

Federal Deposit Insurance Corporation

Disabled Veterans Affirmative Action Program

Fiscal Year 2019 Accomplishment Report

Fiscal Year 2020 Plan



Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Federal Deposit Insurance Corporation	2. FY	2019
3. POC Name	Monica C. Flint	4. Phone	(703) 562-2096

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 2019, 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. Participation rates within the examiner workforce have a direct influence on achieving higher 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 2019, the Corporate Employee Program (CEP) hired a total of 162 employees. Of those hired, 6.2 percent (10) were Veterans, and 2.5 percent (4) were identified as Veterans with Disabilities of 30% or more. The 2019 CEP hiring data decreased from last year; however, FDIC is transitioning the CEP program into the New Examiner Hiring program and hiring practices and data will be evaluated and monitored to identify any trends.

In 2019, the FDIC placed advertisements for the Financial Institution Specialist (FIS) position in veteran targeted publications, such as Equal Opportunity Publication: CAREERS & the disABLED magazine and RecruitMilitary: Search and Employ magazine. The FDIC also sends its vacancy announcements to National veteran's organizations such as Vetjobs, American GI Forum, and Operation Warfighter.

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"/>	
------------------------------	-----------------------------------	-----------------------------	--

**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 2019, 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 2,509 employees who had completed a CDP by the end of FY 2019, 4.7 percent (117) were Veterans with Disabilities, and 2.7 percent (68) were Veterans with Disabilities of 30% or more, which is an increase over the 2018 CDP participation rates of 3.9 percent of Veterans with Disabilities and 2.0 percent of Veterans with Disabilities of 30% or more. These percentages are above or equal to the FDIC's employee representation in the workforce of 4.0 and 2.6 percent, respectively.

The PLA provides a specified annual amount of funds for eligible employees to support their learning and developmental needs. Of the 2260 employees who used their PLA funds during FY 2019, 3.7 percent (83) were Veterans with Disabilities, and 2.2 percent (49) 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.

Under the FDIC's Career Management Program, the 18th cycle of the Mentoring Program began in March 2019, and will conclude in March 2020. During this program cycle, the FDIC paired 53 mentees with mentors, for a total employee participation of 106. Of the participants, 8.5 percent (9) were Veterans and 1.9 percent (2) were Veterans with Disabilities of 30% or more. The percentage for participation of Veterans and Veterans with Disabilities of 30% or more are only slightly below their representation in the workforce of 8.7 and 2.6 percent, respectively. Both percentages are significantly above the FY 2018 Mentoring Program participation rates of 3.1 percent Veterans and 0.6 percent of Veterans with Disabilities of 30% or more. 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 26 participants, including both mentors and mentees, in the FY 2019 LMP. This is below the percentage of Veterans and Veterans with Disabilities of 30% or more in the FDIC executive manager and corporate manager grade levels based on FY 2019 onboard data. Executive Managers at the FDIC are in the EM grade level; Corporate Managers are at the CM-1 and CM-2 grade levels and the rest of the workforce is in the Corporate Grade levels (CG). Going forward, FDIC will encourage EM and CM employees who are Veterans to apply for this program.

During FY 2019, 21 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. One Veteran with Disabilities of 30% or more (4.7 percent) was selected to participate in the Executive Leadership Program. Although this number is above the representation of Veterans with Disabilities of 30% or more in the workforce and above the FY 2018 participation rate, 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 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)

The FDIC's Office of Minority and Women Inclusion (OMWI) made the FY 2018 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 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.

TEAM FDIC replaced the Workplace Excellence (WE) Steering Committee in 2019. Still focused on employee engagement, and championed by Chairman McWilliams, TEAM FDIC is a new initiative 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.

During FY 2019, 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. To assist them in satisfying these requirements, a total of 605 managers and supervisors attended in-person EEO and Diversity Workshop for Supervisors training (EEO Training) during FY 2018-2019.

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. 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 2019, 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 have been asked to broaden 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, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & DisAbilities career fair. In addition, the Corporate Recruitment team participated in two virtual career fairs for people with disabilities, including disabled veterans through OPM/Bender Consultants.

Of the 480 new hires in FY 2019, 30 were Veterans (6.3%), 16 (3.3%) were Veterans with Disabilities, and 11 (2.3%) were Veterans with Disabilities of 30% or more. Although the new hire data is less than the new hire data reported in FY 2018, it is above the onboard representation and the CLF workforce percentage rate for Veterans with Disabilities and Veterans with Disabilities of 30% or more. In addition, the FDIC improved the promotion rates for both Veterans with Disabilities and Veterans with Disabilities of 30% or more. Additionally, both Veterans with Disabilities and Veterans with Disabilities of 30% or more left the agency at a lower rate than previous years.

The FDIC continues to work with the Veterans and the Corporate Advocacy Network for Disability Opportunities (CAN DO) Employee Resource Groups (ERGs). These two groups have partnered with OMWI to raise awareness for individuals and Veterans with Disabilities throughout the agency. The FDIC Reasonable Accommodation Program policy, which outlines the procedures for requesting a reasonable accommodation, was approved and began implementation in March 2019.

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. Other modules in EEO Training address reasonable accommodation requests and special hiring authorities for Veterans to help increase hiring efforts and retention rates for Veterans and Veterans with Disabilities.

