



The Office of the Comptroller of the Currency's

FY 2018

Affirmative Action Plan

for the

Recruitment, Hiring, Advancement, and

Retention of Persons with Disabilities

**Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention
of Persons with Disabilities**

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Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government

1. Using the goal of 12% as the benchmark, does your agency have a trigger involving PWD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|--------------------------------|------------|
| a. Cluster GS-1 to GS-10 (PWD) | Answer Yes |
| b. Cluster GS-11 to SES (PWD) | Answer Yes |

New B4-1: The participation rates for PWD at the both grade clusters, GS-1 to GS-10 and GS-11 to SES , were 11.54% and 8.29%, respectively, in FY 2018, below the 12% goal. (Note: SES equivalent positions in the OCC are SLPs, NB-VIII, and NB-IX.)

*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|---------------------------------|------------|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer No |
| b. Cluster GS-11 to SES (PWTD) | Answer Yes |

New B4-1: The participation rate of PWTD in the GS-11 to SES cluster was 1.90% in FY 2018, which falls below the goal of 2%.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	615	71	11.54	16	2.60
Grades GS-11 to SES	3208	266	8.29	61	1.90

3. Describe how the agency has communicated the numerical goals to the hiring managers and/or recruiters.

Numerical goals are communicated through a variety of methods, including the Agency's balanced scorecard, internal presentations and briefings, such as the annual MD-715 review, annual business unit briefings, and all special request workforce analyses and reports. The annual MD-715 summary is posted on the OCC's website.

Section II: Model Disability Program

Affirmative Action Plan for the Recruitment, Hiring, Advancement, and Retention of Persons with Disabilities

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

Section I: Efforts to Reach Regulatory Goals

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- | | |
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*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- | | |
|---------------------------------|------------|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer No |
| b. Cluster GS-11 to SES (PWTD) | Answer Yes |

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Section II: Model Disability Program

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Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

- Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer Yes

- Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing reasonable accommodation requests from applicants and employees	1	0	0	Kelly.Gauvin@occ.treas.gov
Processing applications from PWD and PWTB	30	1	0	Edner.Escarne@occ.treas.gov
Answering questions from the public about hiring authorities that take disability into account	30	1	0	Edner.Escarne@occ.treas.gov
Section 508 Compliance	74	0	0	James.Myers@occ.treas.gov
Architectural Barriers Act Compliance	7	1	3	HEIDENREICHE@occ.trea
Special Emphasis Program for PWD and PWTB	4	0	0	Joyce.Cofield@occ.treas.gov

- Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

The National Accommodation Coordinator takes annual training courses to maintain the ADA Coordinators Certification and to remain abreast of the latest Reasonable Accommodation (RA) regulations, case law, news, and issues. All human resource (HR) professionals are required to complete online courses related to veterans’ employment, which includes disability components. This training, provided by the Treasury Department, is mandated by Executive Order (EO) 13518. HR representatives are also required to complete annual training on the No FEAR Act, which includes a disability component. The OCC plans a more focused training effort for all HR Specialists who are responsible for advising hiring managers regarding use of special hiring authorities. In addition, the OCC’s Recruitment Skills Course for hiring managers will be updated to include additional information about special hiring authorities. The Workplace Services team receives Contracting Officers Training for overseeing contractor performance.

B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency’s recruitment program plan for PWD and PWTD

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

1. Describe the programs and resources the agency uses to identify job applicants with disabilities, including individuals with targeted disabilities.

• Utilizes the Workforce Recruitment Program (WRP) as a source for recruiting disabled students and graduating seniors, including disabled veterans. • Maximizes the Pathways Intern Program to hire interns with targeted disabilities. • Continues efforts to outreach to Disability and Military Student offices to promote internship opportunities. • Participates in recruitment events, fairs, and conferences, e.g., Hiring Heroes, Federal Disability Workforce Consortium, Department of Labor’s WRP Training, and the Treasury Department’s Veteran Employment Summit at the Treasury Executive Institute to market the OCC and its job opportunities. • Continues to explore networking websites to enhance outreach efforts to individuals with disabilities, i.e., National Business and Disability Council (NB&DC) website for redirecting job seekers to the OCC, and posting the OCC’s employment opportunities. • Works with HR Specialists and selecting officials, by way of training, communication meetings, to encourage the use of special appointing authorities. Additionally, RA statements are included on all job announcements to ensure applicants with disabilities are informed of available RA. • Encourages all managers and supervisors to consider the benefits of hiring individuals with disabilities and using the Schedule A hiring authority.

