

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2020 Accomplishment Report

Fiscal Year 2021 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2020
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3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096
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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 2020, the FDIC attended 10 diversity recruiting events targeted to Veterans and Veterans with Disabilities, including events hosted by the Recruit Military Veterans and Careers & the disABLED events. FDIC recruiters specifically targeted Veterans with Disabilities with the education and experience required to qualify for employment as Financial Institution Specialists, a career track which includes a three and one half-year training program that may lead to permanent commissioned financial institution risk and compliance examiner positions. Veteran participation rates within the examiner workforce have a direct influence on achieving higher veteran participation rates within the broader FDIC workforce, to include management. The FDIC's recruitment strategy for Veterans with Disabilities ensures they have opportunities to apply for entry-level Financial Institution Specialists.

During FY 2020, the Corporate Employee Program (CEP) transitioned to the New Examiner Hiring Program in order to improve the process for hiring new examiners and reduce the time to commission. In FY 2020 this program hired a total of 195 employees. Of those hired, 11.8 percent (23) were Veterans, and 7.2 percent (14) were identified as Veterans with Disabilities of 30% or more. The hiring data significantly increased from FY 2019 year from 6.2 percent and 2.5 percent, respectively. Both percentages are above the onboard rate for Veterans (9 percent) and Veterans with Disabilities of 30% or more (3.0 percent).

In 2020, the FDIC conducted outreach to multiple National Affinity Groups, Veterans Organizations, Federal Executive Boards, state Departments of Vocational Rehabilitation, 600 Colleges/Universities, and the FDIC's Internal Employee Resource Groups to attract a diverse applicant pool by sending its vacancy announcements on a weekly basis. During fall 2020, the FDIC is placing an advertisement for the Financial Institution Specialist (FIS) position in the veteran targeted publication RecruitMilitary.

The FDIC continued to utilize the Department of Labor's Workforce Recruitment Program (WRP), and other resources for identifying individuals with disabilities. Standard Operating Procedures were followed to ensure Veterans' preference was followed in the selection of WRP interns. All of the FDIC's Job Opportunity Announcements (JOAs) have 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% or more. These efforts contributed to 18 percent of our total applicant pool being represented by veterans and applicants eligible under Sole Survivorship Preference.

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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7. Methods used to provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

Demonstrating its commitment to providing and improving internal advancement opportunities for Veterans with Disabilities, in FY 2020, the FDIC used several initiatives, including Career Development Plans (CDP), Professional Learning Accounts (PLA), Mentoring, Leadership Development, and detail assignments filled by Expressions of Interest (EOIs). These initiatives are discussed in more detail below.

The CDP is a personal development strategy covering a wide variety of activities designed to facilitate employees' career development. Of the 2,119 employees who had completed a CDP by the end of FY 2020, 4.2 percent (90) were Veterans with Disabilities, and 2.7 percent (58) were Veterans with Disabilities of 30% or more, which is a decrease over the 2019 CDP participation rates of 4.7 percent of Veterans with Disabilities, but the same percentage rate of 2.7 percent for Veterans with Disabilities of 30% or more. These percentages are very close to the FDIC's employee representation in the workforce of 4.4 and 3.0 percent, respectively. The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 1685 employees who used their PLA funds during FY2020, 3.7 percent (62) were Veterans with Disabilities, and 2.1 percent (35) were Veterans with Disabilities of 30% or more. These percentages are only slightly below the representation of Veterans with Disabilities and Veterans with Disabilities of 30% or more in the FDIC's workforce and those who completed a CDP, respectively and similar to data reported in FY 2019 of 3.7 percent Veterans with Disabilities and 2.2 percent Veterans with Disabilities of 30% or more. The overall lower participation rates may be due to the cancelation of conferences and in-person trainings after March 2020 due to COVID-19 restrictions.

