The Office of the Comptroller of the Currency's

FY 2023

Affirmative Action Plan

for the

Recruitment, Hiring, Advancement, and

Retention of Persons with Disabilities

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

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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 a
of persons with disabilities and persons with targeted disabilities in the federal government

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

   a. Cluster GS-1 to GS-10 (PWD)   Answer   Yes

   b. Cluster GS-11 to SES (PWD)   Answer   Yes

> New B4-1 in Data Insight (DI): The participation rate for PWD in grade clusters GS-1 to GS-10 was 11.62 percent and for GS-11 to SES was 10.32 percent in FY 2023, below the 12.0 percent goal. {See attached report in the supplemental documents for footnotes.}

*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. a

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   Yes

   b. Cluster GS-11 to SES (PWTD)   Answer   Yes

> New B4-1 in DI: The participation rate of PWTD in the grade clusters GS-1 to GS-10 was 1.52 percent and for GS-11 to SES was   a
> 1.81 percent in FY 2023, below the goal of 2.0 percent.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarica Goal	--	12%		2%	
Grades GS-11 to SES a	3092 a	319 a	10.32a	56 a	1.81
Grades GS-1 to GS-10aa	525aaa	61aaa	11.62aa	8 a	1.52aa

3. a es crib a how th ag enc ha s omm unic ated a numeric goals to the hiring ma agers and/ r recruiters aa

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

Section II: Model Disability Program

Pu suant to 29 C.F.R. § 1614.203(d)(1), agencies must ensu e sufficient staff, t aining and esou ces to ec uit and hi e pe sons with disabilities and pe sons with ta geted disabilities, administe the easonable accommodation p og am and special emphasis p og am, and ove see any othe disability hi ing and advancement p og am the agency has in place.

A. PLAN TO PROVIDE SUFFI IENT & OMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified pe sonnel to implement its disability p og am du ing the epo ting pe iod? If "no", desc ibe the agency's plan to imp ove the staffing fo the upcoming yea .

<div align="right">Answe   Yes</div>

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2. Identify all staff esponsible fo implementing the agency's disability employment p og am by the office, staff employment status, and esponsible official.

Disability P og am Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time r	Pa t Time	Collate al Duty	
P ocessing applications f om PWD and PWTD	30 r r	1 r	0	Ed e Esca re@occ treas g
Special Emphasis P ogram fo PWD and r PWTD r r	5 r r	0 r r	0 r r	Shi ru Shilesh r@occ treas gc
A chitectu al Ba ie s Act Compliance r r r	5 r r	0 r r	0 r r	Sheila Na Rad r Directo fo Wo kplace r r Se vices r r Sheila Nemat ol Rahi r rr ad@occ.treas.gov r r
Section 508 r Compliance r r	132 r r	0 r r	0 r r	Rod ey K t@occ treas go
Answe ing questions f rom the public about r r hi ing autho ities that take disability into r r account r r r	30 r r r	1 r r	0 r r	Ed e Esca re@occ treas g
P ocessing easonable accommodation equests r r f om applicants and employees r r	2 r r	0 r r	0 r r	Kelly atti sta @occ treas gc

3. Has the agency p ovided disability p og am staff with sufficient t aining to ca y out thei   esponsibilities du ing the epo ting pe iod? If "yes", desc ibe the t aining that disability p og am staff have eceived. If "no", desc ibe the t aining   r planned fo the upcoming yea . r

<div align="right">Answe   Yes</div>

Disability Accommodations Coo dinato takes annual t aining cou ses to maintain the Ame icans with Disabilities Act (ADA) Coo dinato s T aining Ce tification and to emain ab east of the latest easonable accommodation (RA) egulations, case law, news, and issues. All human esou ces (HR) p ofessionals a e equi ed to complete online cou ses elated to vete ans' employment, which include disability components. This t aining, p ovided by the T easu y Depa tment, is mandated by Executive O de (EO) 13518. HR ep esentatives a e also equi ed to complete annual t aining on the No FEAR Act, which includes a disability component. The OCC plans a mo e focused t aining effo t fo all HR specialists who a e esponsible fo advising hi ing manage s ega ding use of special hi ing autho ities. The Wo kplace Se vices team eceives cont acting office 's technical ep esentative t aining fo

o erseeing contractor performance.