2. Pursuant to 29 C.F.R. §1614.203(a)(3), describe the agency’s use of hiring authorities that take disability into account (e.g., Schedule A) to recruit PWD and PWTD for positions in the permanent workforce

OCC positions can be filled by using Schedule A and Veterans’ Appointment Authorities to non-competitively appoint PWD and PWTD and veterans with a service-connected disability rating of 30 percent or more. The OCC’s primary source for Schedule A and Veteran resume searches is the use of the WRP’s database and working closely with Treasury’s Veteran Employment Office. OCC’s Schedule A Program Manager (PM) continues to evaluate upcoming and current positions for marketing to veterans and PWD. We continue to leverage non-competitive hiring authorities and extend partnerships with veteran service organizations. The PM also received resumes via email from Schedule A applicants and forwarded them to the servicing HR Specialists, as well as alerted candidates to submit their resumes online. The PM alerted both hiring managers and HR Staffing Specialists on the value of hiring external disabled applicants and available resources for locating such candidates.

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual’s application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When individuals apply utilizing the Schedule A Hiring Authority, their applications are reviewed by the servicing HR Specialist who confirms that the applicants meet the qualification requirements of the announced position and have provided required proof of disability. Applicants applying under the Schedule A Hiring Authority who are deemed qualified are referred to the hiring manager on a Schedule A certificate of eligibility with guidance on selection procedures including the application of veterans’ preference,

when applicable. Managers have the option to interview and/or hire from the Schedule A certificate or to consider other candidates from other issued certificates (Merit Promotion, Non-Competitive, Veterans Recruitment Appointment, etc.). Alternatively, when individuals submit their resumes directly to the Special Placement Program Coordinator (SPPC) for vacant positions within OCC, the SPPC refers the resumes to the designated servicing HR Specialist. The HR Specialist reviews the resumes to determine qualifications. If qualifications and Schedule A eligibility are met, the resumes are then forwarded to the hiring manager for consideration, with guidance on selection procedures, including the application of veterans' preference, when applicable.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

• Veteran Employment Training for Federal Hiring Managers: All OCC managers, supervisors, and selected human resource professionals are required to complete online courses related to veterans' employment. This training, provided by the Treasury Department, is mandated by EO 13518 and assigned to those individuals required to take it in the Treasury Learning Management System (TLMS). This training is provided to all newly hired managers or those who become managers and selected HR Professionals throughout the year, and annually to managers, supervisors, and selected HR Professionals. • Merit System Principles, Prohibited Personnel Practices, and Whistleblower Protection: This course covers the Merit System Principles, Prohibited Personnel Practices, Whistleblower Protection, Role of the Whistleblower Ombudsman and Role of the Office of Special Counsel. Training offered minimally every three years. • Human Capital Fundamentals for New Managers: This training reviews the OCC's manager roles and responsibilities, providing guidance to help newly hired or promoted managers. Topics covered include competencies that are central to the manager's role and responsibilities in human capital management and HR processes that are essential to successfully performing supervisor functions (e.g., managing telework, administering leave, managing travel, and the use of hiring authorities including those that take disabilities into account). These sessions are offered two to three times a year for new managers.

B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe the agency's efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

• Hold periodic meetings with professional organizations to share the OCC's process for providing vacancy announcements, and sharing information about opportunities, including career development tracks. • Attend specialty conferences and career/job fairs to share information about the OCC's mission, work environment and job opportunities. • Host brown-bag lunches and roundtable discussions with organizations that assist PWD/PWTD, hiring managers/senior management, and HC.

C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If "yes", please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer No
- b. New Hires for Permanent Workforce (PWTD) Answer Yes

New B1: PWTD Hires: 0.6% vs 2.0% Hiring rate for PWTD was below the 501 goal of 2.0%.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	5735	3.54	0.00	1.62	0.00

% of Qualified Applicants	3739	2.49	0.00	1.15	0.00
% of New Hires	342	3.80	0.00	0.88	0.00

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the new hires for any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires for MCO (PWD) Answer No
- b. New Hires for MCO (PWTD) Answer No