Under the FDIC's Career Management Program, the 19th cycle of the Mentoring Program began in July 2020, and will conclude July 2021. During this program cycle, the FDIC paired 77 mentees with mentors, for a total employee participation of 154. Of the participants, 5.8 percent (9) were Veterans and 1.9 percent (3) were Veterans with Disabilities of 30% or more. The percentage for participation of Veterans and Veterans with Disabilities of 30% or more is below their representation in the workforce of 9.0 and 3.0 percent, respectively. While the overall percentage of veterans participating in the program was below the FY 2019 percentage rate of 8.7 percent, the overall percentage rate of Veterans with Disabilities of 30% or more remained the same at 1.9 percent from FY 2019 to 1.9 percent in FY 2020. Additionally, the Leadership Mentoring Program (LMP) supports emerging leaders through one-on-one guidance in pursuit of their career goals and professional aspirations. There were no Veterans with Disabilities of the 22 participants, including both mentors and mentees, in the FY 2020 LMP. This is below the percentage of Veterans and Veterans with Disabilities of 30% or more in the FDIC Executive Manager (EM) and Corporate Manager (CM) grade levels based on FY 2020 onboard data. The FDIC will encourage EM and CM employees who are Veterans to apply for this program.

During FY 2020, 16 employees were selected to participate in the FDIC's Leadership Development Programs, which include: Aspiring Leader Program for grades CG 4-6; New Leader Program for grades CG 7-10; Executive Leadership Program for grades CG 11-13; Executive Potential Program for grades CG 14-CM 1; and, Master of Business Administration Degree Program for grades CM or EM, Capitol Hill Fellowship Program for grades CG 13-15, Senior Executive Fellows for CM 1 and CM 2, and Senior Managers in Government for EM levels. Two Veterans (12.5 percent) were selected to participate in the Executive Leadership Program and Executive Potential Program. These numbers are above the representation of Veterans (9.0 percent) but below the representation Veterans with Disabilities of 30% or more in the workforce (3.0 percent). The FDIC will continue to encourage members of the Veterans Employee Resource Group (ERG) to apply for these programs, and managers will be encouraged to support the applications of Veterans with Disabilities.

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

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

The FDIC's Office of Minority and Women Inclusion (OMWI) made the FY 2019 DVAAP available to all managers, supervisors, and employees via the FDIC intranet, and provided technical assistance to supervisors and managers regarding Veterans with Disabilities and reasonable accommodations. Workforce profiles were also generated throughout the year via the FDIC's Diversity and Inclusion Analytics Dashboard and other data sources. This allows for the review, evaluation, and monitoring of progress being made with regard to the hiring of Veterans with Disabilities in Headquarters, Regional, Area, and Field Offices.

The FDIC reviews the DVAAP as part of its overall diversity and inclusion initiatives, and has established a goal of recruiting from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from all segments of American society. This goal is directly related to the agency's overarching goal of recruiting, promoting, retaining, and advancing Veterans with Disabilities as outlined in the DVAAP. In many respects, the goals and objectives of the DVAAP and the FDIC Diversity and Inclusion Strategic Plan are interrelated because the FDIC's achievement of the goals and objectives of one plan are fulfilled when the goals and objectives of the other plan are realized.

Championed by Chairman McWilliams, TEAM FDIC is an initiative, launched in 2019, that empowers employees to identify and implement short-term projects that positively impact the FDIC workplace and support the FDIC's mission. TEAM FDIC is led by an advisory group of employees and executives at various grade levels. The Advisory Group identifies projects which have been submitted by employees that will positively impact the workplace. All employees at the FDIC, including Veterans, have the opportunity to become more engaged by submitting project ideas to TEAM FDIC or volunteering for one of the Integrated Project Teams to work on the selected projects. The TEAM FDIC Advisory Group is finalizing one of the inaugural projects, which focuses on providing resources and tools for managers and people with disabilities to use when a person with a disability has a change in their first-line supervisor.

