

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 No

b. Cluster GS-11 to SES (PWD)

Answer No

Of the 488 permanent employees who fall within the GS-1 to GS-10 pay cluster, 11.27 percent (55) identified as having a disability, and of the 5,087 permanent employees who fall within the GS-11 to SES pay cluster, 12.19 percent (620) identified as having a disability. The rate for individuals with disabilities above the GS-10 pay level cluster pay cluster was above the 12 percent federal benchmark, an increase from FY 2018. The rate for individuals within the GS-1 to GS-10 pay level cluster was close to benchmark of 12 percent, but represents a decrease from 12.82 percent in FY 2018. The majority of permanent employees at the GS-1 to GS-10 pay cluster are entry-level bank examiners.

*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 No

Of the 488 permanent employees who fall within the GS-1 to GS-10 pay cluster, 2.25 percent (11) identified as having a targeted disability, and of the 5,087 permanent employees who fall within the GS-11 to SES pay cluster, 2.44 percent (124) identified as having a targeted disability. The benchmark of 2 percent was met for persons with targeted disabilities both above and at/below the GS-10 pay level cluster.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10					
Grades GS-11 to SES					

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

The numeric goals were identified in the introduction of the 2018-2019 Disability Employment Program Strategic Plan, which focused on the employment and retention of individuals with disabilities. The FDIC will include the goals in its new Diversity and Inclusion Strategic Plan for 2020-2022, along with the previously separate Disability Employment Program Strategic Plan. Additionally, the numeric goals are discussed in depth to managers during the required EEO training for managers and supervisors. Employees from OMWI also presented diversity and disability data to FDIC Corporate Recruiters nation-wide and highlighted the importance of recruitment of a diverse workforce, the disability hiring goals, and unconscious bias.

Section II: Model Disability Program

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

1. 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

2. 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	
Architectural Barriers Act Compliance	1	0	0	Gwenn Marley Chief, Space Planning Unit gmarley@fdic.gov
Special Emphasis Program for PWD and PWTB	1	0	0	Monica Flint Disability Program Manager mflint@fdic.gov
Section 508 Compliance	2	0	0	Brook Aiken Section 508 Program Manager baiken@fdic.gov
Processing reasonable accommodation requests from applicants and employees	1	0	0	Monica Flint Disability Program Manager mflint@fdic.gov
Processing applications from PWD and PWTB	35	0	0	Human Resources Specialist Human Resources Branch
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Krishawn Demby Selective Placement Coordinator kdemby@fdic.gov

3. 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

DPM attended the National Employment Law Institute ADA Workshop in September 2019.

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

Brief Description of Program Deficiency	C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.		
Objective	Post procedures for processing requests for Personal Assistance Services on the agency’s public website.		
Target Date	Dec 31, 2018		
Completion Date	Apr 4, 2019		
Planned Activities	<u><i>Target Date</i></u>	<u><i>Completion Date</i></u>	<u><i>Planned Activity</i></u>
	Dec 31, 2018	April 4, 2019	Post procedures for processing requests for Personal Assistance Services on the agency’s public website.
Accomplishments	<u><i>Fiscal Year</i></u>	<u><i>Accomplishment</i></u>	
	2018	The FDIC’s updated reasonable accommodation procedures, which applies to PAS requests was finalized March 29, 2019 and issued and posted on the public website in April 2019.	