B. PLAN TO ENSURE SUFFI IENT FUNDING FOR THE DISABILITY PROGRAM

Has the agency pro ided sufficient funding and other resources to successfully implement the disability program during   v the reporting period? If "no", describe the agency's plan to ensure all aspects of the disability program ha e sufficient funding and other resources.

Answer   Yes

Section III: Program Deficiencies In The Disability Program

Section IV: Plan to Recruit and Hire Indi iduals 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 indi iduals 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 APPLI ATIONS WITH DISABILITIES

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

• Utilizes the Workforce Recruitment Program (WRP) as a source for recruiting disabled students and graduating seniors, including disabled eterans. • Maximizes the Pathways Intern Program to hire interns with targeted disabilities. • Continues outreach efforts to disability and military student offices to promote entry-le el and internship opportunities. • Participates in recruitment e ents, fairs, v and conferences, e.g., Hiring Heroes, Federal Disability Workforce Consortium, Department of Labor's WRP Training, and Treasury Department's Veteran Employment Summit at the Treasury Executi e Institute to market the OCC and its job opportunities. • Continues to explore networking websites to enhance outreach efforts to indi iduals with disabilities. • Works with HR specialists and selecting officials, by way of training and communication meetings, to encourage the use of special appointing authorities. Additionally, RA statements are included on all job announcements to ensure applicants with disabilities are informed of a ailable RA. • Encourages all managers and super isors to consider the benefits of hiring indi iduals with disabilities and using v the Schedule A hiring authority.

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

OCC positions can be filled by using Schedule A and Veterans' Appointment Authorities to non competiti ely appoint PWD and PWTD and eterans with a ser ice-connected disability rating of 30 percent or more. The OCC's Schedule A Program Manager (PM) continues to e aluate upcoming and current positions for marketing to eterans and PWD. We continue to le erage non-competiti e hiring authorities and extend partnerships with eteran ser ice organizations. The PM also recei ed résumés ia email from Schedule A applicants and forwarded them to the ser icing HR specialists, as well as alerted candidates to submit their résumés online. The PM alerted both hiring managers and HR staffing specialists on the alue of hiring external disabled applicants and a ailable resources for locating such candidates.

3. When indi iduals 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 indi idual is eligible for appointment under such authority; and, (2) forwards the indi idual's application to the rele ant hiring officials with an explanation of how and when the indi idual may be appointed.

When indi iduals apply utilizing the Schedule A hiring authority, their applications are re iewed by the ser icing HR specialist,

w o confirms t at t e applicants meet t e qualification requirements of t e announced position and ave provided required proof of disability. Applicants applying under t e Sc edule A iring aut ority w o are deemed qualified are referred to t e iring manager on a Sc edule A certificate of eligibility wit guidance on selection procedures including t e application of veterans' preference, w en applicable. Managers ave t e option to interview and/or ire from t e Sc edule A certificate or to consider ot er candidates from ot er issued certificates (Merit Promotion, Non-Competitive, Veterans Recruitment Appointment, etc.). Alternatively, w en individuals submit t eir résumés directly to t e Special Placement Program Coordinator (SPPC) for vacant positions wit in t e OCC, t e SPPC refers applicants to t e www.occ.gov/careers website to apply for any specific job announcement for w ic t ey want consideration. Applicants are also reminded to submit supplemental documentation t at makes t em eligible for a Sc edule A appointment. T e OCC also informs applicants, via email, t at t ey must clearly state in t e application t at t ey wis to apply via h Sc edule A.

4. Has t e agency provided training to all iring managers on t e use of iring aut orities t at take disability into account (e.g., Sc edule A)? If "yes", describe t e type(s) of training and frequency. If "no", describe t e agency's plan to provide t is training.

