



UNITED STATES
NUCLEAR REGULATORY COMMISSION
WASHINGTON, D.C. 20555-0001

November 18, 2022

Robert Shriver III, Associate Director
Employee Services
U.S. Office of Personnel Management
1900 E Street, NW
Washington, DC 20415-9800

Dear Robert Shriver:

Enclosed please find the U.S. Nuclear Regulatory Commission's Disabled Veterans Affirmative Action Program (DVAAP) accomplishment report for fiscal year (FY) 2022 and the DVAAP Plan and Certification for FY 2023. If you have any questions, please contact Karen Cobbs, Chief, Workforce Management and Benefits Branch, Office of the Chief Human Capital Officer at (301) 415-3299 or by email at Karen.Cobbs@nrc.gov.

Sincerely,

Mary A. Lamary
Chief Human Capital Officer

A handwritten signature in blue ink, appearing to read "Mary A. Lamary".

Signed by Lamary, Mary
on 11/17/22

Enclosures:
As stated

Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	U.S. Nuclear Regulatory Commission	2. FY	2022
3. POC Name	Karen Cobbs	4. Phone	(301) 415-3299

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

During fiscal year (FY) 2022, the U. S. Nuclear Regulatory Commission's (NRC) goal was to recruit a diverse, highly qualified workforce designed to support the agency's future work projections and transformation efforts to become a modern, risk-informed regulator. On December 2, 2021, the Executive Director for Operations (EDO) tasked the NRC's Chief Human Capital Officer (CHCO) to develop and begin implementation of a hiring strategy with the objective of hiring and onboarding by October 1, 2022, within 1 percent of the agency's allocated full-time equivalent levels identified for fiscal year 2023. This plan will support efforts to recruit a diverse, high-qualified workforce designed to support the agency's growth in hiring and exemplifies the transforming environment of the Agency. The NRC's workforce has a high percentage of employees who are eligible to retire within the next 5-years, and the agency continues to believe that it is important to focus on providing employment opportunities to veterans when possible. In FY 2022, the NRC filled 209 permanent positions, of which 53 were veterans. Of the 53 veterans, 19 were veterans with a 30% or more disability.

During FY 2022, the NRC participated in three veteran-focused outreach events: Navy Nuclear Power Officer Career Conference (NUPOCC); Joint Women's Leadership Symposium (JWLS) and Career and Transition Seminar; and Service Academy Career Conference (SACC). The agency also participated in the Equal Opportunity Publications, Inc., CAREERS & the DISABLED magazine's Virtual Career Fair which brought industry and government together with people with disabilities, including wounded warriors.

The NRC also continued veteran outreach by posting online advertisements and/or vacancies with Corporate Gray Online, which is a military-niche employment Web site connecting transitioning and former military with employers. In addition to posting with Corporate Gray Online, the NRC was featured in July 2022 edition of the Corporate Gray e-newsletter as a Featured Employer and highlighted the following vacancies under the Hot Jobs & Opportunities: Reactor Inspector Direct Hire Notice for Regional Offices in Atlanta, GA; Lisle, IL; King of Prussia, PA; and Arlington, TX; Project Engineer Resident Inspector Development Program (RIDP) Regional Offices in Atlanta, GA and King of Prussia, PA; and Reactor Systems Engineer - Direct Hire Authority (Advanced Reactors) at Headquarters in Rockville, MD. The NRC's Senior Executive Service Candidate Development Program vacancy was posted on the Corporate Gray job board and shared with the Disabled Veterans National Foundation.

Continued on Addendum.

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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5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled.

There were six veterans who participated in the NRC's 2022 Temporary Summer Student Program. One accepted a permanent position at the end of their internship, three converted to the Co-Operative (Co-Op) Education Program, and one will return for an internship in a different office during the summer of 2023. The sixth intern exited at the end of their internship. Additionally, two veterans that already were participating in the NRC's Co-Op Program converted to permanent positions at the end of their Co-Op appointment.