Brief Description of Program Deficiency	C.3.b.6. Provide disability accommodations when such accommodations do not cause an undue hardship? [see 29 CFR §1614.102(a)(8)]		
Objective	Include an element in managers and supervisors appraisal that evaluates their performance on providing disability accommodations when such accommodations do not cause an undue hardship.		
Target Date	Oct 1, 2020		
Completion Date			
Planned Activities	<u><i>Target Date</i></u>	<u><i>Completion Date</i></u>	<u><i>Planned Activity</i></u>
	Jul 1, 2019		Coordinate meeting with agency stakeholders/responsible agency officials to discuss managers/supervisors EEO performance element requirement.
	Jul 26, 2019		Develop draft EEO performance element in accordance with MD-715, Section I (III) Element C (c)(2).
	Aug 28, 2019		Disseminate draft EEO performance element(s) to stakeholders/responsible agency officials for review and input.
	Oct 31, 2019		Finalize EEO performance element and obtain final approval.
	Dec 6, 2019		Develop a plan to notify all managers and supervisors of the new EEO performance element.
	Feb 14, 2020		Implement notification plan.
	Aug 28, 2020		Revise managers' and supervisors' LPMR to include the EEO performance element.
	Oct 1, 2020		Implement evaluating managers and supervisors on their commitment to agency EEO policies and principles and their participation in the EEO program.
Accomplishments	<u><i>Fiscal Year</i></u>	<u><i>Accomplishment</i></u>	

Brief Description of Program Deficiency	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		
Objective	Plan 6. Revise the FDIC's exit survey to include questions on how the FDIC could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities.		
Target Date	Dec 31, 2019		
Completion Date			
Planned Activities	<u><i>Target Date</i></u>	<u><i>Completion Date</i></u>	<u><i>Planned Activity</i></u>
	Jul 1, 2019		Meet with responsible agency officials to discuss the requirement to include questions on the exit survey questions on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.
	Sep 2, 2019		Revise the FDIC's exit survey to include questions on how the FDIC could improve the recruitment, hiring, inclusion, retention, and advancement of individuals with disabilities.
	Sep 2, 2019 Apr 30, 2020		Implement the FDIC's revised exit survey. Analyze exit survey results and revise the Affirmative Action Plan where appropriate.
Accomplishments	<u><i>Fiscal Year</i></u>	<u><i>Accomplishment</i></u>	

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.

In addition to using USAJobs to advertise employment opportunities, the FDIC has more than 250 mission critical employees who serve as Corporate Recruiters. In 2019, they visited many colleges and universities with high population of Veterans with Disabilities. The Corporate Recruitment team provided training to over 300 Corporate Recruiters which highlighted recruiting people with disabilities, including disabled veterans, and the value of diversity and inclusion in the workplace. Corporate Recruiters have been asked to broaden campus outreach activities to veteran organizations, such as Veteran Student Organizations and ROTC organizations. Corporate Recruiters send current vacancy announcements to these campus organizations in an effort to market FDIC employment opportunities to students with disabilities as well as veterans with disabilities. The FDIC Human Resources Branch also sends a bi-weekly list of all vacancy announcements to vocational rehabilitation offices across the United States. The Corporate Recruitment team participated in recruitment events targeting veterans and veterans with disabilities such as the Corporate Gray Veteran Career Fair, MBA Veterans Job Fair, and Recruit Military. The team conducted outreach with Wounded Warriors and their families at the Equal Opportunity Publications Careers & DisAbilities career fair. In addition, the Corporate Recruitment team participated in two virtual career fairs for people with disabilities, including disabled veterans through OPM/Bender Consultants. Corporate Recruiters are also encouraged to reach out to organizations on campuses for students with disabilities to establish relationships and share FDIC career opportunities. The FDIC uses the Workforce Recruitment Program (WRP). The Selective Placement Coordinator (SPC) regularly checks the OPM Shared List of People with Disabilities and the WRP database to locate applicants with needed skill sets for a particular position. FDIC plans to participate in Virtual Career fairs offered by Bender Consulting to expand our field of search to identify qualified candidates.

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

The FDIC utilizes Schedule A hiring authority 5 CFR 213.3102 (u) for people with intellectual disabilities, severe physical disabilities or psychiatric disabilities. All vacancy announcements state that the agency is an equal opportunity employer and encourages candidates with disabilities to apply. FDIC vacancy announcements and job postings have been widely distributed to attendees of the 2019 CAREERS & the disABLED Magazine's Career Expo and Rochester Institute of Technology National Technical Institute for the Deaf (RIT/NTID) Career Fair. Prospective applicants were provided with contact information for the SPC in order to follow up with job announcements that they wish to apply for and qualified applicants were encouraged to apply for the Corporate Employee Program (CEP) and Financial Management Scholars Program (FMSP).