Combination of the new B6 in Workforce Analytics (WA) and the new B6 in Monster Analytics (Monster). NA in qualified applicant means Not Available. FY 2018 Hires Qualified vs. Hires Qualified vs. Hires 0110 (4) Hires: PWD: 2.15% - 25.00% PWTD: 1.79% - 0.00% 0570 (98) Hires: PWD: 3.11% - 9.18% PWTD: 1.20% - 1.02% 0905 (3) Hires: PWD: NA - 0.00% PWTD: NA - 0.00% The OCC noted a slight difference (0.18%) in the occupational series 0570 when comparing the qualified applicant flow data with the hires for PWTD. The difference is less than 1% and not considered a trigger at this time. As attorneys (0905) and economists (0110) have limited hiring, there were not enough hires to determine if there is an actual trigger. With limited hiring there cannot be a realistic expectation that all groups (PWD and PWTD) would be hired at rates comparable to their qualification rates.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability		Targetable Disability	
		Qualified Applicants (%)	New Hires (%)	Qualified Applicants (%)	New Hires (%)
Numerical Goal	--	12%		2%	
0110ECONOMIST	838	1.55	0.12	1.19	0.12
0570BANK EXAMINER	4850	1.63	0.23	0.68	0.04
0905ATTORNEY	22	4.55	4.55	0.00	0.00

3. Using the relevant applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among the qualified internal applicants for any of the mission-critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

New B6 in monster, relevant applicant pool is the applied compared with the qualified. FY 2018 Promotions Applicants vs. qualified Applicants vs. qualified 0110 (4) Promotions: PWD: 6.86% - 16.67% PWTD: 1.96% - 16.67% 0570 (1) Promotions: PWD: 6.55% - 2.16% PWTD: 1.51% - 0.86% 0905 (0) Promotions: PWD: 3.98% - 5.88% PWTD: 1.14% - 0.00% NOTE: The Treasury Department/OCC is currently working with its Workforce Analytics contractors to validate its data and align the guidance for internal competitive promotions requested from the EEOC (new data tables required for completion of the PART J but not yet collected by EEOC).

4. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD among employees promoted to any of the mission- critical occupations (MCO)? If “yes”, please describe the triggers below. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Promotions for MCO (PWD) Answer No
- b. Promotions for MCO (PWTD) Answer No

New B6 in WA and the new B6 in Monster. Compare qualified applicants with promotion in the MCOs. NS in employees' promotions means No Selection. Qualified vs. Promotions Qualified vs. Promotions 0110 (4) - PWD: 16.67% - 0.00% PWTD: 16.67% - 0.00% 0570 (1) - PWD: 2.16% - 0.00% PWTD: 0.86% - 0.00% 0905 (0) - PWD: 5.88% - NS PWTD: 0.00% - NS NOTE: The Treasury Department/OCC is currently working with its Workforce Analytics contractors to validate its data and align the guidance for internal competitive promotions requested from the EEOC (new data tables required for completion of the PART J but not yet collected by EEOC).

Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

A. ADVANCEMENT PROGRAM PLAN

Describe the agency's plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

- Encourage diverse employee (including PWD/PWTD) participation in management, leadership, and career development programs through employee network groups (ENG) and a variety of other communication venues throughout the agency. Developmental opportunities will continue to be broadly communicated to all employees through internal weekly ("What's New at OCC") and monthly (SuperVisions) newsletters, and website postings. Opportunities also will be shared by ENG's. • Managers will be reminded to consider PWD/PWTD for development opportunities as part of their Individual Development Planning process. All vacancy announcements will be posted on the OCC internal careers website.

B. CAREER DEVELOPMENT OPPORTUNITES

1. Please describe the career development opportunities that the agency provides to its employees.

- The EXCEL I Program, sponsored by the Large Bank Supervision (LBS) department, provides bank examiners in pay band NB-V the opportunity to develop expertise in one of eight specialty areas. • The EXCEL II Program expanded professional development opportunities for bank examiners in pay band NB-IV in the eight specialty areas of the EXCEL I Program. • Midsize and Community Bank Supervision (MCBS) Pre-commission Bank Examiners Career Forums provide information about bank examiner career opportunities and explain the Uniform Commission Examination (UCE) preparatory process. • The Honors Attorney Program is designed to provide cross-training and developmental assignments to equip attorneys with legal skills and experiences across multiple legal practices areas. • The Leadership Exploration and Development (LEAD) Program is an enterprise-wide leadership development program targeted to employees at the NB-V to NB-VI.2 levels, to help develop specific competencies aligned to skills and abilities needed at the team leader and/or manager level. • The MCBS NB-V Career Forum for Bank Examiners provides bank examiners exposure to the career options available in the various bank supervision lines of business, and resources and factors to consider when making career decisions. It also provides opportunities to network with senior leaders throughout the agency. • Non-examiner Career Forums provide non-examiners exposure to the variety of career options in the non-examiner lines of business. • Agency training and development courses are available to all employees, in the classroom, online, virtual, and self-study. • Temporary details and short-term work assignments are advertised to all employees on the agency's Opportunities Board.

