



National Aeronautics and Space Administration



NASA Disabled Veterans Affirmative Action Plan

FY 2017-2018

December 2018

Disabled Veterans Affirmative Action Program (DVAAP) Accomplishment Report

1. Agency	National Aeronautics and Space Administration (NASA)	2. FY	2018
3. POC Name	Rebecca Doroshenk	4. Phone	(202) 358-0038

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

NASA continues to use innovative recruiting and employment methods for disabled veterans, particularly those who are 30% or more disabled, to meet NASA's workforce needs. These methods are primarily carried out at the Center level by Selective Placement Coordinators (SPC), Disability Program Managers (DPM), Disabled Veterans Program Managers (DVPM), Recruitment Managers, and Hiring Managers. Methods include:

- Participating in targeted employment fairs and outreach activities for veterans and engaging social networking platforms such as LinkedIn, Facebook, Twitter, and programs supporting employment of transitioning veterans, to include Operation Warfighter, Wounded Warrior Project, and various state vocational rehabilitation agencies.
- Using Special Hiring Authorities like Schedule A, 30% or More Disabled Veteran Appointment Authority, and Veterans Recruitment Appointment. The NASA Office of the Chief Human Capital Officer (OCHCO) recently provided training to Center DPMs on Schedule A eligibility, veterans' preference in hiring, and conversion to permanent appointment.
- Partnering with Federal, state, and local employment organizations, such as the Department of Labor (DOL) Veterans' Employment and Training Services and local colleges/universities. NASA also partners with American Job Centers, the Veterans' Vocational Rehabilitation and Employment Program, Centers for Independent Living, Departments of Labor and Defense's Workforce Recruitment Program, and Employment Network Service providers to recruit and hire individuals with disabilities (IWD) and individuals with targeted disabilities (IWTD).
- Using NASA's Pathways Program and converting veteran interns to career-conditional or term appointments.

From FY17-18, NASA added 34 disabled veterans to its workforce, increasing representation from 657 to 691. Disabled veterans account for just under 4% of the total NASA workforce (3.75% in FY17 to 3.95% in 2018). All of these veterans identify as 30% or more disabled, increasing this population from 2.6% of NASA's total workforce in FY17 to 2.8% in 2018. Among student interns, 8% are disabled veterans and 6.3% are 30% or more disabled.

Examples of Center contributions to these accomplishments:

- Ames Research Center (ARC) partners with local colleges/universities to recruit students who are veterans and/or have disabilities. Additionally, ARC hosts education/awareness sessions with students on how to navigate USAJobs and on the special hiring authorities available for veterans.
- Kennedy Space Center's (KSC) Disability Awareness and Action Working Group sponsored a Disability Mentoring Day for local students, where students with disabilities were paired with a volunteer mentor to learn all of the available employment benefits and opportunities for individuals with disabilities.
- Like many Centers, Langley Research Center (LaRC) is located in a military community and takes advantage of numerous opportunities to engage the local veteran community, with 18.1% of its 2018 hires being veterans.

6. OPM DVAAP Manager Official Use Only: Is there an explanation of the recruitment and employment methods they have used?			
Yes	Somewhat	No	

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

NASA is intentional in its efforts to hire and retain employees who reflect the diverse world in which we live and serve. Hiring employees with diverse abilities strengthens our mission, creates innovation, and enhances employee engagement. People with disabilities, including disabled veterans, are an important component of our diverse population. NASA continually works to cultivate and maintain a work environment that is inclusive of and accessible to veterans through the following types of retention methods:

- Developing programs and forums for veterans to connect with their peers in the Agency's civilian workforce through employee resource groups (ERGs). These groups are an excellent resource for information sharing, mentorship, guidance, and networking. Every NASA Center has a veteran ERG.
- Promoting education and awareness across the organization of the leadership capabilities possessed by many transitioning service members. The Agency continually seeks ways to value these characteristics and integrate leadership responsibilities into civilian positions encumbered by veterans.
- Hosting workforce education and awareness initiatives on Veterans Day and Memorial Day to recognize and honor veterans and their families for their service and sacrifice.
- Communicating the value of the Agency's Employee Assistance Programs (EAPs) to veterans.
- Offering access to developmental and training opportunities for veterans to enhance professional skills (technical and soft) and provide opportunities for career advancement.
- Developing and implementing clear and consistent reasonable accommodation (RA) procedures and practices across NASA.