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.

Schedule A applicants are encouraged to contact the SPC to ensure that the required Schedule A letters are completed accurately before the applicants upload them to the USAJobs.gov database. Once their applications are received by the Human Resources Specialist, they are reviewed for eligibility under Schedule A authority, 5 CFR 213.3102 (u), for people with intellectual disabilities, severe physical disabilities or psychiatric disabilities. Upon meeting the qualification standards for a particular position, the applicant's information is supplied to the hiring official with an explanation of how and when the individual may be appointed, if selected for the position.

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

Every two years, all managers and supervisors are required to attend the mandatory, biennial EEO and Diversity training that includes topics on diversity and inclusion concepts, reasonable accommodation requests, the Disability Employment Program Strategic Plan, and the Schedule A hiring authority, and various special hiring authorities for Veterans. The previous training cycle covered 2018 through 2019, and 591 managers completed the training before the end of FY 2019. Guidance on Schedule A and

other special hiring authorities is provided to all managers on an ongoing basis during the recruitment and hiring process.

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.

The DPM and SPC continue to network with organizations involved with PWD and PWTD such as the Virginia Department for the Blind and Vision Impaired, Virginia Department for Aging and Rehabilitative Services, District of Columbia Department of Disability Services, and Maryland State Department of Education, Division of Rehabilitation Services. As previously mentioned, the 250 Corporate Recruiters are encouraged to build and maintain networks with organizations that assist persons with disabilities for job seeking purposes. FDIC employees with disabilities participate in outreach and recruitment events, such as career fairs at Gallaudet University and Rochester Institute of Technology/National Technical Institution for the Deaf.

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 Yes

b. New Hires for Permanent Workforce (PWTD) Answer Yes

As shown in Table B1-1, the percentage of new hires of PWD within the permanent workforce was 4.25 percent and the percentage of new hires of PWTD was 0.33 percent. Both were below the benchmarks of 12 percent of PWD and 2 percent of PWTD.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	0				
% of Qualified Applicants	0				
% of New Hires	0				

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 Yes

b. New Hires for MCO (PWTD) Answer Yes

For the vacancy announcements listed in Table B6P, the new hire selection rate for each of the three mission critical occupations [General Business and Industry (1101), Economist (0110), and Financial Institution Examining (0570)] was lower than the qualification rate for PWTD. The selection rate for PWD in the General Business and Industry (1101) and Economist (0110) occupational series was lower than the qualification rate.

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability		Targetable Disability	
		Qualified Applicants (%)	New Hires (%)	Qualified Applicants (%)	New Hires (%)
Numerical Goal	--	12%		2%	

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 No
- b. Qualified Applicants for MCO (PWTD) Answer No

The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for “Relevant Applicant Pool” for future MD-715 reporting.

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

For the vacancy announcements listed in Table B6P, the General Business and Industry (1101) occupational series had a selection rate of 4.76% for PWD and 0% for PWTD for internal competitive promotions. The percentage of PWD selections were higher than the percentage of applicants in the qualified applicant pool and equal for PWTD. For the Economist occupational series (0110), the qualification and application rates were equal, as there were no PWD and PWTD in the applicant pool. The percentage of selections of PWD and PWTD for internal competitive promotions in the Financial Institution Examining series (0570) was below the percentage of qualified applicants; however, the differences were less than one percent. The FDIC will continue to monitor all MCO selection rates, and where there are trends for PWD or PWTD where MCO selection rates fail to meet the benchmarks, a barrier analysis will be performed.

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.