Under the NRC's unique personnel authority under Section 161d of the Atomic Energy Act of 1954, as amended, the NRC also utilizes Direct Hire Authority (DHA) consistent with competitive service requirements and procedures (under Title 5 U.S.C. 3304) to recruit for positions that have been identified as hard to fill. The DHA allows the NRC to appoint candidates directly, without the use of standard hiring procedures (rating and ranking and veterans' preference). The DHA is limited to only approved positions which have been identified as a critical need and/or severe shortage. The NRC has posted public notice vacancies for Engineering/Physical Science disciplines; Information Technology Information Security; Acquisitions; and Cybersecurity. These vacancies will serve as a resume database. Additionally, the DHA appointments will be used for Veterans who may not qualify for non-competitive appointments as a result of their veteran's status. In short, the NRC is committed to hiring Veterans who apply via this DHA.

The NRC's Veterans Employment Resource Group (VERG) provided advice and recommendations to the Office of Small Business and Civil Rights (SBCR) and the Office of the Chief Human Capital Officer (OCHCO) regarding factors that impacted the recruitment, selection, development, retention, and well-being of veteran employees.

The NRC's Veteran's Employment Coordinator (VEC) assisted veterans in securing federal employment by providing personal assistance for veterans on a variety of issues related to federal employment. Those tasks included screening inquiries from the fedshirevets.gov portal, explaining special hiring authorities, reviewing resumes, and counseling veterans regarding their qualifications for federal positions. In addition, the VEC helped veterans navigate the USAJOBS vacancy announcement system to include helping them set up vacancy searches, setting up employment notifications, and applying for vacant positions. The VEC referred one individual whose resume was collected at the Joint Women's Leadership Symposium for the following vacancies: Financial Management Specialist; Management and Program Analyst; and Cost Analyst (Government Wide) during the fiscal year.

The NRC also works with Operation Warfighter Program (OWF), a Department of Defense internship program that matches qualified wounded, ill, and injured Service members with non-funded federal internships in order for them to gain valuable work experience during their recovery and rehabilitation. This process assists with the Service members' reintegration to duty, or transition into the civilian work environment where they are able to employ their newly acquired skills in a non-military work setting.

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

The NRC encourages all employees, including disabled veterans, to take advantage of the multiple tools available to improve their career advancement. Some of the tools are mentoring, competency models, preparation of an Individual Development Plan (IDP), and continuing education for technical and professional or leadership courses through virtual instructor-led, instructor-led traditional, and online self-study.

The NRC's mentoring program offers employees an opportunity to either serve as a mentor or mentee. It empowers employees that participate by providing an opportunity to set and achieve career goals as they grow personally and professionally through the knowledge exchange. In FY 2022, 64 veterans participated in the program, 42 as mentors and 23 as mentees. Some employees participated in both capacities.

NRC employees can use competency models associated with their job to explore areas of strength and developmental needs to help them achieve career goals. Additionally, employees can explore their interest in other jobs by doing a self-assessment for the competency model associated with the other job. Through this assessment, they can determine whether they have the skillsets or whether they need to acquire additional skills for that job. The competency model career exploration is achieved by making all the NRC competency models available for assessment to staff.

The VERG helps promote services available to the agency's veteran population to support their career development, upward mobility, and retention with the agency. They continually assist agency management and staff in gaining a thorough understanding of the responsibilities and considerations necessary to support the NRC veteran population.

The NRC's Career Enhancement and Employee Journey tools are available to all employees, including disabled veterans, and provide opportunities for career planning and development and future job opportunities. All NRC employees, including disabled veterans, also have access to a series of certificate programs and curriculums, targeted to specific needs, such as the Data Sciences (Big Data, Data Visualization, and Data Driven Decision making), the NRC Aspiring Leaders Certificate Program, the Leaders At All Levels Certificate Program, Career Enhancement, Administrative Assistant Qualification Program and Risk Informed Thinking Certificate Program. These programs provide self-driven and self-paced learning opportunities for career development.