2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/ approval to participate.

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Internship Programs	166	5	1.8%	0	0.6%	0
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Mentoring Programs	887	68	11.3%	10.3%	2.7%	0
Coaching Programs	1561	109	6.3%	11.9%	1.8%	1.8%
Training Programs	3823	2508	7.8%	9.1%	2.0%	1.9%
Detail Programs	67	23	6.0%	4.4%	0	0
Other Career Development Programs	2242	97	2.9%	7.2%	N/A	1.0%

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer No
- b. Selections (PWD) Answer No

The OCC doesn't have a formal career development program (CDP); only agencies with formal CDPs are required to collect and report applicant pool data in the MD-715 Workforce data tables.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer No
- b. Selections (PWTD) Answer No

The OCC doesn't have a formal CDP; only agencies with formal CDPs are required to collect and report applicant pool data in the MD-715 Workforce data tables.

C. AWARDS

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer No

New WA B9-2. Compare the inclusion rate for PWD and PWTD with PWND. Time-off hours PWD PWTD No Disability 1-10 0.59% 0.00% 0.96% 11-20 0.00% 0.00% 0.12% 21-30 0.59% 2.6% 0.03% 31-40 0.00% 0.00% 0.06% Awards PWD PWTD No Disability < \$500 48.96% 50.65% 49.53% \$501-999 25.22% 36.36% 27.23% \$1000-1999 8.31% 15.58% 10.73% The inclusion rates for PWD and PWTD fell below the inclusion rates for employees with no disabilities in three time-off awards categories except for time-off awards between 21-30 hours. The OCC noted differences in inclusion rates for PWD and PWTD time-off awards when comparing the inclusion rates of employees with no disabilities. The difference is less than 1% and it is not considered a trigger at this time. The inclusion rates for PWD fell below the inclusion rates for employees with no disabilities in all three cash award categories. The OCC noted differences in inclusion rates for PWD in \$500-999 (2.01%) and \$1000-1999 (2.42%) cash awards when comparing the inclusion rates of employees with no disabilities. The difference is more than 1% and it is considered a trigger at this time.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards: 1-9 hours : Total Time-Off Awards Given	35	5.71	94.29	0.00	5.71
Time-Off Awards: 9+ hours : Total Time-Off Awards Given	11	18.18	72.73	18.18	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$100 - \$500: Total Cash Awards Given	2224	9.49	90.51	2.29	7.19
Cash Awards: \$501+: Total Cash Awards Given	5078	7.68	92.32	2.26	5.42

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance- based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer No

b. Pay Increases (PWTD) Answer No

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Quality Step Increases (QSI): Total QSIs Awarded	0	0.00	0.00	0.00	0.00
Performance Based Pay Increase	0	0.00	0.00	0.00	0.00

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer N/A

b. Other Types of Recognition (PWTD) Answer N/A

D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer Yes

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

c. Grade GS-14

- i. Qualified Internal Applicants (PWD) Answer No
- ii. Internal Selections (PWD) Answer No
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer No

New B7 WA and the new B7 Monster. Relevant Applicants/Qualified/Promotions GS-13 - PWD: 15.00% - NA – 14.29% GS-14 - PWD: 9.72% - NA – 31.25% GS-15 - PWD: 6.42% - NA – 16.67% SES - PWD: 6.23% - 7.14% -0.00% NOTE: The Treasury Department/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC’s NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC).

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. SES
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer Yes
- b. Grade GS-15
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer Yes
- c. Grade GS-14
 - i. Qualified Internal Applicants (PWTD) Answer No
 - ii. Internal Selections (PWTD) Answer No
- d. Grade GS-13
 - i. Qualified Internal Applicants (PWTD) Answer Yes
 - ii. Internal Selections (PWTD) Answer No

New B7 WA and the new B7 Monster. Relevant Applicants/Qualified/Promotions GS-13 - PWTD: 1.88% - NA – 0.00% GS-14 - PWTD: 2.02% - NA – 0.00% GS-15 - PWTD: 1.77% - NA – 0.00% SES - PWTD: 1.87% - 7.14% -0.00% NOTE: The Dept. of Treasury/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC’s NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC).

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWD) Answer Yes

- b. New Hires to GS-15 (PWD) Answer No
- c. New Hires to GS-14 (PWD) Answer No
- d. New Hires to GS-13 (PWD) Answer No

New B7 WA and the new B7 Monster. Qualified Applicants/Hires GS-13 - PWD: NA – 12.50% GS-14 - PWD: NA – 14.29% GS-15 - PWD: NA – 50.00% SES - PWD: 2.04% - 0.00% NOTE: The Dept. of Treasury/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC’s NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC).