During FY 2020, FDIC executives, managers, and supervisors at Headquarters, Regional, and Field Offices maintained responsibility for complying with the DVAAP, as well as the Affirmative Employment Program, which includes a plan for qualified individuals with disabilities and Veterans with Disabilities. They also were responsible for developing and maintaining a diverse workplace that actively encourages equal employment opportunities for all employees.

The FDIC continued to implement the FY 2018-2019 Disability Employment Program Strategic Plan (Plan) and focused on the employment and retention of individuals with disabilities, while the FDIC Diversity and Inclusion Strategic Plan was being finalized in FY 2020. Goal 1, Strategy 1.2 of the Plan identified key action items focused on outreach to disabled Veterans and the use of special hiring authorities for Veterans and Veterans with Disabilities. One of the four modules in the EEO Training was dedicated to understanding the goals and activities of the Plan.

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)**

In FY 2020, the FDIC's Division of Administration (DOA), Human Resources Branch (HRB) continued to use existing procedures to identify employment applications received from Veterans with Disabilities. The FDIC maintained its commitment to support the objectives of Executive Order 13548 to increase the opportunity for individuals with disabilities to be employed by the Federal government. The Corporate Recruitment team provided training to over 300 Corporate Recruiters which highlighted recruiting people with disabilities, including disabled veterans, and the value of diversity and inclusion in the workplace. Corporate Recruiters broadened campus outreach activities to veteran organizations, such as Veteran Student Organizations and ROTC organizations. Corporate Recruiters send current vacancy announcements to these campus organizations in an effort to market FDIC employment opportunities to students with disabilities as well as veterans with disabilities. The HRB also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. The Corporate Recruitment team participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Veteran Career Fair, MBA Veterans Job Fair Expo, American Public University and Military University, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & DisAbilities career fair. The Corporate Recruitment team participated in five virtual career fairs for people with disabilities, including connecting with disabled veterans through OPM/Bender Consultants. In addition, HRB and Corporate Recruitment partnered with D.C. Department on Disability Services and the Virginia Department of Aging and Rehabilitative Services Job Club to present and highlight the FDIC as an employer of choice.

Of the 584 new hires in FY 2020, 79 (13.5 percent) were Veterans, 46 (7.9 percent) were Veterans with Disabilities, and 38 (6.5 percent) were Veterans with Disabilities of 30% or more. The new hire data is far greater than the new hire data reported in previous years. FY 2019 new hires consisted of 30 (6.3 percent) Veterans, 16 (3.3 percent) Veterans with Disabilities, and 11 (2.3 percent) were Veterans with Disabilities of 30% or more.

Bank examiner positions represent the FDIC's largest occupational group, and have extensive travel/physical requirements that can make it difficult for individuals with disabilities, including Veterans with Disabilities, to perform the essential functions of the positions. Despite this challenge, the FDIC explored innovative and effective ways to accommodate individuals with disabilities in these positions, to include: modified travel schedules; increased telework options; and additional options for portable ergonomic equipment. OMWI and FDIC Ergonomics personnel have made presentations to bank examiners and managers nationwide to increase awareness of the reasonable accommodation process and new ergonomic offerings.

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	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated DVAAP POC:

Name: Monica C. Flint

Title: Disability Program Manager, Diversity and Affirmative Employment Branch, OMWI Email: mflint@fdic.gov

Phone: (703) 562-2096

Agency Disabled Veterans Affirmative Action Program Accomplishment Report Electronic Reporting Instructions

General Instructions:

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they have accomplished the previous Fiscal Year in accordance with the minimal requirements of the accomplishment report content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of accomplishment data requires a completed accomplishment report data element that has been recorded throughout the previous Fiscal Year. Accomplishment reports may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

DVAAP Accomplishment Report Information

1. **Agency** – Provide the name of the agency.
2. **FY** – Provide the Fiscal Year of which the accomplishment report will be covered under. Examples: 2016.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
5. **Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled** – Provide methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **Is there an explanation of the recruitment and employment methods they have used?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an explanation of the recruitment and employment methods they have used.
7. **Methods used to provide or improve internal advancement opportunities for disabled veterans** – Provide methods used to offer or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
8. **Does agency explain the career advancement methods they have used?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explains the career advancement methods they have used.
9. **A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated** – Provide a description of how the activities of major operating components and field installations were monitored,

reviewed, and evaluated. You may attach supporting addendums if the information provided pertains to the requirement.

