

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2023 Accomplishment Report

Fiscal Year 2024 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation		2023
3. POC Name	Jessica P. Hill		(703) 562-2256

5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

In FY 2023, the FDIC attended nineteen diversity events as part of ongoing efforts to recruit veterans, veterans with disabilities, and military spouses. Participation at these events represents a significant increase in attendance compared to seven diversity events in the previous fiscal year. The agency’s recruitment team obtained additional staffing during the reporting year allowing for an increase in veteran outreach. Various organizations hosted these events, including: the US Department of Veterans Affairs, Recruit Military, MBA Veterans, Corporate Gray, Bender Consulting Services, and Equal Opportunity Publications. The organizations were identified as having a large national reach and alignment with our mission. FDIC recruiters placed additional emphasis on recruiting veterans with disabilities who had the education and experience required to qualify for employment as grade CG-07 Financial Institution Specialists (FIS), a career track that includes three and a one-half year training program with the potential to lead to permanent commissioned financial institution risk and compliance examiner positions up to the grade level CG-12. Veteran participation rates within the examiner workforce have a direct influence on achieving higher veteran participation rates within the broader FDIC workforce, including management roles. The FDIC’s recruitment strategy for veterans with disabilities ensures they have opportunities to apply for entry-level FIS positions.

The FDIC engaged in outreach to multiple National Affinity Groups, Veteran Organizations, state Departments of Vocational Rehabilitation, over 250 Colleges/Universities, and the FDIC’s internal Employee Resource Groups in order to support a diverse applicant pool by sending its vacancy announcements to these groups on a weekly basis. The 250 schools were selected using criteria such as: top performing schools, top ranked schools, diversity schools, including 20 percent of schools that were ranked best for veterans. During the year, the FDIC posted all job advertisements on USAJobs, as well as on the job board of Corporate Gray. This organization helps transitioning military personnel connect with civilian employers. Further, the FDIC advertised several positions through an existing partnership with Recruit Military, including targeted email campaigns for FIS positions. All of the FDIC’s Job Opportunity Announcements include information on veterans’ preference and provide information for applicants eligible under the Veterans Employment Opportunity Act of 1998, as amended, Veterans Recruitment Appointments, and Veterans with Disabilities of 30 percent or more.

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?

Yes Somewhat No

7. Methods used to provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

The FDIC used various methods to provide or improve internal advancement opportunities for veterans with disabilities. A summary of the FDIC's efforts and accomplishments are below.

Veterans with disabilities participate in career development plans (CDP) above their representation rates.

We experienced a decrease in CDP participation rates for veterans with disabilities; however, their participation rate still exceeds their workforce representation. Employees work with their supervisors and FDIC's Career Management Program to create a personal development strategy that will support their career development. Out of 2,168 employees who completed a CDP by the end of FY 2023, 9.9 percent (215 employees) were veterans, 5.4 percent (118 employees) were veterans with disabilities, and 3.9 percent (84 employees) were veterans with disabilities of 30 percent or more. The FY 2022 CDP participation rates for veterans with disabilities were 6.1 percent and 3.9 percent for veterans with disabilities of 30 percent or more. The FY 2023 participation rates for veterans with disabilities exceed both groups' representation in the FDIC employee workforce of 4.9 and 3.7 percent, respectively.

Veterans with disabilities continue to use FDIC's Professional Learning Account (PLA) near and above their representation rates. The PLA usage remains consistent with the prior fiscal year. Eligible employees are allowed to use a specified annual amount of funds to support their learning and developmental needs. Of the 1,701 employees who used their PLA funds during FY 2023, 9.1 percent (154 employees) were veterans, 5.2 percent (88 employees) were veterans with disabilities, and 3.6 percent (62 employees) were veterans with disabilities of 30 percent or more. Use of PLA funds by veterans with disabilities exceeded this group's representation in the FDIC workforce, which was 4.9 percent; use of PLA funds by veterans with disabilities of 30 percent or more was similar to this group's representation in the FDIC workforce 3.7 percent.

Participation by veterans and veterans with disabilities in the FDIC's Mentoring Program remains steady.