The FDIC has integrated its Disability Employment Program Strategic Plan into the Diversity and Inclusion Strategic Plan. The new FDIC Diversity and Inclusion Strategic Plan will be in place for 2020-2022. The updated D&I Plan identifies that the agency will recruit from a diverse, qualified group of potential applicants to secure a high-performing workforce drawn from the available talent pool in American society, and will strengthen and broaden relationships with Veterans' organizations and other institutions that serve people with disabilities and targeted disabilities. Goals and strategies in the updated plan are designed to increase the applicant pool of qualified individuals with disabilities, with key action items focusing on outreach to disabled Veterans organizations and the use of special hiring authorities for persons with disabilities. Additionally, the FDIC provides guidance to managers and recruiters on trends in the recruiting, hiring, advancement, and retention of persons with disabilities, and progress in

implementing the FDIC and Division and Office diversity strategies targeted at persons with disabilities. The D&I Plan is included in mandatory training for managers.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

The FDIC encourages employees with disabilities to participate in available formal mentoring, career development, leadership and management programs, detail opportunities, and tracks representation. Information about available programs is distributed FDIC-wide through a variety of methods. Additional reminders and notifications are sent to the Employee Resource Group (ERG) for people with disabilities, CAN DO, and the Veterans ERG.

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						
Fellowship Programs						
Mentoring Programs						
Coaching Programs						
Training Programs						
Detail Programs						
Other Career Development Programs						

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 N/A

b. Selections (PWD)

Answer N/A

EEOC instructed the FDIC that the definition of career development program/opportunities is the same in Part J as in Tables 7 and 8, requiring competition to participate in training that would qualify employees for a promotion. The FDIC has no career development programs as defined in the instructions to MD-715 and as confirmed by EEOC. While the FDIC does not have career development programs that, upon completion, necessarily “qualify a participant for a promotion,” all Financial Institution Examiners (Series 0570) are required to attend and complete four core training programs as a part of the commissioning process. The completion of the core training programs and the commissioning process will not qualify a participant for a promotion but may enhance an Examiner’s promotion potential. Attendance in the core programs is required of all Examiners regardless of race, ethnicity, sex, or disability.

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 N/A

b. Selections (PWTD)

Answer N/A

Please see response to question 3 above.

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 Yes

As shown in Table B9-2, the inclusion rate for PWD and PWTD was lower than those for individuals without disabilities at each of the cash award levels. While there were no time-off awards to individual with targeted disabilities, there was a small number of time-off awards (7) during the reporting period.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %

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

The FDIC does not have traditional grades/steps as found in the GS scale. Consequently, the FDIC does not award QSI.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
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

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	No
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

The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.

2. Does your agency have a trigger involving PWTB 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 (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	No
b. Grade GS-15		
i. Qualified Internal Applicants (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	No
c. Grade GS-14		
i. Qualified Internal Applicants (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWTB)	Answer	No
ii. Internal Selections (PWTB)	Answer	No

The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.

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

For the vacancy announcements in Table B7, at the GS-15 or Equivalent level, 6.10 percent of qualified applicants identified as a PWD. Of those, 0 percent were selected. The FDIC will monitor to see if this continues as a trend.

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	Yes
c. New Hires to GS-14 (PWTD)	Answer	No
d. New Hires to GS-13 (PWTD)	Answer	No

For the vacancy announcements in Table B7, at the GS-15 or Equivalent level, 2.36 percent of qualified applicants identified as an individual with a disability. Of those, 0 percent were selected. The FDIC will monitor to see if this continues as a trend.

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	No

b. Managers

i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No

c. Supervisors

i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No

The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for “Relevant Applicant Pool” for future MD-715 reporting.

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
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ii. Internal Selections (PWTD)	Answer	No
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b. Managers

i. Qualified Internal Applicants (PWTD)	Answer	No
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ii. Internal Selections (PWTD)	Answer	No
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c. Supervisors

i. Qualified Internal Applicants (PWTD)	Answer	No
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ii. Internal Selections (PWTD)	Answer	No
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The FDIC has initiated collaboration with applicant flow data service provider, Monster, to obtain more detailed data on applications in order to match with eligible onboard employees for "Relevant Applicant Pool" for future MD-715 reporting.