- 10. Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they monitored, reviewed and evaluated their DVAAP Activities. If applicable, indicate as well for major operating components and field installations.
- 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** - Provide 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 should cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress. You may attach supporting addendums if the information provided pertains to the requirement.
- 12. Did 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?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency explained the progress in implementing DVAAP. If there was no progress, were there reasons for the lack of progress or challenges and specific plans to overcoming their challenges?
- 13. POC's Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide Point of contact's name, email, and phone number of operating components and field installations.

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2021
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096

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)

Pursuant to FDIC Directive 2710.1, Equal Opportunity Policy, dated November 20, 2015, it is the policy of the FDIC to promote diversity in its workforce and inclusion in all of its programs and activities, and provide employees with a work environment that embodies excellence and that 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, applicable Federal laws, regulations, and executive orders.

The FDIC is in the process of integrating the FDIC 2018-2019 Disability Employment Program Strategic Plan into the FDIC Diversity and Inclusion Strategic Plan. While still being finalized, the updated plan identifies 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. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on outreach to disabled veterans organizations and the use of special hiring authorities for veterans.

In FY 2021, the FDIC will maintain the use of its Affirmative Employment Program (AEP), which helps 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 veterans; self-assessment; identification and elimination of barriers; and reporting. Overall program responsibility for the development and implementation of the FDIC's DVAAP is assigned to the Office of Minority and Women Inclusion (OMWI). The Chief, Affirmative Employment, Diversity and Inclusion Branch, and Disability Program Manager are responsible for evaluating and monitoring the DVAAP. FDIC Division and Office Directors, as well as FDIC managers, including Regional Directors, are responsible for working with OMWI on the development, implementation, oversight, and success of the DVAAP. They are also responsible for ensuring that qualified Veterans with Disabilities are provided equal opportunities in all facets of employment, including hiring, training, development, advancement, and retention.

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	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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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	6,029	9. # Of Veterans	544	10. # Of Disabled Veterans	267	11. # Of 30% Or More Disabled Veterans	179
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As of September 30, 2020, the FDIC’s total workforce was 6,029 employees, representing an increase of 80 employees from the FY 2019 total of 5,949. Veterans comprised 9.0 percent of the total workforce, which is an increase of 0.2 percent of the onboard rate from FY 2019 (8.8 percent). Veterans without Disabilities made up 4.6 percent (277) of the workforce, a decrease of 0.1 percentage points from the 4.7 percent rate in FY 2019. However, the representation of Veterans with Disabilities increased from 3.9 percent in FY 2018 to 4.0 percent in FY 2019 and to 4.4 percent (267) in FY 2020. Additionally, in FY 2018, the workforce comprised of 2.6 percent Veterans with Disabilities of 30% or more and increased by 0.3 percent from 2.7 percent in FY 2019 to 3.0 percent in 2020. The representation of Veterans with Disabilities and Veterans with Disabilities of 30% or more have seen an upward trend over the past three fiscal years, and continues to be well above the Civilian Labor Force (CLF) workforce percentage of 1.4 percent.

Of the 584 new hires during FY 2020, 79 were Veterans, for an overall rate of 13.5 percent, which is 4.5 percent above their onboard rate of 9.0 percent. Veterans with Disabilities (46) represented 7.9 percent of all new hires, which is 3.5 percent higher than their current FDIC workforce representation of 4.4 percent, and is 4.6 percent higher than the new hire rate in FY 2019 (3.3 percent). Veterans with Disabilities of 30% or more (38) made up 6.5 percent of all new hires, which is 3.5 percent higher than their FDIC workforce representation of 3.0 percent, and 4.2 percent above the new hire rate in FY 2019 (2.7 percent).