As part of the 2023 Mentoring Program cycle, the FDIC paired 80 mentees with mentors, (a combined effort involving 160 employees). Among the participants, 7.5 percent (12 employees) were veterans; 3.8 percent (6 employees) were veterans with disabilities; and 3.1 percent (5 employees) were veterans with disabilities of 30 percent or more. These percentages are below their representation in the FDIC's workforce. However, the number of participants in the workforce remained steady. Another avenue that supports advancement is the Leadership Mentoring Program (LMP). This program provides emerging leaders with individual guidance in pursuit of their career goals and professional aspirations. Out of the 26 mentors and mentees in the FY 2023 LMP, 3.9 percent (1 participant) was a veteran and none were veterans with disabilities. To support participation the FDIC encourages EM and CM employees who are veterans to apply for this program.

Veterans and veterans with disabilities participated in external leadership development programs at a rate that exceeded their representation in the FDIC workforce. During FY 2023, the FDIC selected 19 employees to participate in the following leadership development programs: Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; Masters of Business Administration for CM and EM levels; New Leader Program for grades CG 7-10; Senior Executive Fellows for CM levels; and Senior Managers in Government for EM levels. Among this group of 19 selectees, 15.8 percent (3 employees) were veterans and 10.5 percent (2 employees) were veterans with disabilities of 30 percent or more. These participation rates exceed the groups' representation in the FDIC workforce.

The representation of veterans and veterans with disabilities of 30 percent or more in the Leadership Excellence Acceleration Program (LEAP) and Special Assistant Rotational Program exceeded their representation rate at the time the agency selected participants. The Special Assistant program provided cross-functional experiences to rising FDIC leaders from August 2022 through October 2023. Out of 32 participants, 9.4 percent (3 employees) were veterans and 3.1 percent (1 employee) was a veteran with disabilities of 30 percent or more, outpacing workforce representation percentages for veterans at the time participants were selected for the program, which was 8.9 percent. There was a slight decrease in veterans with disabilities of 30 percent or more compared to their workforce representation rate of 3.7 percent. In contrast to last year, there was an increase in veterans and veterans with disabilities participation in LEAP, which is designed to give interested employees the tools to become the FDIC's leaders of the future. The agency heavily promoted LEAP throughout the year, and another cohort began on October 12, 2023. Out of the 25 selectees for the most recent cohort, 4.0 percent (1 employee) is a veteran with a disability of 30 percent or more, which exceeded their workforce representation of 3.7 percent.

8. OPM DVAAP Manager Official Use Only: Does agency explain the career advancement methods they have used?

Yes

Somewhat

No

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

N/A

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes

Somewhat

No

11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress (Attach supporting addendums if needed)

Based on the previously mentioned strategies and programs, FDIC employment rates of veterans with disabilities, including those veterans with disabilities of 30 percent or more, continued to demonstrate steady progress primarily due to veterans' solid representation among the workforce. As illustrated in Appendix A, Chart 1a, veterans represent 8.9 percent of the workforce in FY 2023, which represents a slight decrease from 9.0 percent FY 2020. However, the representation of veterans with disabilities and veterans with disabilities of 30 percent or more disabled, increased from FY 2020 to FY 2023. Veterans with disabilities represent 4.9 percent of the workforce in FY 2023, and this percentage increased from 4.4 percent in 2020. Employment rates of veterans with disabilities of 30 percent or more continued to trend upward during the same time-period, with FY 2023 representation at 3.7 percent, compared to 3.5 percent in FY 2022, 3.3 percent in FY 2021, and 3 percent in FY 2020.

Regarding hiring rate percentages, the FDIC experienced a slowdown for veterans overall, but the actual hiring numbers continued to increase for veterans with disabilities, including veterans who are 30 percent or more disabled. As illustrated in Appendix A, Chart 1b, veterans with disabilities were 4.2 percent of new hires (35 new hires), which is lower than the group's current FDIC workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more were 3.4 percent of new hires (29 new hires), which is slightly lower than their FDIC workforce representation of 3.7 percent. Of the 842 new hires during FY 2023, 6.5 percent (55 employees) were veterans, which is below their representation rate of 8.9 percent, but still an increase in the actual number of veterans hired compared to last year.

During FY 2023, 9.6 percent of employees who separated from the FDIC were veterans (51 of 534 employees), which is above the 9.2 percent who separated in FY 2022. However, the actual number of separations for veterans decreased by 14 employees compared to FY 2022. Similarly, 5.4 percent of veterans with disabilities (29 employees) separated from the FDIC during FY 2023, which is slightly higher than the 5.1 percent who separated in FY 2022. Veterans with disabilities of 30 percent or more separated at a rate of 3.6 percent in FY 2023 (19 employees), which is a slight increase from the 3.5 percent who separated in FY 2022. Again, the actual number (19 employees) is less compared to the 25 who separated in FY 2022. To address these decreases, FDIC plans to review data such as information in exit surveys to determine what factors may contribute to the separation rate among disabled veterans.

