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   Yes

> The percentage of PWD in the GS-1 to GS-10 cluster was 14.39% (670) in FY 2022 (an increase of 0.63%), as compared to 13.76% (657) in FY 2021. The percentage of PWD in the GS-11 to SES cluster was 9.42% (628) in FY 2022 (an increase of 1.03%), as compared to 8.39% (547) in FY 2021.

*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

> The percentage of PWTD in the GS-1 to GS-10 cluster was 3.78% (176) in FY 2022 (an increase of 0.28%), as compared to 3.50% (167) in FY 2021. The percentage of PWTD in the GS-11 to SES cluster was 1.98% (132) in FY 2022 (an increase of 0.12%), as compared to 1.86% (121) in FY 2021.

Grade Level Cluster(GS or Alternate Pay Plan)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numerical Goal	--	12%		2%	
Grades GS-1 to GS-10	7201	983	13.65	258	3.58
Grades GS-11 to SES	7441	662	8.90	136	1.83

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

> Alaska Region (Interior Region-11) – When a manager identifies a need to fill a vacant position, the HR Specialist assigned holds a strategic consultation meeting. During the consultation, the HR Specialist discusses the hiring flexibilities available like Schedule A. Intermountain Region (Interior Regions-6,7, and 8) – The Servicing Human Resources Office (SHRO) staff provides information on hiring authorities and resources that target people with disabilities. Schedule A appointments are discussed and WRP

information is provided to the hiring managers. The SHRO does promote and encourage recruitments that solicit applicants from individuals with disabilities as well as leverage all non-competitive hiring authorities. The SHRO also works closely with leadership and selecting officials in communicating the targeted hiring goals. Furthermore, we start with a memo from our Associate Regional Director, Workforce Management to all managers/supervisors regarding the hiring goals for people with disabilities and people with targeted disabilities for their awareness and appropriate actions. Midwest Region (Interior Regions 3, 4, and 5) require all hiring officials to complete a formal Recruitment Plan for all permanent status positions, entry level through GS-11, GL-9, and WG-9, WL-7, and below. The plan must be approved by the Superintendent, Associate Regional Directors, and the Interior Regions 3, 4, 5 Recruitment Program Manager before a vacancy announcement can be posted. The intent of the plan is to inform and assist managers in recruiting and exploring other ways to attract, recruit, and retain the current and future workforce through the use of tools such as career ladders, formal NPS development programs, and paid training programs funded by other agencies to include hiring people with targeted disabilities through the use of Schedule A and 30% or more Disabled Veterans hiring authorities. National Capital Region (IR-1) - During regularly scheduled customer meetings, Staffing specialists have the opportunity to inform the manager of these goals. These goals are also included in the Hiring Fundamentals for New Supervisors Presentation that has been rolled out to customer offices. Northeast Region (Interior Region-1) communicates hiring goals to managers via regular recurring (monthly) communications with the field and during the consultation with managers. Pacific West Region (Interior Regions-8,9,10, and 12)– Human Resources Specialists have pre-recruitment consultations with hiring managers to discuss hiring options and flexibilities available including the special hiring authorities for those with disabilities. Hiring managers are encouraged to consider using any flexibility to increase diversity in their hiring including targeting those with disabilities and targeted disabilities. Southeast Region (Interior Region-2) - We are advising management during the consultation phase for the recruitment of specific goals for NPS and targeting People with Disabilities for all vacancy announcements. Washington Support Office-WASO - During regularly scheduled customer meetings, Staffing specialists have the opportunity to inform the manager of these goals. These goals are also included in the Hiring Fundamentals for New Supervisors Presentation that has been rolled out to customer offices.

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

Alaska (Interior Region-11) Yes, we seek first candidates that are eligible for selection under special hiring authorities. Intermountain (IR-6,7,8) All HR specialists should be communicating with their hiring managers during the consultation about the use of special hiring authorities. We will make sure to include Military Spouses in FY23 announcements as well as use a more comprehensive consultation sheet. Midwest (Interior Region-3,4,5) HR Specialists are provided training specific to special hiring authorities for people with disabilities and disabled veterans. These training opportunities are made available to regional HR specialists through National Park Service HR/Workforce and Inclusion leadership. These training opportunities are not provided through the regional Employee Development Office. National Capital Region (Interior Region-1) The Interior Region-1 SHRO currently has eight staffing professionals that are trained and qualified to discuss and implement the use of special hiring authorities. New junior HR Staffing specialists are scheduled to attend Veterans preference and federal staffing courses upon onboarding, pending budget availability. Pacific West Region (Interior Region-8,9,10,12) Yes, all Pacific West Region Human Resources Staffing Specialists are qualified personnel and have had training and education in the implementation and use of these special hiring authorities for people with disabilities. Additional training is scheduled for FY23 Southeast Region (Interior Region-2) All Human Resources Specialists for the region are responsible for advising management on Special Hiring Authorities and utilizing these hiring authorities when recruiting positions region-wide. Washington Support Office-WASO - The WASO SHRO currently has eight staffing professionals that are trained and qualified to discuss and implement the use of special hiring authorities. New junior HR Staffing specialists are scheduled to attend Veterans' preference and federal staffing courses as they onboard. When possible, HR Assistants aspiring to become specialists also attend.

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	Jeremy Buzzell Supvy Accessibility Program Manager Jeremy_Buzzell@nps.gov
Special Emphasis Program for PWD and PWTD	0	0	0	Affirmative Employment Program Division Equal Employment Specialist EEO@NPS.gov
Processing reasonable accommodation requests from applicants and employees	0	0	1	Stephen_Schubart@nps.gov
Answering questions from the public about hiring authorities that take disability into account	1	0	0	Katrina_Williams@nps.gov
Processing applications from PWD and PWTD	8	0	0	Servicing Human Resources Office Human Resources Specialist WASO_SHRO@nps.gov
Section 508 Compliance	1	0	0	Alex Lindeman IT Specialist (ENTARCH) Alex_Lindeman@nps.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

