

United States Nuclear Regulatory Commission (NRC)

Disabled Veterans Affirmative Action Program (DVAAP)

Fiscal Year (FY) 2014 Accomplishment Report

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Agency DVAAP Executive Summary

The U.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 5 of the *Code of Federal Regulations* (5 CFR) Part 720, "Affirmative Employment Programs"), and Section 307 of the Civil Service Reform Act of 1978 (5 U.S.C. 3112).

In addition, the agency's Comprehensive Diversity Management Plan (CDMP) and the Office of Personnel Management's (OPM) Government-wide Veterans Recruitment and Employment Strategic Plan for FY 2014 – 2017 guide the NRC's efforts to recruit, develop, and retain a diverse workforce that includes veterans and disabled veterans. Through strategic workforce planning, targeted recruitment efforts, and expanded opportunities for career development and growth, the NRC veteran workforce will continue to grow and succeed in the agency.

In FY 2014, the NRC continued to hire with a focus on hiring the most critical skill sets while still emphasizing government-wide programs. The agency was able to maintain its hiring of veterans and disabled veterans even within the confines of these critical skill sets. Our success is a result of a strong recruitment program designed to identify positions to be filled and aggressively searching for veterans to fill those positions. Through various partnerships with veteran organizations and Federal initiatives such as the OPM's Vets-to-Feds initiative, the NRC continued to look for innovative ways to increase the number of veterans hired. The NRC emphasized the use of the special temporary hiring authority for disabled veterans, including those who are 30% or more disabled. In addition, mandatory training was provided this year for all human resources (HR) specialists and supervisors. This training enhanced awareness of veteran hiring and the special hiring authorities available to expedite this process. In addition, all supervisors and managers received initial and/or refresher equal employment opportunity (EEO) and diversity and inclusion management training.

For existing veterans working at the NRC, we continued to provide support for career advancement and development through career counseling and formal mentoring programs, the NRC Knowledge Management Center, and various training opportunities at the NRC Professional Development Center (PDC) and Technical Training Center (TTC). In addition, the agency encouraged employees to pursue external training provided through outside organizations and provided tuition assistance for college courses that directly related to the agency's mission.

As a result of the implementation of the DVAAP Plan, the OPM's Government-wide Veterans Recruitment and Employment Strategic Plan, and the CDMP, the agency exceeded the President's Council on Veteran's Employment established goals. In FY 2014, 28.0% of all external hires were veterans, and 6.85% were disabled veterans. Although the percent for new hires for all veterans was slightly higher than last year (28.0% this year and 27.7% last year) the percent for disabled veterans was down slightly (6.85% this year and 9.6% last year). Currently, the NRC's workforce is comprised of approximately 21% veterans, of which 18% are disabled veterans.

Organizational Structure

Agency Mission Overview

The NRC was created as an independent agency by Congress in 1975, to ensure the safe use of radioactive materials for beneficial civilian purposes while protecting people and the environment. The NRC regulates commercial nuclear power plants and other uses of nuclear materials, such as in nuclear medicine, through licensing, inspection and enforcement of its requirements.

The mission of the NRC is to license and regulate the Nation's civilian use of radioactive materials to protect public health and safety, promote the common defense and security, and protect the environment.

The NRC's regulations are designed to protect both the public and workers against radiation hazards from industries that use radioactive materials. The NRC's scope of responsibility includes regulation of commercial nuclear power plants; research, test, and training reactors; nuclear fuel cycle facilities; medical, academic, and industrial uses of radioactive materials; and the transport, storage, and disposal of radioactive materials and wastes. In addition, the NRC regulates the import and export of radioactive materials and works to enhance nuclear safety and security throughout the world.

The NRC adheres to the principles of good regulation—independence, openness, efficiency, clarity, and reliability. The agency puts these principles into practice with effective, realistic, and timely regulatory actions.

NRC's DVAAP Program Office and Point of Contact

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FY Accomplishment Report

Recruit and Employ

The NRC continued to participate in a variety of recruitment activities and outreach events that focused on the employment of veterans. These events included an Equal Opportunity Publication Career Expo, which focused on employment of veterans and people with disabilities; three Joint Service Academy Career Fairs; seven Operation Warfighter Career Fairs; a Corporate Gray Career Fair; two American Public University/American Military University Career Fairs, including one virtual career fair; a Navy Nuclear Power Officer Career Conference; and a Military Officer's Association of America Career Fair.

During FY 2014, the NRC held training sessions for HR specialists, hiring managers, and supervisors on appointing authorities for veterans and disabled veterans. The sessions focused on the Veterans Employment Opportunity Act of 1998, as amended; the Veterans' Recruitment Appointment authority; and the 30-percent disabled veterans' appointing authority.

All NRC vacancies are posted on the USAJobs web site. All vacancy announcements include a notification to veterans of the preferences available and states where additional information and assistance can be located. The agency promotes these vacancies at career fairs sponsored by colleges, universities, veteran and professional organizations. Veterans and disabled veterans attend these fairs, and the events provide a good source of veteran candidates. In addition, the NRC placed job advertisements on Recruit Military, Corporate Gray, and on the Joint Service Academies Jobs Electronically (JSAJE) web site. The audience for these publications and web sites represent veterans and veterans with disabilities.