Overall, the participation of veterans in career-enhancing opportunities is growing. There has been a significant increase in the selection rate of veterans for promotional opportunities. Of the 1,157 promotions among all employees at FDIC during FY 2023, 9.9 percent (115 employees) were veterans. The FDIC's promotion rate among veterans in FY 2023 is significantly higher than the 7.4 percent promotion rate in FY 2022, and higher than the group's current representation in the workforce of 8.9 percent. Similarly, veterans with disabilities represented 5.8 percent (67 employees) of FDIC employees who received promotions in FY 2023. This promotion rate is higher than FY 2022 promotion rate of 4.1 percent and higher than the group's current workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more were 4.6 percent of FDIC employees promoted in FY 2023 (53 employees), which is double the 2.3 percent achieved in FY 2022, and also higher than the group's current workforce representation of 3.7 percent.

The FDIC DVAAP plan includes initiatives to address covered categories in FY 2024.

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes

Somewhat

No

13. POC's Name, Email, and Phone Number of Operating Components and Field Installations (If Applicable)

N/A

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2024
3. POC Name	Jessica P. Hill	4. Phone	(703) 562-2256

5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

The FDIC's commitment to recruiting, hiring, retaining, advancing, and supporting disabled veterans is captured in FDIC Corporate Directive 2710.1 and the FDIC's 2021 – 2023 Diversity, Equity, and Inclusion Strategic Plan (DEI Strategic Plan). These policies are implemented out as a part of the FDIC's Affirmative Employment Program (AEP) strategies. The Office of Minority and Women Inclusion (OMWI) has primary program responsibility for the development and implementation of the FDIC's DVAAP. Within OMWI, the Chief of the Affirmative Employment, Diversity and Inclusion Branch, and the Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Deputies to the Chairman, Division and Office Directors, Regional Directors, and other FDIC managers and supervisors are responsible for working with OMWI to develop, implement, oversee, and promote the success of the DVAAP. This shared responsibility is in place to ensure that qualified veterans with disabilities are provided equal opportunities in all facets of employment, including hiring, training, development, advancement, and retention.

FDIC Corporate Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, states that it is the policy of the FDIC to promote diversity and inclusion in its workforce and in all of its programs and activities and provide employees with a work environment that embodies excellence and acknowledges and honors the diversity of its employees. All aspects of personnel operations, including recruitment, hiring, promotions, training, awards, reorganizations, and retention of employees, shall be conducted consistent with equal employment opportunity principles, FDIC policies, and applicable Federal laws and regulations.

The DEI Strategic Plan states that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with veterans' organizations and other institutions that serve diverse populations. The FDIC's Human Resources Branch (HRB) continuously conducts recruitment consultations with hiring managers for vacant positions, and within those consultations discusses the availability of non-competitive appointment authorities, including the use of Schedule A, and veterans' hiring authorities. Further, HRB meets quarterly with the employee resource groups (ERGs) across the FDIC to provide information and resources for employees and managers on hiring veterans. HRB is working to update Structured Interviewing Guidance and training, to include a repository of validated structured interview questions for hiring managers to use to ensure consistency in the interviewing process. In addition, the DEI Strategic Plan further discusses goals and strategies designed to increase the applicant pool of qualified individuals with disabilities and promote retention of these diverse employees by enhancing inclusion and accessibility.

In FY 2024, FDIC will release a new DEIA strategic plan that will continue the agency commitment to AEP. In addition, the FDIC will continue its AEP strategies, which help ensure equal access to employment for all qualified individuals. The AEP includes: an expressed commitment to equal employment opportunity; collection of data relevant to the participation of individuals identified by race, ethnicity, sex, disability, and disabled veteran status; self-assessment; identification and elimination of barriers; and reporting.

6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?