Alaska Region (Interior Region-11) Yes, in FY 22 Internal training provided by the HRO utilizing special hiring authorities was given to all HR Staff. Intermountain Region (Interior Region-6,7,8) No official training was given in FY22 however there are constant discussions as well as reminder emails with HR staff about the multiple options of hiring authorities they can use (i.e., Sch A, VRA, 30% disabled veterans, WRP, etc) Midwest Region (Interior Region-3,4,5) Yes, every Human Resources employee is required to complete Veterans Employment Training in DOI Talent. Online training is accomplished annually for all supervisors in DOI Talent, as well. National Capital Region (Interior Region-1) Interior Region-1 staffing specialists receive hiring flexibilities and veteran preference training courses from the Graduate School USA upon onboarding, pending budget availability. Northeast Region – Yes, we have provided sufficient training to our staff to successfully carry out their responsibilities during the reporting period. Pacific West Region (Interior Region-8,9,10,12) Yes, annually all Human Resources Specialists complete required online training courses on veterans' employment as well as the section 508 compliance training that is combined with the FISSA. The online training courses provide information on the guidelines and benefits of hiring veterans in the workforce especially those with disabilities. These courses explain how these special hiring authorities can be used to increase the number of veterans with disabilities in the workplace and how to expedite the hiring process. The Section 508 training provides information on the requirements for information accessibility for those with disabilities and provides training in compliance with the Section 508 Rehabilitation Act. HR specialists also attended a DOI- presented webinar on SkillBridge Program and Operation Warfighter, veterans' programs that highlight employing those veterans with disabilities. All new supervisors are required through DOI Talent. Southeast Region (Interior Region-2) Yes, all HR Specialists have been trained on special hiring authorities through formal training classes, refresher training, and one on one training. Washington Support Office-WASO - WASO staffing specialists receive hiring flexibilities and veteran preference training courses from the Graduate School USA as they onboard. Newly appointed staffing specialists and assistants who started during FY 2022 have already attended.

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

Alaska Region (Interior Region-11) - Yes Intermountain Region (Interior Regions-6,7,8) - No, Interior Regions-6,7,8 as a region talked about hiring a recruiter but that was not done in FY22. Midwest Region (Interior Region-3,4,5) - Yes. Interior Regions-3,4,5 fully funded full-time, permanent Relevancy, Diversity, and Inclusion Program Manager. National Capital Region (Interior Region-1) - Interior Region-1 - The Interior Region-1 SHRO plans to continue to engage with the Veteran and Disability Program manager for guidance on how to improve hiring practices for these hiring authorities. If additional funding is available from the Parks, there are plans to use it towards targeted recruitment efforts. Pacific West Region (Interior Region-8,9,10,12) - Increase the use of the special hiring authorities to provide work experience and conversion opportunities for individuals with disabilities and targeted disabilities. These are a few of the programs and hiring flexibilities that we use in this region: • VRA - Veterans' Recruitment Appointment • VA Training Program Graduates: Career-conditional within 1 year of completing qualifying training • 30% or More Disabled Veterans • Veterans Employment Opportunities Act of 1998 (VEOA) • Schedule A In future fiscal years, the region will expand the use of recruitment sources of applicants with disabilities and targeted disabilities, such as Non-Paid work experience programs, military transition programs, etc. to provide work experience and potential job opportunities for individuals with disabilities and targeted disabilities. The Diversity and Inclusion Council will foster partnerships to help target individuals with disabilities and targeted disabilities as well as initial contact with students with disabilities and targeted disabilities listed in the Workforce Recruitment Program (WRP) annual online recruitment list; share resumes with hiring officials to fill vacancies (special hiring authorities). At the beginning of each fiscal year, employees are given the option to create an Individual Development Plan (IDP), which assists employees in career and personal development. IDPs help employees reach short and long-term goals, as well as improve current job performance. In addition, before the recruitment of a position, hiring officials discuss upward mobility options with HR and EEO staff. Southeast Region (Interior Region-2) - Interior region-2 parks and offices have funding to hire people with disabilities for vacancies throughout their parks and offices. Washington Support Office-WASO - WASO SHRO plans to continue to engage with the Veteran and Disability Program manager for guidance on how to improve hiring practices for these hiring authorities. Additional funding is available and there are plans to use the funding for targeted recruitment efforts.

Section III: Program Deficiencies In The Disability Program

Brief Description of Program Deficiency	B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR § 720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]		
Objective	To secure the funding and qualified staffing to effectively administer the NPS's special emphasis programs (such as, Federal Women's Program, Hispanic Employment Program, and People with Disabilities Program Manager)		
Target Date	Oct 1, 2024		
Completion Date			
Planned Activities	*Target Date*	*Completion Date*	*Planned Activity*
	Oct 1, 2024		Collaborate with the NPS Director, Workforce and Inclusion Directorate, and the NPS Budget function regarding securing funding and qualified staffing to effectively administer special emphasis programs.
Accomplishments	*Fiscal Year*	*Accomplishment*	
	2022	N/A.	

Brief Description of Program Deficiency	C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC's regulations and guidance? [see 29 CFR §1614.203(d)(3)]		
Objective	To establish disability reasonable accommodation procedures that comply with EEOC's regulations and guidance.		
Target Date	Oct 1, 2022		
Completion Date	Oct 30, 2023		
Planned Activities	*Target Date*	*Completion Date*	*Planned Activity*
	Oct 1, 2022	October 30, 2023	Coordinate with DOI's solicitor office and the EEOC for the completion and issuing of disability reasonable accommodation policy and procedures that comply with the EEOC's regulation and guidance.
Accomplishments	*Fiscal Year*	*Accomplishment*	
	2023	The DOI, Office of Human Capital completed and issued disability reasonable accommodation policy and procedures that comply with the EEOC's regulation and guidance. NOTE: All Bureaus and offices within DOI are required to follow the reasonable accommodation policy and procedures issued by the Office of Human Capital.	

Brief Description of Program Deficiency	D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.		
Objective	Post and ensure the accessibility of at least the most current year's affirmative action plan on the NPS's public website.		
Target Date	Sep 30, 23		
Completion Date			
Planned Activities	*Target Date*	*Completion Date*	*Planned Activity*
	Sep 30, 2023		The Affirmative Action Program Manager will coordinate with the appropriate information technology section/staff member(s) for necessary updating of the OEOP web page and the posting of an accessible (508 compliant) affirmative action plan.
Accomplishments	*Fiscal Year*	*Accomplishment*	
	2023	N/A	

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.