Of the 503 employees who separated from the FDIC during FY 2020, 61 were Veterans, for an overall rate of 12.1 percent, which is higher than the 8.1 percent who separated in FY 2019, and is above their representation in the workforce of 9.0 percent. Veterans with Disabilities (26) separated from the FDIC at a rate of 5.2 percent during FY 2020, which is higher than the separation rate of 3.4 percent in FY 2019, and higher than their workforce representation of 4.4 percent. Veterans with Disabilities of 30% or more (22) separated at a rate of 4.4 percent, which is greater than their workforce representation of 3.0 percent, and an increase in the separation rate from 2.5 in FY 2019.

Overall, the FDIC increased onboard percentages for Veterans with Disabilities and Veterans with Disabilities of 30% or more in FY 2020 by 0.4 and 0.3, respectively. FDIC also dramatically increased the new hire rates for all categories of Veterans with and without Disabilities. The overall separation rate for Veterans in FY 2020 (12.1 percent) was higher than in FY 2019 (8.1 percent), but lower than FY 2018 (12.3 percent) and FY 2017 (14.1 percent). While the separation rate for Veterans with Disabilities of 30% or more increased in FY 2020, the FDIC will continue to monitor the separation rates. Negative trends have not been identified over the past four years of reporting in separation rates, and the changes appear to be regular fluctuation between years. If a negative trend is identified, the FDIC will conduct an analysis to determine why Veterans and Veterans with Disabilities are leaving, and identify specific actions to attempt to mitigate the attrition.

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)

During FY 2021, the FDIC will continue to hire qualified Veterans with Disabilities using both competitive and noncompetitive hiring authorities. The FDIC will continue to include in their vacancy announcements detailed information on special hiring authorities for recruitment and selection of Veterans with Disabilities and how to request a reasonable accommodation. Additionally, the FDIC will use the Workforce Recruitment Program (WRP) to identify Disabled Veterans for non-competitive appointments. The Department of Labor (DOL) WRP program managers will present on the benefits of the WRP to interested Human Resources (HR) Specialists, Administrative Officers, supervisors and managers to launch the updated WRP database. The Disability Program Manager and the Selective Placement Coordinator will assist managers and offices in searching for disabled Veterans through the WRP database. The FDIC will also participate in Pathways Programs to provide internship opportunities for college students with disabilities, including Veterans with Disabilities, and will also exhibit at career fairs and similar events that are targeted to Veterans and Veterans with Disabilities. The FDIC's OMWI will continue to work closely with the Division of Administration's Selective Placement Coordinator and other DOA staff in these efforts.

In addition to targeted recruitment and outreach efforts at colleges and universities, the FDIC's Corporate Recruitment team will continue its tradition of participating in diversity 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, local chapters of Veterans Service Organizations such as Wounded Warrior Project Operation Warfighter; American Veterans; Disabled American Veterans; Iraq and Afghanistan Veterans of America; 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. FDIC Corporate Recruitment personnel plan to continue their participation in career fairs, Hire our Heroes events, Recruit Military Veterans Job Fairs, and job fairs/forums for transitioning service members at D.C. area military installations. The Human Resources Branch will continue to provide vacancy announcements to American GI Forum, Operation Warfighter, and VetJobs. In addition, the branch will work with Operation Warfighter to explore providing a work opportunity to a veteran in the D.C. area who is being treated at a medical facility such as a VA Hospital or Walter Reed Medical Center.