Yes

Somewhat

No

--

**7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled
(Attach supporting graphs/charts if needed)**

8. Total # Employees	6,194	9. # Of Veterans	549	10. # Of Disabled Veterans	306	11. # Of 30% Or More Disabled Veterans	227
-----------------------------	-------	-------------------------	-----	-----------------------------------	-----	---	-----

The employment of disabled veterans, including those veterans who are 30 percent or more disabled, remains constant and veterans remain well-represented among the FDIC workforce. This is based on a hiring rate and separation rate percentage that are statistically equivalent among this group. As illustrated in Appendix A, Chart 1a, the representation in the FDIC workforce of veterans with disabilities and those who are 30 percent or more disabled, has increased from FY 2020 to FY 2023. Overall, veteran’s representation was 8.9 percent of the workforce in FY 2023, which represents a slight decrease from FY 2020. Despite this decrease, the percentage of veterans with disabilities remained consistent over the past three fiscal years at 4.9 percent. Additionally, veterans with disabilities of 30 percent or more increased to 3.7 percent, compared to 3.5 percent in FY 2022 and 3.3 percent in FY 2021.

Although percentages of veteran new hires have decreased compared to representation in the overall workforce, the FDIC continues to hire more veterans with disabilities by numbers, including veterans who are 30 percent or more disabled. As illustrated in Appendix A, Chart 1b, veterans with disabilities were 4.2 percent of new hires (35 new hires), which is lower than the group’s current FDIC workforce representation of 4.9 percent. Last year, we hired 30 in this category. Veterans with disabilities of 30 percent or more were 3.4 percent of new hires (29 new hires) compared to 24 new hires last year. The current percentage is slightly lower than their FDIC workforce representation of 3.7 percent. Of the 842 new hires during FY 2023, 6.5 percent (55 employees) were veterans, which is below their representation rate of 8.9 percent.

During FY 2023, 9.6 percent of employees who separated from the FDIC were veterans (51 of 534 employees). This percentage is above the 9.2 percent who separated in FY 2022. Similarly, 5.4 percent of veterans with disabilities (29 employees) separated from the FDIC during FY 2023, which is higher than the 5.1 percent that separated in FY 2022. Veterans with disabilities of 30 percent or more separated at a rate of 3.6 percent in FY 2023 (19 employees), which is a slight increase from the 3.5 percent who separated in FY 2022. Overall, more veterans separated from the FDIC in FY 2023 compared to FY 2022.

FDIC leadership is engaged with employees who are veterans and those with disabilities. Of note, OMWI participates in periodic meetings between the Chairman and the Veterans Employee Resource Group (VERG) and the Corporate Advocacy Network for Disability Opportunities (CAN DO) ERG. These meetings support continuing conversations at the highest levels regarding issues that impact members of each group. Additionally, FDIC’s Division of Administration (DOA) coordinates with both ERGs to highlight various disability-related observance days and months throughout the year and highlight disabilities prevalent among the veteran community. Externally, the FDIC’s Office of Communications highlights VERG and CAN DO members on the agency’s social media channels during National Disability Employment Awareness Month and during the month of November in honor of Veterans Day. Lastly, the FDIC’s Division of Depositor and Consumer Protection continuously provides consumer resources focused on veterans to employees and the public.

In addition, in FY 2023, the FDIC continued its use of an Employee Counseling Service to ensure that veterans with disabilities have access to clinical counseling services. Training resources and articles for re-integration and workplace advancement are provided to assist veterans with disabilities. Additionally, when Reserve or Guard members return from deployment, the staff of FDIC’s WorkLife Program continued to provide support and access to clinical counseling to employees, their family members, and significant others. These services are provided by WorkLife Connections at no cost to all FDIC employees, including veterans and veterans with disabilities. The services provide short-term confidential

clinical counseling that is accessible 24 hours a day. Employees can receive a referral to a local counselor or schedule an appointment with our dedicated contract clinical counselors who provide weekly services to FDIC employees. The WorkLife Program continued to update the external FDIC Reserve and Guard website which includes information on benefits, resources through our employee assistance program, resources on Post-Traumatic Stress Disorder, and the military-to-civilian transition guides for each branch of military. It also includes up-to-date relevant web resources. WorkLife staff met with the VERG Board to discuss resources and services available to FDIC veterans and their families also to discuss potential collaborative efforts.

In FY 2024, we plan to modernize and update the external web page and send a communication to Reserve and Guard member employees. We also plan to update our internal Post-Traumatic Stress Disorder guide.

Finally, in FY 2023, the Career Management Program (CMP) continued to provide career counseling and coaching services to veterans with disabilities, including their spouses and children age 16 and over. The career counselors/coaches assist clients with topics including: resume reviews, interview preparation, career development planning, career success strategies, educational exploration, etc. In addition, liaisons from the CMP are assigned to the FDIC's CAN DO and VERG ERGs. As a part of our work with these groups, we conduct presentations upon request and send direct marketing messages to their members to encourage participation in our programs. The CMP oversees several developmental programs—FDIC Mentoring Program, Leadership Mentoring Program, and Leadership Connect. Each year, during the open application period for these programs, the CMP encourages employee participation and supervisor support of applications through email announcements and information sessions.