Alaska Region (Interior Region-11) - Interior region-11 utilizes mainly USA Staffing and the documents candidates attached to their application. Intermountain Region (Interior Regions-6,7,8) - Workforce Recruitment Program (WRP) was the program we used. We sent many managers to this site, but it was not successful in hiring however it is used. We also worked with the Utah state rehabilitation office to build those relationships. We used Schedule A Hiring Authority mostly through word of mouth or park connections. Midwest Region (Interior Region-3,4,5) - Workforce Recruitment Program (WRP) National Capital Region (Interior Region-1) - Merit promotion announcements provide persons with disabilities the eligibility to apply to NPS positions without having government experience, provided they qualify with experience and provide the appropriate supporting documentation, and will be placed on a non-competitive certificate of eligible applicants. Pacific West Region (Interior Region-8,9,10,12) - In addition

to the use of USA Staffing and ensuring announcements are coded with Schedule A eligibility. We have also shared two separate databases with managers, OPM's Max, and the DOL database for vetted schedule A students. Southeast Region (Interior Region-2) - 90% of the vacancies that are posted to USA Jobs as merit promotion announcements include the ability for those who are eligible to apply under special hiring authority. Managers are also encouraged to use the Workforce Recruitment Program (WRP) database as a resource to find students and recent graduates with disabilities and offer a non-competitive appointment for positions. Washington Support Office-WASO - Merit promotion announcements provide persons with disabilities the eligibility to apply to NPS positions without having government experience, provided they qualify with experience and provide the appropriate supporting documentation, and will be placed on a non-competitive certificate of eligible applicants.

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

Alaska Region (Interior Region-11) - Advises managers to network through their respective professional groups to encourage candidates to apply to NPS positions. Intermountain Region (Interior Regions-6,7,8) - Hired 37 VRA's, 2 30% disabled veterans, and 29 Sch A's. We work closely with supervisors and discuss these hiring authorities in most of our consultations or discussions. Midwest Region (Interior Region-3,4,5) - Actively support and communicate initiatives to recruit, develop, and retain a diverse high-quality workforce to include the hiring of qualified minorities and disabled candidates, veterans, and other efforts to achieve diversity. National Capital Region (Interior Region-1) - Use the Schedule A Hiring Authority and 30% or more disabled veterans hiring authorities in their government-wide and public announcements and forward eligible and qualified applicants to be considered for a noncompetitive appointment, received by the Disability Program Manager, to their hiring managers. Pacific West Region (Interior Region-8,9,10,12) - Routinely utilizes the referenced authorities and ensures that coordination with managers is used to identify eligible applicants. The region also works with outside organizations to provide points of contact for applicants to submit their documents and attend outreach events in specific geographic areas and host virtual education events and create annual outreach plans. Southeast Region (Interior Region-2) - The region is not currently conducting any targeted outreach recruitment. However, with merit promotion announcements (government-wide) the special hiring authorities mentioned are included. Also, with the implementation of the newly drafted strategic plan, recruitments for targeted disabilities are part of that initiative. Washington Support Office-WASO - Staffing specialists use Schedule A and 30% or more disabled veterans hiring authorities in their government-wide and public announcements and forward eligible and qualified applicants to be considered for a noncompetitive appointment, received by the Disability Program Manager, to their hiring managers. In FY 2022, 24 (11 in FY 2021) personnel have been hired under the Schedule A Hiring Authority and six (five in FY 2021) personnel have been hired under the 30% or more disabled veterans hiring authority.

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.

Alaska Region (Interior Region-11) - The candidate attached supporting documentation, which is then reviewed by an HR Staffing Specialist. They are referred separately, along with their resume and hiring officials consider the candidate. If a candidate is selected, they are required to complete all pre-employment requirements before an official start date is offered by HR. Intermountain Region (Interior Regions-6,7,8) - Many times we get applications from these applicants because they have a contact/ friend/acquaintance within the park/office. Sometimes they come asking about a certain position or there is just a review of the resume. Each park is a little different but usually, the resume is shared with the park (either AO, managers, etc.) as an option to fill a vacant position. We also have reached out to veterans organizations when we have a vacancy and share with them the position description, so they are aware of the actual position we have open. Midwest Region (Interior Region-3,4,5) - Maintain a file of eligible Schedule A Hiring Authority and disabled veteran applications. During the consultative process, Human Resources will encourage hiring officials to consider these non-competitive applicants. If deemed qualified, the candidate(s) is(are) forwarded to the hiring official for consideration. If the hiring official wishes to proceed with their appointment, we assist the hiring official with the appointment. National Capital Region (Interior Region-1) - For Merit Promotion Assessment procedures: Eligible and qualified applicants under the disability authorities are placed on a noncompetitive certificate of eligible applicants, which includes Schedule A and 30% or more disabled veteran eligible applicants. For Delegated Examining Assessment Procedures: 30% or more disabled veteran certificates are issued before a Best Qualified certificate of eligible applicants is issued. Hiring managers are not authorized to pass over 30% without significant justification and OPM approval. Pacific West Region (Interior Region-8,9,10,12) - All specialists evaluate an applicant's package and supporting documents for each eligibility to ensure that they are eligible for an appointment. This is done through both a formal recruitment process and also through evaluating applicants who ask for

consideration outside of the application process following all required qualifications review. A cover email is also sent to managers on how they can appoint these applicants. Southeast Region (Interior Region-2) - Since 90% of the vacancies that are posted to USA Jobs as merit promotion announcements include the ability for those who are eligible to apply under special hiring authority, those applicants possessing the required specialized experience or education and who are disabled will be referred to the hiring manager based on those qualifications as a non-competitive candidate. Washington Support Office-WASO - For Merit Promotion Assessment procedures: Eligible and qualified applicants under the disability authorities are placed on a noncompetitive certificate of eligible applicants, which includes Schedule A and 30% or more disabled veteran eligible applicants. For Delegated Examining Assessment Procedures: 30% or more disabled veteran certificates are issued before a Best Qualified certificate of eligible applicants is issued. Hiring managers are not authorized to pass over 30% without significant justification and OPM approval.

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.