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
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b. New Hires for Managers (PWD)	Answer	No
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c. New Hires for Supervisors (PWD)	Answer	No
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For the vacancy announcements in Table B8, the selection rate of new hires for Managers and Supervisors was lower than the qualification rate for PWD. The FDIC will monitor to see if this continues as a trend.

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	No
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b. New Hires for Managers (PWTD)	Answer	Yes
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c. New Hires for Supervisors (PWTD)	Answer	Yes
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For the vacancy announcements in Table B8, the selection rate of new hires for Managers and Supervisors was lower than the qualification rate for PWTD. The FDIC will monitor to see if this continues as a trend.

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 No

Two Schedule A employees whose probationary periods expired prior to FY 2019 were converted in 2020.

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 No

As shown in Table B1-2, in FY 2019, the inclusion rate for PWD separating from the agency was slightly (0.50 percentage points) higher than the rate for persons without disabilities for separations overall. The rate of resignation among PWD was lower than that of persons without disabilities. The rate differences between the removal and other separation categories were less than one percentage point. The retirement category was the only one with a rate for PWD higher than that of persons without disabilities (1.32 percentage points above). FDIC will monitor to see if this gap widens.

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
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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

As shown in table B1-2, in FY 2019, the inclusion rate for PWTD separating from the agency was lower than the rate for persons without targeted disabilities for separations overall as well as most of the individual separation categories, except for retirement and other separations. In the latter two categories, the rate for PWTD was slightly higher than for persons without targeted disabilities (1.69 percentage points above for retirement and 0.46 percentage points above for other separations). The “other separations” category includes employees who died, transferred to another agency, as well as separation of non-permanent employees due to expiration of appointment.

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
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4. 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.

N/A

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.

1. 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.

Section 508 Statement: <https://www.fdic.gov/about/diversity/fdicaccessibilitystatement.html>

2. 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.

Architectural Barriers Act Statement: <https://www.fdic.gov/about/diversity/fdicaccessibilitystatement.html>

3. 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.

FDIC Directive 2711.1 "Information and Communication Technology (ICT) Accessibility Pursuant to Section 508 of the Rehabilitation Act of 1973" was approved through the Directive Management Center on 1/23/2019. The updated directive implements the updated technical standards, established by the US Access Board, as well as transfers the FDIC Section 508 Program from OMWI to the CIOO. A full time FDIC Section 508 Program Manager was appointed in August 2019. The full time FDIC Section 508 Program Manager provides program updates to the CIO and ensures the Section 508 Center of Excellence is up to date. The FDIC has two version 5.0, Certified Trusted Testers. Version 5.0 is the most up to date certification level received through the DHS Trusted Tester program. An increase in FDIC version 5.0 Trusted Testers will occur throughout 2020.

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.)

During FY 2019, the FDIC averaged 14 days to issue a final decision for reasonable accommodation requests once all pertinent documentation, such as supporting medical documentation from the employee or a response from the Federal Occupational Health Service, was received.

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.

The Disability Program Manager received 153 reasonable accommodation requests during FY 2019, and of the accommodation requests, 129 received a decision. There were 113 (87.6%) final decisions issued that fell within the time frame set forth in FDIC procedures or received a comparable interim accommodation prior to the issuance of the final decision. The 16 (12.4%) requests that did not meet the established time frame and an interim accommodation could not be issued involved unique and uncommon situations that required additional consideration such as full-time telework, adjustments to testing or commissioning schedules for Examiners, assistive technology or devices, adjustment or removal of essential functions of a position or relocation. During FY 2019, OMWI included the updated response time frames and recommendations for interim accommodations when corresponding with managers and deciding officials to continue to hold decision-makers accountable for adhering to the timelines set forth in the policy.

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.

The FDIC issued a PAS policy memo in March 2019, that outlined the proper procedures for employees with targeted disabilities for requesting and processing a PAS. The policy memo was issued in conjunction with the issuance of the finalized updated reasonable accommodation directive. Once PAS requests are received the effectiveness of the program will be evaluated.

