. In Fiscal Year (FY) 2017, the Department had two Energy Secretaries: Secretary Ernest Moniz served as Energy Secretary until January 2017; Secretary Perry became Energy Secretary on March 2, 2017. Secretary Moniz delegated his authority of ensuring equal opportunity within the Agency to the Director of the Office of Economic Impact and Diversity (ED). During FY 2017, the incumbent Director of ED served in that capacity until January 2017; during the same time, she also served as the Director of the Office of Civil Rights and Equal Opportunity. The Principal Deputy Director of ED was named the Acting Director of ED from January 2017 through September 30, 2017; during the same time, he also served as the Acting Director of the Office of Civil Rights and Equal Opportunity.

The following is the Department's Equal Employment Opportunity (EEO) Program status report demonstrating continued compliance with Management Directive (MD) -715 for FY 2017. This status report outlines the Department's overall progress in ensuring that all employees and applicants are provided equality of opportunity regardless of race, sex, age, national origin, color, religion, disability, genetic information, or retaliation for engaging in prior protected activity. DOE's goal is to develop an increasingly diverse workforce that will fill leadership roles, develop innovative ideas, and make significant contributions towards the DOE's missions.

The Department's key accomplishments are aligned with the goals of a Model EEO Program, and are as follows:

#### Essential Element I: Demonstrated Commitment by Agency Leadership

The Secretary is strongly committed to EEO and diversity in the workforce. Secretary Perry demonstrates his commitment by issuing a Policy Statement on Equal Employment Opportunity, Harassment, and Retaliation, which sets forth his expectation that the workplace be free of all forms of discrimination. The Policy Statement was posted on the webpage of the Department's Office of Civil Rights.

During FY 2017, Secretary Moniz and Secretary Perry secured sufficient resources and staffing for the newly established Office of Equal Employment Opportunity (OEEO), which is dedicated principally to proactive prevention of discrimination, and for the Office of Civil Rights (OCR), which is dedicated to efficiently processing EEO complaints from DOE federal employees and applicants for employment with DOE.

#### Essential Element II: Integration of EEO into the Agency's Strategic Mission

During FY 2017, DOE continues its focus on workforce planning, retention efforts and equal opportunity for all, which is included in three places: the DOE's Strategic Plan for 2014-2018 at Objective 12; Strategic Human Capital Plan for 2016-2020; and the OEEO draft Strategic Plan for 2017-2019. The inclusion of EEO into the Agency's strategic mission demonstrates the Agency's commitment to attract, manage, train, and retain the best federal workforce to meet future mission needs.

The OEEO and the Office of the Chief Human Capital Officer (HC) meet regularly to discuss workforce development, recruitment, hiring, retention, and outreach to plan the future needs of the DOE workforce. The OEEO, HC, and other relevant DOE Offices also meet monthly to discuss workforce data, recruitment strategies, outreach activities, and employee enrichment programs.

In FY 2017, the HC Working Group continues its efforts to identify best practices for possible implementation within DOE, which will help with prioritizing for Hiring Excellence actions. Examples of best practices include: supervisors and hiring managers being involved in every appropriate step of the hiring process; strategic recruitment; fully leveraging relevant hiring authorities, as appropriate; and conducting outreach activities to diverse communities to create applicant pools from all segments of society.

#### Essential Element III: Management and Program Accountability

The Department continues to evaluate managers and supervisors on their efforts to ensure equality of opportunity for all employees and applicants. One of the Senior Executive Service (SES) performance elements states that SES leaders and managers will, "recruit, retain, and develop the talent needed to achieve a high quality, diverse workforce that reflects the nation, with the skills needed to accomplish organizational performance objectives while supporting workforce diversity, workplace

inclusion, and equal employment policies and programs." The Department is committed to holding managers, EEO officials and personnel officers accountable for the effective implementation and management of the Department's EEO program.

The OEEO and HC continue to provide quarterly updates on hires, separations, special appointments, and employee satisfaction. The OEEO will assist HC with conducting routine reviews to ensure that personnel policies and procedures, promotions, evaluations and training systems are clearly defined, applied and fairly implemented.

Additionally, the EEO staff provides training to managers and supervisors to ensure that they understand their responsibilities under civil rights laws and how those responsibilities are applicable to the success of the Department's EEO Program and overall mission. Finally, the DOE Office of Alternative Dispute Resolution (ADR), which is housed in the Agency's Office of Hearings and Appeals, is a neutral resource for all DOE components to explore efficient and cost-effective means of preventing conflicts and resolving disputes, without the formalities and cost of litigation.

#### Essential Element IV: Proactive Prevention of Unlawful Discrimination

As an ongoing effort for the Department to prevent discrimination, the OEEO conducts a self-assessment on an annual basis to monitor progress, identify areas where barriers may exist to exclude certain groups, and develop strategic plans to eliminate the identified barriers.

In support of proactive prevention, the DOE is currently revising its anti-harassment policy to prevent harassment on all protected bases (including, but not limited to, sexual harassment) and retaliation in the workplace. Managers and supervisors are responsible for taking immediate steps to investigate any alleged harassment incidents.

Appropriate, relevant, and current EEO and diversity training is central to achieving performance objectives. The Department trains all new managers and supervisors in leadership, organizational change, EEO, diversity, cultural awareness, respect, communication, and interpersonal skills. In addition to providing the above comprehensive training, the practice of the DOE is to ensure that selection panel members are accountable for making fair and unbiased hiring and promotion decisions. To ensure fairness in competition for applicants and current employees, the OEEO and HC will provide EEO and diversity training for panel members when necessary.

Pursuant to Executive Order 13164, the Department has in place a desk reference, which outlines written procedures for requesting and responding to requests for reasonable accommodation under the Rehabilitation Act of 1973. In Fall 2017, a decision was made to transition the responsibility for the reasonable accommodation and personal assistance services (PAS) process from HC to ED. ED is currently in the process of updating the Department's reasonable accommodation process and implementing a process for PAS requests.

#### Essential Element V: Efficiency

The Department's EEO complaint process is rooted in an efficient, fair, and impartial process. In that respect, the Office of Civil Rights (OCR) ensures that its EEO complaint processing function remains neutral and is kept separate from its legal defense arm. The OCR continues to evaluate its complaint processes to improve early resolution, tracking and managing of civil rights complaints from the initial counseling stage through resolution. During FY 2017, the OCREO continued to prioritize and focus on informal EEO Complaint processing where the Department has instituted a proactive ADR approach that focuses on resolving complaints by conducting facilitated discussions and mediation in an effort to resolve EEO complaints during the informal stage of the process.

The Department has in place a system for identifying, monitoring, and reporting significant trends reflected in EEO complaint processing activity complex-wide. The same system is used to track and monitor EEO complaint activity. The proactive steps taken by our OCR in FY 2017 includes creating Standard Operating Procedures for the following steps of the EEO complaint process: informal complaint process, including EEO counseling; and formal complaint process, including notices of acceptance/dismissal, final agency decisions, the hearing stage, and final orders.

The Department also utilizes additional avenues for redress within the Agency, such as the Office of the Ombudsman and the Employee Concerns Program (ECP), to resolve complaints and conflicts proactively. The ECP, for example, provides an important alternative forum for DOE federal and contractor employees to raise concerns related to environment, safety, health, and/or other management matters at the Department.

#### Essential Element VI: Responsiveness and Legal Compliance

The Department is in full compliance with the law, including EEOC regulations, orders, and written instructions. The DOE reports program efforts and accomplishments in accordance with EEOC instructions and ensures that management aligns with final EEOC orders for corrective action and relief in EEO matters. The DOE maintains timely compliance with EEOC orders and provisions of settlement/resolution agreements. The Department has dedicated OCR and EEO staff to assist employees with

questions and concerns and ensures that Agency senior leaders are updated as needed in relation to relevant civil rights and EEO matters.

The DOE continues to identify barriers to equal employment opportunity and develop strategies that will strengthen diversity and provide opportunities for employee growth, development, satisfaction, and engagement.

#### Mission and Goal:

The Department's mission is to ensure America's security and prosperity by addressing its energy, environmental and nuclear challenges through transformative science and technology solutions.

The key components of the Department's mission include the following:

#### Energy

Catalyze the timely, material, and efficient transformation of the nation's energy system and secure U.S. leadership in energy technologies.

#### Science and Innovation

Maintain a vibrant U.S. effort in science and engineering as a cornerstone of our economic prosperity with clear leadership in strategic areas.

#### Nuclear Safety and Security

Enhance nuclear security through defense, nonproliferation, and environmental efforts.

#### Management and Operational Excellence

Establish an operational and adaptable framework that combines the best wisdom of all Department stakeholders to maximize mission success.

#### Summary of Efforts to Establish a Model EEO Program:

##### Essential Element I – Demonstrated Commitment from Agency Leadership

During the First Quarter of FY 2017, the Director of ED had direct access to the Secretary and had regular and effective means of informing the Secretary and senior leaders of the effectiveness, efficiency, and legal compliance of the EEO program. The Director of ED also participated in the Secretary's weekly operation meetings, which included all Assistant Secretaries of the Department. She advised the Department's senior leadership, managers, and supervisors on improving and implementing policies and programs of non-discrimination, affirmative employment program planning, and workforce diversity and inclusion. During the Second through Fourth Quarters of FY 2017, the Acting Director of ED had direct access to the Acting Under Secretary for Management and Performance. The Acting Director of ED had regular and effective means of informing the Acting Under Secretary and senior leaders of the effectiveness, efficiency, and legal compliance of the EEO program. The Acting Director of ED advised the Department's senior leadership, managers, and supervisors on improving and implementing policies and programs of non-discrimination, affirmative employment program planning, and workforce diversity and inclusion.

The Director of ED was accountable to the Secretary of Energy (and the Acting Director of ED was accountable to the Acting Under Secretary) for all visible, specific, personal, and persistent expression of support for the Agency's EEO program and plans; this accountability cascades throughout all levels of the DOE's leadership. Leaders at all levels within the Agency are committed to EEO, along with fostering an inclusive work environment that values each member's unique capabilities and contributions to the Agency's mission.

Under the leadership of the Director and Acting Director of ED, the OCR and OEEO developed an implementation plan to improve overall organizational performance and reporting in the areas covered under EEOC's MD-715. The OCR and OEEO found that while the workforce data was informative and the Department met all of the requirements for compliance purposes, improvements were still needed in order to foster organizational change and to attain a model EEO program.

The Director of ED conducted a "State of the Agency" briefing to the Secretary and senior leaders of the Department on November 4, 2016, regarding civil rights compliance and EEO related matters. During the Second through Fourth Quarters of FY 2017, the Acting Director of ED and Ann Augustyn, then OCRES Deputy Director and currently the ED Principal Deputy Director, briefed the Acting Under Secretary on civil rights compliance and EEO related matters. The commitment to EEO and diversity is exhibited by the involvement of senior leaders which drives the success of Department.

The Secretary and Deputy Secretary continue to stress the value and importance of a diverse and all-inclusive workforce that equates to equality in achieving the mission. They support the employees and model the way through their visible presence, messages to the workforce, participation during heritage month observances, and exemplary behaviors.

##### Essential Element II – Integration of EEO into the Agency's Strategic Mission

During FY 2017, Strategic Objective 12 of the DOE Strategic Plan for 2014-2018 demonstrated the Agency's commitment to: Attract, Manage, Train, and Retain the Best Federal Workforce to Meet Future Mission Needs. Specifically, it stated: Efforts are underway to improve hiring quality and onboarding processes and outcomes, with a continued focus on promoting diversity and inclusion within the workforce. This is further supported by strategies listed in the "People" focus area of the DOE's Strategic Human Capital Plan; the draft OEEO Strategic Plan for FY 2017 – FY 2019, Section IV; and the draft Diversity and Inclusion Strategic Plan for FY 2017 - FY 2019.

The Department has improved its outreach and recruitment programs in order to maintain a federal workforce with the technical skills and experience required to accomplish the Department's science-driven mission. In order to achieve these objectives, actions identified in the Strategic Human Capital Plan are underway to improve hiring quality and onboarding processes and outcomes, with a continued focus on promoting equality and diversity and inclusion within the workforce. The Strategic Human Capital Plan further states that the Department will continue to advance its Women in Clean Energy and Minorities in Energy programs to draw upon the entire American talent pool.

#### Essential Element III – Management and Program Accountability

Appropriate and current EEO and diversity training is central to sustaining accountability and achieving performance objectives.

The DOE ensures that new managers and supervisors are trained on leadership, organizational change, EEO, diversity, cultural awareness, respect, communication, and interpersonal skills. To ensure a clear understanding of expectations, personal ownership, and accountability, the DOE tracks EEO and diversity performance objectives at the executive level. During FY 2017, the OEEO developed and implemented EEO training modules for DOE employees and supervisors.

The Department holds managers and supervisors accountable for ensuring equal employment opportunity in the work environment for all employees. All managers and supervisors are required to participate in annual EEO training. The OEEO will continue to provide EEO, workplace harassment (to include sexual harassment), and civil treatment training in various formats for all employees, to include managers and supervisors.

During FY 2017, the Office of Diversity and Inclusion (ODI) implemented the Office of Personnel Management's New Inclusion Quotient (New IQ) workshops to provide employees with resources and tools to develop habits that lead to inclusive behaviors and decision-making in the workplace. The New IQ Approach is an integral piece of the overall strategy for delivering optimal employee engagement by addressing the importance of inclusive diversity for all employees. From September 2016 to January 2017, the ODI conducted ten diversity and inclusion awareness New IQ trainings across the DOE complex. Furthermore, the OEEO continues to participate in the new employee orientation to make new employees aware of EEO-related resources at the Department.

The OEEO was established to proactively prevent discrimination. This Office will continue to promote awareness and increase engagement. The OEEO regularly participates in workforce outreach activities, which provide employees with an understanding of how a diverse culture increases the DOE's ability to meet its overall mission.

#### Essential Element IV – Proactive Prevention of Unlawful Discrimination

The Department's focus is to eliminate employment barriers to discrimination and empower all employees to reach their full potential. The staff in the OEEO will continue to conduct an annual self-assessment that evaluates merit promotions, employee award recognition, and employee development programs to identify systemic barriers that may be impeding full participation by all groups.

The DOE upholds a zero tolerance policy for harassment. All employees have the responsibility to implement and promote the anti-harassment policy through respectful behavior and sensitivity to the rights of their colleagues. Managers and supervisors are accountable for ensuring a work environment free of harassment and are responsible for taking immediate steps to address any alleged harassment incidents.

In addition to its policy on equal employment opportunity, harassment, and retaliation, DOE supports the use of ADR to resolve disputes, complaints, and conflicts that arise in the workplace. The use of ADR leads to faster, cost-effective, and cooperative conflict resolution. The Secretary strongly encourages employees and managers to participate in ADR whenever appropriate to resolve disputes and conflicts at the lowest level possible. ADR supports DOE's core principle of fostering an environment that encourages resolving disputes in an objective and timely fashion, thereby minimizing disruptions in the workplace.

In order to attract and retain top talent and comply with the Rehabilitation Act of 1973, the DOE encourages employment of individuals with disabilities. The Department makes all reasonable efforts to accommodate qualified employees or applicants with disabilities, so that they are fully productive and successful in their job performance. The Department will ensure that all employees and applicants have access to the Reasonable Accommodations Program (RA Program) and procedures, through the intranet and/or internet, and will have regular communication with the workforce regarding the RA Program.

The Office of the Chief Human Capital Officer undertook the following activities in FY 2017:

- HC launched the Cultural Diversity in the Workplace course and provided seventeen trainings.
- HC provided reasonable accommodation training to all human capital professionals, local reasonable accommodation coordinators, and supervisors and managers. In addition, HC provided RA training to some EEO specialists.
- HC supported the Department in filling positions quickly through the use of special hiring authorities, such as Schedule A, which continues to be a topic of interest in supervisory training sessions.
- HC provided online training workshops for managers and human resources (HR) professionals for the purpose of increasing the use of hiring flexibilities and special hiring authorities for veterans and individuals with disabilities, as described below:
  - A total of 1,187 HR professionals and hiring managers completed "A Roadmap to Success: Hiring, Retaining, and Including Individuals with Disabilities."
  - Over 1,001 hiring managers completed the "Veteran Employment Training for Federal Hiring Managers," and 181 HR professionals completed the "Veteran Employment Training for Federal Human Resources Professionals." The courses cover the use of hiring authorities for disabled veterans.
  - A total of 1,110 hiring managers and HR professionals completed training on the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).

#### Essential Element V - Efficiency

The OCREO hosted five EEO training teleconferences for DOE field site EEO Counselors and Specialists on a variety of topics. The OCREO also conducted three Form 462 Report meetings.

The Department strives to ensure that it timely completes compliance with EEOC orders and orders of other adjudicatory bodies, and that it timely implements provisions of settlement agreements. In an effort to improve timeliness and overall efficiency of the EEO complaint process, the OCR's staff initiated a project with a team of federal employees from other agencies to develop SOPs for the Department's EEO complaint process. As part of this project, the team reached out to a number of federal agencies to discuss best practices, which were incorporated into the new SOPs that were put in place in spring 2017.

The OCREO also changed its EEO contractor services for Reports of Investigations and Final Agency Decisions at the end of FY 2017. The OCREO will have the ability to rotate among three difference EEO contractors for support services, which will provide the Department with more options regarding efficiency and quality control of Reports of Investigations.