<div align="center">Answer   Yes</div>

Alaska Region (Interior Region-11) - Yes, through Lunch and Learn training at the regional level a Special Hiring Authority training was given. Intermountain Region (Interior Regions-6,7,8) - There was no specific training in FY 22. Midwest Region (Interior Region-3,4,5) - Yes. Human Resources conducts training sessions with park staff, including park hiring officials, HR points of contact, alternate points of contact, and Administrative Officers. These sessions provide an informative overview of available hiring authorities and are also an opportunity to obtain valuable feedback from our park customers regarding the effectiveness of HR processes. National Capital Region (Interior Region-1) - The rollout of the Hiring Fundamentals for New Supervisors presentation to our customers has been used to provide supervisors with information on the hiring process to include special hiring authorities, such as Schedule A and 30% disabled Veterans. In addition, the newly developed (Bureau-wide) Hiring Managers guide provides Managers with an overview of the various Hiring Authorities. This guide is regularly distributed to NCA Hiring Managers. Finally, in FY2022 in particular, the region has made efforts to better consult with customers on a case-by-case to provide more targeted recruitment options, including information about special hiring authorities. Pacific West Region (Interior Region-8,9,10,12) - The agency provides this training through annual requirements for supervisors through DOI Talent. We have also scheduled monthly briefing sessions for managers on Veterans Hiring and will also be doing a monthly session on Schedule A Hiring Authority. Southeast Region (Interior Region-2) - Yes, we frequently provide training to management on all hiring authorities including Schedule A, Hiring Authority, Veterans Employment Opportunity Act, 30% or more disabled veteran authority, and Veterans' Recruitment Appointment. Washington Support Office-WASO - The rollout of the Hiring Fundamentals for New Supervisors presentation to our customers has been used to provide supervisors with information on the hiring process to include special hiring authorities, such as Schedule A and 30% disabled Veterans. In addition, the newly developed (Bureau-wide) Hiring Managers guide provides Managers with an overview of the various Hiring Authorities. This guide is regularly distributed to WASO Hiring Managers. Finally, in FY2022 in particular, WASO SHRO has made efforts to better consult with customers on a case-by-case to provide more targeted recruitment options, including information about special hiring authorities.

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.

Alaska Region (Interior Region-11) - Collaborate regularly with the Veterans Affairs Vocational Rehabilitation Program in Anchorage, AK as well as the Alaska State Division of Vocational Rehabilitation seeking interest in various entry-level vacancies that exist. Intermountain Region (Interior Regions-6,7,8) - Contacts with multiple veterans organizations and use those throughout the year. If someone is leaving, they will usually pass on a new contact. The Utah State rehabilitation group reached out to us this year so have all recent contacts. WRP has a database, so no contacts are needed. Midwest Region (Interior Region-3,4,5) - The region's Equal Employment Opportunity office has partnered with the Warrior Transitioning Unit at Offutt Air Force Base to assist with outreach events and recruitment opportunities for veterans. National Capital Region (Interior Region-1) - Staffing Specialists are encouraged to discuss the various hiring flexibilities available to hiring managers during the consultation process of a recruitment request. Through our anticipated local recruitment efforts, there will also be a focus on people with disabilities. Pacific West Region (Interior Region-8,9,10,12) - Coordinated with each of the state offices that provide employment support to the veteran community through the Department of Labor. We have also reached out to multiple groups in the Bay Area that coordinate with persons with disabilities and targeted disabilities and have made sure managers have information about the available resources

and organizations. Southeast Region (Interior Region-2) - Diversity and Inclusion HR Specialist is a WRP recruiter who also partners with the Veterans Affairs Employment Readiness Program, Vocational Rehabilitation, Society for Human Resources Veteran's Ambassador, and Georgia's Department of Labor with plans to partner with the other states under the region in the coming year (FY23). Washington Support Office-WASO - Staffing Specialists are encouraged to discuss the various hiring flexibilities available to hiring managers during the consultation process of a recruitment request. Through our anticipated local recruitment efforts, there will also be a focus on people with disabilities. Additionally, several of our HR Specialists have received access to the Workforce Recruitment Program website and use it for targeted searches for some customers (and for our SHRO hiring), although we, unfortunately, have not yet had it result in a hire.

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   No

PWD new hires represented 11.48% which is below the 12% goal. PWTD new hires represented 3.20% which is above the 2% goal. Ref: Table B1-1

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	5662	1.87	4.43	0.60	1.10

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   N/A

        b. New Hires for MCO (PWTD)   Answer   N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary qualified applicant pool data for its mission-critical-occupations (MCO). With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will focus as a start on our 10 most populous MCOs for FY 2023 regarding qualified applicant pool data and broader applicant flow data. The NPS's 10 most populous MCOs are as follow: Park Ranger/0025; Maintenance & Mechanic/4749; Miscellaneous Clerk and Assistant/0303; General Natural Resources Management and Bio Sciences/0401; Police/0083; Information Technology Management/2210; Biological Science Technician/0404; Human Resources Management/0201; Contracting/1102 and Forestry Technician/0462.

New Hires to Mission-Critical Occupations	Total	Reportable Disability	Targetable Disability
		New Hires	New Hires
	(#)	(%)	(%)
Numerical Goal	--	12%	2%
0025 PARK RANGER	189	6.35	1.06

New Hires to Mission-Critical Occupations	Total	Reportable Disability	Targetable Disability
		New Hires	New Hires
	(#)	(%)	(%)
Numerical Goal	--	12%	2%
0083 POLICE	55	0.00	0.00
0085 SECURITY GUARD	5	20.00	0.00
0110 ECONOMIST	0	0.00	0.00
0201 HUMAN RESOURCES MANAGEMENT	50	16.00	2.00
0303 MISCELLANEOUS CLERK AND ASSISTANT	168	13.69	5.36
0401 GENERAL NATURAL RESOURCES MANAGEMENT	44	6.82	0.00
0404 BIOLOGICAL SCIENCE TECHNICIAN	40	7.50	7.50
0455 RANGE TECHNICIAN	0	0.00	0.00
0462 FORESTRY TECHNICIAN	52	0.00	0.00
0802 ENGINEERING TECHNICAL	1	0.00	0.00
0810 CIVIL ENGINEERING	18	11.11	5.56
1102 CONTRACTING	55	23.64	5.45
1315 HYDROLOGY	4	0.00	0.00
1350 GEOLOGY	0	0.00	0.00
1801 GENERAL INSP INVES AND COMP	0	0.00	0.00
1811 CRIMINAL INVESTIGATING	0	0.00	0.00
2151 DISPATCHING	36	11.11	2.78
2210 INFORMATION TECHNOLOGY MANAGEMENT	35	22.86	17.14
3502 LABORING	32	18.75	6.25
4749 MAINTENANCE MECHANIC	224	10.27	2.68

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

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary relevant applicant pool data for its mission-critical-occupations (MCO). With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will focus as a start on our 10 most populous MCOs for FY 2023 regarding relevant applicant pool data and broader applicant flow data. The NPS's 10 most populous MCOs are as follows: Park Ranger/0025; Maintenance & Mechanic/4749; Miscellaneous Clerk and Assistant/0303; General Natural Resources Management and Bio Sciences/0401; Police/0083; Information Technology Management/2210; Biological Science Technician/0404; Human Resources Management/0201; Contracting/1102 and Forestry Technician/0462

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	N/A
b. Promotions for MCO (PWTD)	Answer	N/A

The NPS will complete further analysis in FY22 of its 10 most populous occupational series, which include: Park Ranger/0025; Maintenance & Mechanic/4749; Miscellaneous clerk and assistant/0303; General Natural Resources Management and Bio Sciences/ 0401; Police/0083; Information Technology Management/2210; Biological Science Technician/0404; Human Resources Management/0201; Contracting/1102 and Forestry Technician.