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)

A review of available information reveals that of all 873 promotions, Veterans at the FDIC were promoted at a rate of 10.0 percent (87) during FY 2020, which is below the 12.3 percent (97) during FY 2019, but higher than their current representation in the workforce of 9.0 percent. Veterans with Disabilities were promoted at a rate of 5.8 percent (51) in FY 2020, which is a decrease over the rate of 6.6 percent (52) in FY 2019, but above their current workforce representation of 4.4 percent. Veterans with Disabilities of 30% or more were promoted at a rate of 3.4 percent (30) in FY 2020, which is lower than the 4.4 percent (35) achieved in FY 2019, but above their current workforce representation of 3.0 percent. This information indicates that while there is a marginal decrease in the promotion rate for Veterans, there is no identifiable decreasing trend. The FDIC will continue to provide internal advancement opportunities for both Veterans and Veterans with Disabilities during FY 2021.

To provide internal advancement opportunities during FY 2021, the FDIC will offer programs to facilitate promoting and developing Veterans with Disabilities and Veterans with Disabilities of 30% or more. Eligible employees will be encouraged to work with their supervisors to develop Career Development Plans, and training and learning opportunities will be available to eligible employees through the Professional Learning Account Program. The FDIC will provide developmental opportunities to interested Veterans with Disabilities through the 20th cycle of the Mentoring Program, Leadership Development programs, and detail assignments filled by Expressions of Interest. The Veterans Employee Resource Group (ERG) and the Corporate Advocacy Network for Disability Opportunities (CAN DO) ERG will help raise awareness of personal development tools available to Disabled Veterans. Corporate University will support participation by Veterans with Disabilities in the FDIC's external leadership development programs. Eligible employees, including Veterans with Disabilities, will be provided the opportunity to apply for, and participate in detail opportunities via the FDIC's Expression of Interest Program. The Veterans ERG will be encouraged to meet with Career Management Program (CMP) personnel to ensure they are using all available tools such as job coaching, career counseling, and resume review.

In FY 2021, the FDIC will continue 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 will be provided to assist Veterans with Disabilities. Additionally, when Reserve and/or Guard members return from deployment, the staff of FDIC's WorkLife Program will continue to provide support and access to clinical counseling to all employees, as well as their family members and significant others. These services are provided by WorkLife Connections at no cost to FDIC employees, including Veterans and Veterans with Disabilities. The services provide short-term confidential clinical counseling that is accessible 24 hours a day. The WorkLife program will continue to update the external FDIC Reserve and Guard website, which houses several articles, including "Returning to Family Life After Military Deployment," "Returning to Work Following Military Duty," and "Coping with Post-Traumatic Stress." The program will also promote the transition guides for each branch of military, as well as update relevant web resources and share the updated link with Reserve and Guard members.

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)

Once it is finalized and approved, the FDIC will implement the integrated D&I Strategic Plan. OMWI will hold regular meetings with key agency stakeholders to identify areas of the plan and the Special Program Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities (Part J of the MD-715) that can be implemented to promote the employment and advancement of Veterans with Disabilities. Additionally, OMWI will continue to work with the Chairman's Diversity Advisory Councils across the country to host disability awareness events and information exchange sessions on the reasonable accommodation process, Schedule A, and other special hiring authorities. These programs will help to encourage understanding and awareness of individuals with disabilities, including Veterans with Disabilities, as well as encourage the use of reasonable accommodation, while removing preconceived stereotypes about individuals with disabilities.

OMWI will continue to resurvey the FDIC's workforce twice per year using OPM's Standard Form 256 (SF-256, Self-Identification of Disability). This updated information will be used with existing personnel data on Veterans status to improve the accuracy of FDIC data on Veterans with Disabilities who have not otherwise self-identified their disabilities. The Disability Program Manager will continue to promote the self-identification process to the Regional and Field Offices through email notifications and discussions with Assistant Regional Directors and Field Office Supervisors. The regularly updated data will allow the FDIC to better evaluate the effectiveness of efforts to hire, train, promote, award, and retain individuals with disabilities, including Veterans with Disabilities.