#### Essential Element VI – Responsiveness and Legal Compliance

The DOE is in full compliance with EEO laws, including EEOC regulations, policy guidance, and written instructions. The Department reports program efforts and accomplishments in accordance with EEO instructions and ensures that management aligns with final EEO orders for corrective action and relief in EEO matters. The Department maintains timely compliance with EEOC orders and provisions of settlement/resolution agreements. The DOE has dedicated OCR and EEO staff to assist employees with questions and concerns. The Director of ED, the Acting Director of ED, and Ms. Augustyn updated the Secretary and/or Acting Under Secretary as needed, and these updates included information pertaining to EEO complaints; program issues and trends; workforce demographics; and diversity initiatives. The OCREO reports EEO program accomplishments and deficiencies to the EEOC and responds to EEOC directives and orders in accordance with instructions and deadlines.

Accomplishments:

#### Office of Economic Impact and Diversity

The ED Office of Minority Education and Community Development (OMECD) successfully developed educational and community outreach programs that specifically supported minority serving institutions and neighboring communities through opportunities in energy and emerging technologies.

The OMECD also worked collaboratively to implement synergistic initiatives and partnerships with DOE program offices, National Laboratories, and industry stakeholders in support of the OMECD mission. In FY 2017, OMECD partnered with the following Minority Serving Institutions (MSIs) to support its mission:

- Fort Valley State University: STEM Careers in Energy
- Morehouse College: STEM Scholastic and Research Support for the 21st Century Workforce
- Tougaloo College: Building Capacity through Partnerships
- The University of Texas-Rio Grande Valley: Support of The University of Texas-Rio Grande Valley Office of Community

## Relations

- Spelman College: DOE Scholars Program
- Nationals Youth Academy
- University of Houston/Texas Southern University: Improve Minority Engagement in Innovation and Entrepreneurship in the

## Energy Sector

- Florida International University: MSI Mission to Market for Inclusive Economic Development
- University of New Mexico: MSI Mission to Market for Inclusive Economic Development

On December 1, 2016, Office of Economic and Impact Diversity hosted the Minorities in Energy Year III Anniversary Forum at the City Club of Washington, D.C. The forum brought together approximately 120 diverse stakeholders from industry, academia, federal government, trade associations and nonprofit organizations to celebrate the Department's success with implementing activities to advocate for the inclusion of minority and Tribal communities in the areas of STEM education, energy workforce development, and energy economic development. Additionally, the Department inducted sixteen new Minorities in Energy (MIE) Ambassadors and Champions into the program who are trailblazers within the energy and/or diversity and inclusion sectors.

Office of the Chief Human Capital Officer

During FY 2017, the Office of Corporate Recruitment and Outreach (CRO) coordinated DOE's participation in over 49 recruitment and outreach events, including job fairs for diverse and underrepresented communities. Four job fairs specifically targeted Hispanics.

Examples of CRO's outreach and recruitment efforts include the following:

- The DOE participated in the Colorado School of Mines Multicultural Engineering Programs' Work/Interview, Resume/Experience Day to increase outreach and mentoring to a number of student organizations that included: the Society of Hispanic Professional Engineers (SHPE); American Indian Science and Engineering Society (AISES); National Society of Black Engineers (NSBE); Society of Asian Scientists and Engineers (SASE); and Society of Women Engineers (SWE).
- The DOE worked with Hispanic students at the OPM annual Hispanic Heritage Month Student Forum.
- To ensure participation at events with large minority student representation, CRO engaged the DOE program offices to participate at events that included SHPE, SASE, AISES, the Society for the Advancement of Chicanos and Native Americans in Science (SACNAS), and the Association of Latino Professionals for America.
- The DOE utilizes a variety of methods to reach underrepresented communities, including Hispanics, through online sites and tools. Some examples include LinkedIn, an interactive game, and an online recruitment events calendar. DOE job opportunities were distributed to DiversityJobs.com, JustJobs.com, Veteran-Jobs.net, AfricanAmericanHires.com, AsianHires.com, WeHireWomen.com, All HispanicJobs.com, Latino-Jobs.org, and DisabilityJobs.net.
- In FY 2017, the DOE hired 101 participants through the Career Pathways Program. A breakdown of the hires is as follows: Interns (84); Recent Graduates (11); and Presidential Management Fellows (6). Pathways hires represented 9.8% of overall hires. The Pathways hires also included the following: Hispanic hires (12); African-American hires (11); Asian hires (11); American Indian or Alaska Native hires (3). Veterans represented 16 of the Pathways hires, and of those, 7 were 10-point compensable Veterans.

## HC continued: Self-identification, Benchmarking and Analysis

- New disability status codes were released in FY 2017. DOE worked with the Defense Finance and Accounting Service (DFAS) to update the disability status codes within the Human Resource Management Information System and resurveyed the workforce. Results show an increase of 1.05 percentage points for individuals in the workforce who self-identify, and individuals with targeted disabilities increased by 1.9 percentage points from the previous quarter.

## HC Continued: Outreach and Recruitment of Individuals with Disabilities

- During FY 2017, the CRO coordinated DOE participation in five recruitment and outreach events that specifically targeted individuals with disabilities, and seventeen that targeted or included disabled veterans. Some were job fairs such as the Bender Virtual Job Fair that offered opportunities to participate for individuals with disabilities that may not be able to attend a physical job fair.
- Various online sources (WRP Database, OPM Shared Database, unsolicited e-mails, vocational rehabilitation centers, and USAJobs datamining) were utilized to attract individuals with disabilities for DOE job opportunities.
- The DOE hosted a DOE Disability Mentoring Day Pilot in collaboration with the American Association of People with Disabilities' annual effort. Fourteen DOE program offices offered students an exciting opportunity for career and internship exploration in addition to an afternoon of job shadowing and mentoring. Students from six colleges in the DC area were in attendance.

## HC Continued: Hiring

- In FY 2017, the annual disability hiring goals were approved by the Office of the Chief Human Capital Officer and used for tracking the hiring progress of individuals with disabilities. In FY 2017, goals remained at 10% for hires of individuals with disabilities and at 2% goal for individuals with targeted disabilities.
- In FY 2017, hires exceeded the goals in both categories. Hires of individuals with disabilities reached 10.7% and hires of individuals with targeted disabilities increased to 2.1%. Schedule A hires made a strong comeback in the 4th quarter of FY 2017 at 2.3% of hires.
- Hires of veterans with disabilities were 11.6% versus the goal of 11%, and hires of veterans with disabilities of 30% or more were 8.1% versus a 7% goal. The DOE remained third for hires when compared to the group of agencies of like size and once again received an Exemplary rating for the hiring and retention of disabled veterans.
- At the end of FY 2017, there were 13,356 employees overall in the DOE workforce. This is a decrease of 382 from 13,738 employees at the beginning of FY 2017. Yet, there was an increase in representation of individuals with disabilities in the workforce from 1,637 (11.9%) at the beginning of FY 2017 to 1,831 (13.6%) at the end of FY 2017, and individuals with targeted disabilities increased from 109 (.79%) at the beginning of FY 2017 to 343 (2.6%) at the end of FY 2017.

## HC Continued: Career Development

Learning and development opportunities are promoted through DOE-wide announcements, internal websites, and through consultations provided to employees by managers and organizational leaders. The DOE has taken steps to promote and support career development and training for veterans with disabilities by sharing information through veteran employee resource groups, EEO/OCR/Diversity Managers, Training Administrators, e-mail distribution lists, monitors, and posters placed in prominent places.

In FY 2017, the DOE provided career and leadership development opportunities for employees through a suite of different programs, rotational opportunities, detail appointments, corporately-sponsored courses, the Online Learning Center and online resources, such as Books 24/7 and PowerPedia. Additionally, many program offices sponsor employees and/or offer technical training through the National Training Center or outside vendors.

- Employees participated in fifteen external leadership development programs. Of the 203 participants: 8.4% were individuals with disabilities; 3.9% were individuals with targeted disabilities; and 9.3% were individuals with 10-point Veterans' preference.
- The DOE also participated in six leadership development training courses. Of the 157 veterans who participated, 57 (36%) were veterans with disabilities, and 39 (35%) were veterans with disabilities of 30% or more. Within the HC, three veterans with disabilities of 30% or more were hired and are receiving developmental assignments and mentoring.

## Planned Activities for FY 2018:

- Continue to review the Department's policies, practices, and procedures for potential employment barriers.
- Continue to work with the applicant flow data working group to ensure that data is accurate.
- Continue to address employment barriers with the barrier analysis working group for the MD-715 Report and find solutions to remove or change those barriers.
- Continue to engage with stakeholders to ensure reasonable accommodation needs are addressed.
- Develop a policy and procedures for Personal Assistance Services (PAS).
- Work toward completing the draft Anti-Harassment policy and procedures for the Department.
- Collaborate with HC and assist with developing career development training and generate a diverse pool of candidates to fill mission-critical occupations.
- Review internal hiring decisions related to new hires and promotions, and the impact of these decisions on the representation of minorities, women, and persons with disabilities.
- The Office of Equal Employment Opportunity will continue its partnership and collaboration with the Department's Employee Resource Groups to identify and address employment barriers affecting underrepresented groups.
- The OEEO will continue to organize professional development sessions focusing on underrepresented groups, including the topic of career advancement opportunities.
- Facilitate the creation of an Employee Resource Group for American Indians and Native Americans.

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EQUAL EMPLOYMENT OPPORTUNITY PROGRAMS**

I, Acting Director, Office of Civil Rights and Equal Opportunity Andre Sayles am the

(Insert name above) (Insert official  
title/series/grade above)

Principal EEO Director/Official for Department of Energy

(Insert Agency/Component Name above)

The agency has conducted an annual self-assessment of Section 717 and Section 501 programs against the essential elements as prescribed by EEO MD-715. If an essential element was not fully compliant with the standards of EEO MD-715, a further evaluation was conducted and, as appropriate, EEO Plans for Attaining the Essential Elements of a Model EEO Program, are included with this Federal Agency Annual EEO Program Status Report.

The agency has also analyzed its work force profiles and conducted barrier analyses aimed at detecting whether any management or personnel policy, procedure or practice is operating to disadvantage any group based on race, national origin, gender or disability. EEO Plans to Eliminate Identified Barriers, as appropriate, are included with this Federal Agency Annual EEO Program Status Report.

I certify that proper documentation of this assessment is in place and is being maintained for EEOC review upon request.

Signature of Agency Head or Agency Head Designee

Date

Signature of Principal EEO Director/Official

Date

Certifies that this Federal Agency Annual EEO Program Status Report is in compliance with EEO MD-715.

EEOC FORM 715-01 PART G	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT				
Essential Element A: DEMONSTRATED COMMITMENT FROM AGENCY LEADERSHIP Requires the agency head to issue written policy statements ensuring a workplace free of discriminatory harassment and a commitment to equal employment opportunity.					
Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	EEO policy statements are up-to-date.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
The Agency Head was installed on <u>03/02/2017</u> The EEO policy statement was issued on <u>12/27/2017</u> Was the EEO policy statement issued within 6-9 of the installation of the Agency Head?		X			
During the current Agency Head's tenure, has the EEO policy Statement been re-issued annually? If no, provide an explanation.				X	
Are new employees provided a copy of the EEO policy statement during orientation?			X		Since December 27, 2017 (the date that the most recent Secretarial policy statement was issued), new employees are provided a copy of the Secretary's Policy Statement on EEO, Harassment, and Retaliation during orientation.
When an employee is promoted into the supervisory ranks, is s/he provided a copy of the EEO policy statement?			X		Since December 27, 2017 (the date that the most recent Secretarial policy statement was issued), new supervisors are provided a copy of the Secretary's Policy Statement on EEO, Harassment, and Retaliation during new supervisor training.
Compliance Indicator		Measure has been met			

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Measures	EEO policy statements have been communicated to all employees.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Have the heads of subordinate reporting components communicated support of all agency EEO policies through the ranks?		X			
Has the agency made written materials available to all employees and applicants, informing them of the variety of EEO programs and administrative and judicial remedial procedures available to them?		X			
Has the agency prominently posted such written materials in all personnel offices, EEO offices, and on the agency's internal website? [see 29 CFR §1614.102(b)(5)]		X			

Measures	Compliance Indicator	Agency EEO policy is vigorously enforced by agency management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
			Yes	No	N/A	
Are managers and supervisors evaluated on their commitment to agency EEO policies and principles, including their efforts to:			X			
resolve problems/disagreements and other conflicts in their respective work environments as they arise?			X			
address concerns, whether perceived or real, raised by employees and following-up with appropriate action to correct or eliminate tension in the workplace?			X			
support the agency's EEO program through allocation of mission personnel to participate in community out-reach and recruitment programs with private employers, public schools and universities?			X			
ensure full cooperation of employees under his/her supervision with EEO office officials such as EEO Counselors, EEO Investigators, etc.?			X			
ensure a workplace that is free from all forms of discrimination, harassment and retaliation?			X			
ensure that subordinate supervisors have effective managerial, communication and interpersonal skills in order to supervise most effectively in a workplace with diverse employees and avoid disputes arising from ineffective communications ?			X			
ensure the provision of requested religious accommodations when such accommodations do not cause an undue hardship?			X			

Department of Energy	For period covering October 1, 2016 to September 30, 2017			
ensure the provision of requested disability accommodations to qualified individuals with disabilities when such accommodations do not cause an undue hardship?	X			
Have all employees been informed about what behaviors are inappropriate in the workplace and that this behavior may result in disciplinary actions? Describe what means were utilized by the agency to so inform its workforce about the penalties for unacceptable behavior.	X			
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?		X		The reasonable accommodation procedures are posted on the Department's intranet. It is unknown when the procedures were first posted on the intranet. The procedures are not disseminated during new employee orientation. However, once the reasonable accommodation procedures are revised to include provisions for personal assistance services, the procedures will be distributed during new
Have managers and supervisor been trained on their responsibilities under the procedures for reasonable accommodation?		X		Once the reasonable accommodation procedures are revised to include provisions for personal assistance services, the Department will establish training for supervisors/managers on the subject.

<b>Essential Element B: INTEGRATION OF EEO INTO THE AGENCY'S STRATEGIC MISSION</b> <b>Requires that the agency's EEO programs be organized and structured to maintain a workplace that is free from discrimination in any of the agency's policies, procedures or practices and supports the agency's strategic mission.</b>						
Department of Energy		For period covering October 1, 2016 to September 30, 2017				
Compliance Indicator	<b>The reporting structure for the EEO Program provides the Principal EEO Official with appropriate authority and resources to effectively carry out a successful EEO Program.</b>	Measure has been met			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>	
Measures		Yes	No	N/A		
Is the EEO Director under the direct supervision of the agency head? [see 29 CFR §1614.102(b)(4)] For subordinate level reporting components, is the EEO Director/Officer under the immediate supervision of the lower level component's head official? (For example, does the Regional EEO Officer report to the Regional Administrator?)			X		The EEO Director reports to the Deputy Secretary, who manages the day-to-day operations of the Department.	
Are the duties and responsibilities of EEO officials clearly defined?		X				
Do the EEO officials have the knowledge, skills, and abilities to carry out the duties and responsibilities of their positions?		X				
If the agency has 2nd level reporting components, are there organizational charts that clearly define the reporting structure for EEO programs?		X				
If the agency has 2nd level reporting components, does the agency-wide EEO Director have authority for the EEO programs within the subordinate reporting		X			The EEO Director establishes EEO policy for the entire DOE complex.	
If not, please describe how EEO program authority is delegated to subordinate reporting components.		X			The EEO Director establishes EEO policy for the entire DOE complex.	
Compliance Indicator	<b>The EEO Director and other EEO professional staff responsible for EEO programs have regular and effective means of informing the agency head and senior management officials of the status of EEO programs and are involved in, and consulted on, management/personnel actions.</b>	Measure has been met			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>	
Measures		Yes	No	N/A		
Does the EEO Director/Officer have a regular and effective means of informing the agency head and other top management officials of the effectiveness, efficiency and legal compliance of the agency's EEO program?		X				

Department of Energy	For period covering October 1, 2016 to September 30, 2017			
<p>Following the submission of the immediately preceding FORM 715-01, did the EEO Director/Officer present to the head of the agency and other senior officials the "State of the Agency" briefing covering all components of the EEO report, including an assessment of the performance of the agency in each of the six elements of the Model EEO Program and a report on the progress of the agency in completing its barrier analysis including any barriers it identified and/or eliminated or reduced the impact of?</p>		X		<p>Director Harris conducted a "State of the Agency" briefing to the Secretary and senior leaders of the Department on November 4, 2016, regarding civil rights compliance and EEO related matters.</p> <p>During the Second through Fourth Quarters of FY 2017, Dr. Andre Sayles (then Acting EEO Director) and Ann Augustyn, then Deputy Director of the Office of Civil Rights and Equal Opportunity and currently the Principal Deputy Director, briefed the Acting Under Secretary on civil rights compliance and EEO related matters.</p>
<p>Are EEO program officials present during agency deliberations prior to decisions regarding recruitment strategies, vacancy projections, succession planning, selections</p>	X			<p>EEO officials are present during some deliberations. However, the level of involvement varies from site-to-site.</p>
<p>Does the agency consider whether any group of employees or applicants might be negatively impacted prior to making human resource decisions such as reorganizations and re-alignments?</p>	X			
<p>Are management/personnel policies, procedures and practices examined at regular intervals to assess whether there are hidden impediments to the realization of equality of opportunity for any group(s) of employees or applicants? [see 29 C.F.R. § 1614.102(b)(3)]</p>	X			<p>The EEO Office will continue to examine personnel policies, procedures, and practices to ensure there are no hidden impediments to equal opportunity for any group of employees or applicants.</p>
<p>Is the EEO Director included in the agency's strategic planning, especially the agency's human capital plan, regarding succession planning, training, etc., to ensure</p>	X			
<p><b>Compliance Indicator</b></p>	<p><b>Measure has been met</b></p>			