Answer Yes

• Veteran Employment Training for Federal Hiring Managers: All OCC managers, supervisors, and selected HR professionals are required to complete online courses related to veterans' employment. T is training, provided by t e Treasury Department, is mandated by Executive Order 13518 and assigned to t ose individuals required to take it in t e Integrated Talent Management learning system. T is training is provided to all newly ired managers, t ose w o become managers, and selected HR professionals t roug out t e year, and annually to managers, supervisors, and selected HR professionals. • Merit System Principles, Pro ibited Personnel Practices, and W istleblower Protection: T is course covers t e merit system principles, pro ibited personnel practices, w istleblower protection, role of t e Whistleblower Ombudsman, and role of t e Office of Special Counsel. Training is offered at least every t ree years. • Human Capital Fundamentals for New Managers: T is training reviews t e OCC's manager roles and responsibilities, providing guidance to elp newly ired or promoted managers. Topics covered include competencies t at are central to t e manager's role and responsibilities in uman capital management, and HR processes t at are essential to successfully performing supervisor functions (e.g., managing telework, administering leave, managing travel, and t e use of iring aut orities, including t ose t at take disabilities into account). T ese sessions are offered two to t ree times a year for new managers.

B. PLAN TO ESTABLISH ONTA TS WITH DISABILITY EMPLOYMENT ORGANIZATIONS

Describe t e agency's efforts to establis and maintain contacts wit organizations t at assist PWD, including PWTD, in securing and maintaining employment.

• Hold periodic meetings wit professional organizations to s are t e OCC's process for providing vacancy announcements, and to s are information about opportunities, including career development tracks. T ese organizations may include George Mason University, George Was ington University, Gallaudet University, T e Arc-Montgomery County and Nort ern Virginia, Virginia Department for Aging and Re abilitative Services, Understood, and Maryland Department of Re abilitation Services. • Attend specialty conferences and career/job fairs to s are information about t e OCC's mission, work environment, and job opportunities. • Host brown-bag lunc es and roundtable discussions wit organizations t at assist PWD/PWTD, iring managers/senior management, and HC staff.

. PROGRESSION TOWARDS GOALS (RE RUITMENT AND HIRING)

1. Using t e goals of 12% for PWD and 2% for PWTD as t e benc marks, do triggers exist for PWD and/or PWTD among h t e new ires in t e permanent workforce? If "yes", please describe t e triggers below.

    a. New Hires for Permanent Workforce (PWD)   Answer   Yes

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

New B1 in DI: • PWD Hires: 9.68% vs. 12.0% • PWTD Hires: 0.81% vs. 2.0% Hiring rates of PWD and PWTD were below t e EEOC goals of 12.0 percent and 2.0 percent, respectively.

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

2. Using the qualified applicant pool as the benchmark, do triggers exist for PWD and/or PWTD amongst 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 boxs

    a. New Hires for MCO (PWD)   Answer   N/A

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

> The OCC, as a second-level component of Treasury, does not have complete analysis of applicant flow data required to submit a response to this question. Given Treasury's commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude applicant flow data from the FY 2023 MD-715 submission. Treasury's Office of Civil Rights and Equal Employment Opportunity (OCRE) efforts and initiatives in FY 2024 will provide Treasury the opportunity to submit complete applicant flow data and Part J response for the FY 2024 MD-715 report.

New Hires to Mission-Critical Occupation	Total (#)	Reportable Disability New Hire (%)	Targetable Disability New Hire (%)
Numerical Goal	--	12%	2%

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

    a. Qualified Applicants for MCO (PWD)   Answer   N/A

    b. Qualified Applicants for MCO (PWTD)   Answer   N/A

> The OCC, as a second-level component of Treasury, does not have complete analysis of applicant flow data required to submit a response to this question. Given Treasury's commitment to provide accurate and reliable data, based on the challenges identified in the Executive Summary, Treasury made the decision to exclude applicant flow data from the FY 2023 MD-715 submission. Treasury's OCRE efforts and initiatives in FY 2024 will provide Treasury the opportunity to submit complete applicant flow data and Part J response for the FY 2024 MD-715 report.