Below are a few of the accomplishments from across the Agency that resulted from the efforts in this area:

- At ARC, the DPM serves as liaison between the EEO office and the ARC Veterans Committee, assisting with Center events, data requests, and communication of concerns.
- At Glenn Research Center (GRC), the EEO staff gave a presentation on recent changes to Section 501 of the Rehabilitation Act that requires Federal agencies to provide Personal Assistance Services (PAS) to IWT. The presentation helped participants to understand the distinction between PAS and RA, and how to request PAS services using the RA process. They discussed PAS, the duties/functions of PAS employees in the workplace, and how to request PAS through the organization. The GRC Disabled Veterans Program Manager held a briefing for veteran employees to explain requirements and tips for competitive and career-ladder promotions in the Federal government.
- At Armstrong Research Flight Center (AFRC) this year, veterans received 19 of 63 merit promotions (30.0% of all promotions). Seven of the 19 promoted veterans are 30% or more disabled.
- At KSC, as at other Centers, there is a designated Executive Champion for the veterans ERG, who has regular tag-ups with the Chair to discuss veteran promotions, advancement, and other concerns, as well as ideas for increasing employment of veterans at KSC. The EEO Director meets with the ERG leaders and the Executive Champion to discuss succession planning for supervisory and leadership positions, as well as inclusive employment practices across the Center (e.g., recruitment, parity in leadership training, and developmental opportunities).
- Like many Centers, Stennis Space Center (SSC) sends vacancy announcements to veteran-based organizations to solicit disabled veteran applicants. Veteran applicants are advised of various noncompetitive appointment authorities.
- At Johnson Space Center (JSC), 20 disabled veterans received Honor Awards in FY18.

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

Yes	<input type="checkbox"/>	Somewhat	<input type="checkbox"/>	No	<input type="checkbox"/>
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9. A description of how the activities of major operating components and field installations were monitored, reviewed, and evaluated (Attach supporting addendums if needed)

NASA's Office of Diversity and Equal Opportunity (ODEO) monitors, reviews, and evaluates NASA's DVAAP. ODEO hosts monthly meetings with DPMs and DVPMs to share program updates, challenges, and promising practices for disabled veterans. NASA's SPCs and 508 Compliance Managers periodically participate in this meeting. ODEO reviews annual Center DVAAP reports and provides routine feedback to assist Centers in achieving identified goals. ODEO also partners with NASA's OCHCO and Center EEO offices to address gaps, triggers and barriers, and conduct barrier analyses as appropriate under EEOC Management Directive 715 to ensure recruitment, hiring, and retention efforts for disabled veterans are barrier free.

-NASA's OCHCO continues to facilitate periodic teleconferences with designated Center points of contact across the Agency for the Veterans Program to provide guidance and share information and best practices regarding veterans, including disabled veterans, as appropriate.

-ODEO developed templates for analyzing workforce data and meeting MD-715 requirements. Templates were provided to Center staff conducting MD-715 analyses in 2018, based on the new Section 501 requirements.

-ODEO continues to collaborate with OCHCO and the Department of Interior to ensure that the data systems conform to new requirements for MD-715, including revised disability codes.

-ODEO and Centers continue to work to identify applicable training for EEO staff who conduct barrier and workforce data analysis and provide training plans to Center EEO directors, by an ongoing working group.

At each NASA Center, there continues to be a designated DVPM, responsible for managing the tactical actions associated with the Center's affirmative employment efforts for disabled veterans throughout the year - tracking, monitoring, and evaluating workforce data associated with the program. Center HR, Diversity and Inclusion (D&I), and EEO offices continue to routinely partner to strategically assess the actions delineated in their plans and address gaps, as appropriate and necessary.

-At ARC, as at other Centers, the DPM sends yearly Center-wide communication to encourage individuals to update their disability status, including veterans with disabilities. By this means, the Center can accurately reflect the number of individuals employed to measure progress toward goals put forth by HQ-ODEO.

-In FY18, AFRC employed 138 veterans with 5- or 10-point preference (24.6% of the total workforce). This is also the eleventh consecutive year AFRC has achieved the Federal goal of awarding at least 3% of procurement dollars to Service-Disabled Veteran-Owned Small Businesses. AFRC continues to support community veterans groups; in FY18, NASA AFRC employees visited an Antelope Valley veterans' home and gave presentations on NASA.

-At KSC, HR formed the working group Respecting Inclusion and Supporting Employees (RISE), with a primary focus on recruitment and retention of IWDs/IWTDs, including strategies for retaining veterans with disabilities.