During FY 2022 the Employee Journey, a career pathing tool was added to the NRC's public website under the Career Opportunities section. The tool will assist veterans in learning more about careers at the NRC and includes information such as the skill set found in the position, major duties and responsibilities, qualities contributing to the success in the position and other career paths for growth.

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 agency monitors the results of all NRC hiring actions and other agency human capital activities on a quarterly basis through the Quarterly Performance Review (QPR). The QPR is a process used by the NRC to monitor progress and to address risks and challenge areas, including veteran hiring, as appropriate. The results of hiring actions and human capital related activities are compiled at the end of the fiscal year in one comprehensive report, which is presented to the agency's senior management. This effort is coordinated for the agency through headquarters, as the NRC regional offices are too small to have separate DVAAP plans. In addition, the VEC works closely with the human resources specialists at headquarters and the regional offices to ensure a sound understanding and appropriate use of various special appointing authorities for veterans.

NRC supervisors and hiring managers are required to participate in the Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA) training which allows them to gain greater awareness of laws and resources available to veterans including disabled veterans.

The agency's SBCR has delegated authority to administer NRC's civil rights programs including the Affirmative Employment and Diversity Management (AEDM) Program. The AEDM Program has oversight for ensuring NRC-wide compliance with Title VII of the Civil Rights Act of 1964 (Title VII) as amended, and Section 501 of the Rehabilitation Act of 1973 (Rehabilitation Act), which mandate that all federal personnel decisions be made free of discrimination on the basis of age, color, disability, gender expression, gender identity, genetic information, national origin, pregnancy, race, religion, sex, sexual orientation, and retaliation for engaging in protected Equal Employment Opportunity (EEO) activity in the workplace. These regulations require that agencies establish a program of EEO for all federal employees and job applicants.

The NRC follows the Equal Employment Opportunity Commission's (EEOC) MD-715 which calls for effective coordination between the agency's EEO programs and related human resource programs. This includes the efforts related to the Federal Equal Opportunity Recruitment Program (FEORP), the Selective Placement Programs and the DVAAP. To this end, both SBCR and OCHCO work collaboratively to ensure that regular internal audits are conducted on at least an annual basis, to assess the effectiveness and efficiency of the Title VII and Rehabilitation Act programs (including provisions for disabled veterans), and to ascertain whether NRC has made a good faith effort to identify and remove barriers to equal opportunity in the workplace. This information is reported to NRC officials and affected management, and to OPM and EEOC through performance reports.

The NRC continues to monitor the agency Disability Affirmative Action Plan (AAP) which includes adoption of the goal of having a 12% representation rate for people with disabilities, both at the GG-11 level and above (including Senior Executive Service (SES)) and at the GG-10 level and below. The AAP also includes adoption of the goal of having a 2% representation rate for people with targeted/severe disabilities, both at the GG-11 level and above (including SES) and at the GG-10 level and below. Disabled veterans are covered under the AAP.

Continued on Addendum.

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

9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated.

The NRC has a Diversity and Inclusion (D&I) element in the performance plans of SES managers and supervisors. The NRC has an Inclusive Diversity Strategic Plan (IDSP) to demonstrate its commitment to making diversity management a priority for all NRC executives, managers, and employees, which is aligned to the agency's mission strategy. To further advance agency objectives at the management level, the NRC continues to have a Diversity Management and Inclusion Council (DMIC) to provide oversight and leadership for the agency's IDSP. The DMIC focuses on implementation of the IDSP with support from OCHCO and SBCR. Each Regional office has a Diversity Management Advisory Committee that assists the Regional Administrators create open and collaborative environments. The NRC's eight EEO Advisory Committees provide input to enhance opportunities for all employees and applicants for employment through advice and recommendations made to SBCR's Director regarding factors that impact recruitment outreach, selection, promotion, placement, training and development, and upward mobility. All NRC offices are required to submit bi-annual IDSP reports related to their performance progress.

Additionally, the NRC continues with its Diversity Dialogue Project (DDP) which was developed to create an environment for raising concerns and enabling enhanced personal growth and effectiveness through the process of listening, introspection, finding meaning, and building acceptance for differing perspectives. These mechanisms are used to guide individual behaviors, decisions, and set expectations in order to achieve D&I and EEO objectives.