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"/>
-----	--------------------------	----------	--------------------------	----	--------------------------

**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

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	Federal Deposit Insurance Corporation	2. FY	2019
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 2018-2019 Diversity and Inclusion Strategic Plan. The new FDIC Diversity and Inclusion Strategic Plan (D&I Plan) will be in place for 2020-2022. While still being finalized, the updated D&I 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 2020, 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"/>
-----	--------------------------	----------	--------------------------	----	--------------------------

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	5,949	9. # Of Veterans	521	10. # Of Disabled Veterans	240	11. # Of 30% Or More Disabled Veterans	158
-----------------------------	-------	-------------------------	-----	-----------------------------------	-----	---	-----

As of September 30, 2019, the FDIC's total workforce was 5949 employees, representing a decrease of 86 employees from the FY 2018 total of 6,035. Veterans comprised 8.8 percent of the total workforce, which is the same onboard rate from FY 2018. Veterans without Disabilities made up 4.7 percent of the workforce, a decrease of 0.1 percentage points from the 4.8 percent rate in FY 2018. However, the representation of Veterans with Disabilities increased from 3.9 percent in FY 2018 to 4.0 percent in FY 2019, and continues to be well above the Civilian Labor Force (CLF) workforce percentage of 1.4 percent. The FDIC's percentage of Veterans with Disabilities of 30% or more increased by 0.1 percent from 2.6 percent in FY 2018 to 2.7 percent in 2019, and is well above the CLF rate of 1.4 percent.

Of the 480 new hires during FY 2019, 30 were Veterans, for an overall rate of 6.3 percent. Veterans with Disabilities (16) represented 3.3 percent of all new hires, which is lower than their current FDIC workforce representation of 4.0 percent, but significantly above the CLF rate of 1.4 percent. Veterans with Disabilities of 30% or more (11) made up 2.3 percent of all new hires, which is less than their FDIC workforce representation of 2.7 percent, but also exceeds the CLF rate of 1.4 percent.

Of the 566 employees who separated from the FDIC during FY 2019, 46 were Veterans, for an overall rate of 8.1 percent, which is significantly lower than the 12.3 percent who separated in FY 2018, and is below their representation in the workforce of 8.7 percent. Veterans with Disabilities (19) separated from the FDIC at a rate of 3.4 percent during FY 2019, which is lower than the separation rate of 4.9 percent in FY 2018, and lower than their workforce representation of 4.0 percent. Veterans with Disabilities of 30% or more (14) separated at a rate of 2.5 percent, which is less than their workforce representation of 2.7 percent and a slight increase in the separation rate of 2.4 in FY 2018.

Overall, the FDIC increased onboard percentages for Veterans with Disabilities and Veterans with Disabilities of 30% or more in FY 2019. The overall separation rate for Veterans in FY 2019 (8.1 percent) was significantly lower than in FY 2018 (12.3 percent) and FY 2017 (14.1 percent). While the separation rate for Veterans with Disabilities of 30% or more increased slightly in FY 2019, the FDIC will continue to monitor the separation rates. 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 2020, 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. Corporate Recruitment plans to continue its 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 HRB will continue to provide its vacancy announcements to American GI Forum, Operation Warfighter, and Vetjobs. In addition, the HRB 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	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
-----	--------------------------	----------	--------------------------	----	--------------------------

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	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
-----	--------------------------	----------	--------------------------	----	--------------------------

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 Veterans at the FDIC were promoted at a rate of 12.3 percent during FY 2019, which is slightly below the 12.7 percent rate during FY 2018, but higher than their current representation in the workforce of 8.7 percent. Veterans with Disabilities were promoted at a rate of 6.6 percent, a decrease over the rate of 7.5 percent in FY 2018, and above their current workforce representation of 4.0 percent. Veterans with Disabilities of 30% or more were promoted at a rate of 4.4 percent in FY 2019, which is lower than the 4.6 percent rate achieved in FY 2018, but above their current workforce representation of 2.7 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 2020.

To provide internal advancement opportunities during FY 2020, 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 19th cycle of the Mentoring Program. 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 for promotion and advancement.

In FY 2020, the FDIC will continue its use of an Employee Counseling Service to ensure that Veterans with Disabilities have access to 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 its use of Employee Counseling Services to provide access to counseling services 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, and provide a short-term confidential counseling program 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 recently added transition guides, as well as update relevant web resources to each Reserve and Guard member to offer services and share the updated link.

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)

To achieve its planned objectives, the FDIC will continue to provide extensive information on special hiring authorities (Veterans Recruitment Appointments, Veterans Employment Opportunity Act of 1998, as amended, Veterans with Disabilities of 30% or more, and Schedule A) for hiring qualified Veterans with Disabilities in its required EEO training for managers and supervisors. An electronic message will be sent through the FDIC's personnel system to senior leadership and managers/supervisors at all levels encouraging them to utilize, to the extent possible, special hiring authorities to hire qualified Veterans with Disabilities.

Once it is finalized and approved, the FDIC will implement the integrated D&I Plan. OMWI will hold regular meetings with key agency stakeholders to identify areas of the D&I Plan and 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 promote the self-identification process to the Regional and Field Offices through email notifications, posters, 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 as part of its Diversity and Inclusion Education Series programs. This program will be held at the FDIC's headquarters office in Arlington, Virginia, but is accessible to all FDIC employees nationwide. OMWI will also distribute and promote the updated "Reasonable Accommodation" brochure to reflect the updated Reasonable Accommodation Directive and procedures, and launch an updated Reasonable Accommodation Computer-Based Instruction that trains users on processing reasonable accommodation requests.

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)

During FY 2020, 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	10/01/2019	To	09/30/2020
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	10/01/2018	31. Date Effective	10/01/2018	
32. DVAAP Certifying Official's Name	Saul Schwartz			
33. Title	Director, OMWI			
34. Telephone Number	(703) 562-2305	35. Email	sschwartz@fdic.gov	
36. DVAAP Certifying Official Signature	SAUL SCHWARTZ	<small>Digitally signed by SAUL SCHWARTZ Date: 2019.11.27 08:03:03 -05'00'</small>	37. Date	