-GRC produces two reports, the Oracle Business Intelligence Enterprise Edition and NASA STARS/Cognos, every six months to review results for hiring veterans. The information is shared with GRC's HR Director and recommendations for recruitment activities are provided.

-The JSC DVPM and veterans point-of-contact (POC) work jointly to review and monitor permanent hiring, student participation in intern programs, development opportunities, and other veteran issues - by meetings and consultations with HR, EEO, Education, EAP, and the JSC Connected Veterans ERG (ConVERG).

10. OPM DVAAP Manager Official Use Only: Does agency describe how they monitored, reviewed and evaluated their DVAAP Activities? (If applicable as well as for major operating components and field installations)

Yes Somewhat No

11. An explanation of the agency's progress in implementing its affirmative action plan during the fiscal year. Where progress has not been shown, the report will cite reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress (Attach supporting addendums if needed)

NASA continues to demonstrate progress implementing its affirmative action plan for disabled veterans and cultivating a culture inclusive of disabled veterans. From FY17-18, NASA added 34 disabled veterans to its workforce, increasing representation from 657 to 691. Disabled veterans account for just under 4% of the total NASA workforce (3.75% in FY17 and 3.95% in 2018). The 34 additional veterans are 30% or more disabled, increasing that veterans group from 2.6% in FY17 to 2.8% in 2018. Among student employees, 8% are disabled veterans and 6.3% are 30% or more disabled.

Center EEO offices provide continuous training on NASA's Reasonable Accommodations (RA) procedures to ensure managers and supervisors are equipped to provide timely and appropriate RA.

Most NASA Centers continue to have a dedicated DPM, DVPM, SPC, Veterans ERG, and IWD ERG - as critical components of the Agency's plan to cultivate a workplace culture that continually assesses itself to ensure inclusion for disabled veterans. Across the Agency, designated DVPMs and DPMs continue to track, review, and monitor workforce data related to disabled veterans in the Agency's human capital programs, including recruitment, hiring, training and developmental opportunities, and retention. This is routinely accomplished at the Center level through ongoing meetings, discussions, and consultations with key Center stakeholders (HR, EEO, Education, EAP, and ERGs). At the Agency-level, an ongoing Disability Working Group, comprising individuals from OCHCO, EEO, Legal, and the unions, works to align NASA's current disability practices and RA procedures with new regulatory requirements. Other examples of engagement include:

- The ARC veterans group conducted a suicide awareness/disability talk this year, with a film and ensuing discussion on how suicide affects veterans and individuals with disabilities.
- GRC EEO partnered with OCHCO offer a webinar series on RA for individuals with disabilities to educate management, the union, and employees.
- JSC invited the EEOC in Houston to speak on the topic, "Working With People Who Are Not Like Me," addressing strategies for a multi-generational workforce. JSC increased its total disabled veteran population by 1.5% this year; JSC hired 10 veterans (2 were 5-point and 8 were 10-point veterans). In all, JSC hired 8 veterans who are 30% or more disabled. JSC's veteran's ERG sponsored a Post-Traumatic Stress Disorder (PTSD) event at the Center to build awareness.
- SSC provided training this year on disability etiquette. And, 100% of veteran employees at SSC have an Individual Development Plan.
- Disabled veterans account for 14.5% of the NSSC workforce and 9.2% of the AFRC workforce. AFRC is located on Edwards Air Force Base and uses the base as a major recruiting source.
- At LARC, 9 veterans were hired as interns (18.8% of interns) and 10 veterans were permanent hires (17.5% of hires). Of 19 veterans hired, 9 were disabled veterans - more than double the number in FY17.

12. OPM DVAAP Manager Official Use Only: Does agency explain the progress in implementing DVAAP? If there was no progress, were there reasons for the lack of progress or challenges and specific plans for overcoming their challenges?

Yes <input type="checkbox"/>	Somewhat <input type="checkbox"/>	No <input type="checkbox"/>	
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**13. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated NASA DVAAP POC:

- 1) Name: Rebecca Doroshenk
- 2) Title: Agency Disabled Veterans Program Manager
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Component/Field Office POCs:

Every NASA Center has a dedicated Disabled Veterans Program Manager:

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Disabled Veterans Affirmative Action Program (DVAAP) Plan and Certification

1. Agency	National Aeronautics and Space Administration (NASA)	2. FY	2018
3. POC Name	Rebecca Doroshenk	4. Phone	(202) 358-0038

5. A statement of the agency's policy with regard to the employment and advancement of disabled veterans, especially those who are 30 percent or more disabled (Attach supporting addendums if needed)