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.

Alaska Region (Interior Region-11) - Continue the strategic recruitment conversations with hiring officials on establishing career ladder opportunities. Intermountain Region (Interior Regions-6,7,8) - All details and temporary promotions are mailed to all regional employees weekly. We make sure training opportunities for self-growth are also emailed to all regional employees. Parks usually have a parkwide email list they use when advertising a position, so all park employees know what is being advertised within the parks. Midwest Region (Interior Region-3,4,5) - In FY23, the Employee Development Officer will continue to distribute training announcements and newsletters to share upcoming and available learning and development opportunities. MWR Learning and Development will continue to support 508 compliance training and education. The Region's Special Emphasis Program Manager (SEPM) continues to collaborate with Human Resources and Accessibility Coordinators to ensure employees are aware of the Reasonable Accommodation Program and Schedule A appointment authorities for individuals with a disability. Job Accommodation Network virtual training opportunities will be shared, along with the askjan.org website, as a resource that can assist with Reasonable Accommodation options for qualified employees with a disability. National Capital Region (Interior Region-1) - Staffing specialists will continue to guide their hiring and HR Liaisons on these hiring authorities and will continue to implement the use of these hiring authorities in their Job Opportunity Announcements to government-wide and the public. With the help of the Disability and Veteran Program Manager, the region will be able to assist with new initiatives that will increase awareness of the disability hiring authorities. Pacific West Region (Interior Region-8,9,10,12) - Increase the use of the special hiring authorities to provide work experience and conversion opportunities for individuals with disabilities and targeted disabilities. These are a few of the programs and hiring flexibilities that we use in this region: • VRA - Veterans' Recruitment Appointment • VA Training Program Graduates: Career-conditional within 1 year of completing qualifying training • 30% or More Disabled Veterans • Veterans Employment Opportunities Act of 1998 (VEOA) • Schedule A In future fiscal years, our region will expand the use of recruitment sources of applicants with disabilities and targeted disabilities, such as Non-Paid work experience programs, military transition programs, etc. to provide work experience and potential job opportunities for individuals with disabilities and targeted disabilities. The Diversity and Inclusion Council will foster partnerships to help target individuals with disabilities and targeted disabilities as well as initiate contact with students with disabilities and targeted disabilities listed in the Workforce Recruitment Program (WRP) annual online recruitment list; share resumes with hiring officials to fill vacancies (special hiring authorities). At the beginning of each fiscal year, employees are given the option to create an Individual Development Plan (IDP), which assists employees in career and personal development. IDPs help employees reach short and long-term goals, as well as improve current job performance. In addition, before the recruitment of a position, hiring officials discuss upward mobility options with HR and EEO staff. Southeast Region (Interior Region-2) - Partnership between HR and the EEO office to ensure those with disabilities have sufficient opportunities for advancement. The region has also created a new position, Diversity Program Manager, in which the incumbent will be focused on specific goals for the recruitment of these individuals as part of their job duties. Washington Support Office-WASO - Staffing specialists will continue to guide their hiring managers and HR Liaisons on these hiring authorities and will continue to implement the use of these hiring authorities in their Job Opportunity Announcements to government-wide and the public. With the help of the Disability and Veteran Program Manager, the WASO SHRO will be able to assist with new initiatives that will increase awareness of disability hiring authorities.