In FY 2024, the CMP will continue to encourage veterans with disabilities to access and participate in our programs and services. We will continue the model of assigning a liaison to each of the ERGs, including CAN DO and VERG, to support the unique needs of their constituents. In addition, we are developing resources, such as resume writing guidance, reasonable accommodation guidance and providing informational toolkits for managers, to support veteran employees with disabilities and those managers who supervise them.

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes

Somewhat

No

13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

Building upon previous efforts, the FDIC will seek out applicants by ongoing participation in recruiting events with agencies, organizations, and groups that work with, and provide services for, veterans and veterans with disabilities. These efforts may include events with the Department of Veterans Affairs, U.S. Chamber of Commerce, national Veteran Service Organizations, Military Officers Association of America, and other organizations whose primary mission is to support veterans and veterans with disabilities by working to help them obtain employment. The FDIC Talent Sourcing team plans to continue its participation in career fairs, Recruit Military Veterans Job Fairs, and job fairs/forums for transitioning from military service to civilian service. HRB provided vacancy announcements to veteran organizations such as Recruit Military, Corporate Gray, and VetJobs.

For qualified veterans with disabilities, the FDIC will continue using both competitive and noncompetitive hiring authorities. Our vacancy announcements will continue to include detailed information on special hiring authorities for recruitment and selection of veterans with disabilities. The announcements also provide information on how to request a reasonable accommodation. Additionally, the FDIC will participate again in Pathways Programs to provide internship opportunities for college students including those with disabilities, including veterans with disabilities, and will also exhibit at career fairs and similar events that are focused on veterans and veterans with disabilities. OMWI will continue to work closely with the Special Placement Program Coordinator and other FDIC staff in these efforts.

The FDIC's DEI Strategic Plan also includes the following goals that enhance recruitment of veterans with disabilities.

- Ensure hiring managers certify their review of Schedule A rosters for potential selections.
- Develop and implement a comprehensive reasonable accommodation information system to improve the efficiency and effectiveness of processing requests and compiling data.
- Train selecting officials, interviewers, and Subject Matter Experts on ensuring consistency in the hiring process, including requirements of the Americans with Disabilities Act of 1990, the Rehabilitation Act of 1973, and Title VII of the Civil Rights Act of 1964.
- Provide toolkits and other educational and learning opportunities for hiring officials regarding use of special hiring authorities for persons with disabilities.
- Conduct mock interviews for both hiring officials and employees with disabilities to increase comfort with, and the effectiveness of, the hiring process.

These multiple efforts and the release of a new DEIA Strategic Plan should continue to allow the Agency to improve its ability to recruit, hire, and retain veterans with disabilities.

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes Somewhat No

15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes Somewhat No

16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

The FDIC provides several resources to prepare employees, including veterans with disabilities, for internal advancement. Through the FDIC’s Career Management Program, the agency offers:

- **Career Planning.** Help guide individuals, as needed, through a process of self-assessment, exploration of options, and decision-making.
- **Educational Exploration.** Help explore developmental opportunities or post-secondary options.
- **Job Search.** Provide networking strategies to get and stay connected, targeting resumes to specific job announcements, and preparing for and practicing for structured interviewing.
- **Professional Development.** Help navigate preparing a career development plan that is required to request Professional Learning Account funds to support learning and development goals.
- **Coaching.** Provide private, action-driven, and confidential sessions using a strength-based, solution-focused model that support individuals as they develop the interpersonal and communication skills, professional presence, or leadership skills needed to advance and succeed in their career.
- **Mentoring.** Support less experienced employees (mentees) by drawing upon the experience and knowledge of more experienced employees (mentors) to improve mentees’ skills, organizational knowledge and self-confidence.
- **Webinars and Workshops.** Provide 30-60 minute recorded video presentations on various career-enhancing topics.

The FDIC also provides a number of other career-enhancing programs such as:

- **External Leadership Development Programs.** Help participants to increase the capacity of their current leadership skills and abilities.
- **First Gen Program.** Provide tools and resources to help employees achieve professional and personal goals.
- **Special Assistant Rotation Program.** Provide cross functional experience to rising FDIC leaders, promoting a culture of excellence that supports and sustains high performance, and improving career development and succession management at the FDIC.
- **Leadership Excellence Acceleration Program.** Provide ambitious, high-performing non-supervisory employees with the knowledge and experience to take on managerial roles.
- **Leadership Connect.** Connect permanent CG and CM employees with FDIC’s executive leaders through informational interviewing and/or job shadowing experiences.