**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)**

During FY 2022, the NRC made progress in implementing its Disabled Veteran Affirmative Action Plan despite the ever-changing environment. NRC continued its outreach efforts to build and maintain partnerships with various veterans' organizations and publications by attending several outreach events and advertising in print and digital media. As of September 30, 2022, the NRC had 2,879 permanent employees on board of which 604 are veterans. Of the 604 veterans, 195 are disabled, with 112 of the veterans identifying themselves as 30% or more disabled.

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)**

Not Applicable.

Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	U.S. Nuclear Regulatory Commission	2. FY	2023
3. POC Name	Karen Cobbs	4. Phone	(301) 415-3299

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 U. S. Nuclear Regulatory Commission's (NRC) policy is to promote and improve the recruitment, hiring, placement and advancement of qualified veterans, especially those who are 30% or more disabled. This policy is in accordance with Section 403 of the Vietnam Era Veterans Readjustment Assistance Act of 1974, as amended (38 U.S.C. 2014 and Title S of the Code of Federal Regulations Part 720, "Affirmative Employment Programs"), and Section 307 of the Civil Service Reform Act of 1978 (5U.S.C. 3112).

NRC does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factors.

In July 2010, Executive Order 13548 was signed which required Federal agencies to improve their efforts to employ individuals with disabilities through increased recruitment, hiring, and retention of individuals with disabilities. On January 3, 2017, the Equal Employment Opportunity Commission (EEOC) issued an update to Section 501 of the Rehabilitation Act, as amended. Pursuant to 29 CFR 1614.203(e)(2), each agency is required to make an affirmative action plan for the hiring, placement, and advancement of individuals with disabilities and make it available to the public. To achieve the stated objectives, NRC drafted a FY2019 – FY2024 Disability Program Strategic Project Plan. NRC also drafted a Disability Affirmative Action Plan. As a part of both plans, NRC has adopted the EEOC's regulatory goals of 12% of the NRC workforce represent people with disabilities (PWD) at the GS-11 and above grade level to include SES, and at the GS-10 level and below. A focus will be on the 2% goals for people with targeted disabilities. These numbers include permanent employees, both veterans, non-veterans, and those individuals deemed to have a disability through the agency's reasonable accommodations process. The NRC will also continue to look to fill positions at any grade level for any position for which an individual with a disability meets the qualification standards and high-performance expectations of the agency. We also commit to providing Personal Assistance Services (PAS) for people with targeted disabilities who are unable to perform activities of daily living which cause a barrier to employment.

Continued on Addendum.

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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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.

As a member of the Veteran's Council, the NRC continues to promote federal government hiring and retention of veterans, and reintegration of employees who deploy on active duty. As a Veteran Employment Program Office (VEPO), the NRC will continue to promote recruitment, employment, training and development, and retention of veterans. The NRC will also continue to carry-out the objectives of the Government-wide Veterans Recruitment and Employment Strategic Plan.

In addition to the above, the Office of Small Business and Civil Rights (SBCR) identifies underrepresentation or underutilization of employees with disabilities (including disabled veterans) in the NRC workforce. As appropriate and in conjunction with the Equal Employment Opportunity (EEO) advisory committees, SBCR will recommend policies, methods, or procedures likely to improve veteran representation or utilization. In coordination with the Office of the Chief Human Capital Officer (OCHCO), SBCR will provide EEO training including disability nondiscrimination to NRC's managers, supervisors and employees. Additionally, the agency's Inclusive Diversity Strategic Plan (IDSP) requires all NRC offices to submit semi-annual reports to SBCR, which include employment activities related to recruitment and advancement of individuals with disabilities (including veterans and disabled veterans).

The OCHCO Reasonable Accommodation Coordinator (RAC) will assure reasonable accommodations, resources, and personal assistance services are made available to employees and applicants to allow greater participation in the NRC workforce. The RAC will evaluate current agency policies and procedures related to disability employment and evaluate current workplace accessibility to include information, technology, and facility issues; The results of these assessments will help to effectuate cultural changes within the NRC.