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
	The agency has committed sufficient human resources and budget allocations to its EEO programs to ensure successful operation.				For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Director have the authority and funding to ensure implementation of agency EEO action plans to improve EEO program efficiency and/or eliminate identified barriers to the realization of equality of opportunity?		X			
Are sufficient personnel resources allocated to the EEO Program to ensure that agency self-assessments and self-analyses prescribed by EEO MD-715 are conducted annually and to maintain an effective complaint processing system?		X			
Are statutory/regulatory EEO related Special Emphasis Programs sufficiently		X			
Federal Women's Program - 5 U.S.C. 7201; 38 U.S.C. 4214; Title 5 CFR, Subpart B, 720.204		X			
Hispanic Employment Program - Title 5 CFR, Subpart B, 720.204		X			
People With Disabilities Program Manager; Selective Placement Program for Individuals With Disabilities - Section 501 of the Rehabilitation Act; Title 5 U.S.C. Subpart B, Chapter 31, Subchapter I-3102; 5 CFR 213.3102(t) and (u); 5 CFR 315.709		X			
Are other agency special emphasis programs monitored by the EEO Office for coordination and compliance with EEO guidelines and principles, such as FEORP - 5 CFR 720; Veterans Employment Programs; and Black/African American; American Indian/Alaska Native, Asian American/Pacific Islander programs?		X			
Compliance Indicator	The agency has committed sufficient budget to support the success of its EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	

Are there sufficient resources to enable the agency to conduct a thorough barrier analysis of its workforce, including the provision of adequate data collection and tracking systems	X			The Department has sufficient staff for this purpose. However, there are some data gaps that the Department continues to work to close.
Is there sufficient budget allocated to all employees to utilize, when desired, all EEO programs, including the complaint processing program and ADR, and to make a request for reasonable accommodation? (Including subordinate level reporting components?)	X			

Department of Energy	For period covering October 1, 2016 to September 30, 2017			
Has funding been secured for publication and distribution of EEO materials (e.g. harassment policies, EEO posters, reasonable accommodations procedures, etc.)?	X			
Is there a central fund or other mechanism for funding supplies, equipment and services necessary to provide disability accommodations?	X			Each Departmental element is responsible for funding approved reasonable accommodations.
Does the agency fund major renovation projects to ensure timely compliance with Uniform Federal Accessibility Standards?	X			
Is the EEO Program allocated sufficient resources to train all employees on EEO Programs, including administrative and judicial remedial procedures available to employees?	X			
Is there sufficient funding to ensure the prominent posting of written materials in all personnel and EEO offices? [see 29 C.F.R. § 1614.102(b)(5)]	X			
Is there sufficient funding to ensure that all employees have access to this training and information?	X			
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities:				
for ensuring a workplace that is free from all forms of discrimination, including harassment and retaliation?	X			
to provide religious accommodations?	X			
to provide disability accommodations in accordance with the agency's written procedures?		X		Once the Department has revised its reasonable accommodation procedures to incorporate personal assistance services procedures, training will be provided to managers and supervisors.
in the EEO discrimination complaint process?	X			
to participate in ADR?	X			



**Essential Element C: MANAGEMENT AND PROGRAM ACCOUNTABILITY**

This element requires the Agency Head to hold all managers, supervisors, and EEO Officials responsible for the effective implementation of the agency's EEO Program and Plan.

Department of Energy For period covering October 1, 2016 to September 30, 2017

Compliance Indicator	EEO program officials advise and provide appropriate assistance to managers/supervisors about the status of EEO programs within each manager's or supervisor's area or responsibility.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
		Yes	No	N/A	
Measures					
Are regular (monthly/quarterly/semi-annually) EEO updates provided to management/supervisory officials by EEO program officials?			X		Due to attrition and the recent death of an EEO staff member, the EEO staff has decreased by approximately 33%. Once we have been able to backfill these positions, the Department expects to provide semi-annual updates to management/supervisory officials.
Do EEO program officials coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency Counsel, Human Resource Officials, Finance, and the Chief information Officer?		X			
Compliance Indicator	The Human Resources Director and the EEO Director meet regularly to assess whether personnel programs, policies, and procedures are in conformity with instructions contained in EEOC management directives. [see 29 CFR § 1614.102(b)(3)]	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Have time-tables or schedules been established for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities by all groups?			X		Some progress has been made in this area. A proposed time-table will be established by December 31, 2018.
Have time-tables or schedules been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program by all groups?			X		Some progress has been made in this area. A proposed time-table will be established by December 31, 2018.

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Have time-tables or schedules been established for the agency to review its Employee Development/Training Programs for systemic barriers that may be impeding full participation in training opportunities by all groups?			X		Some progress has been made in this area. A proposed time-table will be established by December 31, 2018.
<b>Compliance Indicator</b>	<b>When findings of discrimination are made, the agency explores whether or not disciplinary actions should be taken.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>	
Does the agency have a disciplinary policy and/or a table of penalties that covers employees found to have committed discrimination?		X			

Have all employees, supervisors, and managers been informed as to the penalties for being found to perpetrate discriminatory behavior or for taking personnel actions based upon a prohibited basis?	X			
Has the agency, when appropriate, disciplined or sanctioned managers/supervisors or employees found to have discriminated over the past two years?	X			
If so, cite number found to have discriminated and list penalty /disciplinary action				
Does the agency promptly (within the established time frame) comply with EEOC, Merit Systems Protection Board, Federal Labor Relations Authority, labor arbitrators, and District Court orders?	X			
Does the agency review disability accommodation decisions/actions to ensure compliance with its written procedures and analyze the information tracked for trends, problems, etc.??	X			

<b>Essential Element D: PROACTIVE PREVENTION</b> Requires that the agency head makes early efforts to prevent discriminatory actions and eliminate barriers to equal employment opportunity in the workplace.					
Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	Analyses to identify and remove unnecessary barriers to employment are conducted throughout the year.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Do senior managers meet with and assist the EEO Director and/or other EEO Program Officials in the identification of barriers that may be impeding the realization of equal employment opportunity?			X		Senior managers do on occasion meet with EEO officials to discuss barriers to EEO. In addition, the EEO Office has developed action plans for women and Hispanic employees.
When barriers are identified, do senior managers develop and implement, with the assistance of the agency EEO office, agency EEO Action Plans to eliminate said barriers?			X		The EEO Office will develop a plan for outreach to senior managers when barriers are identified, so that senior managers may participate in the development of EEO Action Plans aimed at eliminating employment barriers. An outreach plan will be established by December 31, 2018.
Do senior managers successfully implement EEO Action Plans and incorporate the EEO Action Plan Objectives into agency strategic plans?			X		The EEO Office will develop a plan for outreach to senior managers when barriers are identified, so that senior managers may participate in the development of EEO Action Plans aimed at eliminating employment barriers. An outreach plan will be established by December 31, 2018.

Department of Energy	For period covering October 1, 2016 to September 30, 2017			
Are trend analyses of workforce profiles conducted by race, national origin, sex and disability?		X		The EEO Office will conduct trend analyses of workforce profiles by race semi-annually in FY 2019, with the goal of conducting the trend analyses quarterly during FY 2020.
Are trend analyses of the workforce's major occupations conducted by race, national origin, sex and disability?		X		The EEO Office will conduct trend analyses of the major occupations semi-annually in FY 2019, with the goal of conducting the trend analyses quarterly during FY 2020.
Are trends analyses of the workforce's grade level distribution conducted by race, national origin, sex and disability?		X		The EEO Office will conduct trend analyses of the workforce grade level distribution by race semi-annually in FY 2019, with the goal of conducting the trend analyses quarterly during FY 2020.
Are trend analyses of the workforce's compensation and reward system conducted by race, national origin, sex and disability?		X		The EEO Office will conduct trend analyses of the workforce compensation and reward system by race semi-annually in FY 2019, with the goal of conducting the trend analyses quarterly during FY 2020.
Are trend analyses of the effects of management/personnel policies, procedures and practices conducted by race, national origin, sex and disability?		X		The EEO Office will conduct trend analyses of the effects of management/personnel policies, procedures, and practices conducted by race, national origin, sex, and disability in FY 2019, with the goal of conducting the trend analyses semi-annually during FY 2020.

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	The use of Alternative Dispute Resolution (ADR) is encouraged by senior management.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Are all employees encouraged to use ADR?		X			
Is the participation of supervisors and managers in the ADR process required?			X		Although participation is not required by supervisors and managers, managers and supervisors are encouraged to participate in the ADR process.

<b>Essential Element E: EFFICIENCY</b> <b>Requires that the agency head ensure that there are effective systems in place for evaluating the impact and effectiveness of the agency's EEO Programs as well as an efficient and fair dispute resolution process.</b>	
Department of Energy	For period covering October 1, 2016 to September 30, 2017

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Compliance Indicator	The agency has sufficient staffing, funding, and authority to achieve the elimination of identified barriers.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the EEO Office employ personnel with adequate training and experience to conduct the analyses required by MD-715 and these instructions?		X			
Has the agency implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions?			X		There are some data gaps that the Department continues to work to close. The Department has met with another federal agency to learn how that agency has closed its data gaps. In the FY 2016 MD-715 Report, the Department identified its target date for completion of this objective as 9/27/19.
Have sufficient resources been provided to conduct effective audits of field facilities' efforts to achieve a model EEO program and eliminate discrimination under Title VII and the Rehabilitation Act?		X			
Is there a designated agency official or other mechanism in place to coordinate or assist with processing requests for disability accommodations in all major components of the agency?		X			
Are 90% of accommodation requests processed within the time frame set forth in the agency procedures for reasonable accommodation?		X			
Compliance Indicator	The agency has an effective complaint tracking and monitoring system in place to increase the effectiveness of the agency's EEO Programs.	Measure has been met			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
Measures		Yes	No	N/A	
Does the agency use a complaint tracking and monitoring system that allows identification of the location, and status of complaints and length of time elapsed at each stage of the agency's complaint resolution process?		X			
Does the agency's tracking system identify the issues and bases of the complaints, the aggrieved individuals/complainants, the involved management officials and other information to analyze complaint activity and trends?		X			

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Does the agency hold contractors accountable for delay in counseling and investigation processing times?		X			
If yes, briefly describe how:					
Does the agency monitor and ensure that new investigators, counselors, including contract and collateral duty investigators, receive the 32 hours of training required in accordance with EEO Management Directive MD-110?		X			
Does the agency monitor and ensure that experienced counselors, investigators, including contract and collateral duty investigators, receive the 8 hours of refresher training required on an annual basis in accordance with EEO Management Directive MD-110?		X			
<b>Compliance Indicator</b>	The agency has sufficient staffing, funding and authority to comply with the time frames in accordance with the EEOC (29 C.F.R. Part 1614) regulations for processing EEO complaints of employment discrimination.	<b>Measure has been met</b>			For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report
<b>Measures</b>		Yes	No	N/A	
Are benchmarks in place that compare the agency's discrimination complaint processes with 29 C.F.R. Part 1614?		X			
Does the agency provide timely EEO counseling within 30 days of the initial request or within an agreed upon extension in writing, up to 60 days?			X		In FY 2017, the Department increased its percentage of timely EEO counselings by 9%.
Does the agency provide an aggrieved person with written notification of his/her rights and responsibilities in the EEO process in a timely fashion?		X			

Does the agency complete the investigations within the applicable prescribed time frame?

X

During FY 2016, the Department de-scoped its EEO investigations contract after corrective action could not be achieved. This impacted the timeliness of EEO investigations in FY 2016 and also impacted the timeliness of EEO investigations in FY 2017, as investigations from the de-scoped contract had to be transferred to an interim contractor for completion. At the end of FY 2017, the Department initiated a contract with three new contractors for EEO investigation (and final agency decision) services. In November 2017, the Department developed draft standard operating procedures (SOPs) or the EEO investigative process. The Department expects FY 2018 to serve as a transition year with the new EEO investigative contracts and SOPs and for FY 2019 to show measurable improvement in the timeliness of EEO investigations.

Department of Energy		For period covering October 1, 2016 to September 30, 2017				
When a complainant requests a final agency decision, does the agency issue the decision within 60 days of the request?			X			At the end of FY 2017, the Department determined that during FY 2016 and in previous years, the merit-based final agency decisions (FADs) had been captured in the wrong category in the 462 Report. Therefore, the FY 2017 percentage of timely FADs will serve as a new baseline. In FY 2017, the Department implemented new SOPs for the final agency decision process. At the end of FY 2017, the Department initiated a contract with three new contractors for EEO final agency decision (and investigative) services. The Department expects FY 2018 to serve as a transition year with the new EEO final agency decision contracts and for FY 2019 to show measurable improvement in the timeliness of final agency decisions.
When a complainant requests a hearing, does the agency immediately upon receipt of the request from the EEOC AJ forward the investigative file to the EEOC Hearing Office?		X				
When a settlement agreement is entered into, does the agency timely complete any obligations provided for in such agreements?		X				
Does the agency ensure timely compliance with EEOC AJ decisions which are not the subject of an appeal by the agency?		X				
<b>Compliance Indicator</b>	<b>There is an efficient and fair dispute resolution process and effective systems for evaluating the impact and effectiveness of the agency's EEO complaint processing program.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>	
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>		

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
In accordance with 29 C.F.R. §1614.102(b), has the agency established an ADR Program during the pre-complaint and formal complaint stages of the EEO process?		X			
Does the agency require all managers and supervisors to receive ADR training in accordance with EEOC (29 C.F.R. Part 1614) regulations, with emphasis on the federal government's interest in encouraging mutual resolution of disputes and the benefits associated with utilizing ADR?			X		The ADR Office continued its efforts to increase DOE employee and manager awareness of the ADR Office and its services by participating in a series of brown bag lunch programs, holding several meet and greet events, and reaching out to its field offices. To that end, the ADR Office staff also provided over 20 informational presentation for new DOE employees during their onboarding process and 4 training sessions as a regular part of the curriculum in DOE comprehensive training sessions for new supervisors.
After the agency has offered ADR and the complainant has elected to participate in ADR, are the managers required to participate?			X		The MD-110 refers to ADR as a voluntary process. In that spirit, the Department does not require managers to participate in ADR, though ADR is strongly encouraged.
Does the agency ensure that the responsible management official directly involved in the dispute does not have settlement authority?		X			
<b>Compliance Indicator</b>	<b>The agency has effective systems in place for maintaining and evaluating the impact and effectiveness of its EEO programs.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>	
Does the agency have a system of management controls in place to ensure the timely, accurate, complete and consistent reporting of EEO complaint data to the		X			
Does the agency provide reasonable resources for the EEO complaint process to ensure efficient and successful operation in accordance with 29 C.F.R. § 1614.102		X			

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
Does the agency EEO office have management controls in place to monitor and ensure that the data received from Human Resources is accurate, timely received, and contains all the required data elements for submitting annual reports to the EEOC?		X			
Do the agency's EEO programs address all of the laws enforced by the EEOC?		X			
Does the agency identify and monitor significant trends in complaint processing to determine whether the agency is meeting its obligations under Title VII and the Rehabilitation Act?		X			
Does the agency track recruitment efforts and analyze efforts to identify potential barriers in accordance with MD-715 standards?		X			
Does the agency consult with other agencies of similar size on the effectiveness of their EEO programs to identify best practices and share ideas?		X			
<b>Compliance Indicator</b>	<b>The agency ensures that the investigation and adjudication function of its complaint resolution process are separate from its legal defense arm of agency or other offices with conflicting or competing interests.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>	
Are legal sufficiency reviews of EEO matters handled by a functional unit that is separate and apart from the unit which handles agency representation in EEO		X			
Does the agency discrimination complaint process ensure a neutral adjudication function?		X			
If applicable, are processing time frames incorporated for the legal counsel's sufficiency review for timely processing of complaints?		X			

<b>Essential Element F: RESPONSIVENESS AND LEGAL COMPLIANCE</b> This element requires that federal agencies are in full compliance with EEO statutes and EEOC regulations, policy guidance, and other written instructions.	
Department of Energy	For period covering October 1, 2016 to September 30, 2017

Department of Energy		For period covering October 1, 2016 to September 30, 2017			
<b>Compliance Indicator</b>	<b>Agency personnel are accountable for timely compliance with orders issued by EEOC Administrative Judges.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>	
Does the agency have a system of management control to ensure that agency officials timely comply with any orders or directives issued by EEOC Administrative		X			
<b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>	
Does the agency have control over the payroll processing function of the agency? If Yes, answer the two questions below.			X		The Department uses the Defense Finance and Accounting Services (DFAS) for payroll actions.
Are there steps in place to guarantee responsive, timely, and predictable processing of ordered monetary relief?			X		OCR has no oversight of the payroll system.
Are procedures in place to promptly process other forms of ordered relief?		X			
<b>Compliance Indicator</b>	<b>The agency's system of management controls ensures that the agency timely completes all ordered corrective action and submits its compliance report to EEOC within 30 days of such completion.</b>	<b>Measure has been met</b>			<b>For all unmet measures, provide a brief explanation in the space below or complete and attach an EEOC FORM 715-01 PART H to the agency's status report</b>
<b>Measures</b>		<b>Yes</b>	<b>No</b>	<b>N/A</b>	
Is compliance with EEOC orders encompassed in the performance standards of any agency employees?		X			
If so, please identify the employees by title in the comments section, and state how performance is measured.		Deputy Director, Office of Civil Rights and Equal Opportunity			
Is the unit charged with the responsibility for compliance with EEOC orders located in the EEO office?		X			
If not, please identify the unit in which it is located, the number of employees in the unit, and their grade levels in the comments section.					
Have the involved employees received any formal training in EEO compliance?		X			

