

## Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

<b>1. Agency</b>		<b>2. FY</b>	
<b>3. POC Name</b>		<b>4. Phone</b>	

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

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

Yes	Somewhat	No	
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## **5. Methods used to recruit and employ disabled veterans, especially those who are 30 percent or more disabled.**

The NRC may also use Office of Personnel Management's (OPM) established, government-wide Direct Hire Authority (DHA) (under Title 5 U.S.C. 3304) to recruit for certain hard to fill positions like competitive service agencies. The DHA allows the NRC to appoint candidates directly, without use of standard hiring procedures (rating and ranking and veterans' preference). The DHA limits the authority 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](https://www.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 63 individuals whose resumes are on file in the veterans resume database to a variety of vacancies 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. The NRC brought on one OWF intern from November 2020 through April 2021.

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

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

Yes	Somewhat	No	
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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)**

**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	
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**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)**

**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)**

## 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.