NASA continues to be intentional in attracting and retaining employees reflecting diversity. Employees with diverse abilities - including disabled veterans - strengthen our mission, create innovation, and enhance engagement. NASA is committed to equal employment opportunities and a workplace free of discrimination and harassment, as well as supporting reasonable accommodations (RA) and accessibility tools so employees with disabilities can fully contribute to mission success. NASA's policy is aligned with Executive Order 13518, Employment of Veterans in the Federal Government, establishing the Veterans Employment Initiative, and 5 CFR Part 720, Subpart C. NASA is committed to recruitment, outreach, hiring, and advancement of qualified disabled veterans, including those 30% or more disabled, to cultivate an environment where veterans feel welcome and can be successful. NASA continues to explore and implement a variety of innovative means to identify qualified disabled veteran applicants in all occupations, including: targeted recruitment and outreach for 30% or more disabled veterans; established partnerships with external organizations like Operation Warfighter, the Wounded Warriors Program, and the Workforce Recruitment Program; and using appropriate Federal hiring authorities like Schedule A, 30% or More Disabled Veteran authority, and Veterans Recruitment Appointment.

NASA's ODEO and Office of the Chief Human Capital Officer (OCHCO) have ambitious plans for several activities to advance disabled veterans at NASA:

- To increase NASA's use of hiring authorities taking disability into account by enhanced training and communication, working with hiring officials to increase consideration of disability status as a positive factor in hiring, promotion, and assignment decisions to the extent permitted by law.

- To enhance training, internships, and mentoring programs to assist individuals with disabilities (IWD) in reaching senior grade levels.

- To determine if barriers exist for IWDs and individuals with targeted disabilities (IWTD) in recruitment and selection for underrepresented job series.

- As do many NASA Centers, ARC will continue to post information on reasonable accommodation and assistance to applicants with disabilities. All recruitment opportunities are sent to advisory group chairs for distribution to their members. ARC continues to partner with colleges and universities to access veterans and IWD/IWTD students, providing learning sessions to navigate USAJobs and special veterans hiring authorities for these prospective employees.

- LARC Veterans Information and Support Network will continue to disseminate information and employment opportunities to veteran communities and to collaborate on issues facing veterans.

6. OPM DVAAP Manager Official Use Only: Did agency provide a policy outline in regards to the employment and advancement of disabled veterans, especially those that are 30 percent or more disabled?

Yes	Somewhat	No	
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7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled (Attach supporting graphs/charts if needed)

8. Total # Employees	17,514	9. # Of Veterans	1,695	10. # Of Disabled Veterans	691	11. # Of 30% Or More Disabled Veterans	491
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(See attached chart.) Between FY17 and 18, NASA added 34 disabled veterans to its workforce total, increasing representation from 657 to 691. Disabled veterans account for just under 4% of the total NASA workforce (from 3.75% in FY17 to 3.95% in 2018). The 34 additional veterans identify as 30% or more disabled, increasing the percentage of that group of veterans from 2.6% of NASA's workforce in FY17 to 2.8% in 2018. Among student employees, 8% are disabled veterans and 6.3% are 30% or more disabled.

To increase retention of disabled veterans, NASA uses new and established surveys, DPM communication with their communities, and Federal Employee Viewpoint Survey (FEVS) data to conduct a climate assessment and/or focus groups to obtain IWDs' perception of the Agency.

OCHCO and ODEO are looking to identify the grade level, occupation, and office of IWDs/IWTDs who separate from NASA to assess possible connections between separation and EEO complaints alleging failure to provide reasonable accommodation or harassment due to disability status that may result in IWDs leaving NASA.

Examples of NASA Center veteran representation and participation:

- Of 107 veterans at ARC, 30 are 30% or more disabled and 42 have a disability. In FY18, ARC hired 14 veterans, 8 of whom are 30% or more disabled. ARC also hired 9 IWDs, 2 of whom are IWTDs.
 - At AFRC, 34 employees are 30% or more disabled veterans, though only 12 have self-identified as having a disability via OPM Standard Form 256.
 - At KSC, veterans represent 11.9% of the total KSC workforce. Veterans with service-connected disabilities represent 5.4% of the total workforce (increased from 2017 by +1.1%) and veterans who are 30% or more disabled comprise 3.5% of the workforce (increased from 2017 by +0.2%). In 2018, KSC hired 58 individuals with prior military service, 41 of whom claim disability status (32 are 30% or more disabled). In 2018, 25% of KSC's civil servants were disabled veterans, with 2.8% disabled veteran in scientific and engineering positions and 10.5% disabled veteran in professional/administrative placements.
 - Disabled veterans account for 14.5% of the NASA Shared Services Center (NSSC) workforce and 9.2% of the AFRC workforce. At Stennis Space Center (SSC), the number of disabled veterans remained unchanged from FY 2017 to 2018.
- Disabled veterans hired during recent external hiring efforts (FY17 and 18) and those already on staff at Glenn Research Center (GRC) during the fiscal year continue to perform and advance on par with their non-disabled/non-veteran counterparts.
- LARC's FY 2018 veteran recruitment saw significant improvement, compared to 2017. In 2018, LARC hired 19 veterans – 18.1% of LARC's total hires, and a 1.3% increase over 2017. Nine veterans were hired as interns (18.8% of all Pathways hires) and 10 veterans were permanent hires (17.5% of all permanent hires). Of the 19 veteran hires, 9 were disabled veterans: more than double the number from FY17.
- JSC population has decreased in the past 5 years from 2,949 to 2,914 employees. However, the percentages of all veterans (30% or more disabled, disabled, and veterans) has remained stable.

12. OPM DVAAP Manager Official Use Only: Did agency provide an assessment of the current status of disabled veterans, especially those that are 30 percent or more disabled?

Yes	Somewhat	No	
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13. A description of recruiting methods which will be used to seek out disabled veteran applicants, including special steps to be taken to recruit veterans who are 30 percent or more disabled (Attach supporting addendums if needed)

NASA will continue to use the following recruitment methods to seek qualified disabled veterans, with emphasis on veterans who are 30% or more disabled:

- Build, strengthen, and sustain effective partnerships with local and Federal veterans organizations (U.S. Department of Veterans Affairs, Department of Labor's Veterans Employment and Training Services and Workforce Recruitment Program, Paving Access for Veterans Employment, etc.), employment organizations (Indeed Military, Military.com, Job Opportunities for Disabled Veterans, Hire a Hero, etc.), state vocational rehabilitation agencies, state and local employment agencies, and colleges/universities and other organizations to identify qualified people with disabilities.
- Build, strengthen, and sustain effective partnerships with organizations to match qualified wounded, ill, and injured veterans with Federal internships for valuable work experience during recovery and rehabilitation.
- Recruit at/near military bases. This is routinely done by NASA Centers located at or near military bases, such as ARC, AFRC, KSC, and LARC.
- Participate in the annual Career Expo for People with Disabilities to recruit people with disabilities. Host virtual recruitment careers fairs and extend invitations to veterans and veterans-based organizations. Engage in social networking platforms, such as LinkedIn, Facebook, Twitter, and social networking sites supporting the employment of today's transitioning veterans, such as Iraq and Afghanistan Veterans of America.
- Regularly communicate NASA's commitment to special hiring authorities (e.g. Schedule A, 30% or More Disabled Veteran, and Veterans Recruitment Appointment) to place eligible veterans in positions by non-competitive hiring, and NASA's efforts to cultivate and sustain an inclusive and accessible work environment.

Agency-level ODEO and OCHCO are planning additional outreach and recruitment efforts for IWDs in senior grade levels. The two offices are working toward conducting a barrier analysis to determine whether barriers exist for IWDs and IWTDs in the recruitment and selection processes for underrepresented job series.

- At KSC, Human Resources (HR) will continue using KSC's Selective Placement Program "Jobs Inbox," via the Office of Personnel Management website, to accept inquiries and resumes from Schedule A applicants.
- In FY 2019, NASA Headquarters' (HQ) HR and EEO offices plan to explore more opportunities to expand current training and recruitment to increase veteran and disabled veteran hiring. They plan to post all external vacancy announcements on the "Hiring our Heroes" website, as well as host brown bag lunches to encourage managers to utilize various flexibilities in support of hiring disabled veterans, such as the Veterans' Recruitment Appointment, Veterans Employment Opportunity Act, 30% disabled veteran appointment, and Pathways.
- The JSC DVPM will continue to regularly attend job fairs, vocational rehabilitation service providers, and outreach events to disseminate JSC job opportunities, and will continue to develop relationships with local veterans support organizations.

14. OPM DVAAP Manager Official Use Only: Did agency provide a description of recruiting methods that they will use to seek out disabled veterans?

Yes	Somewhat	No	
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15. OPM DVAAP Manager Official Use Only: Did agency provide special steps that would be taken to recruit 30 percent or more disabled veterans?