OMWI will use the resources of the Veterans and CAN DO ERGs to offer employees an opportunity to network, address common issues and concerns, and receive support from those who share similar backgrounds, experiences or interests. OMWI and WorkLife will coordinate with the CAN DO and Veterans ERGs to highlight various disability-related observance days and months throughout the year and highlight disabilities prevalent among the Veteran community. OMWI will continue to conduct a national Veterans Day Program and Disability Employment Awareness Program as part of its Diversity and Inclusion Education Series programs. If the program cannot be held at the FDIC's headquarters office in Arlington, Virginia, due to COVID-19 restrictions, it will be held through a MS Teams Live meeting and accessible to all FDIC employees nationwide. OMWI will promote the updated Reasonable Accommodation Computer-Based Instruction that trains managers and employees on processing reasonable accommodation requests along with other recorded MS Teams Live meetings and webinars that cover topics of disability etiquette and the reasonable accommodation process.

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 Somewhat No Not Applicable

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)

During FY 2021, the FDIC will maintain its goal of being an “employer of choice” for recruiting, hiring, retaining, and advancing all employees, including Veterans with Disabilities. To support this goal, the Veterans ERG will be asked to present to the Diversity and Inclusion Executive Advisory Committee to engage senior executives on Veterans issues. In addition, the OMWI Director will continue to meet with Employee Resource Groups, including the Veterans ERG throughout the year. To ensure continued achievement of this goal, the FDIC will analyze and monitor its workforce profiles on a quarterly basis, as well as review and evaluate the initiatives delineated in the DVAAP to ensure they are being carried out as planned. OMWI will follow up with the representatives in Headquarters, Regional, Area, and Field Offices to ensure that planned initiatives are being successfully implemented at all levels.

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)**

Designated DVAAP POC:

Name: Monica C. Flint

Title: Disability Program Manager, Affirmative Employment, Diversity and Inclusion Branch, OMWI Email:
mflint@fdic.gov

Phone: (703) 562-2096

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	10/01/2020	To	09/30/2021
25. Agency Name	Federal Deposit Insurance Corporation				
26. DVAAP POC's Name	Monica C. Flint				
27. Title	Disability Program Manager				
28. Telephone Number	(703) 562-2096	29. Email	mflint@fdic.gov		
30. Date Plan Last Amended	10/01/2019	31. Date Effective	10/01/2019		
32. DVAAP Certifying Official's Name	Nikita Pearson				
33. Title	Acting Director, OMWI				
34. Telephone Number	(202) 898-6977	35. Email	npearson@fdic.gov		
36. DVAAP Certifying Official Signature	NIKITA PEARSON		<small>Digitally signed by NIKITA PEARSON Date: 2020.12.01 12:59:21 -05'00'</small>	37. Date	12/01/2020

Agency Disabled Veterans Affirmative Action Program Plan and Certification Electronic Reporting Instructions

General Instructions:

1. Complete all items and questions in the forms field.
2. Electronic Requirements – Agency should only submit data for what they are planning to do for the next Fiscal Year in accordance with the minimal requirements of the plan content from Title 5 CFR Part 720 Subpart C, which is provided on this form.
3. Collection of plan data requires a completed plan data element that has been recorded to be used throughout the Fiscal Year. Plans may vary from agency to agency. This form provides conformity and standardization for the minimal required core data. The forms have limited characters so agency may attach addendums when needed, if the form does not allow you to capture the data completely.