Department of Energy	For period covering October 1, 2016 to September 30, 2017			
Does the agency promptly provide to the EEOC the following documentation for completing compliance:				
Attorney Fees: Copy of check issued for attorney fees and /or a narrative statement by an appropriate agency official, or agency payment order dating the dollar amount of attorney fees paid?	X			
Awards: A narrative statement by an appropriate agency official stating the dollar amount and the criteria used to calculate the award?	X			
Back Pay and Interest: Computer print-outs or payroll documents outlining gross back pay and interest, copy of any checks issued, narrative statement by an appropriate agency official of total monies paid?	X			
Compensatory Damages: The final agency decision and evidence of payment, if made?	X			
Training: Attendance roster at training session(s) or a narrative statement by an appropriate agency official confirming that specific persons or groups of persons attended training on a date certain?	X			
Personnel Actions (e.g., Reinstatement, Promotion, Hiring, Reassignment): Copies of SF-50s	X			
Posting of Notice of Violation: Original signed and dated notice reflecting the dates that the notice was posted. A copy of the notice will suffice if the original is not available.	X			
Supplemental Investigation: 1. Copy of letter to complainant acknowledging receipt from EEOC of remanded case. 2. Copy of letter to complainant transmitting the Report of Investigation (not the ROI itself unless specified). 3. Copy of request for a hearing (complainant's request or agency's transmittal letter).	X			
Final Agency Decision (FAD): FAD or copy of the complainant's request for a hearing.	X			
Restoration of Leave: Print-out or statement identifying the amount of leave restored, if applicable. If not, an explanation or statement.	X			
Civil Actions: A complete copy of the civil action complaint demonstrating same issues raised as in compliance matter.	X			
Settlement Agreements: Signed and dated agreement with specific dollar amounts, if applicable. Also, appropriate documentation of relief is provided.	X			

Footnotes:

1. See 29 C.F.R. § 1614.102.

2. When an agency makes modifications to its procedures, the procedures must be resubmitted to the Commission. See EEOC Policy Guidance on Executive Order 13164: Establishing Procedures to Facilitate the Provision of Reasonable Accommodation (10/20/00), Question 28

<b>EEOC FORM 715-01 PART H-1</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element A: <u>Demonstrated Commitment From Agency Leadership</u></b> Reasonable accommodation procedures for individuals with disabilities have not been disseminated to employees during new employee orientation.	
<b>OBJECTIVE:</b>	Update the Reasonable Accommodation Coordinators list for the field offices. Ensure that the reasonable accommodation procedures are readily available/accessible to all employees during new employee orientation.	
<b>RESPONSIBLE OFFICIAL:</b>	Deputy Director of EEO and Office of the Chief Human Capital Officer	
<b>DATE OBJECTIVE INITIATED:</b>	05/31/2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	01/31/2018	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		
DOE is currently updating the Reasonable Accommodation procedures and will submit to the EEOC for approval prior to disseminating the procedures to DOE's workforce.  <b>TARGET DATE: 01/19/2018</b>		
The Human Capital Office will create written materials on reasonable accommodation and ensure that the information is included in the new employee orientation packages.  <b>TARGET DATE: 01/26/2018</b>		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
The reasonable accomodation procedures are posted on the Department's intranet. The procedures are not disseminated during new employee orientation. However, once the reasonable accomodation procedures are revised to include provisions for personal assistance services, the procedures will be distributed during new employee orientation.		

EEOC FORM 715-01 PART H-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy		For period covering October 1, 2016 to September 30, 2017
STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:	Essential Element C: <u>Management and Program Accountability</u>  EEO Program Officials do not coordinate the development and implementation of EEO Plans with all appropriate agency managers to include Agency counsel, Human Resource Officials, Finance, and the Chief Information Officer.	
OBJECTIVE:	The EEO Office will coordinate meetings to develop EEO Action Plans with all appropriate agency managers to include Agency counsel, Human Resource Officials, Finance, and the Chief Information Officer.	
RESPONSIBLE OFFICIAL:	Deputy Director of EEO and Affirmative Employment Program Manager	
DATE OBJECTIVE INITIATED:	03/31/2017	
TARGET DATE FOR COMPLETION OF OBJECTIVE:	02/28/2018	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		
The EEO Office will collaborate with all appropriate agency managers to include General Counsel, Human Resource Officials, Finance, and the Chief Information Officer to ensure effective and efficient management of EEO program requirements and resources to validate the Department's annual self-assessments.  TARGET DATE: 09/29/2017		
The EEO Office will initiate monthly meetings with internal key stakeholders to discuss EEO action plans.  TARGET DATE: 06/30/2017		
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE		
The OEEO and HC continue to provide quarterly updates on hires, separations, special appointments, and employee satisfaction to identify potential systemic barriers to equal employment. The OEEO will assist HC with conducting routine reviews to ensure that personnel policies and procedures, promotions, evaluations, and training systems are clearly defined, applied and fairly implemented.		

<b>EEOC FORM 715-01 PART H-3</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element C: <u>Management and Program Accountability</u></b> The EEO Office has not established time-tables or schedules for the agency to review its Merit Promotion Program Policy and Procedures for systemic barriers that may be impeding full participation in promotion opportunities; time-tables or schedules have not been established for the agency to review its Employee Recognition Awards Program and Procedures for systemic barriers that may be impeding full participation in the program; nor has time-tables or schedules been established for the agency to review its Employee Development and Training Programs for systemic barriers that may be impeding full participation in training opportunities, by all groups.	
<b>OBJECTIVE:</b>	Establish time-tables to review the Department's Merit Promotion Program Policy and Procedures; Employee Recognition Awards Program and Procedures; and the Employee Development and Training Programs to ensure full and equal participation in promotion and training opportunities and distribution of awards.	
<b>RESPONSIBLE OFFICIAL:</b>	EEO and Human Capital Staff	
<b>DATE OBJECTIVE INITIATED:</b>	04/28/2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	03/30/2018	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		
<p>The EEO Office will initiate scheduled meetings with the Office of Learning and Workforce Development to evaluate the current policy and procedures for Employee Development and Training and create time-tables to ensure full and equal participation in training opportunities for all groups.</p> <p>TARGET DATE: 05/31/2017</p>		
<p>The EEO Office will collaborate with Human Capital to develop a regularly scheduled meetings to review DOE's merit promotion and employee recognition awards program policy and procedures to identify and analyze any systemic barriers that may hinder full participation in promotion opportunities and equitable distribution in awards by all groups.</p> <p>TARGET DATE: 08/04/2017</p>		
<p>The EEO Office will create time-tables and/or schedules and collaborate with Human Capital to ensure that there is full and equitable participation with the three programs.</p> <p>TARGET DATE: 10/31/2017</p>		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
In FY 2017 OEEO and HC made made strides to correct this deficiency. A proposed time-table will be established by December 31, 2018.		

<b>EEOC FORM 715-01 PART H-4</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	Essential Element D: <u>Proactive Prevention</u> DOE's managers and supervisors are not required to participate in the Alternative Dispute Resolution (ADR) process.	
<b>OBJECTIVE:</b>	DOE will encourage managers and supervisors to participate in the ADR process.	
<b>RESPONSIBLE OFFICIAL:</b>	Deputy Director of EEO and Director of Alternative Dispute Resolution Office	
<b>DATE OBJECTIVE INITIATED:</b>	03/31/2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/28/2018	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		
<p>The Alternative Dispute Resolution Office will draft a Secretarial Statement encouraging all employees, including managers and supervisors, to participate in the ADR process to resolve conflicts.</p> <p>TARGET DATE: 09/28/2018</p>		
<p>The ADR Office will promote the use of ADR through outreach activities and dissemination of information about the ADR Office and the mediation program.</p> <p>TARGET DATE: 09/29/2017</p>		
<p>The OCR will collaborate with the Alternative Dispute Resolution Office to develop training for managers and supervisors on their role in the ADR process.</p> <p>TARGET DATE: 03/30/2018</p>		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<p>The ADR Office continued its efforts to increase DOE employee and manager awareness of the ADR Office and its services by participating in a series of brown bag lunch programs, holding several meet and greet events and reaching out to its field offices. To that end, the ADR Office staff also provided over 20 informational presentation for new DOE employees during their onboarding process and four training sessions as a regular part of the curriculum in DOE comprehensive training sessions for new supervisors, and any supervisors looking for a refresher on essential skills. The Secretary of Energy issued a statement on ADR on June 1, 2017, strongly encouraging employees and managers to participate in ADR whenever appropriate to resolve disputes and conflicts at the lowest level possible. ADR supports DOE's core principle of fostering an environment that encourages resolving disputes in an objective and timely fashion, thereby minimizing disruptions in the workplace.</p>		

<b>EEOC FORM 715-01 PART H-5</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element E: Efficiency</b> The agency has not implemented an adequate data collection and analysis systems that permit tracking of the information required by MD-715 and these instructions.	
<b>OBJECTIVE:</b>	The agency will implement an adequate data collection and analysis systems that permit tracking of the information required by MD-715.	
<b>RESPONSIBLE OFFICIAL:</b>	EEO, OCIO, and Human Capital Staff	
<b>DATE OBJECTIVE INITIATED:</b>	05/31/2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/27/2019	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		
Develop an applicant flow data workgroup to identify the specific challenges each office is having with gaining access to applicant flow data.  <b>TARGET DATE: 03/31/2017</b>		
EEO, Human Capital, and Office of Chief Information Officer staff will discuss challenges gaining access to applicant flow data and how to implement an adequate data collection and analysis system to track the information required by the MD-715.  <b>TARGET DATE: 11/30/2017</b>		
Conduct training to all EEO staff, including the field offices, on how to use an adequate data collection and analysis systems that permits tracking the information required by MD-715.  <b>TARGET DATE: 03/30/2018</b>		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
Currently, the OEEO does not have an adequate applicant flow data collection system that permits tracking of information for MD-715 reporting. The OEEO has made progress in retrieving the appropriate data to report accurately by establishing an applicant flow workgroup to identify the specific barriers regarding the workforce and working towards removing systemic barriers to equal employment for all. The OEEO has also benchmarked other agencies particularly, the U.S. Department of Treasury and Consumer Financial Protection Bureau to determine the most adequate data collection system that would allow access to retrieve applicant flow data. The OEEO in collaboration with the Office of Chief Finance Office, HC and Office of the Chief Information Officer, expects to have an adequate data collection system in place to conduct barrier analysis on the workforce by the end of FY 2019.		

<b>EEOC FORM 715-01 PART H-6</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>
<b>STATEMENT of MODEL PROGRAM ESSENTIAL ELEMENT DEFICIENCY:</b>	<b>Essential Element E: Efficiency</b> When a complainant requests a final agency decision, the agency does not issue the decision within 60 days of the request.	
<b>OBJECTIVE:</b>	The OCR will improve the timeliness of final agency decisions (FADs) during FY 2017.	
<b>RESPONSIBLE OFFICIAL:</b>	Associate Deputy Director of Civil Rights	
<b>DATE OBJECTIVE INITIATED:</b>	06/30/2016	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>	09/29/2017	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		
<p>The OCR is currently in the process of developing Standard Operating Procedures (SOPs) for various stages of the EEO complaint process, including the final agency decision stage. The SOPs will contain internal deadlines for completing draft FADs. It is expected that the SOPs will help to improve the timeliness of issued FADs.</p> <p>TARGET DATE: 05/01/2017</p>		
<p>The OCR will hold EEO case processing team meetings to review the EEO case process. The team meetings will focus on the various stages of the EEO complaint process, including the FAD stage.</p> <p>TARGET DATE: 03/01/2017</p>		
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
<p>At the end of FY 2017, the Department determined that during FY 2016 and in previous years, the merit-based final agency decisions (FADs) had been captured in the wrong category in the 462 Report. Therefore, the FY 2017 percentage of timely FADs will serve as a new baseline. In FY 2017, the Department implemented new SOPs for the final agency decision process. At the end of FY 2017, the Department initiated a contract with three new contractors for EEO final agency decision (and investigative) services. The Department expects FY 2018 to serve as a transition year with the new EEO final agency decision contracts and for FY 2019 to show measurable improvement in the timeliness of final agency decisions.</p>		

<b>EEOC FORM 715-01 PART I-1</b>		<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT</b>	
<b>Department of Energy</b>		<b>For period covering October 1, 2016 to September 30, 2017</b>	
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?		The participation rate of Women in DOE's total workforce (39.41%) is lower than their corresponding availability in the civilian labor force (CLF) which is 48.14%.	
<b>BARRIER ANALYSIS:</b>  Provide a description of the steps taken and data analyzed to determine cause of the condition.		Workforce data tables, recruitment and outreach strategies, EEO complaints and grievances, hiring authorities (Schedule A, VRA, VEOA, etc.), exit interview surveys, and findings of discrimination were examined to determine the root cause of any potential barriers impacting this particular group.	
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Women's Program Manager and Human Capital staff need to develop and implement recruitment, selection, and hiring strategies and implement strategies for Women.	
<b>OBJECTIVE:</b>  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		The EEO Office will develop a barrier analysis workgroup with the field offices to review policies, practices and procedures that may be hindering equal employment to this particular group.	
<b>RESPONSIBLE OFFICIAL:</b>		Women's Program Manager, Human Capital office, Field Offices EEO Managers, Human Capital staff	
<b>DATE OBJECTIVE INITIATED:</b>		03/31/2017	
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		09/28/2019	
<b>EEOC FORM 715-01 PART I-1</b>		<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>	
Develop and schedule monthly barrier analysis workgroup meetings with field EEO offices to review workforce data by geographical region to identify systemic barriers as it relates to recruitment and outreach for Women.		09/28/2018	
The Women's Program Manager and Human Capital staff will review recruitment strategies, hiring initiatives, merit promotion program policies and procedures, and employee training and development programs to see if systemic barriers exist for Women.		09/28/2018	
Schedule focus groups and lunch and learn sessions to have open dialogue with Women in DOE about possible barriers related to career development and upward mobility.		09/28/2018	
The Women's Program Manager will collaborate with Human Capital staff to develop and implement recruitment strategies and outreach activities for Women.		07/31/2018	
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>			

EEOC FORM 715-01 PART I-2	U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy	For period covering October 1, 2016 to September 30, 2017	
<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>The participation rate of Hispanics in executive/senior level official and manager positions, is significantly below the corresponding participation rate of Hispanics in feeder grades. Specifically, the participation rate of Hispanic females in GS-15 grade level was 1.68% while their participation rate at the SES positions was 0.32%.</p>	
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>	<p>The noted trigger above prompted the review of tables A3-1, A4 and A11. Table A3-1 indicates that while Hispanic females comprise 2.06% of DOE's permanent workforce (see A1), they only make up 1.23% of the Executive and Senior-level officials and managers. Table A4 indicates that Hispanic females are concentrated primarily at the GS-13 and GS-14 levels, with a small but significant percentage at GS-15. Table A11 indicates that although Hispanic females are applying and qualifying for internal selections in GS-14 and 15 positions however, they are not selected.</p> <p><u>Climate Assessment Survey:</u> In December 2016, the Office of Human Capital issued an internal survey to the DOE workforce. In reviewing the qualitative feedback responses, Hispanic employees have in large part suggested that there is a dire need for the increase in promotion career development opportunities for Hispanic/Latino employees. The few comments below were taken directly from the qualitative feedback responses from the 143 Hispanics who completed the survey: "Lack of growth or opportunities for upward promotion". "This agency does not reflect the diversity of America. I am specifically referring to Hispanics in upper level positions". "The problem lays directly with opportunities to grow within DOE". "No promotion opportunities".</p> <p><u>Interviews:</u> In FY 2017, the Hispanic Employment Program Manager met with a Human Capital (HC) Official from the Career Development Division to discuss the Department's Career Development Program. HC provided a detailed report outlining the status and eligibility requirements for each career development program. Although DOE has a range of career development opportunities for employees the programs were not developed to target Hispanic employees but available to all eligible DOE employees.</p>	
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>DOE does not have a well-defined policy on career development opportunities to target Hispanic females at the senior grade levels.</p>	

<b>OBJECTIVE:</b> State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		The EEO Office will collaborate with Human Capital to develop career advancement opportunities (i.e. training, detail assignments, special projects, mentoring and etc.) for Hispanic employees while enhancing efforts to target Hispanic females in GS-13 and above positions.
<b>RESPONSIBLE OFFICIAL:</b>		HEPM, Deputy Director of EEO, and Chief Human Capital Officer
<b>DATE OBJECTIVE INITIATED:</b>		03/31/2017
<b>TARGET DATE FOR COMPLETION OF OBJECTIVE:</b>		09/28/2018
<b>EEOC FORM 715-01 PART I-2</b>	<b>EEO Plan To Eliminate Identified Barrier</b>	
<b>PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:</b>		<b>TARGET DATE (Must be specific)</b>
The Special Emphasis Program Manager for Hispanics will collaborate with key stakeholders to implement activities from the EEO Strategic Plan for 2017 - 2019 such as, lunch & learn sessions and training courses to continue bringing awareness to DOE's workforce regarding Hispanics.		10/31/2018
Collect best practices and network with Hispanic community organizations and other agencies on successful strategies for career advancement opportunities for Hispanic employees.		07/31/2018
Review DOE's applicant pool (A9 & A11) workforce data quarterly to identify trends for internal competitive promotions for Hispanic employees.		09/28/2018
<b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>		
In the second quarter of FY 2017, employee resource group Community for the Advancement of Latinos at the Department of Energy (CALDOE) surveyed their membership to determine what types of opportunities are needed in an effort to strengthen professional development for Hispanic employees. The noteworthy recommendations included an increase in opportunities to progress to the Senior Executive Service (SES), mentoring, career coaching, networking and SES leadership training opportunities. As a result, the Hispanic Heritage Month observance program was designed to begin the groundwork by creating mentoring and/or coaching opportunities for Hispanic employees to glean insights from DOE Hispanic senior leaders.		