Yes	Somewhat	No	
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16. A description of how the agency will provide or improve internal advancement opportunities for disabled veterans (Attach supporting addendums if needed)

NASA knows that retaining a skilled workforce requires intentional effort after the initial hire and that retaining a veteran in the civilian workforce does not significantly differ from retaining other talent. NASA is committed to continuing targeted activities to provide and improve advancement opportunities for disabled veterans:

- Promote mentorship and develop avenues for veterans to connect with peers through ERGs. ERGs are an excellent resource for information sharing, mentorship, guidance, and networking.
- Promote continuing education and awareness of the leadership capabilities of many transitioning service members. NASA continually seeks to value these characteristics and weave leadership responsibilities into positions encumbered by veterans.
- Host workforce education initiatives on Veterans Day and Memorial Day to recognize and honor veterans, including disabled veterans, and their families for their service and sacrifice.
- Offer access to Employee Assistance Programs (EAP) to all employees, including disabled veterans. This NASA benefit is designed to support employees and their families with managing work and life daily challenges.
- Offer access to all employees, including disabled veterans, to professional development and training opportunities to enhance skills and career advancement, including both professional technical and soft skills.
- Develop and implement clear, consistent reasonable accommodation procedures and practices across NASA.

Also, ODEO and OCHCO are working toward creating internal advancement opportunities for disabled veterans:

- OCHCO and ODEO are planning to investigate whether barriers exist in the recruitment and/or selection processes for new hires and promotions to senior grades, as well as in participation in career development programs, selection, and/or training; afterward, the two offices plan to establish a comprehensive plan designed to ensure advancement opportunities for IWDs and IWTDs, and consideration of the use of details and job assignments as tools for IWDs to obtain significant work experience.
- ODEO and OCHCO are working to establish a process to track Schedule A conversions to competitive service.
- OCHCO is looking at training, internship, and mentor programs to assist IWDs in reaching senior grade levels.

-At ARC, the EEO office ensures advancement opportunities are communicated with ERGs, including with the Ames Disability Advocates and Ames Veterans Committee. HR ensures that EEO is either invited to all development program selection boards, or at the least has the opportunity to review the final selections.

-At KSC, the DPM and Disabled Veterans Program Manager (DVPM) are planning a focus group to identify veteran-specific concerns.

-At SSC, the EEO Director participates on selection boards, particularly for higher-grade positions, to ensure internal advancement opportunities for disabled veterans.

-The GRC DVPM plans to continue their briefings to veteran employees on requirements and tips for competitive and career-ladder promotions in Government, and recommendations for performance discussions with supervisors.

-At HQ, as at other Centers, learning opportunities are announced via 508-compliant communication media. HQ also uses OPM's Federal Employee's Development Center to assist all employees in developing new skills.

17. OPM DVAAP Manager Official Use Only: Did agency provide a description of how they will provide internal advancement opportunities for disabled veterans?

Yes	Somewhat	No	
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18. OPM DVAAP Manager Official Use Only: If needed, is there a plan of how the agency will improve internal advancement opportunities for disabled veterans?

Yes	Somewhat	No	Not Needed	
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19. A description of how the agency will inform its operating components and field installations, on a regular basis, of their responsibilities for employing and advancing disabled veterans (Attach supporting addendums if needed)

At the Agency level, NASA's ODEO and OCHCO will continue to facilitate routine meetings to assess and advise NASA Centers of roles and responsibilities for employing and advancing disabled veterans. OCHCO will continue to hold monthly teleconferences which include veterans' POCs across the Agency in an effort to share information and best practices. ODEO will continue to host monthly meetings with DPMs and DVPMs to share information and best practices across the Agency regarding disabled veterans, disability inclusion, and reasonable accommodations (RA), occasionally including Center IWD ERGs. During National Disability Employment Awareness Month (NDEAM), ODEO posts a statement and celebrates Center NDEAM activities on the ODEO blog. ODEO regularly communicates to Center DPMs regarding significant developments in case law, webinar and training opportunities, and other developments in the field. ODEO will also:

- Communicate RA procedure changes, with planned upcoming RA training by EEOC.
- Work with OPM to provide training for Centers on Schedule A and veterans preference, and continue to communicate changes to Centers, such as by the recent memo to the workforce from ODEO and OCHCO leadership regarding the need for employees to update disability status.
- Develop, on the Agency-level ODEO webpage, a repository for posting a variety of current information, such as information on the disabled veterans and IWD programs, NASA disability and veteran policy and procedures, DVAAP reports, the IWD Affirmative Action Plan, and the Architectural Barriers Act report.
- Post relevant information on ODEO's Community of Practice page housed on NASA Engineering Network for the Agency's disability community.