The NRC Veterans Employment Program staff communicated on a daily basis with veterans and disabled veterans in FY 2014. They had direct contact with over 550 veterans and over 125 disabled veterans. Discussions and counseling sessions included resume reviews and referrals; skills, qualifications and career matching; introduction to NRC careers, the NRC online job application system, and the USAJobs system; introduction to the Federal application process; introduction to the fedshirevets.gov web site; discussions regarding special hiring authorities for veterans; and job referrals to other Federal agencies. Contact included face-to-face meetings at career fairs, emails and telephone communications.

The NRC continues to work with the U.S. Department of Veterans Affairs to place veterans via the Veterans Rehabilitation and Employment Program. In 2014, the NRC also participated in seven Operation Warfighter career fairs, and monitored the Operation Warfighter program database for resumes of service members with disciplines and skills of interest to the NRC. As a result, one Operation Warfighter intern was placed in the agency during FY 2014.

Promote and Develop

The NRC continued to administer a formal mentoring program, which is available to veterans and disabled veterans. In addition, the agency's Knowledge Management Center continued to provide employees with specific expertise in a number of technical and corporate support areas. Through the Center's Communities of Practice, employees can share information, including documents and videos, or post questions and engage in a dialogue on a specific issue to enhance their skills and abilities.

During FY 2014, the NRC continued to provide training and career development opportunities for veterans and disabled veterans. The agency offered internal training opportunities at its PDC in Rockville, Maryland, and at its TTC in Chattanooga, Tennessee. The NRC continued to encourage all veterans to take advantage of these training resources and provided career counseling for veterans and disabled veterans to assist them with developing career plans. The agency also encouraged veterans and disabled veterans to complete individual development plans to identify effective career building activities and to provide a roadmap for career success.

Agency Oversight

The NRC regional offices are too small to have separate DVAAP plans. The agency monitors the results of all NRC hiring actions and includes them in one comprehensive report. The Veterans Employment Program staff worked closely with our regional offices to ensure a sound understanding of the various special appointing authorities for veterans.

The agency's CDMP, represents a joint effort between the OCHCO and the Office of Small Business and Civil Rights, to improve the hiring and support of women, minorities, veterans, and persons with disabilities. The diversity action planning process has been successful in showing positive results for FY 2014 and in providing the agency with the status of efforts being made within each office to encourage diversity and inclusion, including veterans and disabled veterans.

Program Execution

During FY 2014, the agency continued to emphasize the hiring and support of veterans in the agency. Central to our strategy is leadership commitment. Beginning with the Chairman and Commission, and following through to the NRC's Executive Director for Operations and Chief Human Capital Officer, the NRC has sent a focused, consistent message that the hiring of veterans is of great importance. To improve the numbers of disabled veterans hired, the NRC emphasized use of the special temporary hiring authority for disabled veterans, including those who are 30% or more disabled. This year the agency also required all HR specialists and supervisors to complete the OPM online training on veterans' appointment authorities and the Uniformed Services Employment and Reemployment Rights Act (USERRA). This training enhanced awareness of veteran hiring and the special hiring authorities available to expedite this process. Our Veteran's Employment staff has also briefed the agency's Human Capital Council on issues related to hiring and supporting veterans and disabled veterans. Membership of the Council includes Deputy Office Directors and Deputy Regional Administrators. In addition, the NRC provided initial and/or refresher EEO and diversity and inclusion management training to 99% of its supervisors and managers. The training included a segment on the importance of veteran hiring and special hiring authorities for veterans.

In FY 2014, 28.0% of all external hires were veterans, and 6.85% were disabled veterans. Although the percent for new hires for all veterans was slightly higher than last year (28.0% this year and 27.7% last year) the percent for disabled veterans was down slightly (6.85% this year and 9.6% last year). Currently, the NRC's workforce is comprised of approximately 21% veterans, of which 18% are disabled veterans.

Agency Challenges

Over half of the NRC's approximately 3,800 positions are in the technical fields of engineering and science. Identifying qualified veterans in these technical fields can be a challenge. During FY 2014, many positions were located in our four field offices where the majority of our inspection work is performed. Physical requirements for our resident inspector positions can make it difficult for disabled veterans to qualify for these positions. Despite these challenges, the NRC has continued to make progress toward the Council on Veterans Employment established hiring goals.

Much of our success is due to a strong recruitment program designed to identify what positions we will be hiring for during the year, and aggressively searching for qualified veterans to fill those positions. Partnerships with organizations such as the Military Officers Association of America, Joint Service Academies, the Student Veterans of America, and the Warrior Transition Battalion have helped the agency reach veterans to fill our positions.

PLAN CERTIFICATION

This certification indicates that the program is being implemented as required by 5 CFR 720 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.

A. Designated DVAAP Certifying Official:

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C. Plan Last Amended: September 2014

D. Date Effective: October 1, 2014

CERTIFYING OFFICIAL SIGNATURE

Mark A. Satorius /RA by D. Ash for/
Executive Director for Operations
U.S. Nuclear Regulatory Commission

DATE 11/28/2014