B. CAREER DEVELOPMENT OPPORTUNITES

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

Alaska Region (Interior Region-11) - strategically leverages turnover to develop our staff. We do this thru 120 temporary detail/ promotion opportunities. Additionally, hiring managers are encouraged to review the position and determine if recruiting at a lower level and advertising on a career ladder is feasible. Intermountain Region (Interior Regions-6,7,8)– The region has a robust detail/ temporary promotion opportunity program that provides all employees with the opportunity to gain experience in the hire-graded work or in a different career field that promotes acquiring advanced skill sets. Employees can claim this higher-graded experience as they compete for permanent advancement. Training opportunities and IDPs are highly encouraged for all employees to identify competency gaps and paths toward career goals. These opportunities are provided to all employees through all employee distribution mailing lists. We have a variety of training throughout the year. (e.g. GOAL Academy, Future Leaders, 21st Century Leaders, details/temporary promotions.) All are advertised to all regional employees. Midwest Region (Interior Region-3,4,5) – Interior Regions 3, 4, 5 Student Academy was established to provide a vehicle in which to institute an incentive-based diversity recruitment program that works with targeted institutions of higher learning. The academy's approach to increasing the diversity of our workforce is by building and sustaining a talented and conservation-oriented entry-level workforce. Regions 3, 4, 5 provide career development opportunities such as technical skill-based training, leadership skill-based training, details, temporary promotions, and promotion opportunities. National Capital Region (Interior Region-1)– The region offers career ladder promotions and an upward mobility program. Our region's Employee Development Officers counsel employees on how to develop their careers to move upward and how to reach their goals. This is further enhanced by the employees' IDP. National Capital Region (Interior Region-1) / Northeast Region (Interior Region 1) / Southeast Region (Interior Region-2) - The 21st Century Leadership and Supervision Program enables employees from these three regions to come together to build relationships and develop leadership skills. Program details: - 10-month program - Cohort meets virtually at least once per month - Each month focuses on a different topic of leadership and/or supervision - Participants explore the materials and participate in discussions - Activities include: Training, Group coaching sessions, and Personality/style assessments Southeast Region (Interior Region-2) - Future Leader Program: An opportunity for high potential, high-performing employees who have demonstrated supervisory potential and qualities. The targeted audience includes GS-07 to GS-11 and Wage Grade (WG) equivalents. The program is 10 months of intensive learning, development, and application. Participants attend five week-long virtual sessions exploring various aspects of supervision and leadership. They will increase self-awareness, understand group dynamics, gain team building, conflict management, and motivation, improve communication skills, realize the benefits of diversity within their teams, and understand the importance of trust in all relationships. The Generating Organizational Advancement and Leadership (GOAL) Academy Program Overview Emphasizing the concept of Lead Where You Are Now, this annually-hosted program is a blended learning experience that includes approximately 250 curriculum hours over the course of 9 months (September 1 – May 31): - 3 in-person residential sessions (96.0 hours) - 8 webinars (21.0 hours) 8 monthly assignments (48.0 hours) - a class project with presentations (50.0 hours) - a mentorship (18.0 hours) - 360-degree personal evaluations (4.0 hours) - an online asynchronous 5-week course (20.0 hours) The Aspiring Leadership Development Program (ALDP) Program Format The online Aspiring Leader Development Program (ALDP) is designed to serve as a foundational development program for entry level NPS employees who aspire to lead in their career by providing participants with knowledge, skills and tools, supporting the pursuit and ownership of their own professional development. ALDP addresses an identified developmental gap for a foundational non-position specific leadership course within the NPS. ALDP: - Builds on the National Park Service Universal Competencies - Aligns with the Office of Personnel Management's initial tier of leadership development - Compliments current NPS leadership development programming Learning outcomes are for participants to - establish their self-awareness - develop their leadership identity - analyze their leadership styles and leadership competencies for future professional growth - implement a personal leadership development strategy The program participants are full-time, permanent, or term NPS employees at the GS 5-7 levels and equivalent Wage Grades, who will be in pay status for the duration of the program. The New Superintendents Academy (NSA) is a comprehensive leadership development program for newly-assigned Superintendents in their first superintendency. Superintendents participate in self-directed and group-based learning over a 12- to 18-month period. Academy Format The NSA consists of residential courses, webinars, coaching, individual stipends and a Community of Practice. The three residential courses are: - NSA Orientation - Leading People - Leading Change The webinars focus on current issues supporting new superintendents' informational needs, leadership perspectives and challenges. Individual coaching sessions are grounded in OPM's Leadership 360-degree assessment. Individual stipends are provided for superintendents to pursue training in areas identified in an Individual Development Plan. The NSA Community of Practice is a process for members to collaboratively discuss their challenges, perspectives and to share information and ideas. The NPS Supervisory Foundations program is a suite of online self-guided courses and live virtual meetings that are required to be completed within one year of starting a new supervisor position. The Leadership Development Group supports the deliberate development of National Park Service personnel through progressive formal and informal learning opportunities (education, training, and self-development) that broaden experience and increase responsibility. NPS Coordinated Programs: The Federal Executive Institute (FEI) is Is a four-week program targeted for Senior Executive Service (SES) members and GS-15s or equivalents. The learning program is held at the Office of Personnel Management (OPM) FEI in Charlottesville, VA and comes in a

variety of formats (four week residential, two two-week residential (split session), and a blended learning program with both online and face-to-face sessions). The FEI Leadership for a Democratic Society uses the U.S. Constitution to guide participants in understanding the various goals of the government and the citizens they serve. Participants in the program build their personal leadership skills, develop insights into organizational theory, the policy framework of how government leaderships occurs, and the broad global trends and events influencing government agendas. The Albright Wirth Grant Program (AWGP) is an employee developmental program that awards grants to NPS employees to advance career goals. Annually, the AWGP provides financial grants to qualifying employees in all career fields, grade levels and geographic locations who have three cumulative years of NPS work experience. To meet the NPS work experience requirement, an employee can be permanent, full or part-time, seasonal, temporary, or term. The Roger Kennedy National Parks Fellowship Certificate Program was inspired by a gift from Roger and Frances Kennedy and made possible by Friends of Roger Kennedy. This graduate-level certificate program is offered through the Environmental Resource Policy Program at the Columbian College of Arts and Sciences at George Washington University.

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

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

The DOI Talent System where the NPS records its employee training does not have an applicant flow data function. The Affirmative Employment Program Manager and the Chief of Learning and Development are collaborating around a plan/process for gathering the relevant information for career development opportunities and applicant flow data, etc. for FY 2023.

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

The DOI Talent System where the NPS records its employee training does not have an applicant flow data function. The Affirmative Employment Program Manager and the Chief of Learning and Development are collaborating around a plan/process for gathering the relevant information around career development opportunities and applicant flow data, etc. for FY 2023.

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

The following triggers exist for Time Off Awards: 1-10 hours for both PWD and PWTD; 11-20 hours for both PWD and PWTD; 21-30 hours for PWD; 31-40 hours for both PWD; 40+ hours for both PWD and PWTD. The following triggers exist for Cash Awards: $500 and under for PWTD; $1000-1999 for both PWD and PWTD; $2000-$2999 for both PWD and PWTD; $3000-3999 for both PWD and PWTD; $4000-$4999 for both PWD and PWTD; $5000 or more for PWD and PWTD.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	2055	9.27	13.64	9.68	9.15
Time-Off Awards 1 - 10 Hours: Total Hours	15253	68.08	101.90	70.97	67.18
Time-Off Awards 1 - 10 Hours: Average Hours	7.42	0.43	0.07	1.82	0.00
Time-Off Awards 11 - 20 hours: Awards Given	1726	6.87	11.32	4.96	7.46
Time-Off Awards 11 - 20 Hours: Total Hours	25670	111.68	168.04	78.91	121.83
Time-Off Awards 11 - 20 Hours: Average Hours	14.87	0.95	0.13	3.95	0.03
Time-Off Awards 21 - 30 hours: Awards Given	948	6.10	6.28	6.95	5.84
Time-Off Awards 21 - 30 Hours: Total Hours	24181	153.23	160.91	172.95	147.12
Time-Off Awards 21 - 30 Hours: Average Hours	25.51	1.47	0.23	6.18	0.02
Time-Off Awards 31 - 40 hours: Awards Given	1064	6.92	7.09	7.94	6.61
Time-Off Awards 31 - 40 Hours: Total Hours	40024	260.39	266.82	299.01	248.42
Time-Off Awards 31 - 40 Hours: Average Hours	37.62	2.21	0.33	9.34	0.00
Time-Off Awards 41 or more Hours: Awards Given	7	0.00	0.05	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	374	0.00	2.88	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	53.43	0.00	0.48	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: $501 - $999: Awards Given	3031	20.72	19.09	21.09	20.60
Cash Awards: $501 - $999: Total Amount	2380208	16157.81	15071.48	16557.07	16034.13
Cash Awards: $501 - $999: Average Amount	785.29	45.77	6.93	194.79	-0.39
Cash Awards: $1000 - $1999: Awards Given	6325	38.56	42.31	34.00	39.97