In addition, OCHCO will continue to provide disability-related training to managers and employees ("Practical HR Solutions for Supervisors") and Schedule A training to EEO and HR personnel, with input from ODEO.

At the Center level, the designated DVPMs at each NASA Center will continue to monitor and evaluate the effectiveness of the Center's affirmative employment efforts for disabled veterans throughout the year. The Center HR, Diversity and Inclusion, and EEO offices will continue to partner to routinely assess the actions delineated in their Disabled Veterans Affirmative Action Plans (DVAAP), including accomplishments and promising practices as well as to identify gaps and opportunities for improvement.

- For example, JSC HR and EEO offices, like many other Centers, will continue regular meetings to discuss recruitment efforts and the use of special hiring authorities, as well as to share information and best practices.
- At KSC, a component regarding the employment and advancement of disabled veterans will be added to the Diversity and Inclusion module of KSC's Leadership Excellence and Achievement Program (LEAP) training. This training is for supervisors and team leads, and held twice per year. The KSC Special Placement Coordinator (SPC) and DVPM are also planning to develop training for hiring managers on the value of hiring veterans, particularly disabled veterans, into the workforce. It will be offered at least twice per year as stand-alone training or as a briefing to KSC directorates for presentation during staff or "all-hands" meetings.

20. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will inform their operating components and field installations, on responsibilities such as the employment and advancement of disabled veterans? (Not Applicable for agencies that do not have operating components or field installations)

Yes	Somewhat	No	Not Applicable	
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21. A description of how the agency will monitor, review, and evaluate its planned efforts, including implementation at operating component and field installation levels during the period covered by the plan (Attach supporting addendums if needed)

NASA ODEO will continue to maintain accountability for monitoring, reviewing, and evaluating the Agency's DVAAP. ODEO will continue to host monthly meetings with DPMs and DVPMs to share program updates, challenges, and promising practices across NASA regarding disabled veterans. The Agency's SPCs and 508 Compliance Program Managers are periodically invited to participate in this meeting. ODEO will continue to review annual Center DVAAP reports and provide feedback to assist Centers in achieving identified goals. ODEO will monitor Center RA progress by reviewing and evaluating annual RA reports. ODEO will continue to use Federal Employee Viewpoint Survey data for annual data analysis of Center progress.

-ODEO will continue to examine application and hiring data to identify triggers and barriers, and conduct barrier analyses as appropriate under EEOC Management Directive 715 to ensure recruitment and hiring efforts for disabled veterans are barrier-free.

-NASA's OCHCO will continue to facilitate regular meetings which include designated Center points-of-contact for the veterans program, to share information and best practices, including for disabled veterans.

-ODEO is researching methods to include individuals requesting a reasonable accommodation who have not claimed a disability on the SF 256, as it is not currently possible to include those employees in IWD counts.

-ODEO and OCHCO are working toward submitting applicant flow data for new hires in mission-critical occupations, and are planning to collect exit interview surveys to monitor IWDs' perceptions of the Agency.

At NASA Centers, there will continue to be a designated DVPM, responsible for managing tactical actions associated with Center affirmative employment efforts for disabled veterans - tracking, monitoring, and evaluating workforce data associated with the program. Center HR, Diversity and Inclusion (D&I), and EEO offices will continue to routinely partner to strategically assess actions delineated in their plans and address gaps, as appropriate.

-For example, at AFRC, the SPC and DPM will continue to meet monthly to review all candidates eligible to utilize the Schedule A hiring authority and evaluate those efforts.

-At JSC, the DVPM will compare disabled veterans October 2018 workforce data to periodic reports on hiring, promotions, leadership development, quality step increases/awards, reasonable accommodation, and employee separation status to determine the overall plan effectiveness. The DVPM, DPM, and HR will continue to meet semiannually to review and monitor plan accomplishments and overall effectiveness.