EEOC FORM 715-01 PART I-3		U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT	
Department of Energy		For period covering October 1, 2016 to September 30, 2017	
STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?		After reviewing the A6 workforce data table, it appears within the major occupation Electrical Engineering (0850) that the participation rates of African-American males and females are lower than their occupational CLF. The participation rate of African-American males is 0.00% in comparison to the occupational CLF of 4.29%. The participation rate of African-American females is 0.00% in comparison to the occupational CLF of 0.94%.	
BARRIER ANALYSIS:  Provide a description of the steps taken and data analyzed to determine cause of the condition.		The noted trigger above prompted the review of tables A1, A6, and A7. Table A6 indicates that while African-American males and females compromise 4.95% and 8.93% (respectively) of DOE's permanent workforce (see A1), there are zero African-American Electrical Engineers. Table A7 indicates that although African-Americans are applying and qualifying for Electrical Engineering positions, they are not selected.	
STATEMENT OF IDENTIFIED BARRIER:  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		DOE does not have a well-defined policy on recruitment strategies to attract African-Americans in the Electrical Engineering occupation field.	
OBJECTIVE:  State the alternative or revised agency policy, procedure or practice to be implemented to correct the undesired condition.		The EEO Office will collaborate with the Corporate Recruitment Office to develop specific recruitment strategies to attract African-Americans in the Electrical Engineering occupation field.	
RESPONSIBLE OFFICIAL:		Black Employment Program Manager, Deputy Director, Office of Civil Rights and Equal Opportunity	
DATE OBJECTIVE INITIATED:		05/01/2018	
TARGET DATE FOR COMPLETION OF OBJECTIVE:		03/01/2019	
EEOC FORM 715-01 PART I-3		EEO Plan To Eliminate Identified Barrier	
PLANNED ACTIVITIES TOWARD COMPLETION OF OBJECTIVE:		TARGET DATE (Must be specific)	
Collect and review applicant data for mission critical positions quarterly.		12/31/2018	
Collect best practices and network with Engineering professional associations/organizations and other agencies on successful strategies and opportunities to attract African-Americans employees.		12/31/2018	
Develop specific recruitment strategies and/or opportunities for DOE to attract African-Americans in the Electrical Engineering occupational field.		12/31/2018	
REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE			

# MD-715 – Part J

## Special Program Plan

### for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

#### Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWD)

Answer: No

b. Cluster GS-11 to SES (PWD)

Answer: Yes

The percentage of PWD in the GS-11 to SES cluster was 10.36% in FY 2017, which falls below the goal of 12%.

\* For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

a. Cluster GS-1 to GS-10 (PWTD)

Answer: No

b. Cluster GS-11 to SES (PWTD)

Answer: Yes

The percentage of PWTD in the GS-11 to SES cluster was 1.14% in FY 2017, which falls below the goal of 2%.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The Agency communicates annual hiring goals for persons with disabilities and persons with targeted disabilities through consultations with hiring managers, new

supervisory training workshops, and regular Human Capital collaboration calls offering quarterly progress updates.

## Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

### A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer: Yes

2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTB	0	0	46	Tiffany Wheeler Supervisory Human Resource Specialist Office of the Chief Human Capital Officer tiffany.wheeler@hq.doe.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	21	Tiffany Wheeler Supervisory Human Resource Specialist Office of the Chief Human Capital Officer tiffany.wheeler@hq.doe.gov
Processing reasonable accommodation requests from applicants and employees	0	0	15	Tiffany Wheeler Supervisory Human Resource Specialist Office of the Chief Human Capital Officer tiffany.wheeler@hq.doe.gov
Section 508 Compliance	0	0	1	Teddy Dyer Information Technology Specialist Office of the Chief Information Officer teddy.dyer@hq.doe.gov

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Architectural Barriers Act Compliance	0	0	1	David Brown Deputy Director, Technical Services davis.s.brown@hq.doe.gov
Special Emphasis Program for PWD and PWTD	1	0	1	Ann Augustyn Deputy Director Office of Civil Rights and Equal Opportunity ann.augustyn@hq.doe.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training(s) that disability program staff have received. If “no”, describe the training(s) planned for the upcoming year.

Answer: Yes

- "A Roadmap to Success: Hiring, Retaining, and Including PWDs" by OPM  
- Disability Program Manager Basics by EEOC

## B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer: Yes

## Section III: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD.

### A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

In FY 2017, the Department of Energy has utilized a variety of resources to increase the number of qualified applicants with disabilities and applicants with targeted disabilities within major occupations. These resources included the Workforce Recruitment Program database, OPM Shared Database, programs offered by vocational rehabilitation centers, American Job Centers and unsolicited e-mails. In addition, the agency piloted a disability mentoring day hosting students with disabilities from six colleges in the District of Columbia metropolitan area to provide information on student internships and career opportunities.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The Department of Energy utilizes all available and appropriate hiring authorities to recruit and hire Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD).

- Applicants who wish to be considered for job announcements may do so through applying to vacancies listed on the USAJOBS website targeted towards PWD and PWTD or may contact an agency disability coordinator. Disability coordinators are located at all Department locations and their contact information is listed on the agency's website.
- In FY 2017, the agency hosted a Disability Mentoring Day in collaboration with the American Association of People with Disabilities. Fourteen program offices offered students from six colleges in the District of Columbia metropolitan area career and internship exploration as well as an afternoon of job shadowing and mentoring.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The Agency determines eligibility for applicants who apply under special hiring authorities for persons with disabilities and persons with targeted disabilities through documentation such as a Schedule A letter, letters from the Veterans Administration, or letters from a vocational rehabilitation center that identifies the individual as a person with a disability.

- Applicants who apply under special hiring authorities that take disability into account are referred with other applicants from competitive announcements. They are processed and referred to hiring managers on both a competitive Certificate of Eligibles and a non-competitive Certificate of Eligibles.
- The Agency's Human Resource Business Partners also request referrals through the Office of Corporate Recruitment and Outreach Division (CRO), as well as the Veteran Employment Program Manager.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If “yes”, describe the type(s) of training and frequency. If “no”, describe the agency’s plan to provide this training.

Answer: Yes

- In FY 2017, the DOE launched the course "Cultural Diversity in the Workplace," with 17 sessions provided. In addition, online workshops regarding special hiring authorities such as "Schedule A" and other hiring flexibilities were provided to supervisors and managers.
- A total of 787 hiring managers completed the "A Roadmap to Success: Hiring, Retaining, and Including PWDs" training to educate human resource professionals and hiring managers on special hiring authorities and flexibilities. In addition, 1,001 hiring managers completed the Veteran Employment Training for Federal Hiring Managers.

## **B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS**

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

- In FY 2017, the CRO coordinated DOE's participation in five recruitment and outreach events specifically targeting PWDs and PWTDs including the Bender Virtual Job Fair.
- The CRO utilized a variety of online sources including the Workforce Recruitment Program Database, OPM Shared Database, vocational rehabilitation centers, and unsolicited e-mails to attract PWD and PWTD applicants for job opportunities.
- In FY 2017, the DOE also hosted a Disability Mentoring Day in collaboration with the American Association of People with Disabilities' annual effort. Fourteen program offices offered students an opportunity for career and internship exploration in addition to an afternoon of job shadowing and mentoring. Students from six colleges in the District of Columbia area were in attendance.

## **C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.
  - a. New Hires for Permanent Workforce (PWD)      Answer: No
  - b. New Hires for Permanent Workforce (PWTD)      Answer: No

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
  - a. New Hires for MCO (PWD)      Answer: Yes
  - b. New Hires for MCO (PWTD)      Answer: Yes

In comparison to the benchmarks, triggers exist for PWD (2.14%) and PWTD (0.00%) among qualified applicants for the General Engineering series (0801 ). Triggers also exist for PWD (5.11 %) among qualified applicants for the Contracting series (1102) and PWD qualified applicants (4.55%) in the Information Technology Management series (2210).

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
  - a. Qualified Applicants for MCO (PWD)      Answer: No
  - b. Qualified Applicants for MCO (PWTD)      Answer: No

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.
  - a. Promotions for MCO (PWD)      Answer: No
  - b. Promotions for MCO (PWTD)      Answer: No

## Section IV: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

## A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

In FY 2017, the Department of Energy has engaged in the below initiatives to ensure employees with disabilities and employees with targeted disabilities have sufficient advancement opportunity.

- Human Resource Business Partners and the Office of Corporate Recruitment and Outreach regularly consult with hiring managers on effective approaches to talent management including special hiring authorities, conversion of Schedule A appointees, and utilizing sources including the Workforce Recruitment Program and the OPM Shared Database.
- Beginning in FY 2017, the Department has initiated a mentoring program for all employees including employees with disabilities and employees with targeted disabilities.

## B. CAREER DEVELOPMENT OPPORTUNITIES

1. Please describe the career development opportunities that the agency provides to its employees.

The Department of Energy provides several career development opportunities that are available to all employees including employees with disabilities and employees with targeted disabilities. Opportunities include the Professional Skills and Technical Training program, Leadership 360 assessment program, Leadership Development Series, and other offered internship and detail opportunities.

2. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Applicants (PWD)

Answer: No

b. Selections (PWD)

Answer: No

3. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Applicants (PWTD)

Answer: No

b. Selections (PWTD)

Answer: No

**C. AWARDS**

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD)                      Answer: No

b. Awards, Bonuses, & Incentives (PWTD)                      Answer: No

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD)    Answer: No

b. Pay Increases (PWTD)    Answer: No

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD)                              Answer: N/A

b. Other Types of Recognition (PWTD)                              Answer: N/A

**D. PROMOTIONS**

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

d. Grade GS-13

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

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2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

b. Grade GS-15

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

c. Grade GS-14

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

d. Grade GS-13

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. New Hires to SES (PWD) Answer: No

b. New Hires to GS-15 (PWD) Answer: No

c. New Hires to GS-14 (PWD) Answer: No

d. New Hires to GS-13 (PWD) Answer: No

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- a. New Hires to SES (PWTD) Answer: No
- b. New Hires to GS-15 (PWTD) Answer: No
- c. New Hires to GS-14 (PWTD) Answer: No
- d. New Hires to GS-13 (PWTD) Answer: No

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

- i. Qualified Internal Applicants (PWD) Answer: No
- ii. Internal Selections (PWD) Answer: No

b. Managers

- i. Qualified Internal Applicants (PWD) Answer: No
- ii. Internal Selections (PWD) Answer: No

c. Supervisors

- i. Qualified Internal Applicants (PWD) Answer: No
- ii. Internal Selections (PWD) Answer: No

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

b. Managers

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWD) Answer: No

b. New Hires for Managers (PWD) Answer: No

c. New Hires for Supervisors (PWD) Answer: No

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD) Answer: No

b. New Hires for Managers (PWTD) Answer: No

c. New Hires for Supervisors (PWTD) Answer: No

## Section V: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

## A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer: No

During FY 2017, tickler systems were established within the HC Shared Service Centers to track upcoming Schedule A conversions. In addition, the Corporate Recruitment and Outreach Division reviews conversions of Schedule A employees annually.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWD) Answer: No

b. Involuntary Separations (PWD) Answer: No

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

a. Voluntary Separations (PWTD) Answer: No

b. Involuntary Separations (PWTD) Answer: No

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

n/a

## B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b)), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151 – 4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

DOE has an issued notice of rights under 29 C.F.R. § 1614.203(d)(4) at <https://www.energy.gov/cio/department-energy-doe-and-section-508>. Included on this website, employees and applicants are notified that they may send their complaints to the DOE Section 508 coordinator at [DOESection508Coordinator@hq.doe.gov](mailto:DOESection508Coordinator@hq.doe.gov).

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

Since GSA owns the buildings and contracts for the leases of our facilities:  
<https://www.gsa.gov/real-estate/design-construction/accessible-facility-design>  
<https://www.access-board.gov/guidelines-and-standards/communications-and-it/about-the-section-508-standards/background/2-uncategorised/453-about-the-architectura1-barriers-act-and-other-disability-rights-laws>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The agency did not implement any projects to improve accessibility of facilities during the reporting period. The Department of Energy has a fully ADAAA compliant building.

## **C. REASONABLE ACCOMMODATION PROGRAM**

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average number of days for processing initial requests for reasonable accommodation across the DOE complex was 29 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing

approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The Desk Reference for Reasonable Accommodation has served as an informative tool for those requesting reasonable accommodations, for supervisors/managers, and for Local Reasonable Accommodation Coordinators.

## **D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The Department of Energy received an extension until June 8, 2018 to submit policies and procedures implementing Personal Assistance Services.

## **Section VI: EEO Complaint and Findings Data**

### **A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer: No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer: No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

### **B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer: No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer: No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

## Section VII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer: No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer: No

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

<b>Trigger</b>				
<b>Barrier(s)</b>				
<b>Objective(s)</b>				
<b>Responsible Official(s)</b>		<b>Performance Standards Address the Plan? (Yes or No)</b>		
<b>Barrier Analysis Process Completed? (Yes or No)</b>		<b>Barrier(s) Identified? (Yes or No)</b>		
<b>Sources of Data</b>	<b>Sources Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>		
Workforce Data Tables				
Complaint Data (Trends)				
Grievance Data (Trends)				
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)				
Climate Assessment Survey (e.g., FEVS)				
Exit Interview Data				
Focus Groups				
Interviews				
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)				
Other (Please Describe)				
<b>Target Date (mm/dd/yyyy)</b>	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding (Yes or No)</b>	<b>Modified Date (mm/dd/yyyy)</b>	<b>Completion Date (mm/dd/yyyy)</b>
<b>Fiscal Year</b>	<b>Accomplishments</b>			

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

n/a

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

n/a

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

n/a

# Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

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## Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

### Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 C.F.R. § 1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with reportable and targeted disabilities in the federal government.

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
  - a. Cluster GS-1 to GS-10 (PWD) Answer: No
  - b. Cluster GS-11 to SES (PWD) Answer: Yes

The percentage of PWD in the GS-11 to SES cluster was 10.36% in FY 2017, which falls below the goal of 12%.

\* For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.
  - a. Cluster GS-1 to GS-10 (PWTD) Answer: No
  - b. Cluster GS-11 to SES (PWTD) Answer: Yes

The percentage of PWTD in the GS-11 to SES cluster was 1.14% in FY 2017, which falls below the goal of 2%.

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

The Agency communicates annual hiring goals for persons with disabilities and persons with targeted disabilities through consultations with hiring managers, new supervisory training workshops, and regular Human Capital collaboration calls offering quarterly progress updates.

### Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

**A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR DISABILITY PROGRAM**

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer: Yes

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2. Identify all staff responsible for implementing the agency’s disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff by Employment Status			Responsible Official (Name, Title, Office, Email)
	Full Time	Part Time	Collateral Duty	
Processing applications from PWD and PWTD	0	0	46	Tiffany Wheeler Supervisory Human Resource Specialist Office of the Chief Human Capital Officer tiffany.wheeler@hq.doe.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	21	Tiffany Wheeler Supervisory Human Resource Specialist Office of the Chief Human Capital Officer tiffany.wheeler@hq.doe.gov
Processing reasonable accommodation requests from applicants and employees	0	0	15	Tiffany Wheeler Supervisory Human Resource Specialist Office of the Chief Human Capital Officer tiffany.wheeler@hq.doe.gov
Section 508 Compliance	0	0	1	Teddy Dyer Information Technology Specialist Office of the Chief Information Officer teddy.dyer@hq.doe.gov
Architectural Barriers Act Compliance	0	0	1	David Brown Deputy Director, Technical Services davis.s.brown@hq.doe.gov
Special Emphasis Program for PWD and PWTD	1	0	1	Ann Augustyn Deputy Director Office of Civil Rights and Equal Opportunity ann.augustyn@hq.doe.gov

3. Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training(s) that disability program staff have received. If “no”, describe the

training(s) planned for the upcoming year.

Answer: Yes

- "A Roadmap to Success: Hiring, Retaining, and Including PWDs" by OPM  
 - Disability Program Manager Basics by EEOC

**B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM**

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If "no", describe the agency's plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer: Yes

**Section III: Program Deficiencies in the Disability Program**

In Part G of its FY 2017 MD-715 report, the agency identified the following program deficiencies involving its disability program:

Program Deficiencies	Agency Comments
Have the procedures for reasonable accommodation for individuals with disabilities been made readily available/accessible to all employees by disseminating such procedures during orientation of new employees and by making such procedures available on the World Wide Web or Internet?	The reasonable accommodation procedures are posted on the Department's intranet. It is unknown when the procedures were first posted on the intranet. The procedures are not disseminated during new employee orientation. However, once the reasonable accommodation procedures are revised to include provisions for personal assistance services, the procedures will be distributed during new employee orientation.
Have managers and supervisors been trained on their responsibilities under the procedures for reasonable accommodation?	Once the reasonable accommodation procedures are revised to include provisions for personal assistance services, the Department will establish training for supervisors/managers on the subject.
Is there sufficient funding to provide all managers and supervisors with training and periodic up-dates on their EEO responsibilities: to provide disability accommodations in accordance with the agency's written procedures?	Once the Department has revised its reasonable accommodation procedures to incorporate personal assistance services procedures, training will be provided to managers and supervisors.