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. New Hires to SES (PWTD) Answer No
- b. New Hires to GS-15 (PWTD) Answer No
- c. New Hires to GS-14 (PWTD) Answer No
- d. New Hires to GS-13 (PWTD) Answer No

New B7 WA and the new B7 Monster. Qualified Applicants/Hires GS-13 - PWTD: NA – 0.00% GS-14 - PWTD: NA – 0.00% GS-15 - PWTD: NA – 0.00% SES - PWTD: 1.02% - 0.00% NOTE: The Dept. of Treasury/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC’s NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC).

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Executives
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer Yes
- b. Managers
 - i. Qualified Internal Applicants (PWD) Answer Yes
 - ii. Internal Selections (PWD) Answer No
- c. Supervisors
 - i. Qualified Internal Applicants (PWD) Answer No
 - ii. Internal Selections (PWD) Answer No

New B8 WA and the new B8 Monster. Qualified Applicants/Promotions Executives - PWD: 7.14% - 0.0% Managers - PWD: NA - 40.0% There were no internal Supervisor vacancy announcements and selections. NOTE: The Dept. of Treasury/OCC worked with

Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC's NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC).

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. Executives

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer Yes

b. Managers

i. Qualified Internal Applicants (PWTD) Answer Yes

ii. Internal Selections (PWTD) Answer No

c. Supervisors

i. Qualified Internal Applicants (PWTD) Answer No

ii. Internal Selections (PWTD) Answer No

New B8 WA and new B8 Monster. Qualified Applicants/Promotions Executives - PWTD: 7.14% - 0.00% Managers - PWTD: NA - 0.00% There were no internal Supervisor vacancy announcements and selections. NOTE: The Dept. of Treasury/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC's NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC). NOTE: The OCC has no "Supervisors" in GS-12 and below equivalent grades. The OCC's supervisory/managerial positions begin at GS-13 and above equivalent levels.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWD) Answer No

b. New Hires for Managers (PWD) Answer No

c. New Hires for Supervisors (PWD) Answer No

New B8 WA and new B8 Monster. Qualified Applicants/Hires Executives - PWD: 2.04% - 25.00% Managers - PWD: NA - 0.00% There were no external Supervisor vacancy announcements and selections. NOTE: The Dept. of Treasury/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC's NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC). NOTE: The OCC has no "Supervisors" in GS-12 and below equivalent grades. The OCC's supervisory/managerial positions begin at GS-13 and above equivalent levels.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If "yes", describe the trigger(s) in the text box. Select "n/a" if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires for Executives (PWTD) Answer Yes

- b. New Hires for Managers (PWTD) Answer No
- c. New Hires for Supervisors (PWTD) Answer Yes

New B8 WA and new B8 Monster. Qualified Applicants/Hires Executives - PWTD: 1.02% - 0.00% Managers - PWTD: NA - 0.00% There were no external Supervisor vacancy announcements and selections. NOTE: The Treasury Department/OCC worked with Monster Analytics to populate applicant flow data through CareerConnector. However, an error occurred in the data processing for cross-walking OCC's NB pay plan to the GS pay plan, which is currently being corrected by Monster Analytics (new data tables required for completion of the PART J but not yet collected by EEOC). NOTE: The OCC has no "Supervisors" in GS-12 and below equivalent grades. The OCC's supervisory/managerial positions begin at GS-13 and above equivalent levels.

Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If "no", please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

In FY 2018, the OCC converted to career status nine of the 11 Schedule A employees it hired in FY 2016; two voluntarily separated.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If "yes", describe the trigger below.

- a. Voluntary Separations (PWD) Answer No
- b. Involuntary Separations (PWD) Answer Yes

Old B14 in WA: The inclusion rate for PWD (0.89%) exceeded the rate of persons with no disabilities (0.26%) for involuntary separations.

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permenant Workforce	3823	8.82	91.18
Total Separations	286	8.39	91.61
Voluntary Separations	274	7.66	92.34
Involuntary Separations	12	25.00	75.00

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If "yes", describe the trigger below.

- a. Voluntary Separations (PWTD) Answer No
- b. Involuntary Separations (PWTD) Answer No

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permenant Workforce	3823	2.01	97.99
Total Separations	286	0.70	99.30
Voluntary Separations	274	0.73	99.27
Involuntary Separations	12	0.00	100.00

- If a trigger exists involving the separation rate of PWD and/or PWTD, please explain why they left the agency using exit interview results and other data sources.