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 OCC, as a second-level component of Treasury, does not have complete analysis of applicant flow data required to submit a response to this question. Given Treasury's commitment to provide accurate and reliable data, based on the challenges identified in

t e Executive Summary, Treasury made t e decision to exclude applicant flow data from t e FY 2023 MD-715 submission. Treasury's OCRE efforts and initiatives in FY 2024 will provide Treasury t e opportunity to submit complete applicant flow data and Part J responses for t e FY 2024 MD-715 report.

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

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees wit disabilities. Suc activities mig t include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs t at address advancement. In t is section, agencies s ould identify, and provide data on programs designed to ensure advancement opportunities for employees wit disabilities.

A. ADVAN EMENT PROGRAM PLAN

Describe t e agency's plan to ensure PWD, including PWTD, ave sufficient opportunities for advancement.

• Encourage diverse employee (including PWD/PWTD) participation in management, leaders ip, and career development programs t roug employee network groups (ENG) and a variety of ot er communication venues t roug out t e agency. Developmental opportunities will continue to be broadly communicated to all employees t roug internal weekly ("W at's New at t e OCC") and mont ly (SuperVisions) newsletters, and website postings. Opportunities also will be s ared by ENGs. • Managers will be reminded to consider PWD/PWTD for developmental opportunities as part of t eir individual development planning process. All vacancy announcements will be posted on t e OCC's Opportunities Board.

B.   AREER DEVELOPMENT OPPORTUNITES

1. Please describe t e career development opportunities t at t e agency provides to its employees.

• T e EXCEL I Program, sponsored by t e Large Bank Supervision (LBS) department, provides bank examiners in pay band NB-V wit opportunities to develop expertise in one of eig t specialty areas. • T e EXCEL II Program expanded professional development opportunities for bank examiners in pay band NB-IV in t e eig t specialty areas of t e EXCEL I Program. • T e Honors Attorney Program is designed to provide cross-training and developmental assignments to equip attorneys wit legal skills and experiences across multiple legal practice areas. • T e Leaders ip Exploration and Development (LEAD) Program is an enterprise-wide leaders ip development program targeted to employees at t e NB-V to NB-VI.2 levels, to elp develop specific competencies aligned to skills and abilities needed at t e team leader and/or manager level. • T e MCBS Career Forums and Uniform Commission Examination (UCE) Recognition Events Program for Bank Examiners provide bank examiners a series of opportunities to build and maintain professional networks, understand different career pat s, and ear from different leaders at key points along t eir development journey. It also includes events designed to recognize successful completion of t e UCE and promotion to t e National Bank Examiner (NBE) designation. • External and agency training and development courses are available to all employees, in t e classroom, online, and t roug virtual and self-study met ods. • Temporary details and s ort–term work assignments are advertised to all employees on t e agency's Opportunities Board internal website.

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Detail Programs	38	19	2.63%	0.00%	0.00%	0.00%
Other Career Development Programs	2705	184	4.51%	10.33%	ADN/A	1.09%
Training Programs	3617	3429	10.51%	10.03%	1.77%	1.66%
Fellowship Programs	N/A	N/A	N/A	N/A	N/A	N/A
Internship Programs	303	5	5.28%	40.00%	1.98%	0.00%

Ca ee Development Oppo tunities	Total Pa ticipants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Mento ing P og ams	3617	87	10.51%	10.34%	1.77%	1.15%
Coaching P ograms	2803	165	9.78%	12.12%	1.68%	1.21%

3. Do t igge s exist fo PWD among the applicants and/o selectees fo any of the ca ee development programs? (The app op iate benchma ks a e the elevant applicant pool fo the applicants and the applicant pool fo selectees.) If "yes", desc ibe the t igge (s) in the text box. Select "n/a" if the applicant data is not available fo you agency, and desc ibe you plan to p ovide the data in the text box.

       a. Applicants (PWD)   Answe   Yes

       b. Selections (PWD)   Answe   Yes

> Note: N/A means "Not Applicable" and ADNA means "Applicant data not available." Applicant data a e volunta ily self-identified. As such, a p og am may have selection data but not applicant data. {See attached epo t in the supplemental documents fo footnote.} The OCC does not have a fo mal ca ee development p og am (CDP); only agencies with fo mal CDPs a e equi ed to collect and epo t applicant pool data in the MD-715 wo kfo ce data tables. The OCC has populated the above Ca ee Development Oppo tunities table with agency info mal ca ee development p og am data. All applicant ates a e below the EEOC goal of 12 pe cent. Fo selections, the diffe ence is less than 1 pe cent and not conside ed a t igge in all the p og ams, except Detail P og ams.