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.

N/A

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 No

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.

N/A

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 No

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

Answer N/A

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

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The FDIC identified a trigger for PWD and PWTD regarding cash awards of \$501+ in FY 2018, which continued in FY 2019. New detailed FY 2019 data show that the inclusion rate for PWD and PWTD was lower than those for individuals without disabilities at each of the cash award levels.							
STATEMENT OF BARRIER GROUPS:	Barrier Group People with Disabilities People with Targeted Disabilities							
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.								
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The FDIC has not identified any barriers that affect the receipt of cash awards of \$501+ by PWD and/or PWTD, but will review the identified trigger and will conduct further analysis to identify the possible existence of a barrier.							
Objective	FDIC will review the trigger identified based on MD-715 workforce data tables and will conduct further analysis to identify where there may be a barrier. <table border="1" data-bbox="487 1113 1502 1260"> <tr> <td>Date Objective Initiated</td> <td>Oct 1, 2019</td> </tr> <tr> <td>Target Date For Completion Of Objective</td> <td>Sep 30, 2020</td> </tr> </table>				Date Objective Initiated	Oct 1, 2019	Target Date For Completion Of Objective	Sep 30, 2020
Date Objective Initiated	Oct 1, 2019							
Target Date For Completion Of Objective	Sep 30, 2020							
Responsible Officials	Karen Rigby Program Analyst, OMWI Nancy Green Assistant Director, Corporate Human Resources Performance & Compensation , DOA Monica Flint Disability Program Manager, OMWI							
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)				
09/30/2020	Begin review of other sources of data to gain additional insights relative to trigger identified.	Yes						
Fiscal Year	Accomplishments							
2018	N/A							

STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER: Provide a brief narrative describing the condition at issue. How was the condition recognized as a potential barrier?	The FDIC identified a trigger for PWD and PWTD among new hires in the permanent workforce.							
STATEMENT OF BARRIER GROUPS:	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities							
BARRIER ANALYSIS: Provide a description of the steps taken and data analyzed to determine cause of the condition.								
STATEMENT OF IDENTIFIED BARRIER: Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	The FDIC will review the trigger identified based on MD-715 workforce data tables and will conduct further analysis to identify where there may be a barrier.							
Objective	FDIC will review the trigger identified based on MD-715 workforce data tables and will conduct further analysis to identify where there may be a barrier. <table border="1" data-bbox="487 976 1502 1115"> <tr> <td>Date Objective Initiated</td> <td>Oct 1, 2019</td> </tr> <tr> <td>Target Date For Completion Of Objective</td> <td>Sep 30, 2020</td> </tr> </table>				Date Objective Initiated	Oct 1, 2019	Target Date For Completion Of Objective	Sep 30, 2020
Date Objective Initiated	Oct 1, 2019							
Target Date For Completion Of Objective	Sep 30, 2020							
Responsible Officials	Cathy Grossman Assistant Director, HR Service Center, DOA Monica Flint Disability Program Manager, OMWI Krishawn Demby Selective Placement Coordinator, DOA Alyssa Asonye Chief, Staffing Policy, Recruiting and Corporate Employee Program Operations, DOA							
Target Date (mm/dd/yyyy)	Planned Activities	Sufficient Staffing & Funding (Yes or No)	Modified Date (mm/dd/yyyy)	Completion Date (mm/dd/yyyy)				
09/30/2020	Begin review of other sources of data to gain additional insights relative to trigger identified.	Yes						
Fiscal Year	Accomplishments							
2019	N/A							

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

The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review the identified trigger and will conduct further analysis to identify the possible existence of a barrier.

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

The FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review the identified triggers and will conduct further analysis to identify the possible existence of a barrier.

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 FDIC has not identified any barriers that affect employment opportunities for PWD and/or PWTD, but will review the identified triggers and will conduct further analysis to identify the possible existence of a barrier.