DOD Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	Deparment of the Army		2. FY	2023
3. POC Name	Rosemary Salak	**4. Phone**	(703) 545-5775	

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

DA continues to be successful in the employment of veterans and veterans with disabilities. Consistent with the previous fiscal year, nearly half of the DA civilian population are veterans, 32% of the DA civilian population are veterans with disabilities, and 24% are veterans with a disability rating of 30% or more. Of the veteran population, 63.56% are veterans with disabilities. There is no benchmark for employment of veterans, however, the percentages exceed the Federal 12% goal for individuals with disabilities, and the 2% goal for individuals with targeted/severe disabilities.

DA relies on the Army Civilian Human Resources Agency (CHRA) to provide human resources support including position classification, recruitment and staffing, labor-management-employee relations, subject matter expertise on hiring authorities, and many other specialties necessary for the effective management of the DA civilian workforce. These services are provided by CHRA's Civilian Personnel Advisory Centers (CPACs). DA success in FY2023 is attributed to continuing effective practices:

1. Use of Selective Placement Program Coordinator and resume repositories for individuals with disabilities including veterans with disabilities. With OPM's expansion of the USAJOBS Agency Talent Portal, we anticipate in the future, it will permit DA to build a robust, more user-friendly and more efficient repository.
2. Encouraging the inclusion of all veteran categories within the area of consideration when recruiting.
3. Inclusion of language in vacancy announcements regarding special hiring authorities for veterans with disabilities.
4. Accessing a variety of sources to expand the applicant pool of veterans with disabilities (Workforce Recruitment Program, Operation Warfighter, Wounded Warrior Program, Army Recovery Care Program, Non-Paid Work Experience Program, National affinity group conferences, social media platforms, public and private sector employment sites, etc.).
5. Advising Soldiers leaving the active duty Army of federal job opportunities and special hiring authorities for veterans with disabilities.
6. EEO and CHRA partnering to increase awareness among leaders, supervisors, managers and hiring officials of the Army's commitment to hiring and advancement of veterans, the use of special hiring authorities, and procedures for reasonable accommodation and personal assistance services.
7. Partnering and conducting outreach with state and local rehabilitation offices, Wounded Warrior Transition Units, Veteran Employment Services Office of the Department of Veterans Affairs, DoD Hiring Heroes Program, Operation Warfighter, Warriors to Work, Chambers of Commerce, college and university veteran organizations.
8. Recruiting at local career fairs to include universities and college offices serving veterans and students with disabilities, organizational career fairs, career fairs at military installations, Historically Black Colleges (HBCU's), diversity conferences such League of United Latin American Citizens (LULAC), Black Engineer of the Year (BEYA) Conference and Women of Color (WoC), and training events across the United States throughout the year.

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

Yes ☐	Somewhat ☐	No ☐	

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

Army's primary focus remains on employee development through the implementation of existing Army tools and internal career development resources. Throughout FY2023, internal advancement opportunities were made available to the DA workforce including veterans with disabilities through a variety of means to include:

1. CHRA ssistance to disabled veteran employees on how to request a reassignment to a specific position or consideration for noncompetitive appointments to higher graded positions, if all conditions, rules, regulations and laws are met.

2. Merit Promotion Plans. developed by CHRA.

3. Individual Development Plans (IDP) required for each employee, which focuses on developing skills and mission related competencies for their jobs and future developmental goals. These skills are acquired and enhanced through on-the-job training, LinkedIn Learning, Army e-Learning tools, college courses (including programs that lead to advanced degrees), technical seminars, and workshops that provide efficient means of updating the employee's knowledge in specific areas.

4. Methods to provide and improve internal advancement opportunities included a variety of leader development programs, apprentice programs, developmental assignments, joint duty assignments, mentoring programs, the Army's Civilian Education System Program, Emerging Enterprise Leaders development program, the Army's Training and Development Program, the use of internal career development resources, bridge positions, career-ladder positions, professional development training, and others.

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)

During FY2023, activities of major operating components and field installations were monitored, reviewed, and evaluated through a variety of means.

1. After action reviews that included the logistics, details, and outcome of the info booths and job fairs; they include job seekers data, funding appropriated and used, what went well, what could improve, etc.

2. Leadership's annual performance appraisal.

3. Comparision and data analysis from previous Fiscal Years to the current Fiscal Year.

4. The DVAAP status of components is monitored through reports generated by the Reporter which provides veteran statistical data by ethnic race indicator, gender, veteran status, compensable veteran status, and veterans rated at 30% or more disabled, pay plan, occupational series, and grade. Each component EEO office is provided a report monthly and has the ability to generate their respective report and various queries at any time.