In FY 2018, there were only three exit survey respondents with disabilities; two retirements and one promotion to another federal agency. All respondents indicated they would recommend the OCC/Treasury as a good place to work. Also, 66.7 percent of these respondents indicated they generally had a positive work experience, would return to work for the OCC/Treasury, and there was nothing that could have been done to prevent them from leaving the agency.

B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

- Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<https://www.occ.gov/about/policies/accessibility.html> <https://www.helpwithmybank.gov/policies/policies-web-site.html> Instructions on how to file a complaint: <https://www.helpwithmybank.gov/policies/accessibility.html>

- Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under the Architectural Barriers Act, including a description of how to file a complaint.

<https://occ.gov/about/policies/accessibility.html> To file a complaint, go to this webpage and click on the link titled “File a Complaint.” For concerns about OCC’s buildings and facilities, contact: Facilities Management Office: (202) 649-7288 TTY: (800) 877-8339 (via a relay service)

- Describe any programs, policies, or practices that the agency has undertaken, or plans on undertaking over the next fiscal year, designed to improve accessibility of agency facilities and/or technology.

In FY 2018, the OCC drafted and began circulating for approval its policy and procedures manual on IT Accessibility (Section 508). Also, the OCC updated its Acquisitions provisions for solicitations and post-awards to ensure solicitations and contract language reflect updated IT Accessibility standards. The OCC’s Workplace Services (WS) organization launched an effort to review and improve the OCC’s Environmental Health and Safety (EHS) program. WS has organized stakeholders within the Office of Management (OM) to obtain buy-in and establish roles and responsibilities through the formation of the EHS working group. The working group assessed OCC program effectiveness as compared with Department of Treasury guidance and also conducted benchmarking among similar organizations. With current guidance and new assessment, the working group assessed the current work breakdown structures amongst WS, the Office of Security, and Human Capital. This effort determined that all major obligations for an EHS are being met and no significant deficiencies exist. The working group documented its findings and clarified specific responsibilities and processes in a memorandum to OM leadership.

C. REASONABLE ACCOMMODATION PROGRAM

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

7 business days or less

2. Describe the effectiveness of the policies, procedures, or practices to implement the agency’s reasonable accommodation program. Some examples of an effective program include timely processing requests, timely providing approved accommodations, conducting training for managers and supervisors, and monitoring accommodation requests for trends.

In FY 2018, 96.8 percent of RA requests were processed within the time frame set forth in the agency procedures. In addition, the OCC’s Workforce Relations and Performance Management office in conjunction with its Administrative and Internal Law office conducted numerous training courses for managers in FY 2018 with eight lines of business. Also, the agency provided assistive computing devices and technologies, software enhancements, and electric scooter support to assist employees with medical conditions. The OCC continued to use its dedicated accommodation room for completing confidential assessments and other types of ergonomic assessments. The OCC used an interagency agreement with the Federal Occupational Health Agency to conduct ergonomic consultation and assessments (e.g., fitness for duty) in FY 2018, and will continue to do so in FY 2019.

D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE

Pursuant to 29 CFR §1614.203(d)(5), federal agencies, as an aspect of affirmative action, are required to provide personal assistance services (PAS) to employees who need them because of a targeted disability, unless doing so would impose an undue hardship on the agency.

Describe the effectiveness of the policies, procedures, or practices to implement the PAS requirement. Some examples of an effective program include timely processing requests for PAS, timely providing approved services, conducting training for managers and supervisors, and monitoring PAS requests for trends.

During FY 2018, the OCC adopted the U.S. Department of Treasury’s PAS policy and procedures, which follow the requirements established by OPM. Training will be provided to all managers, supervisors, and selected HR Professionals throughout FY 2019. In addition, the Treasury Department is working to procure a Treasury-wide PAS contract. This contract will allow the OCC to establish a purchase order against the Treasury-wide base contract.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer No

3. If the agency had one or more findings of discrimination involving the failure to provide a reasonable accommodation during the last fiscal year, please describe the corrective measures taken by the agency.
-

Section VIII: Identification and Removal of Barriers

Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

2. Has the agency established a plan to correct the barrier(s) involving PWD and/or PWTD?

Answer Yes

3. Identify each trigger and plan to remove the barrier(s), including the identified barrier(s), objective(s), responsible official(s), planned activities, and, where applicable, accomplishments