DVAAP Plan and Certification Information

1. **Agency** – Provide the name of the agency.
2. **FY** – Provide the Fiscal Year of which the plan will be covered under. If the plan is covering more than one year capture it in the form field, as seen on the following example: 2016-2018.
3. **POC Name** – Provide the name of the point of contact.
4. **Phone** – Provide the phone number of point of contact.
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** – Provide a statement of the agency's policy in regards to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled. You may attach supporting addendums if the information provided pertains to the requirement.
6. **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?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a policy in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled.
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 -** Provide an assessment of the current status within the agency of the total amount of employees, veterans, disabled veterans and emphasizing those veterans who are 30 percent or more disabled. You may attach supporting graphs, charts, and addendums if the information provided pertains to the requirement.
8. **# of Employees** – Provide the total number of employees within the agency.
9. **# of Veterans** – Provide the total number of veterans within the agency.
10. **# of Disabled Veterans** - Provide the total number of disabled veterans within the agency.

11. **# of 30% or More Disabled Veterans** – Provide the total number of 30% or more disabled veterans within the agency.
12. **Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?** – OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled.
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** – Provide 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. You may attach supporting addendums if the information provided pertains to the requirement.
14. **Did your agency provide a description of recruiting methods that they will use to seek out disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of recruiting methods that they will use to seek out disabled veterans.
15. **Did your agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided special steps that would be taken to recruit 30 percent or more disabled veterans.
16. **A description of how the agency will provide or improve internal advancement opportunities for disabled veterans** – Provide a description of how the agency will provide or improve internal advancement opportunities for disabled veterans. You may attach supporting addendums if the information provided pertains to the requirement.
17. **Did your agency provide a description of how they will provide internal advancement opportunities for disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provided a description of how they will provide internal advancement opportunities for disabled veterans.
18. **If needed, is there a plan of how your agency will improve internal advancement opportunities for disabled veterans?** - OPM DVAAP Manager should click on “Yes”, “Somewhat”, “No”, or “Not Needed” to indicate if agency provided a description of how they will improve internal advancement opportunities for disabled veterans.
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** – Provide 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. You may attach supporting addendums if the information provided pertains to the requirement. For agencies that do not have operating components or field installations, state in the form field N/A.

- 20. Did your 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?** - OPM DVAAP Manager should click on “Yes”, “Somewhat”, “No”, or “Not Applicable” to indicate if agency provided a description on how they will inform their operating components and field installations on a regular basis, on responsibilities such as the employment and advancement of disabled veterans. Not Applicable for agencies that do not have operating components or field installations.
- 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** – Provide a description of how the agency will monitor, review, and evaluate its planned efforts, if applicable, including implementation at operating component and field installation levels during the period covered by the plan. You may attach supporting addendums if the information provided pertains to the requirement.
- 22. Did your agency provide a description on how they will monitor, review and evaluate its planned efforts?** OPM DVAAP Manager should click on “Yes”, “Somewhat” or “No” to indicate if the agency provides a description on how they will monitor, review and evaluate its planned efforts.
- 23. POC’s Name, Email, and Phone Number of Operating Components and Field Installations** – If applicable provide point of contact’s name, email, and phone number of operating components and field installations.
- 24. Dates of the Period of Time the Plan is Covered** – Provide the start date of the plan and the end date of the plan.
- 25. Agency Name** – Provide the name of the agency.
- 26. DVAAP POC’s Name** – Provide the DVAAP point of contact’s name.
- 27. Title** – Provide the title of the point of contact.
- 28. Telephone Number** – Provide the phone number of the point of contact.
- 29. Email** – Provide the email of the point of contact.
- 30. Date Plan Last Amended** – Provide the date of when the plan was last amended.
- 31. Date Effective** – Provide the date when the plan is effective.
- 32. DVAAP Certifying Official’s Name** – Provide the DVAAP Certifying Official’s name.
- 33. Title** – Provide the title of the DVAAP Certifying Official.
- 34. Telephone Number** – Provide the phone number of the DVAAP Certifying Official.
- 35. Email** – Provide the email of the DVAAP Certifying Official.
- 36. DVAAP Certifying Official Signature** – DVAAP Certifying Official must provide an electronic signature or print out the page and hand sign the plan certification.
- 37. Date** – Provide the date that plan was signed.