22. OPM DVAAP Manager Official Use Only: Did agency provide a description on how they will monitor, review and evaluate its planned efforts? (If applicable as well as for major operating components and field installations)

Yes	Somewhat	No	
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**23. POC's Name, Email, and Phone Number of Operating Components and Field Installations
(If Applicable)**

Designated NASA DVAAP POC:

- 1) Name: Rebecca Doroshenk
- 2) Title: Agency Disabled Veterans Program Manager
- 3) Email: rebecca.d.doroshenk@nasa.gov
- 4) Telephone Number: (202) 358-0038

Component/Field Office POCs:

Every NASA Center has a dedicated Disabled Veterans Program Manager:

Ames Research Center (ARC) Irene Najlis
Pierce (650) 604-1737– irene.najlis@nasa.gov

Glenn Research Center (GRC) Angela
(216) 433-3745 – angela.l.pierce@nasa.gov

Goddard Space Flight Center (GSFC) Merechia Davis
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Marshall Space Flight Center (MSFC) Brenda Mack
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Johnson Space Center (JSC) Tu-Quynh T. Bui
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Stennis Space Center (SSC) Katrina Emery
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Langley Research Center (LaRC) William Hawkins
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1@nasa.gov

NASA Headquarters (HQ) Felicia Toney
(202) 358-0366 – felicia.toney-

NASA Space Shared Center (NSSC) Katrina Emery
(228) 668-2210– katrina.y.emery@nasa.gov

Attachment:

NASA Disabled Veterans Affirmative Action Plan and Certification 2018 Data:

7. An assessment of the current status of disabled veteran employment within the agency, with emphasis on those veterans who are 30 percent or more disabled

All Employees: 2018	FY	ARC	AFRC	GRC	GSFC	JSC	KSC	LARC	MSFC	SSC	HQ	NSSC	NASA TOTAL
Disabled Veteran		42	51	41	87	81	121	65	90	22	72	19	691
Other Veteran		65	83	83	134	152	141	99	111	18	106	12	1,004
Non Veteran		1,084	423	1,466	3,064	2,827	1,727	1,640	2,136	251	1,101	100	15,819
All Employees		1,191	557	1,590	3,285	3,060	1,989	1,804	2,337	291	1,101	131	17,514

Disabled Veterans	ARC	AFRC	GRC	GSFC	JSC	KSC	LARC	MSFC	SSC	HQ	NSSC	NASA TOTAL
10-Point/Disability	2	1	0	3	3	5	3	2	1	1	0	22
10-Point/Compensable	10	17	13	20	14	36	17	22	6	14	6	178
10-Point/Compensable/30 Percent	30	33	28	64	64	80	45	66	15	43	13	491
Disabled Veteran	42	51	41	87	81	121	65	90	22	58	19	691

Percentage of Workforce	ARC	AFRC	GRC	GSFC	JSC	KSC	LARC	MSFC	SSC	HQ	NSSC	NASA TOTAL
Disabled Veterans	3.5%	9.2%	2.6%	2.6%	2.6%	6.1%	3.6%	3.9%	7.8%	5.3%	14.5%	3.9%
30% or More Disabled Vets	2.5%	5.9%	1.8%	1.9%	2.1%	4.0%	2.5%	2.8%	5.2%	3.9%	9.9%	2.8%

Plan Certification

The plans shall cover a time period of not less than one year, and may cover a longer period if concurrent with the agency's Section 501(b) Plan. Each plan must specify the period of time it covers.


Agency must have a plan covering all of its operating components and field installations. The plan shall include instructions assigning specific responsibilities on affirmative actions to be taken by the agency's operating components and field installations to promote the employment and advancement of disabled veterans. OPM must be informed when headquarters offices require plans at the field or installation level.

Agency operating components and field installations must have a copy of the plan covering them, and must implement their responsibilities under the plan. OPM may require operating components and field installations to develop separate plans in accordance with program guidance and/or instructions.

Certification

The below certification indicates that the program is being implemented as required by 5 CFR Part 720, Subpart C and appropriate guidance issued by the U.S. Office of Personnel Management. Additionally, this agency has a current plan as required by the regulation.

Please type or print clearly. After an original signature is obtained, scan and return this sheet.

24. Dates of the Period of Time the Plan is Covered		From	12/01/2018	To	12/01/2019
25. Agency Name	NASA				
26. DVAAP POC's Name	Rebecca Doroshenk				
27. Title	Agency Disabled Veterans Program Manager				
28. Telephone Number	(202) 358-0038	29. Email	rebecca.d.doroshenk@nasa.gov		
30. Date Plan Last Amended	12/01/2017	31. Date Effective	12/01/2017		
32. DVAAP Certifying Official's Name	Stephen T. Shih				
33. Title	Associate Administrator for Diversity and Equal Opportunity				
34. Telephone Number	(202) 358-3923	35. Email	stephen.t.shih@nasa.gov		
36. DVAAP Certifying Official Signature				37. Date	12/3/18