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower than expected participation rate (percentage) of PWD in the following occupational series: National Bank Examiner (570), Attorney (905), Economist (110), and ITS (2210) compared with EEOC goal of 12 percent.</p>				
<p>STATEMENT OF BARRIER GROUPS:</p>	<p><i>Barrier Group</i></p> <hr/> <p>People with Disabilities</p>				
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>					
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Failure to consistently use specific outreach and recruitment strategies for PWD.</p>				
<p>Objective</p>	<p>Increase outreach and recruitment to PWD.</p> <table border="1" data-bbox="446 934 1502 1081"> <tr> <td data-bbox="446 934 649 997">Date Objective Initiated</td> <td data-bbox="654 934 1502 997">Oct 1, 2005</td> </tr> <tr> <td data-bbox="446 1003 649 1081">Target Date For Completion Of Objective</td> <td data-bbox="654 1003 1502 1081">Sep 30, 2022</td> </tr> </table>	Date Objective Initiated	Oct 1, 2005	Target Date For Completion Of Objective	Sep 30, 2022
Date Objective Initiated	Oct 1, 2005				
Target Date For Completion Of Objective	Sep 30, 2022				
<p>Responsible Officials</p>	<p>All Executive Committee Members Senior Deputy Comptrollers</p>				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2018	Establish and maintain relationships with organizations that assist PWD in securing and maintaining employment. These organizations include local colleges, universities, and professional organizations.	Yes		09/30/2018
09/30/2018	The OCC encourages the servicing HR specialists and recruiters to have active discussions with the hiring manager when determining area of considerations to fill vacancies. Helping the hiring manager understand the various legal authorities and hiring flexibilities available will allow managers to tap into a diverse and active talent pool without going through the lengthy traditional hiring process.	Yes		09/30/2018
09/30/2018	Provide disability training to recruiters, to include an overview of the OCC's RA program.	Yes		09/30/2018
09/30/2018	Maximize the Pathways Internship Program to hire PWD as a pipeline for permanent positions.	Yes		09/30/2018
09/30/2018	Always look to source positions with PWD in other job series (not identified in the trigger).	Yes		09/30/2018
09/30/2019	Create a common script/language and training for HR specialist/ HC staff in communications with and about PWD.	Yes		
09/30/2018	Use the WRP Program as a source for recruiting PWD and a pipeline for permanent positions.	Yes		09/30/2018
09/30/2019	Explore opportunities for OCC representatives to provide a presentation at a conference/recruitment event about careers in the federal government.	Yes		
09/30/2019	Modify/customize vacancy announcement language to appeal to PWD.	Yes		
09/30/2019	Improve applicant tracking to enable use for individual vacancy applicant pools.	Yes		
09/30/2019	Host an in-house job fair for PWD and disability resource organizations.	Yes		
Fiscal Year	Accomplishments			
2018	<p>Between FY 2014 and FY 2018, PWD in mission-critical/major occupations (MCO)—bank examiners, attorneys, economists, and IT specialists—participated (5.7 percent) below the EEOC goal of 12.0 percent; all groups increased in their participation rates, ITS specialist by 3.9 percentage points. In FY 2018, PWD in MCO increased participation in all groups, except attorneys; ITS specialist participation (10.5 percent) exceeded parity with the 12.0 percent goal.</p> <p>PWD in MCO were hired (6.3 percent) from FY 2014 through FY 2018 on average below the EEOC goal of 12.0 percent. In FY 2018, half of the OCC hires with disabilities were in MCO (50.0 percent), representing 10 hires (one economist, 9.2 percent; and nine bank examiners, 25.0 percent). There are limited hiring opportunities in the attorney and economist occupations. In addition, the OCC revised its staffing priorities, resulting in fewer external hires in FY 2018, and began a focused effort on development and retention of the current workforce.</p> <p>Separations of PWD in MCO (7.5 percent) between FY 2014 and FY 2018 on average were above their workforce participation rate (5.7 percent). There was only one economist separation of PWD in five years. In FY 2018, the rate of separations of PWD in bank examiner positions (5.9 percent) was below their workforce participation rate (6.6 percent).</p>			