**Section IV: Plan to Recruit and Hire Individuals with Disabilities**

Pursuant to 29 C.F.R. § 1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTDD.

**A. PLAN TO IDENTIFY JOB APPLICANTS WITH DISABILITIES**

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

In FY 2017, the Department of Energy has utilized a variety of resources to increase the number of qualified applicants with disabilities and applicants with targeted disabilities within major occupations. These resources included the Workforce Recruitment Program database, OPM Shared Database, programs offered by vocational rehabilitation centers, American Job Centers and unsolicited e-mails. In addition, the agency piloted a disability mentoring day hosting students with disabilities from six colleges in the District of Columbia metropolitan area to provide information on student internships and career opportunities.

2. Pursuant to 29 C.F.R. § 1614.203(a)(3), describe the agency's use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce.

The Department of Energy utilizes all available and appropriate hiring authorities to recruit and hire Persons with Disabilities (PWD) and Persons with Targeted Disabilities (PWTD).

- Applicants who wish to be considered for job announcements may do so through applying to vacancies listed on the USAJOBS website targeted towards PWD and PWTD or may contact an agency disability coordinator. Disability coordinators are located at all Department locations and their contact information is listed on the agency's website.

- In FY 2017, the agency hosted a Disability Mentoring Day in collaboration with the American Association of People with Disabilities. Fourteen program offices offered students from six colleges in the District of Columbia metropolitan area career and internship exploration as well as an afternoon of job shadowing and mentoring.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority and (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

The Agency determines eligibility for applicants who apply under special hiring authorities for persons with disabilities and persons with targeted disabilities through documentation such as a Schedule A letter, letters from the Veterans Administration, or letters from a vocational rehabilitation center that identifies the individual as a person with a disability.

- Applicants who apply under special hiring authorities that take disability into account are referred with other applicants from competitive announcements. They are processed and referred to hiring managers on both a competitive Certificate of Eligibles and a non-competitive Certificate of Eligibles.

- The Agency's Human Resource Business Partners also request referrals through the Office of Corporate Recruitment and Outreach Division (CRO), as well as the Veteran Employment Program Manager.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer: Yes

- In FY 2017, the DOE launched the course "Cultural Diversity in the Workplace," with 17 sessions provided. In addition, online workshops regarding special hiring authorities such as "Schedule A" and other hiring flexibilities were provided to supervisors and managers.
- A total of 787 hiring managers completed the "A Roadmap to Success: Hiring, Retaining, and Including PWDs" training to educate human resource professionals and hiring managers on special hiring authorities and flexibilities. In addition, 1,001 hiring managers completed the Veteran Employment Training for Federal Hiring Managers.

## **B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS**

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

- In FY 2017, the CRO coordinated DOE's participation in five recruitment and outreach events specifically targeting PWDs and PWTDs including the Bender Virtual Job Fair.
- The CRO utilized a variety of online sources including the Workforce Recruitment Program Database, OPM Shared Database, vocational rehabilitation centers, and unsolicited e-mails to attract PWD and PWTD applicants for job opportunities.
- In FY 2017, the DOE also hosted a Disability Mentoring Day in collaboration with the American Association of People with Disabilities' annual effort. Fourteen program offices offered students an opportunity for career and internship exploration in addition to an afternoon of job shadowing and mentoring. Students from six colleges in the District of Columbia area were in attendance.

## **C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

a. New Hires for Permanent Workforce (PWD)      Answer: No

b. New Hires for Permanent Workforce (PWTD)      Answer: No

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. New Hires for MCO (PWD)      Answer: Yes

b. New Hires for MCO (PWTD)      Answer: Yes

In comparison to the benchmarks, triggers exist for PWD (2.14%) and PWTD (0.00%) among qualified applicants for the General Engineering series (0801 ). Triggers also exist for PWD (5.11 %) among qualified applicants for the Contracting series (1102) and PWD qualified applicants (4.55%) in the Information Technology Management series (2210).

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified *internal* applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Qualified Applicants for MCO (PWD)      Answer: No

b. Qualified Applicants for MCO (PWTD)      Answer: No

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below.

a. Promotions for MCO (PWD)      Answer: No

b. Promotions for MCO (PWTD)      Answer: No

## Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

### **A. ADVANCEMENT PROGRAM PLAN**

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

In FY 2017, the Department of Energy has engaged in the below initiatives to ensure employees with disabilities and employees with targeted disabilities have sufficient advancement opportunity.

- Human Resource Business Partners and the Office of Corporate Recruitment and Outreach regularly consult with hiring managers on effective approaches to talent management including special hiring authorities, conversion of Schedule A appointees, and utilizing sources including the Workforce Recruitment Program and the OPM Shared Database.
- Beginning in FY 2017, the Department has initiated a mentoring program for all employees including employees with disabilities and employees with targeted disabilities.

**B. CAREER DEVELOPMENT OPPORTUNITIES**

1. Please describe the career development opportunities that the agency provides to its employees.

The Department of Energy provides several career development opportunities that are available to all employees including employees with disabilities and employees with targeted disabilities. Opportunities include the Professional Skills and Technical Training program, Leadership 360 assessment program, Leadership Development Series, and other offered internship and detail opportunities.

2. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

- |                     |            |
|---------------------|------------|
| a. Applicants (PWD) | Answer: No |
| b. Selections (PWD) | Answer: No |

3. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs identified? (The appropriate benchmarks are the relevant applicant pool for applicants and the applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

- |                      |            |
|----------------------|------------|
| a. Applicants (PWTD) | Answer: No |
| b. Selections (PWTD) | Answer: No |

**C. AWARDS**

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If "yes", please describe the trigger(s) in the text box.

a. Awards, Bonuses, & Incentives (PWD) Answer: No

b. Awards, Bonuses, & Incentives (PWTD) Answer: No

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If "yes", please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer: No

b. Pay Increases (PWTD) Answer: No

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If "yes", describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer: N/A

b. Other Types of Recognition (PWTD) Answer: N/A

## D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

c. Grade GS-14

i. Qualified Internal Applicants (PWD) Answer: No

ii. Internal Selections (PWD) Answer: No

d. Grade GS-13

- i. Qualified Internal Applicants (PWD) Answer: No
- ii. Internal Selections (PWD) Answer: No

2. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

a. SES

- i. Qualified Internal Applicants (PWTD) Answer: No
- ii. Internal Selections (PWTD) Answer: No

b. Grade GS-15

- i. Qualified Internal Applicants (PWTD) Answer: No
- ii. Internal Selections (PWTD) Answer: No

c. Grade GS-14

- i. Qualified Internal Applicants (PWTD) Answer: No
- ii. Internal Selections (PWTD) Answer: No

d. Grade GS-13

- i. Qualified Internal Applicants (PWTD) Answer: No
- ii. Internal Selections (PWTD) Answer: No

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- a. New Hires to SES (PWD) Answer: No
- b. New Hires to GS-15 (PWD) Answer: No
- c. New Hires to GS-14 (PWD) Answer: No
- d. New Hires to GS-13 (PWD) Answer: No

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If "yes", describe the trigger(s) in the text box.

- a. New Hires to SES (PWTD) Answer: No
- b. New Hires to GS-15 (PWTD) Answer: No
- c. New Hires to GS-14 (PWTD) Answer: No
- d. New Hires to GS-13 (PWTD) Answer: No

5. Does your agency have a trigger involving PWD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

- a. Executives
  - i. Qualified Internal Applicants (PWD) Answer: No
  - ii. Internal Selections (PWD) Answer: No
- b. Managers
  - i. Qualified Internal Applicants (PWD) Answer: No
  - ii. Internal Selections (PWD) Answer: No
- c. Supervisors
  - i. Qualified Internal Applicants (PWD) Answer: No
  - ii. Internal Selections (PWD) Answer: No

6. Does your agency have a trigger involving PWTD among the qualified *internal* applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

b. Managers

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer: No

ii. Internal Selections (PWTD) Answer: No

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWD) Answer: No

b. New Hires for Managers (PWD) Answer: No

c. New Hires for Supervisors (PWD) Answer: No

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box.

a. New Hires for Executives (PWTD) Answer: No

b. New Hires for Managers (PWTD) Answer: No

c. New Hires for Supervisors (PWTD) Answer: No

## Section VI: Plan to Improve Retention of Persons with Disabilities

To be a model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace personal assistance services.

**A. VOLUNTARY AND INVOLUNTARY SEPARATIONS**

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer: No

During FY 2017, tickler systems were established within the HC Shared Service Centers to track upcoming Schedule A conversions. In addition, the Corporate Recruitment and Outreach Division reviews conversions of Schedule A employees annually.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

- |                                  |            |
|----------------------------------|------------|
| a. Voluntary Separations (PWD)   | Answer: No |
| b. Involuntary Separations (PWD) | Answer: No |

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

- |                                   |            |
|-----------------------------------|------------|
| a. Voluntary Separations (PWTD)   | Answer: No |
| b. Involuntary Separations (PWTD) | Answer: No |

4. If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

n/a

**B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES**

Pursuant to 29 C.F.R. § 1614.203(d)(4), federal agencies are required to inform job applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b)), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151 – 4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

DOE has an issued notice of rights under 29 C.F.R. § 1614.203(d)(4) at <https://www.energy.gov/cio/department-energy-doe-and-section-508>. Included on this website, employees and applicants are notified that they may send their complaints to the DOE Section 508 coordinator at [DOESection508Coordinator@hq.doe.gov](mailto:DOESection508Coordinator@hq.doe.gov).

2. Please provide the internet address on the agency's public website for its notice explaining employees' and applicants' rights under the Architectural Barriers Act, including a description of how to file a complaint.

Since GSA owns the buildings and contracts for the leases of our facilities:  
<https://www.gsa.gov/real-estate/design-construction/accessible-facility-design>  
<https://www.access-board.gov/guidelines-and-standards/communications-and-it/about-the-section-508-standards/background/2-uncategorised/453-about-the-architectura1-barriers-act-and-other-disability-rights-laws>

3. Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

The agency did not implement any projects to improve accessibility of facilities during the reporting period. The Department of Energy has a fully ADAAA compliant building.

### **C. REASONABLE ACCOMMODATION PROGRAM**

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

The average number of days for processing initial requests for reasonable accommodation across the DOE complex was 29 days.

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency's reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

The Desk Reference for Reasonable Accommodation has served as an informative tool for those requesting reasonable accommodations, for supervisors/managers, and for Local Reasonable Accommodation Coordinators.

## **D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

Pursuant to 29 C.F.R. § 1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

The Department of Energy received an extension until June 8, 2018 to submit policies and procedures implementing Personal Assistance Services.

## **Section VII: EEO Complaint and Findings Data**

### **A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the government-wide average?

Answer: No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer: No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

### **B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer: No

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer: No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.

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### Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer: No

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer: No

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments.

<b>Trigger</b>		
<b>Barrier(s)</b>		
<b>Objective(s)</b>		
<b>Responsible Official(s)</b>	<b>Performance Standards Address the Plan? (Yes or No)</b>	
<b>Barrier Analysis Process Completed? (Yes or No)</b>	<b>Barrier(s) Identified? (Yes or No)</b>	
<b>Sources of Data</b>	<b>Sources Reviewed? (Yes or No)</b>	<b>Identify Information Collected</b>
Workforce Data Tables		
Complaint Data (Trends)		
Grievance Data (Trends)		
Findings from Decisions (e.g., EEO, Grievance, MSPB, Anti-Harassment Processes)		
Climate Assessment Survey (e.g., FEVS)		
Exit Interview Data		
Focus Groups		

Sources of Data		Sources Reviewed? (Yes or No)	Identify Information Collected		
Interviews					
Reports (e.g., Congress, EEOC, MSPB, GAO, OPM)					
Other (Please Describe)					
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)	
Fiscal Year	Accomplishments				

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

n/a

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

n/a

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

n/a



**Table A2: TOTAL WORKFORCE BY COMPONENT - Distribution by Race/Ethnicity and Sex**

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
DN00	#	7099	4279	2820	225	151	3337	1815	356	663	295	157	0	0	66	34	0	0
DN00 percent row	%	100	60.28	39.72	3.17	2.13	47.01	25.57	5.01	9.34	4.16	2.21	0.00	0.00	0.93	0.48	0.00	0.00



**Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent)**

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female	
																			#
GS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	10	5	5	0	1	2	3	2	1	1	0	0	0	0	0	0	0	0
GS-05 percent row	%	100	50.00	50.00	0.00	10.00	20.00	30.00	20.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	16	3	13	0	1	3	8	0	4	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	100	18.75	81.25	0.00	6.25	18.75	50.00	0.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	97	14	83	1	8	10	48	2	20	1	4	0	0	0	3	0	0	0
GS-07 percent row	%	100	14.43	85.57	1.03	8.25	10.31	49.48	2.06	20.62	1.03	4.12	0.00	0.00	0.00	3.09	0.00	0.00	0.00
GS-08	#	46	0	46	0	3	0	28	0	15	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	100	0.00	100.00	0.00	6.52	0.00	60.87	0.00	32.61	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	129	44	85	6	2	25	57	7	21	5	2	0	0	1	3	0	0	0
GS-09 percent row	%	100	34.11	65.89	4.65	1.55	19.38	44.19	5.43	16.28	3.88	1.55	0.00	0.00	0.78	2.33	0.00	0.00	0.00
GS-10	#	14	2	12	0	0	1	11	0	1	0	0	0	0	1	0	0	0	0
GS-10 percent row	%	100	14.29	85.71	0.00	0.00	7.14	78.57	0.00	7.14	0.00	0.00	0.00	0.00	7.14	0.00	0.00	0.00	0.00
GS-11	#	275	99	176	11	13	61	101	20	57	4	3	0	0	3	2	0	0	0
GS-11 percent row	%	100	36.00	64.00	4.00	4.73	22.18	36.73	7.27	20.73	1.45	1.09	0.00	0.00	1.09	0.73	0.00	0.00	0.00
GS-12	#	610	262	348	18	20	189	197	33	109	17	15	0	0	5	7	0	0	0
GS-12 percent row	%	100	42.95	57.05	2.95	3.28	30.98	32.30	5.41	17.87	2.79	2.46	0.00	0.00	0.82	1.15	0.00	0.00	0.00
GS-13	#	1792	1071	721	65	44	823	449	123	173	53	45	0	0	7	10	0	0	0
GS-13 percent row	%	100	59.77	40.23	3.63	2.46	45.93	25.06	6.86	9.65	2.96	2.51	0.00	0.00	0.39	0.56	0.00	0.00	0.00
GS-14	#	1955	1247	708	79	29	964	457	94	165	87	51	0	0	23	6	0	0	0
GS-14 percent row	%	100	63.79	36.21	4.04	1.48	49.31	23.38	4.81	8.44	4.45	2.61	0.00	0.00	1.18	0.31	0.00	0.00	0.00
GS-15	#	1606	1096	510	30	27	887	367	60	86	110	28	0	0	9	2	0	0	0
GS-15 percent row	%	100	68.24	31.76	1.87	1.68	55.23	22.85	3.74	5.35	6.85	1.74	0.00	0.00	0.56	0.12	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	315	236	79	9	1	204	62	8	8	8	7	0	0	7	1	0	0	0

Department of Energy

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Senior Executive Service percent row	%	100	74.92	25.08	2.86	0.32	64.76	19.68	2.54	2.54	2.54	2.22	0.00	0.00	2.22	0.32	0.00	0.00
Other Senior Pay (Non-SES)	#	15	11	4	0	0	11	3	0	0	0	1	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	73.33	26.67	0.00	0.00	73.33	20.00	0.00	0.00	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	7099	4279	2820	225	151	3337	1815	356	663	295	157	0	0	66	34	0	0
TOTAL percent row	%	100	60.28	39.72	3.17	2.13	47.01	25.57	5.01	9.34	4.16	2.21	0.00	0.00	0.93	0.48	0.00	0.00









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File Process Date and Time: null

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	21	19	2	0	0	15	2	0	0	1	0	0	0	3	0	0	0
Total AD Workforce (Permanent) percent row	%	100	90.48	9.52	0.00	0.00	71.43	9.52	0.00	0.00	4.76	0.00	0.00	0.00	14.29	0.00	0.00	0.00





Department of Energy

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-34	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-34 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	2	2	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Total AD Workforce (Permanent) percent row	%	100	100.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00

Table A4 - Participation Rates For GL Grades by Race/Ethnicity and Sex (Permanent)

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GL-09	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
GL-09 percent row	%	100	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Permanent)	#	7099	4279	2820	225	151	3337	1815	356	663	295	157	0	0	66	34	0	0
Total GL Workforce (Permanent) percent row	%	100	60.28	39.72	3.17	2.13	47.01	25.57	5.01	9.34	4.16	2.21	0.00	0.00	0.93	0.48	0.00	0.00