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: $1000 - $1999: Total Amount	8794023	52938.15	59176.79	45787.10	55153.27
Cash Awards: $1000 - $1999: Average Amount	1390.36	80.58	12.28	334.21	2.01
Cash Awards: $2000 - $2999: Awards Given	2568	15.61	17.84	12.16	16.68
Cash Awards: $2000 - $2999: Total Amount	6118731	37116.14	42586.69	28687.34	39727.06
Cash Awards: $2000 - $2999: Average Amount	2382.68	139.53	20.96	585.46	1.41
Cash Awards: $3000 - $3999: Awards Given	945	3.93	7.01	4.47	3.77
Cash Awards: $3000 - $3999: Total Amount	3173498	13356.92	23551.89	15421.09	12717.52
Cash Awards: $3000 - $3999: Average Amount	3358.2	199.36	29.51	856.73	-4.27
Cash Awards: $4000 - $4999: Awards Given	348	2.23	2.45	1.49	2.46
Cash Awards: $4000 - $4999: Total Amount	1540987	10008.10	10825.41	6822.83	10994.77
Cash Awards: $4000 - $4999: Average Amount	4428.12	263.37	38.80	1137.14	-7.29
Cash Awards: $5000 or more: Awards Given	571	1.64	4.29	1.24	1.77
Cash Awards: $5000 or more: Total Amount	6466348	14277.64	49404.62	11101.99	15261.34
Cash Awards: $5000 or more: Average Amount	11324.6	509.92	101.03	2220.40	-19.93

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   Yes

        b. Pay Increases (PWTD)   Answer   Yes

There are triggers for quality step increases (QSI) for both PWD and PWTD. There are triggers for performance-based pay increases for both PWD and PWTD.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	23	0.00	0.20	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   N/A

      ii. Internal Selections (PWD)   Answer   N/A

   b. Grade GS-15

      i. Qualified Internal Applicants (PWD)   Answer   N/A

      ii. Internal Selections (PWD)   Answer   N/A

   c. Grade GS-14

      i. Qualified Internal Applicants (PWD)   Answer   N/A

      ii. Internal Selections (PWD)   Answer   N/A

   d. Grade GS-13

      i. Qualified Internal Applicants (PWD)   Answer   N/A

      ii. Internal Selections (PWD)   Answer   N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, (during this reporting cycle), the NPS was unable to retrieve necessary applicant pool data for assessing promotions to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

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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   N/A

      ii. Internal Selections (PWTD)   Answer   N/A

   b. Grade GS-15

      i. Qualified Internal Applicants (PWTD)   Answer   N/A

      ii. Internal Selections (PWTD)   Answer   N/A

   c. Grade GS-14

      i. Qualified Internal Applicants (PWTD)   Answer   N/A

      ii. Internal Selections (PWTD)   Answer   N/A

   d. Grade GS-13

i. Qualified Internal Applicants (PWTD)   Answer   N/A

ii. Internal Selections (PWTD)   Answer   N/A

> Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division (during this reporting cycle), the NPS was unable to retrieve necessary applicant pool data for assessing promotions to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

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   N/A

    b. New Hires to GS-15 (PWD)   Answer   N/A

    c. New Hires to GS-14 (PWD)   Answer   N/A

    d. New Hires to GS-13 (PWD)   Answer   N/A

> Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to begin performing these analyses.

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   N/A

    b. New Hires to GS-15 (PWTD)   Answer   N/A

    c. New Hires to GS-14 (PWTD)   Answer   N/A

    d. New Hires to GS-13 (PWTD)   Answer   N/A

> Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to the senior grade levels. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

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   N/A

      ii. Internal Selections (PWD)   Answer   N/A

> b. Managers

> > i. Qualified Internal Applicants (PWD)   Answer   N/A

> > ii. Internal Selections (PWD)   Answer   N/A

> c. Supervisors

> > i. Qualified Internal Applicants (PWD)   Answer   N/A

> > ii. Internal Selections (PWD)   Answer   N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing promotions to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

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   N/A

> > ii. Internal Selections (PWTD)   Answer   N/A

> b. Managers

> > i. Qualified Internal Applicants (PWTD)   Answer   N/A

> > ii. Internal Selections (PWTD)   Answer   N/A

> c. Supervisors

> > i. Qualified Internal Applicants (PWTD)   Answer   N/A

> > ii. Internal Selections (PWTD)   Answer   N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing promotions to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

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   N/A

> > b. New Hires for Managers (PWD)   Answer   N/A

> > c. New Hires for Supervisors (PWD)   Answer   N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023

to begin performing these analyses.

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   N/A

       b. New Hires for Managers (PWTD)   Answer   N/A

       c. New Hires for Supervisors (PWTD)   Answer   N/A

Due to ongoing staffing challenges within the Office of Equal Opportunity Programs, Affirmative Employment Program Division, during this reporting cycle, the NPS was unable to retrieve necessary data for assessing new hires to supervisory positions. With our recent addition of a new staff member who is versed in data analysis/analytics, the NPS will start to collect the relevant data for FY 2023 to perform these analyses.

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

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   Yes

       b.Involuntary Separations (PWD)   Answer   Yes

Voluntary Separation (resignation) was 4.42% for PWD and 3.56% for persons without a disability. Voluntary Separation (retirement) was 5.00% for PWD and 4.12% for persons without a disability. Involuntary Separation (removal) was 0.91% for PWD and 0.31% for persons without a disability. Involuntary Separation ("other separations" that include death and termination) was 13.27% for PWD and 11.06% for persons without disabilities.

Separations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	50	0.34	0.22
Permanent Workforce: Resignation	571	3.74	2.58
Permanent Workforce: Retirement	658	4.23	2.98
Permanent Workforce: Other Separations	485	2.92	2.22
Permanent Workforce: Total Separations	1764	11.23	8.01

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   Yes

        b.Involuntary Separations (PWTD)   Answer   Yes

Voluntary Separation (resignation) was 4.73% for PWTD and 3.56% for persons without a disability. Voluntary Separation (retirement) was 4.48% for PWTD and 4.12% for persons without a disability. Involuntary Separation (removal) was 0.00% for PWTD and 0.31% for persons without a disability. Involuntary Separation ("other separations" that include death and termination) was 13.43% for PWD and 11.06% for persons without a disability.