5. The EEO Board of Directors meets at least monthly to discuss a variety of EEO matters to include activities related to employment and advancement of veterans with disabilities.

6. Components review relevant information during leadership staff meetings, human capital strategic planning meetings, and manpower reviews.

7. The Disability Program Managers (DPM) across DA communicate regularly to review and evaluate activities, discuss updates to policy and procedures, and share best practices.

8. Components conduct staff assistance visits and inspections, require status reports, and in collaboration with the Human Resources (HR) community, review personnel data (hires, separations, disability status, veteran status).

9. Annually, DA and each component review and evaluate the DVAAP in accordance with OPM's annual reporting requirement, and the Equal Employment Opportunity Commission's Management Directive 715 requirement.

10. Annually DA participates in the Federal Employee Viewpoint Survey, climate surveys, and focus groups from which information regarding employment and advancement of veterans with disabilities is gleaned and factored into the evaluation of related activities.

11. Representatives from the DA EEO office continued to contribute as members of the workgroup developing the Civilian Implementation Plan, providing an opportunity to input measurable objectives regarding employment and advancement of veterans with disabilities.

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10. OPM DVAAP Manager Official Use Only: Does agency describe how they <u>monitored</u>, <u>reviewed</u> and <u>evaluated</u> 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)

DA continued recruitment by announcing jobs on multiple LinkedIn group pages, including:
US Military Veterans Network (123,295 members)
US Army (44,573 members)
IAVA-Iraq and Afghanistan Veterans of America (26,351 members)
Using a combination of public and private sector employment sites enabled DA to reach a greater number of applicants, especially those with disabilities.

DA continued to implement a robust, effective reasonable accommodation program which significantly contributed to a more inclusive culture, and served as an incentive for employing and retaining veterans with disabilities.

CHRATalent Acquisition Division and CHRA G-6 partnered to develop a public-facing onboarding website:
https://civilianonboarding.chra.army.mil/onboarding/ This includes information such as:
- Veteran Preference and Entitlements guides.
- Diversity, Equity, Inclusion and Accessibility information.
- Newcomer/Supervisor/Sponsor checklists and guides.
- Important links and frequently asked questions.

DA continues to be successful in the employment of veterans and veterans with disabilities. Consistent with the previous fiscal year, nearly half of the DA civilian population are veterans, 32% of the DA civilian population are veterans with disabilities, and 24% are veterans with a disability rating of 30% or more. Of the veteran population, 63.56% are 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 ☐   Somewhat ☐   No ☐

13. POC's Name, Email, and Phone Number of Operating Components and Field Installations (If Applicable)

U.S. Army Forces Command (FORSCOM), Rachel Barnes, rachel.m.barnes2.civ@army.mil 910 570-5132,
U.S. Army Training and Doctrine Command (TRADOC), Alfredo Woods, Alfredo.N.Woods.civ@army.mil
757-501-6886 and Joseph E. Hissim, Joseph.E.Hissim.civ@army.mil (757) 501-6505
U.S. Army Materiel Command (AMC), Danita P. Daniels (256) 450-9274 danita.p.daniels.civ@army.mil and and
Rene Boyd (256) 450-8527
U.S. Army Futures Command (AFC), Dr. Victoria Dixon, Victoria.a.dixon2.civ@army.mil 512-726-4151 and
Ronald Watts ronald.j.watts.civ@army.mil
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U.S. Army Acquisition Support Center (USAASC), Yolanda Compton, Yolanda.y.compton.civ@army.mil,
703-888-7916
U.S. Army Criminal Investigation Division (CID), Aaron Hamilton aaron.l.hamilton.civ@army.mil
571-305-4013
U.S. Military Academy (USMA), No report
U.S. Army War College, No report
Civilian Human Resources Agency (CHRA), Mr. Peter Hosutt, peter.c.hosutt.civ@army.mil, 410 306-1740 and
Mr. Miguel Ortiz Miguel.A.Ortiz86.civ@army.mil
Military District of Washington, (MDW), No report
Office of the Administrative Assistant to the Secretary of the Army (OAA), Samuel Edison 703-545-4515,
Samuel.E.Edison.civ@army.mil
Human Resources Command (HRC), VACANT

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: 2022.
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 <u>recruitment</u> and <u>employment</u> methods they have used?** – OPM DVAAP Manager should click on "Yes", "Somewhat" or "No" to indicate if the agency provided an explanation of the <u>recruitment</u> and <u>employment</u> 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 <u>monitored,</u> <u>reviewed</u> and <u>evaluated</u> their DVAAP Activities?** - OPM DVAAP Manager should click on "Yes", "Somewhat" or "No" to indicate if the agency provided a description of how they <u>monitored,</u> <u>reviewed</u> and <u>evaluated</u> 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.