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Permanent)**

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
0501: FINANCIAL ADMINISTRATION	#	84	41	43	1	3	34	30	4	8	2	2	0	0	0	0	0	0
0501: FINANCIAL ADMINISTRATION percent row	%	100	48.81	51.19	1.19	3.57	40.48	35.71	4.76	9.52	2.38	2.38	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 1: FINANCIAL ADMINISTRATION	%	100	43.58	56.42	3.77	5.74	32.93	38.93	4.73	7.52	1.6	3.15	0	0.07	0.34	0.34	0.24	0.16
1102: CONTRACTING	#	374	171	203	10	12	134	132	21	49	2	7	0	0	4	3	0	0
1102: CONTRACTING percent row	%	100	45.72	54.28	2.67	3.21	35.83	35.29	5.61	13.10	0.53	1.87	0.00	0.00	1.07	0.80	0.00	0.00
CLF for Major Occupation 2: CONTRACTING	%	100	46.45	53.55	3.33	3.8	38.26	41.72	3.01	5.48	1.41	1.73	0.02	0.12	0.29	0.29	0.1	0.22
0505: FINANCIAL MANAGEMENT	#	7	4	3	0	0	3	3	0	0	1	0	0	0	0	0	0	0
0505: FINANCIAL MANAGEMENT percent row	%	100	57.14	42.86	0.00	0.00	42.86	42.86	0.00	0.00	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 3: FINANCIAL MANAGEMENT	%	100	43.58	56.42	3.77	5.74	32.93	38.93	4.73	7.52	1.6	3.15	0	0.07	0.34	0.34	0.24	0.16
0510: ACCOUNTING	#	183	81	102	4	4	63	65	11	26	2	6	0	0	1	1	0	0
0510: ACCOUNTING percent row	%	100	44.26	55.74	2.19	2.19	34.43	35.52	6.01	14.21	1.09	3.28	0.00	0.00	0.55	0.55	0.00	0.00
CLF for Major Occupation 4: ACCOUNTING	%	100	40.11	59.89	2.17	3.85	32.12	44.4	2.41	5.51	3.05	5.41	0.02	0.06	0.27	0.27	0.15	0.24
0850: ELECTRICAL ENGINEER	#	56	52	4	4	2	34	0	0	14	2	2	0	0	0	0	0	0
0850: ELECTRICAL ENGINEER percent row	%	100	92.86	7.14	7.14	3.57	60.71	0.00	0.00	25.00	3.57	3.57	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 5: ELECTRICAL ENGINEER	%	100	91.29	8.71	4.81	0.69	71.1	5.51	4.29	0.94	10.2	1.47	0.05	0.01	0.04	0.04	0.34	0.04
0801: GENERAL ENGINEERING	#	1676	1336	340	86	28	1056	236	56	44	116	32	0	0	22	0	0	0
0801: GENERAL ENGINEERING percent row	%	100	79.71	20.29	5.13	1.67	63.01	14.08	3.34	2.63	6.92	1.91	0.00	0.00	1.31	0.00	0.00	0.00
CLF for Major Occupation 6: GENERAL ENGINEERING	%	100	88.46	11.54	4.07	0.7	70.99	7.93	3.39	0.91	9.11	1.81	0.06	0.02	0.05	0.05	0.34	0.06
0201: HUMAN RESOURCES MANAGEMENT	#	156	40	116	0	9	24	56	16	46	0	4	0	0	0	1	0	0
0201: HUMAN RESOURCES MANAGEMENT percent row	%	100	25.64	74.36	0.00	5.77	15.38	35.90	10.26	29.49	0.00	2.56	0.00	0.00	0.00	0.64	0.00	0.00
CLF for Major Occupation 7: HUMAN RESOURCES MANAGEMENT	%	100	39.9	60.1	3.64	5.71	30.73	44.33	3.25	6.96	1.84	2.36	0.03	0.08	0.31	0.31	0.14	0.21
2210: INFORMATION TECHNOLOGY MANAGEMENT	#	217	151	66	4	2	104	41	28	19	13	3	0	0	2	1	0	0
2210: INFORMATION TECHNOLOGY MANAGEMENT percent row	%	100	69.59	30.41	1.84	0.92	47.93	18.89	12.90	8.76	5.99	1.38	0.00	0.00	0.92	0.46	0.00	0.00
CLF for Major Occupation 8: INFORMATION TECHNOLOGY MANAGEMENT	%	100	70.42	29.58	5.31	2.13	52.52	21.09	6.51	4.36	5.11	1.55	0.1	0.05	0.15	0.15	0.34	0.12
0340: PROGRAM MANAGEMENT	#	277	203	74	8	3	176	51	6	13	8	5	0	0	5	2	0	0
0340: PROGRAM MANAGEMENT percent row	%	100	73.29	26.71	2.89	1.08	63.54	18.41	2.17	4.69	2.89	1.81	0.00	0.00	1.81	0.72	0.00	0.00
CLF for Major Occupation 10: PROGRAM MANAGEMENT	%	100	36.83	63.17	2.84	5.7	27.4	44.05	3.48	8.79	2.56	3.62	0.02	0.05	0.37	0.37	0.2	0.34

**Table A6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Race/Ethnicity and Sex (Temporary)**

Job Title/Series Agency Rate Occupational CLF (Job Title-Series)		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
0501: FINANCIAL ADMINISTRATION	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0501: FINANCIAL ADMINISTRATION percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 1: FINANCIAL ADMINISTRATION	%	100	43.58	56.42	3.77	5.74	32.93	38.93	4.73	7.52	1.6	3.15	0	0.07	0.34	0.34	0.24	0.16
1102: CONTRACTING	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
1102: CONTRACTING percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 2: CONTRACTING	%	100	46.45	53.55	3.33	3.8	38.26	41.72	3.01	5.48	1.41	1.73	0.02	0.12	0.29	0.29	0.1	0.22
0505: FINANCIAL MANAGEMENT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0505: FINANCIAL MANAGEMENT percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 3: FINANCIAL MANAGEMENT	%	100	43.58	56.42	3.77	5.74	32.93	38.93	4.73	7.52	1.6	3.15	0	0.07	0.34	0.34	0.24	0.16
0510: ACCOUNTING	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
0510: ACCOUNTING percent row	%	100	100.00	0.00	0.00	0.00	66.67	0.00	33.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 4: ACCOUNTING	%	100	40.11	59.89	2.17	3.85	32.12	44.4	2.41	5.51	3.05	5.41	0.02	0.06	0.27	0.27	0.15	0.24
0850: ELECTRICAL ENGINEER	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0850: ELECTRICAL ENGINEER percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 5: ELECTRICAL ENGINEER	%	100	91.29	8.71	4.81	0.69	71.1	5.51	4.29	0.94	10.2	1.47	0.05	0.01	0.04	0.04	0.34	0.04
0801: GENERAL ENGINEERING	#	16	12	4	0	0	12	4	0	0	0	0	0	0	0	0	0	0
0801: GENERAL ENGINEERING percent row	%	100	75.00	25.00	0.00	0.00	75.00	25.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 6: GENERAL ENGINEERING	%	100	88.46	11.54	4.07	0.7	70.99	7.93	3.39	0.91	9.11	1.81	0.06	0.02	0.05	0.05	0.34	0.06
0201: HUMAN RESOURCES MANAGEMENT	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0201: HUMAN RESOURCES MANAGEMENT percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 7: HUMAN RESOURCES MANAGEMENT	%	100	39.9	60.1	3.64	5.71	30.73	44.33	3.25	6.96	1.84	2.36	0.03	0.08	0.31	0.31	0.14	0.21
2210: INFORMATION TECHNOLOGY MANAGEMENT	#	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
2210: INFORMATION TECHNOLOGY MANAGEMENT percent row	%	100	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 8: INFORMATION TECHNOLOGY MANAGEMENT	%	100	70.42	29.58	5.31	2.13	52.52	21.09	6.51	4.36	5.11	1.55	0.1	0.05	0.15	0.15	0.34	0.12
0340: PROGRAM MANAGEMENT	#	6	3	3	1	0	2	3	0	0	0	0	0	0	0	0	0	0
0340: PROGRAM MANAGEMENT percent row	%	100	50.00	50.00	16.67	0.00	33.33	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
CLF for Major Occupation 10: PROGRAM MANAGEMENT	%	100	36.83	63.17	2.84	5.7	27.4	44.05	3.48	8.79	2.56	3.62	0.02	0.05	0.37	0.37	0.2	0.34

Department of Energy

File Process Date and Time: null

**Table A8: NEW HIRES BY TYPE OF APPOINTMENT - Distribution by Race/Ethnicity and Sex**

Employment Tenure		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Permanent New Hires	#	393	237	156	18	13	177	99	21	27	16	16	0	0	5	1	0	0
Permanent New Hires percent row	%	100	60.31	39.69	4.58	3.31	45.04	25.19	5.34	6.87	4.07	4.07	0.00	0.00	1.27	0.25	0.00	0.00
Temporary New Hires	#	145	100	45	5	3	84	33	7	7	3	2	0	0	1	0	0	0
Temporary New Hires percent row	%	100	68.97	31.03	3.45	2.07	57.93	22.76	4.83	4.83	2.07	1.38	0.00	0.00	0.69	0.00	0.00	0.00
Non-Appropriated New Hires	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-Appropriated New Hires percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total New Hires	#	538	337	201	23	16	261	132	28	34	19	18	0	0	6	1	0	0
Total New Hires percent row	%	100	62.64	37.36	4.28	2.97	48.51	24.54	5.20	6.32	3.53	3.35	0.00	0.00	1.12	0.19	0.00	0.00
<b>CLF2010</b>	%	100	51.86	48.14	5.17	4.79	38.33	34.03	5.49	6.53	1.97	1.93	0.07	0.07	0.55	0.53	0.26	0.28

**Department of Energy**

File Process Date and Time: null

**For period covering October 1, 2016 to September 30, 2017.**



**Table A14: SEPARATIONS BY TYPE OF SEPARATION - Distribution by Race/Ethnicity and Sex**

<b>Employment Tenure</b>		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Voluntary Separation	#	614	395	219	21	18	320	136	23	50	26	13	0	0	5	2	0	0
Voluntary Separation percent row	%	100	64.33	35.67	3.42	2.93	52.12	22.15	3.75	8.14	4.23	2.12	0.00	0.00	0.81	0.33	0.00	0.00
Involuntary Separations	#	16	11	5	1	0	8	3	2	2	0	0	0	0	0	0	0	0
Involuntary Separations percent row	%	100	68.75	31.25	6.25	0.00	50.00	18.75	12.50	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total Separations	#	630	406	224	22	18	328	139	25	52	26	13	0	0	5	2	0	0
Total Separations percent row	%	100	64.44	35.56	3.49	2.86	52.06	22.06	3.97	8.25	4.13	2.06	0.00	0.00	0.79	0.32	0.00	0.00



File Process Date and Time: null

**Table B2: TOTAL WORKFORCE BY COMPONENT - Distribution by Disability [OPM Form 256 Self-Identification Codes]**

Subordinate Component		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Total Workforce	#	7099	6104	235	754	85	0	22	9	0	0	12	1	24	0
Total Workforce percent	%	100	85.98	3.31	10.62	1.20	0.00	0.31	0.13	0.00	0.00	0.17	0.01	0.34	0.00
Federal Goal	%					2.00									
DN00	#	7099	6104	235	754	85	0	0	0	0	0	12	1	24	0
DN00 percent row	%	100	85.98	3.31	10.62	1.20	0.00	0.00	0.00	0.00	0.00	0.17	0.01	0.34	0.00



File Process Date and Time: null

**Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent)**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
GS-02 percent row	%	100	0.00	0.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	1	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	100	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	10	4	1	6	2	0	0	0	0	0	0	0	1	0
GS-05 percent row	%	100	40.00	10.00	60.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	10.00	0.00
GS-06	#	16	12	0	4	0	1	0	0	0	0	0	0	0	0
GS-06 percent row	%	100	75.00	0.00	25.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	97	78	3	19	0	5	0	0	0	0	0	0	0	0
GS-07 percent row	%	100	80.41	3.09	19.59	0.00	5.15	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#	46	42	3	4	3	0	1	0	0	0	1	0	1	0
GS-08 percent row	%	100	91.30	6.52	8.70	6.52	0.00	2.17	0.00	0.00	0.00	2.17	0.00	2.17	0.00
GS-09	#	129	107	10	22	4	0	1	0	0	0	2	0	0	0
GS-09 percent row	%	100	82.95	7.75	17.05	3.10	0.00	0.78	0.00	0.00	0.00	1.55	0.00	0.00	0.00
GS-10	#	14	13	1	1	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	92.86	7.14	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	275	226	14	49	6	3	1	0	0	0	1	0	4	0
GS-11 percent row	%	100	82.18	5.09	17.82	2.18	1.09	0.36	0.00	0.00	0.00	0.36	0.00	1.45	0.00
GS-12	#	610	523	27	87	10	9	1	0	0	0	2	0	6	0
GS-12 percent row	%	100	85.74	4.43	14.26	1.64	1.48	0.16	0.00	0.00	0.00	0.33	0.00	0.98	0.00
GS-13	#	1792	1581	57	211	20	17	4	2	0	0	2	0	7	0
GS-13 percent row	%	100	88.23	3.18	11.77	1.12	0.95	0.22	0.11	0.00	0.00	0.11	0.00	0.39	0.00
GS-14	#	1955	1769	50	186	15	27	2	5	0	0	1	0	2	0
GS-14 percent row	%	100	90.49	2.56	9.51	0.77	1.38	0.10	0.26	0.00	0.00	0.05	0.00	0.10	0.00
GS-15	#	1606	1477	53	129	23	6	12	2	0	0	2	0	3	0
GS-15 percent row	%	100	91.97	3.30	8.03	1.43	0.37	0.75	0.12	0.00	0.00	0.12	0.00	0.19	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	315	298	8	17	1	2	0	0	0	0	1	0	0	0
Senior Executive Service percent row	%	100	94.60	2.54	5.40	0.32	0.63	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	93.33	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	7099	6339	235	760	85	75	22	9	0	0	12	1	24	0

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For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100	89.29	3.31	10.71	1.20	1.06	0.31	0.13	0.00	0.00	0.17	0.01	0.34	0.00

File Process Date and Time: null

**Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary)**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	100	0.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	5	4	0	1	0	1	0	0	0	0	0	0	0	0
GS-05 percent row	%	100	80.00	0.00	20.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	10	8	0	2	0	0	0	0	0	0	0	0	0	0
GS-09 percent row	%	100	80.00	0.00	20.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	29	29	3	0	0	0	0	0	0	0	0	0	0	0
GS-11 percent row	%	100	100.00	10.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	20	19	0	1	0	0	0	0	0	0	0	0	0	0
GS-12 percent row	%	100	95.00	0.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	100	92.86	0.00	7.14	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	20	18	2	2	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	100	90.00	10.00	10.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	401	385	6	16	1	1	0	0	0	0	1	0	0	0

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File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100	96.01	1.50	3.99	0.25	0.25	0.00	0.00	0.00	0.00	0.25	0.00	0.00	0.00















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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Temporary)	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
Total AD Workforce (Temporary) percent row	%	100	50.00	0.00	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

Table B4 - Participation Rates For GL Grades by Disability (Permanent)

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GL-09	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
GL-09 percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Ex. Service	#	315	290	8	17	1	2	0	0	0	0	1	0	0	0
Senior Ex. Service percent row	%	100	92.06	2.54	5.40	0.32	0.63	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00
Senior Ex. Service	#	317	300	8	17	1	2	0	0	0	0	1	0	0	0
Senior Ex. Service percent row	%	100	94.64	2.52	5.36	0.32	0.63	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00
Other Senior Pay	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	100	92.31	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	100	88.89	0.00	11.11	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Permanent)	#	657	613	16	36	2	4	0	0	0	0	2	0	0	0
Total GL Workforce (Permanent) percent row	%	100	93.30	2.44	5.48	0.30	0.61	0.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00

**Table B4 - Participation Rates For GL Grades by Disability (Temporary)**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GL-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-09 percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Ex. Service	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Senior Ex. Service percent row	%	100	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Ex. Service	#	317	300	8	17	1	2	0	0	0	0	1	0	0	0
Senior Ex. Service percent row	%	100	94.64	2.52	5.36	0.32	0.63	0.00	0.00	0.00	0.00	0.32	0.00	0.00	0.00
Other Senior Pay	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	100	92.31	0.00	7.69	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	100	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Temporary)	#	332	314	8	18	1	2	0	0	0	0	1	0	0	0
Total GL Workforce (Temporary) percent row	%	100	94.58	2.41	5.42	0.30	0.60	0.00	0.00	0.00	0.00	0.30	0.00	0.00	0.00

**Table B6: PARTICIPATION RATES FOR MAJOR OCCUPATIONS - Distribution by Disability (Permanent)**

Job Title-Series		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
0501: FINANCIAL ADMINISTRATION	#	84	71	3	10	1	0	0	0	0	0	0	0	0	0
0501: FINANCIAL ADMINISTRATION	%	100	84.52	3.57	11.90	1.19	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0505: FINANCIAL MANAGEMENT	#	7	6	0	1	1	0	0	0	0	0	0	0	0	0
0505: FINANCIAL MANAGEMENT	%	100	85.71	0.00	14.29	14.29	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
0510: ACCOUNTING	#	183	154	9	20	3	0	0	0	0	0	1	0	0	0
0510: ACCOUNTING	%	100	84.15	4.92	10.93	1.64	0.00	0.00	0.00	0.00	0.00	0.55	0.00	0.00	0.00
0801: GENERAL ENGINEERING	#	1676	1460	60	154	20	0	0	0	0	0	2	0	4	0
0801: GENERAL ENGINEERING	%	100	87.11	3.58	9.19	1.19	0.00	0.00	0.00	0.00	0.00	0.12	0.00	0.24	0.00
0201: HUMAN RESOURCES MANAGEMENT	#	156	120	2	34	4	0	0	0	0	0	1	0	1	0
0201: HUMAN RESOURCES MANAGEMENT	%	100	76.92	1.28	21.79	2.56	0.00	0.00	0.00	0.00	0.00	0.64	0.00	0.64	0.00
0340: PROGRAM MANAGEMENT	#	277	255	7	15	1	0	0	0	0	0	1	0	0	0
0340: PROGRAM MANAGEMENT	%	100	92.06	2.53	5.42	0.36	0.00	0.00	0.00	0.00	0.00	0.36	0.00	0.00	0.00





Department of Energy

For period covering October 1, 2016 to September 30, 2017.