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	50	0.00	0.24
Permanent Workforce: Resignation	571	3.94	2.66
Permanent Workforce: Retirement	658	3.73	3.09
Permanent Workforce: Other Separations	485	3.53	2.26
Permanent Workforce: Total Separations	1764	11.20	8.25

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.

While the NPS makes exit interviews available for all departing employees, the Office of Equal Opportunity Programs and our Workforce and Inclusion (Human Resources) partners did not get the opportunity to collaborate on this matter (due to staffing challenges) for a more detailed drill-down of the data/information. We plan to make this one of our priorities for FY 2023 so that we can seek a better understanding and identify potential root causes regarding this matter.

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.

https://www.doi.gov/ocio/section508 If an individual with a disability believes that a bureau or office has failed to procure information and communication technology (ICT) conforming to Section 508 of the Rehabilitation Act of 1973, as amended, that individual has the right to file a complaint with the Department of the Interior (DOI) Office of Diversity, Inclusion and Civil Rights (ODICR). The ODICR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity. Complaints must be submitted in writing to DOI's ODICR at the following address: U.S. Department of the Interior Attn: Director, Office of Diversity, Inclusion and Civil Rights 1849 C Street, N.W. MS-4359 Washington, D.C. 20240

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.

https://www.nps.gov/subjects/accessibility/about.htm For complaints regarding an individual's rights under the Architectural Barriers Act, please see below: The ODICR shall apply the complaint procedures outlined in 43 CFR Part 17, Subpart E, which are established to implement Section 504 for resolving allegations of discrimination in a Federally conducted program or activity.

Complaints must be submitted in writing to DOI's ODICR at the following address: U.S. Department of the Interior Attn: Director, Office of Diversity, Inclusion and Civil Rights 1849 C Street, N.W. MS-4359 Washington, D.C. 2024

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.

Director's Order (DO) #42 updates NPS policies and procedures for making visitor use opportunities (facilities, transportation systems, information, and communication technology, interpretive and educational programs and services, and commercial services) accessible and inclusive to visitors with disabilities. It provides direction to NPS managers and employees on: - current accessibility laws, regulations, and standards, including the Americans with Disabilities Act and Department of Justice guidance on other power-driven mobility devices and service animals; - roles and responsibilities for providing equitable and inclusive park and program experiences to visitors with disabilities; - prevention and correction of practices or actions that discriminate against people with disabilities; and - training and technical support to ensure NPS employees, volunteers, and employees of affiliated entities have the knowledge and skills to communicate with and serve people with disabilities.

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.)

The NPS processed accommodation requests in an average of 45 days in FY 2022, as compared to the time frame of 35 days in its reasonable accommodation procedures.

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 2022, the EEOC approved the Department of the Interior's (DOI) new reasonable accommodation policy. The NPS does not have a step-down policy and is required (like all DOI bureaus and offices) to comply with the DOI's policy. However, the policy was not officially implemented until FY 2023 (October 24, 2022). Some examples of the new policy are: - Includes gender-neutral language - The policy is organized in a more efficient manner (content rearranged to improve the flow of information and incorporates information from attachments into the policy) - Includes updated and new resources: request confirmation form, information tracking and reporting form, employee questionnaire for reassignment, checklist for HR search for vacant positions, and various other resources for HR and agency officials.

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 NPS follows the policy of the Department concerning PAS, as all training for supervisors and managers is aligned according to the policy. Regarding the Department's new reasonable accommodation policy that is followed by the NPS, there are also new and refreshed content and resources regarding PAS.

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   Yes

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 - However, from a total of 10 discrimination complaints filed based on failure to provide reasonable accommodation, six complaints were resolved through settlement agreements.

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   No

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

Source of the Trigger:	Workforce Data (if so identify the table)
Specific Workforce Data Table:	Workforce Data Table - B1
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?	A lower-than-expected inclusion rate for PWDs in the permanent workforce, 10.98% which is below the federal goal of 12.00%. - Workforce Data Table B1-2 Additionally, there are lower-than-expected participation rates (below the 12:00% and 2:00% federal goals for PWDs and PWDTs, respectively) within the various 10 most populous MCOs. - Workforce Data Table B6 Workforce Data Tables, B1-2
STATEMENT OF BARRIER GROUPS:	*Barrier Group* People with Disabilities
Barrier Analysis Process Completed?:	N
Barrier(s) Identified?:	N

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.	**Barrier Name**	**Description of Policy, Procedure, or Practice**

Objective(s) and Dates for EEO Plan						
Date Initiated	**Target Date**	**Sufficient Funding / Staffing?**	**Date Modified**	**Date Completed**	**Objective Description**
10/01/2021	09/30/2022	No	09/30/2024		Increase outreach and recruitment for PWD and PWDT employees within the top 10 most populous MCOs.

Responsible Official(s)		
Title	**Name**	**Standards Address The Plan?**
Chief, Talent Acquisition, Workforce & Inclusion , Special Placement Program Coordinator, AEP Manager	Jill Colburn, Katrina Williams and Roosevelt Wilson	Yes

Planned Activities Toward Completion of Objective				
Target Date	**Planned Activities**	**Sufficient Staffing & Funding?**	**Modified Date**	**Completion Date**
09/30/2023	Coordinate with the NPS's new National Recruitment Center regarding targeting outreach and recruitment for PWDs and PWTDs where the federal goals of 12:00% for PWDs and 2:00% for PWDTs respectively, are not met within the 10 most populous MCOs.	Yes		

Report of Accomplishments	
Fiscal Year	**Accomplishment**
2012	

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

The OEOP continues in its efforts for securing the necessary funding and staffing in order to conduct a comprehensive Barrier Analysis of our workforce. As a result, while we accomplished some level of barrier analysis, it was not a holistic review of the employment life cycle for our workforce. The Affirmative Action Program Division has onboarded a new staff member who will be dedicated to leading barrier analysis efforts during our next reporting cycle.

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

At present, the NPS have accomplished numerical assessments and identified triggers, but will follow up with the results of our root cause analyses/barrier identification, as appropriate during the next reporting cycle.

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 NPS will follow up regarding the planned activities and outcomes during the next reporting cycle, as the various responsible staff members regarding this matter are currently collaborating with staff members from the new NPS National Recruitment Center.