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	2,879	9. # Of Veterans	604	10. # Of Disabled Veterans	195	11. # Of 30% Or More Disabled Veterans	112
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There were 2,879 permanent employees on board at the NRC as of September 30, 2022, of which 604 (21%) were veterans. Of the 604 veterans in the workforce, 195 (32%) are disabled. Disabled veterans of 30% or more comprise 3.9% (112) of the workforce.

Permanent New Hires:

There were 209 permanent new hires during FY 2022 of which 53 (25%) were veterans. Of the 53 veterans, 19 (36%) were disabled veterans with a 30% or more disability.

Promotions:

There were 281 promotions during FY 2022 of which 37 (13%) were veterans. Of the 37 veterans, 8 (22%) were disabled veterans with a 30% or more disability.

Mentoring:

During FY 2022, there were 64 veterans in the mentoring program of which 42 served as mentors and 23 participated as mentees (participants may serve in both capacities).

Separations:

During FY 2022, 248 employees separated from the NRC, of which 52 (21%) were veterans. Of the 52 veterans, 18 (35%) were disabled veterans of which 10 (5%) were a disabled veteran with a 30% or more disability.

Support to employees called to active duty:

The NRC continued to support seven employees that were called to active-duty military service by ensuring a seamless transition of benefits and other entitlements from civilian to military status and upon return to the civilian workforce.

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)

The NRC will focus on our outreach and recruitment efforts in a variety of media outlets such as print and online publications, online job boards, and career fairs that target diversity including disabled veterans. Examples of media outlets and outreach and recruitment careers fairs may include:

CorporateGray.com - online job board that connects transitioning and former (separated/retired) military personnel with employers nationwide;

GettingHired.com - online job board that empowers job seekers with disabilities to find employment, by removing barriers and connecting them to jobs, partners and resources;

AbilityJobs.com- online job board targeting people with disabilities.

Careers and the disABLED Career Expo sponsored by Equal Opportunity Publications, Inc. focuses on job seekers with disabilities including veterans;

Operation War Fighter (OWF) Intern fairs afford service members who are recovering at military medical centers and want to return to military or civilian work the opportunity to meet with agencies and explore available employment resources and provide agencies an understanding of what service members have to offer. The OWF program is a temporary internship at no cost to the agency.

Wounded Warrior Project focuses on veterans and service members who incurred a physical or mental injury, illness, or wounded while serving in the military on or after September 11, 2001.

Navy Nuclear Power Officer Career Conference (NUPOCC) which is open to all nuke officers of all ages and warfare specialties not just Junior Officer submariners.

Service Academy Career Conferences, which focuses on U.S. Service Academy Graduates, offers the availability of job board postings at the same time the agency participates in one of their recruiting events.

Continued on Addendum

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

NRC DVAAP Plan and Certification Addendum:

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.

The NRC will continue to use USAJOBS and ensure that all external vacancy announcements provide information regarding veterans' preference, as well as other veteran specific hiring options. All merit promotion announcements open to status candidates outside NRC will include a statement that eligible veterans under the provisions of VEOA may apply for career or career-conditional appointments. Non-competitive applicants such as Veteran's Readjustment Appointment (VRA) and thirty percent (30%) or more disabled veteran candidates applying under a job opportunity announcement who meet all the qualifications and eligibility criteria will be referred to NRC hiring managers. After two years of satisfactory service a VRA candidate may be converted to a career or career conditional appointment, as appropriate.

The Veteran's Employment Coordinator (VEC) will continue to assist veterans to secure employment, navigate USAJOBS, assist with recruitment and training programs, and provide employment counseling to help match the career aspirations of veterans to NRC needs. The NRC's Veterans Employment Resource Group (VERG) will continue to provide advice and recommendations to SBCR and OCHCO regarding factors that impact the recruitment, selection, development, retention, and well-being of veteran employees.