File Process Date and Time: null

Occupational Categories	Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
<b>NOTE: Percentages computed down columns and NOT across rows.</b>																	

File Process Date and Time: null

**Table A4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Race/Ethnicity and Sex (Permanent): Calculated within Group**

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GS-01	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	0.01	0.00	0.04	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	0.01	0.00	0.04	0.00	0.00	0.00	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	0.01	0.02	0.00	0.00	0.00	0.00	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	10	5	5	0	1	2	3	2	1	1	0	0	0	0	0	0	0
GS-05 percent row	%	0.14	0.12	0.18	0.00	0.66	0.06	0.17	0.56	0.15	0.34	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	16	3	13	0	1	3	8	0	4	0	0	0	0	0	0	0	0
GS-06 percent row	%	0.23	0.07	0.46	0.00	0.66	0.09	0.44	0.00	0.60	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	97	14	83	1	8	10	48	2	20	1	4	0	0	0	3	0	0
GS-07 percent row	%	1.37	0.33	2.94	0.44	5.30	0.30	2.64	0.56	3.02	0.34	2.55	0.00	0.00	0.00	8.82	0.00	0.00
GS-08	#	46	0	46	0	3	0	28	0	15	0	0	0	0	0	0	0	0
GS-08 percent row	%	0.65	0.00	1.63	0.00	1.99	0.00	1.54	0.00	2.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	129	44	85	6	2	25	57	7	21	5	2	0	0	1	3	0	0
GS-09 percent row	%	1.82	1.03	3.01	2.67	1.32	0.75	3.14	1.97	3.17	1.69	1.27	0.00	0.00	1.52	8.82	0.00	0.00
GS-10	#	14	2	12	0	0	1	11	0	1	0	0	0	0	1	0	0	0
GS-10 percent row	%	0.20	0.05	0.43	0.00	0.00	0.03	0.61	0.00	0.15	0.00	0.00	0.00	0.00	1.52	0.00	0.00	0.00
GS-11	#	275	99	176	11	13	61	101	20	57	4	3	0	0	3	2	0	0
GS-11 percent row	%	3.87	2.31	6.24	4.89	8.61	1.83	5.56	5.62	8.60	1.36	1.91	0.00	0.00	4.55	5.88	0.00	0.00
GS-12	#	610	262	348	18	20	189	197	33	109	17	15	0	0	5	7	0	0
GS-12 percent row	%	8.59	6.12	12.34	8.00	13.25	5.66	10.85	9.27	16.44	5.76	9.55	0.00	0.00	7.58	20.59	0.00	0.00
GS-13	#	1792	1071	721	65	44	823	449	123	173	53	45	0	0	7	10	0	0
GS-13 percent row	%	25.24	25.03	25.57	28.89	29.14	24.66	24.74	34.55	26.09	17.97	28.66	0.00	0.00	10.61	29.41	0.00	0.00
GS-14	#	1955	1247	708	79	29	964	457	94	165	87	51	0	0	23	6	0	0
GS-14 percent row	%	27.54	29.14	25.11	35.11	19.21	28.89	25.18	26.40	24.89	29.49	32.48	0.00	0.00	34.85	17.65	0.00	0.00
GS-15	#	1606	1096	510	30	27	887	367	60	86	110	28	0	0	9	2	0	0
GS-15 percent row	%	22.62	25.61	18.09	13.33	17.88	26.58	20.22	16.85	12.97	37.29	17.83	0.00	0.00	13.64	5.88	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	315	236	79	9	1	204	62	8	8	8	7	0	0	7	1	0	0
Senior Executive Service percent row	%	4.44	5.52	2.80	4.00	0.66	6.11	3.42	2.25	1.21	2.71	4.46	0.00	0.00	10.61	2.94	0.00	0.00

File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	15	11	4	0	0	11	3	0	0	0	1	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.21	0.26	0.14	0.00	0.00	0.33	0.17	0.00	0.00	0.00	0.64	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	7099	4279	2820	225	151	3337	1815	356	663	295	157	0	0	66	34	0	0
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	100.00	100.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**



File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	130	78	52	1	2	63	43	6	6	8	1	0	0	0	0	0	0
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**





File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	21	19	2	0	0	15	2	0	0	1	0	0	0	3	0	0	0
Total AD Workforce (Permanent) percent row	%	100.00	100.00	100.00	0.00	0.00	100.00	100.00	0.00	0.00	100.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**





File Process Date and Time: null

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
AD-35	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-35 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-36	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-36 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-37	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-37 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-38	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-38 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-39	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-39 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	2	2	0	1	0	0	0	0	0	0	0	0	0	1	0	0	0
Total AD Workforce (Permanent) percent row	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

**Table A4 - Participation Rates For GL Grades by Race/Ethnicity and Sex (Permanent): Calculated within Group**

Grade Level		Total Workforce	Total Workforce Male	Total Workforce Female	Hispanic or Latino Male	Hispanic or Latino Female	White Male	White Female	Black or African American Male	Black or African American Female	Asian Male	Asian Female	Native Hawaiian or Other Pacific Islander Male	Native Hawaiian or Other Pacific Islander Female	American Indian or Alaskan Native Male	American Indian or Alaskan Native Female	Two or More Races Male	Two or More Races Female
GL-09	#	3	3	0	0	0	2	0	1	0	0	0	0	0	0	0	0	0
GL-09 percent row	%	0.04	0.07	0.00	0.00	0.00	0.06	0.00	0.28	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Permanent)	#	7099	4279	2820	225	151	3337	1815	356	663	295	157	0	0	66	34	0	0
Total GL Workforce (Permanent) percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	100.00	100.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

**Department of Energy**

File Process Date and Time: null

**For period covering October 1, 2016 to September 30, 2017.**

File Process Date and Time: null

**Table B3: Occupational Categories - Distribution by Disability: Calculated within Group**

Occupational Categories		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
Executive/Senior Level Officials and Managers (Grades 15 and Above)	#	1060	950	33	77	14	0	9	1	0	0	2	0	2	0
Executive/Senior Level Officials and Managers (Grades 15 and Above) percent row	%	14.93	15.56	14.04	10.21	16.47	0.00	40.91	11.11	0.00	0.00	16.67	0.00	8.33	0.00
Mid-Level Officials and Managers (Grades 13-14)	#	233	194	8	31	2	0	0	0	0	0	0	0	0	0
Mid-Level Officials and Managers (Grades 13-14) percent row	%	3.28	3.18	3.40	4.11	2.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
First-Level Officials and Managers (Grades 12 and Below)	#	3	2	0	1	0	0	0	0	0	0	0	0	0	0
First-Level Officials and Managers (Grades 12 and Below) percent row	%	0.04	0.03	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other	#	2195	1827	77	291	26	0	8	2	0	0	1	0	7	0
Other percent row	%	30.92	29.93	32.77	38.59	30.59	0.00	36.36	22.22	0.00	0.00	8.33	0.00	29.17	0.00
<b>Officials and Managers - TOTAL</b>	#	3491	2973	118	400	42	0	17	3	0	0	3	0	9	0
Officials and Managers - TOTAL percent row	%	49.18	48.71	50.21	53.05	49.41	0.00	77.27	33.33	0.00	0.00	25.00	0.00	37.50	0.00
Professionals	#	3129	2745	93	291	37	0	4	6	0	0	7	0	14	0
Professionals percent row	%	44.08	44.97	39.57	38.59	43.53	0.00	18.18	66.67	0.00	0.00	58.33	0.00	58.33	0.00
Technicians	#	78	62	6	10	1	0	0	0	0	0	1	0	0	0
Technicians percent row	%	1.10	1.02	2.55	1.33	1.18	0.00	0.00	0.00	0.00	0.00	8.33	0.00	0.00	0.00
Sales Workers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sales Workers percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Administrative Support Workers	#	190	145	7	38	5	0	1	0	0	0	1	1	1	0
Administrative Support Workers percent row	%	2.68	2.38	2.98	5.04	5.88	0.00	4.55	0.00	0.00	0.00	8.33	100.00	4.17	0.00
Craft Workers	#	45	42	0	3	0	0	0	0	0	0	0	0	0	0
Craft Workers percent row	%	0.63	0.69	0.00	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Operatives	#	14	9	2	3	0	0	0	0	0	0	0	0	0	0
Operatives percent row	%	0.20	0.15	0.85	0.40	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Laborers and Helpers	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Laborers and Helpers percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Service Workers	#	78	68	5	5	0	0	0	0	0	0	0	0	0	0
Service Workers percent row	%	1.10	1.11	2.13	0.66	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
<b>Total Workforce</b>	#	7099	6104	235	754	85	0	22	9	0	0	12	1	24	0
<b>Total Workforce percent row</b>	%	100	100	100	100	100	100	100	100	100	100	100	100	100	100

**NOTE: Percentages computed down columns and NOT across rows.**

**Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Permanent): Calculated within Group**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	0.01	0.00	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	0	1	1	0	0	0	0	0	0	1	0	0
GS-02 percent row	%	0.01	0.00	0.00	0.13	1.18	0.00	0.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00
GS-03	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	1	1	1	0	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	0.01	0.02	0.43	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	10	4	1	6	2	0	0	0	0	0	0	0	1	0
GS-05 percent row	%	0.14	0.06	0.43	0.79	2.35	0.00	0.00	0.00	0.00	0.00	0.00	0.00	4.17	0.00
GS-06	#	16	12	0	4	0	1	0	0	0	0	0	0	0	0
GS-06 percent row	%	0.23	0.19	0.00	0.53	0.00	1.33	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	97	78	3	19	0	5	0	0	0	0	0	0	0	0
GS-07 percent row	%	1.37	1.23	1.28	2.50	0.00	6.67	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#	46	42	3	4	3	0	1	0	0	0	1	0	1	0
GS-08 percent row	%	0.65	0.66	1.28	0.53	3.53	0.00	4.55	0.00	0.00	0.00	8.33	0.00	4.17	0.00
GS-09	#	129	107	10	22	4	0	1	0	0	0	2	0	0	0
GS-09 percent row	%	1.82	1.69	4.26	2.89	4.71	0.00	4.55	0.00	0.00	0.00	16.67	0.00	0.00	0.00
GS-10	#	14	13	1	1	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.20	0.21	0.43	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	275	226	14	49	6	3	1	0	0	0	1	0	4	0
GS-11 percent row	%	3.87	3.57	5.96	6.45	7.06	4.00	4.55	0.00	0.00	0.00	8.33	0.00	16.67	0.00
GS-12	#	610	523	27	87	10	9	1	0	0	0	2	0	6	0
GS-12 percent row	%	8.59	8.25	11.49	11.45	11.76	12.00	4.55	0.00	0.00	0.00	16.67	0.00	25.00	0.00
GS-13	#	1792	1581	57	211	20	17	4	2	0	0	2	0	7	0
GS-13 percent row	%	25.24	24.94	24.26	27.76	23.53	22.67	18.18	22.22	0.00	0.00	16.67	0.00	29.17	0.00
GS-14	#	1955	1769	50	186	15	27	2	5	0	0	1	0	2	0
GS-14 percent row	%	27.54	27.91	21.28	24.47	17.65	36.00	9.09	55.56	0.00	0.00	8.33	0.00	8.33	0.00
GS-15	#	1606	1477	53	129	23	6	12	2	0	0	2	0	3	0
GS-15 percent row	%	22.62	23.30	22.55	16.97	27.06	8.00	54.55	22.22	0.00	0.00	16.67	0.00	12.50	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	315	298	8	17	1	2	0	0	0	0	1	0	0	0
Senior Executive Service percent row	%	4.44	4.70	3.40	2.24	1.18	2.67	0.00	0.00	0.00	0.00	8.33	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	15	14	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.21	0.22	0.00	0.13	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	7099	6339	235	760	85	75	22	9	0	0	12	1	24	0

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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	100.00	100.00	100.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

**Table B4: PARTICIPATION RATES FOR GENERAL SCHEDULE (GS) GRADES by Disability (Temporary): Calculated within Group**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GS-01	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-01 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-02	#	1	0	0	1	0	0	0	0	0	0	0	0	0	0
GS-02 percent row	%	0.25	0.00	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-03	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
GS-03 percent row	%	0.50	0.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-04	#	5	4	0	1	0	0	0	0	0	0	0	0	0	0
GS-04 percent row	%	1.25	1.04	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-05	#	5	4	0	1	0	1	0	0	0	0	0	0	0	0
GS-05 percent row	%	1.25	1.04	0.00	6.25	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-06	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-06 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-07	#	8	8	0	0	0	0	0	0	0	0	0	0	0	0
GS-07 percent row	%	2.00	2.08	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-08	#	1	1	0	0	0	0	0	0	0	0	0	0	0	0
GS-08 percent row	%	0.25	0.26	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-09	#	10	8	0	2	0	0	0	0	0	0	0	0	0	0
GS-09 percent row	%	2.49	2.08	0.00	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-10	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GS-10 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-11	#	29	29	3	0	0	0	0	0	0	0	0	0	0	0
GS-11 percent row	%	7.23	7.53	50.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-12	#	20	19	0	1	0	0	0	0	0	0	0	0	0	0
GS-12 percent row	%	4.99	4.94	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-13	#	14	13	0	1	0	0	0	0	0	0	0	0	0	0
GS-13 percent row	%	3.49	3.38	0.00	6.25	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-14	#	13	13	0	0	0	0	0	0	0	0	0	0	0	0
GS-14 percent row	%	3.24	3.38	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
GS-15	#	20	18	2	2	0	0	0	0	0	0	0	0	0	0
GS-15 percent row	%	4.99	4.68	33.33	12.50	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
All Other (Unspecified GS)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
All Other (Unspecified GS) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Executive Service	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Senior Executive Service percent row	%	0.50	0.52	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay (Non-SES)	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay (Non-SES) percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL	#	401	385	6	16	1	1	0	0	0	0	1	0	0	0

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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
TOTAL percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**







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Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Permanent)	#	21	20	1	1	0	0	0	0	0	0	0	0	0	0
Total AD Workforce (Permanent) percent row	%	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**







File Process Date and Time: null

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
AD-40	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
AD-40 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total AD Workforce (Temporary)	#	2	1	0	1	0	0	0	0	0	0	0	0	0	0
Total AD Workforce (Temporary) percent row	%	100.00	100.00	0.00	100.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

**Table B4 - Participation Rates For GL Grades by Disability (Permanent): Calculated within Group**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GL-09	#	3	3	0	0	0	0	0	0	0	0	0	0	0	0
GL-09 percent row	%	0.46	0.49	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Ex. Service	#	315	290	8	17	1	2	0	0	0	0	1	0	0	0
Senior Ex. Service percent row	%	47.95	47.31	50.00	47.22	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
Senior Ex. Service	#	317	300	8	17	1	2	0	0	0	0	1	0	0	0
Senior Ex. Service percent row	%	48.25	48.94	50.00	47.22	50.00	50.00	0.00	0.00	0.00	0.00	50.00	0.00	0.00	0.00
Other Senior Pay	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	1.98	1.96	0.00	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	9	8	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	1.37	1.31	0.00	2.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Permanent)	#	657	613	16	36	2	4	0	0	0	0	2	0	0	0
Total GL Workforce (Permanent) percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

**Table B4 - Participation Rates For GL Grades by Disability (Temporary): Calculated within Group**

Grade Level		Total Workforce	No Disability [05]	Not Identified [01]	Disability [06-94]	Targeted Disability	Hearing [16/17 or 18]	Vision [23/25 or 21]	Missing Extremities [28, 32-38 or 30]	Partial Paralysis [64-68] or 69]	Complete Paralysis [71-78 or 79]	Epilepsy [82]	Severe Intellectual Disability [90]	Psychiatric Disability [91]	Dwarfism [92]
GL-09	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
GL-09 percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Ex. Service	#	2	2	0	0	0	0	0	0	0	0	0	0	0	0
Senior Ex. Service percent row	%	0.60	0.64	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Senior Ex. Service	#	317	300	8	17	1	2	0	0	0	0	1	0	0	0
Senior Ex. Service percent row	%	95.48	95.54	100.00	94.44	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00
Other Senior Pay	#	13	12	0	1	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	3.92	3.82	0.00	5.56	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Senior Pay	#	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Senior Pay percent row	%	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Total GL Workforce (Temporary)	#	332	314	8	18	1	2	0	0	0	0	1	0	0	0
Total GL Workforce (Temporary) percent row	%	100.00	100.00	100.00	100.00	100.00	100.00	0.00	0.00	0.00	0.00	100.00	0.00	0.00	0.00

**NOTE: Percentages computed down columns and NOT across rows.**

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File Process Date and Time: null

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