In addition to these resources, there is opportunity to continue increasing the selection rate of veterans for promotional opportunities. Of the 1,157 promotions among all employees at FDIC during FY 2023, 9.9 percent (115 employees) were veterans. This is an increase from the previous year. The FDIC’s promotion rate among veterans in FY 2023 is significantly higher than the 7.4 percent rate during FY 2022, and higher than the group’s current representation in the workforce of 8.9 percent. Similarly, veterans with disabilities represented 5.8 percent (67 employees) of FDIC employees who received promotions in FY 2023. This promotion rate is significantly higher than FY 2022 promotion rate of 4.1 percent and higher than the group’s current workforce representation of 4.9 percent. Veterans with disabilities of 30 percent or more represented 4.6 percent of FDIC employees promoted in FY 2023 (53 employees), which is double the 2.3 percent achieved in FY 2022, and also higher than their current workforce representation of 3.7 percent.

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes Somewhat No

18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes Somewhat No Not Needed

19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

N/A

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	Not Applicable <input type="checkbox"/>
------------------------------	-----------------------------------	-----------------------------	---

21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

N/A

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes

Somewhat

No

**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

N/A

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.

Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

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

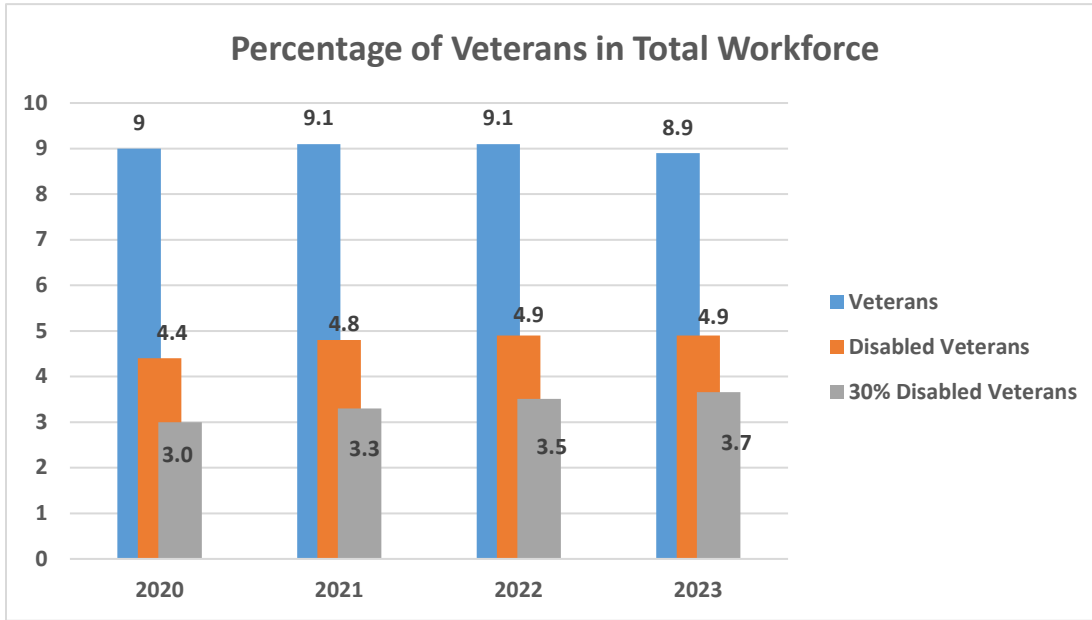
Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered	From 10/01/2023	To 11/30/2024	
25. Agency Name	Federal Deposit Insurance Corporation		
26. DVAAP POC's Name	Jessica P. Hill		
27. Title	Disability Program Manager		
28. Telephone Number	(703) 562-2256	29. Email	jehill@fdic.gov
30. Date Plan Last Amended	12/01/2022	31. Date Effective	12/01/2023
32. DVAAP Certifying Official's Name	Nikita Pearson		
33. Title	Deputy to the Chairman for External Affairs and Director, OMWI		
34. Telephone Number	(202) 898-6977	35. Email	npearson@fdic.gov
36. DVAAP Certifying Official Signature:			

2023 DVAAP Report

Appendix A, Charts 1a and 1b

1a.



1b.