The OCHCO will continue to train hiring managers, Human Resources professionals, and others on special hiring authorities, direct hiring authorities for veterans, communicating with job applicants with disabilities, and the interview process. The OCHCO will monitor hiring managers' use of recruitment tools and programs such as Schedule A, Workforce Recruitment Program, and the Operation War Fighter Program. In addition, OCHCO will continue to provide training for recruiters regarding special hiring authorities, targeting recruitment, conducting recruitment events, etc.

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

The NRC will continue to provide opportunities for internal advancement for disabled veterans through mentoring, assistance with preparing Individual Development Plans (IDP), and continuing education. The NRC offers instructor-led computer-based, self-study, traditional classroom, computer laboratories, full scope nuclear power plant control room simulators, and Web-based training to support disabled veteran employees to further advance their careers. The NRC will ensure that veterans are aware of career counseling and all employee development and training offerings and will continue to provide support to employees called to active military service. The NRC will continue to encourage all employees, including disabled veterans, to complete an IDP with their supervisors, which is used to identify training needs necessary to be successful in their current position, and in possible future advancement opportunities.

The VEC will continue to assist and provide counseling for veteran employees to help match their career aspirations to NRC needs. The VERG will continue to provide advice and recommendations to SBCR and the OCHCO regarding factors that impact opportunities to appoint and promote veterans and other areas such as advancement, training and development, reasonable accommodations, personal assistance services, retention, and well-being of NRC veteran employees. The SBCR will evaluate and recommend corrective plans, and report on EEO matters related to disabled veterans based on information collected from civil rights compliance audits, review and analysis of workforce demographic data, new hire and exit surveys, interviews, etc.

The NRC will achieve its retention goal through providing training, stretch assignments, mentoring, coaching, job rotations, accommodations, and awareness of work-life balance programs within the agency. To support reasonable accommodations and return to work needs, the NRC will utilize a multitude of resources such as, the Job Accommodation Network (JAN); the Computer/Electronic Accommodations Program (CAP); and State Vocational Rehabilitation Services. Providing reasonable accommodations and more return-to-work opportunities help to extend careers and allow an opportunity for advancement and retention of employees (including disabled veterans). These efforts also demonstrate NRC's commitment to retaining valuable employees over a lifetime of service.

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)

The Quarterly Performance Review (QPR) will be used to inform and shed light on the progress of veteran's employment and advancement of disabled veterans. The data will continue to be aggregated and reviewed on an annual basis to observe trends in hiring and advancement. The NRC's workforce has a high percentage of people eligible to retire in the next 5-years, and the NRC's Strategic Workforce Planning process identifies strategies to address potential gaps in the workforce. Activities will continue into FY2023 to achieve the goal of hiring within 1 percent of the agency's allocated full time equivalent levels identified for fiscal year 2023. The advancement of disabled veterans working for the NRC will continue to be based on merit principles.

The VEC will continue to work closely with regional offices and headquarters to ensure a comprehensive understanding of how special appointing authorities can be used to hire veterans.

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)

The VEC will monitor and review the veterans' program in the regional offices and headquarters by using the QPR. The results will be evaluated, and strategies will be developed to address any findings. Emphasis will be placed on outreach to veterans' organizations and ensuring that qualified veterans are properly considered for opportunities as they become available.

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)**

Not Applicable.

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	10/01/2022	To	09/30/2023
25. Agency Name	U.S. Nuclear Regulatory Commission (NRC)				
26. DVAAP POC's Name	Karen Cobbs				
27. Title	Chief, Workforce Management and Benefits Branch				
28. Telephone Number	(301) 415-3299	29. Email	Karen.Cobbs@nrc.gov		
30. Date Plan Last Amended		31. Date Effective			
32. DVAAP Certifying Official's Name	Daniel H. Dorman				
33. Title	Executive Director for Operations				
34. Telephone Number	(301) 415-7000	35. Email	Dan.Dorman@nrc.gov		
36. DVAAP Certifying Official Signature	Daniel H. Dorman	Digitally signed by Daniel H. Dorman Date: 2022.11.18 13:11:34 -05'00'		37. Date	11/18/2022