<p>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</p> <p>Provide a brief narrative describing the condition at issue.</p> <p>How was the condition recognized as a potential barrier?</p>	<p>Lower than expected participation rate (percentage) in career development programs (retention focus) for PWD compared with the relevant workforce participation rate.</p>				
<p>STATEMENT OF BARRIER GROUPS:</p>	<p><i>Barrier Group</i></p> <hr/> <p>People with Disabilities</p>				
<p>BARRIER ANALYSIS:</p> <p>Provide a description of the steps taken and data analyzed to determine cause of the condition.</p>					
<p>STATEMENT OF IDENTIFIED BARRIER:</p> <p>Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.</p>	<p>Lack of consistent attention to career development and retention activities and programs that specifically support PWD.</p>				
<p>Objective</p>	<p>Increase the retention and the participation of PWD in the OCC's career development programs.</p> <table border="1" data-bbox="440 940 1513 1087"> <tr> <td data-bbox="440 940 646 995">Date Objective Initiated</td> <td data-bbox="646 940 1513 995">Oct 1, 2005</td> </tr> <tr> <td data-bbox="440 995 646 1087">Target Date For Completion Of Objective</td> <td data-bbox="646 995 1513 1087">Sep 30, 2022</td> </tr> </table>	Date Objective Initiated	Oct 1, 2005	Target Date For Completion Of Objective	Sep 30, 2022
Date Objective Initiated	Oct 1, 2005				
Target Date For Completion Of Objective	Sep 30, 2022				
<p>Responsible Officials</p>	<p>All Executive Committee Members Senior Deputy Comptrollers Joyce Cofield Executive Director, Office of Minority and Women Inclusion</p>				

Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)
09/30/2019	Hold annual self-identification campaigns during National Disability Employment Awareness Month.	Yes		
09/30/2019	Implement pre-launch publicity activities (e.g., write FAQs and announcements, publicize in all OCC employee electronic media, host focus groups) to result in the launch of a disabilities ENG. a) Partner with Leadership, Executive and Organizational Development (LEOD) & Continuing Education (CE) to ensure concerns associated with PWD are considered in course development. b) Work with LEOD to develop more language that clearly includes characteristics of PWD.	Yes		
09/30/2018	Encourage PWD to participate in management, leadership, and career development programs through ENGs and a variety of other communication venues throughout the agency.	Yes		09/30/2018
09/30/2018	Share developmental opportunities available throughout the agency with PWD through the ENGs.	Yes		09/30/2018
09/30/2018	Managers will encourage PWD to participate in developmental opportunities that support their career goals at the OCC.	Yes		09/30/2018
09/30/2019	Managers are strongly encouraged to manage the date the employee is eligible for conversion into the competitive service and work with their HR point of contact to plan for the conversion. Employees who were hired on a Schedule A permanent appointment are also strongly encouraged to include semi-annual discussions with their supervisor regarding conversion to permanent status in the competitive service when they discuss their Individual Development Plans (IDP) and performance.	Yes		

Fiscal Year	Accomplishments
2018	<p>The participation of PWD in career development programs has generally been below their relevant workforce participation rates between FY 2013 and FY 2018. However, the participation rates of PWD in career development programs has shown gradual improvement.</p> <p>In FY 2018, PWD met or exceeded their workforce participation in the EXCEL Program (7.7 percent vs. 6.8 percent), UCE Program (5.8 percent vs. 5.8 percent), Executive Coaching Program (11.9 percent vs. 6.3 percent), and internal career developmental courses (9.1 percent vs. 7.3 percent).</p> <p>Retention of PWD in the OCC's workforce remains an ongoing challenge for the OCC. However, in FY 2018 separations of PWD (8.4 percent) were below their workforce participation rate (8.8 percent).</p>

4. Please explain the factor(s) that prevented the agency from timely completing any of the planned activities.

N/A

5. For the planned activities that were completed, please describe the actual impact of those activities toward eliminating the barrier(s).

Participation rates for PWD have gradually increased over the last five years, from 5.2 percent in FY 2014 to 8.8 percent in FY 2018. Applicant flow rates for PWD in the agency's Entry-Level Examiner Program increased from 1.6 percent in FY 2014 to 3.0 percent in FY 2018. Applicant flow for PWD in the program increased from 1.9 percent in FY 2017 to 3.0 percent in FY 2018, resulting in a 7.1 percent hiring rate of PWD. The OCC retained 72.7 percent of its non-competitive Schedule A hires from FY 2014 and FY 2018, and converted 54.5 percent of its eligible Schedule A hires since FY 2014. The SF-256 Resurvey Campaign in FY

2017 resulted in an increased participation rate of PWD in the workforce from 6.2 percent (248) to 8.3 percent (327).

6. If the planned activities did not correct the trigger(s) and/or barrier(s), please describe how the agency intends to improve the plan for the next fiscal year.

The OCC changed the focus of its barrier plan to concentrate on its MCO, and added activities that support these occupations; and on retention and development of its PWD.