4. Do t igge s exist fo PWTD among the applicants and/o selectees fo any of the ca ee development p og ams? (The app op iate benchma ks a e the elevant applicant pool fo the applicants and the applicant pool fo selectees.) If "yes", desc ibe the t igge (s) in the text box. Select "n/a" if the applicant data is not available fo you agency, and desc ibe you plan to p ovide the data in the text box.

       a. Applicants (PWTD)   Answe   Yes

       b. Selections (PWTD)   Answe   Yes

> Note: N/A means "Not Applicable" and ADNA means "Applicant data not available." Applicant data a e volunta ily self-identified. As such, a p og am may have selection data but not applicant data. The OCC does not have a fo mal ca ee development p og am (CDP); only agencies with fo mal CDPs a e equi ed to collect and epo t applicant pool data in the MD-715 wo kfo ce data tables. The OCC has populated the above Ca ee Development Oppo tunities table with agency info mal ca ee development p og am data. The applicant ates fo Detail P og ams and Othe Ca ee Development P og ams a e g eate than 1 pe cent diffe ence and below the EEOC goal of 2 pe cent. The othe p og ams a e not conside ed as t igge s. Fo selections, t igge s do not exist in all p og ams and the e is less than 1 pe cent diffe ence, except fo Inte nship P og ams and Detail P og ams.

. AWARDS

1. Using the inclusion ate as the benchma k, does you agency have a t igge involving PWD and/o PWTD fo any level of the time-off awa ds, bonuses, o othe incentives? If "yes", please desc ibe the t igge (s) in the text box.

       a. Awa ds, Bonuses, & Incentives (PWD)   Answe   No

       b. Awa ds, Bonuses, & Incentives (PWTD)   Answe   No

> The OCC, as a second-level component of T easu y, does not cu ently have employee ecognition and awa ds data equi ed to submit a esponse to this question. T easu y is committed to p oviding accu ate and eliable data and, the efo e, will not p ovide awa ds data/info mation fo this section until it can be assu ed the data a e accu ate and eliable.

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	137	3.68	3.95	6.25	3.16
Time-Off Awards 1 - 10 Hours: Total Hours	895	25.79	25.49	53.13	20.25
Time-Off Awards 1 - 10 Hours: Average Hours	6.53	1.84	0.21	13.28	-0.47
Time-Off Awards 11 - 20 hours: Awards Given	8	0.53	0.16	0.00	0.63
Time-Off Awards 11 - 20 Hours: Total Hours	122	8.95	2.35	0.00	10.76
Time-Off Awards 11 - 20 Hours: Average Hours	15.25	4.47	0.47	0.00	5.38
Time-Off Awards 21 - 30 hours: Awards Given	7	0.00	0.23	0.00	0.00
Time-Off Awards 21 - 30 Hours: Total Hours	171	0.00	5.58	0.00	0.00
Time-Off Awards 21 - 30 Hours: Average Hours	24.43	0.00	0.80	0.00	0.00
Time-Off Awards 31 - 40 hours: Awards Given	5	0.00	0.16	0.00	0.00
Time-Off Awards 31 - 40 Hours: Total Hours	200	0.00	6.53	0.00	0.00
Time-Off Awards 31 - 40 Hours: Average Hours	40	0.00	1.31	0.00	0.00
Time-Off Awards 41 or more Hours: Awards Given	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Total Hours	0	0.00	0.00	0.00	0.00
Time-Off Awards 41 or more Hours: Average Hours	0	0.00	0.00	0.00	0.00

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards $501 - $999: Awards Given	1391	43.16	39.10	28.13	46.20
Cash Awards $501 - $999: Total Amount	923679	285901.26	259809.33	18518.75	30630.06
Cash Awards $501 - $999 Average Amount	664.04	174.33	21.69	1028.81	1.27
Cash Awards $1000 - $1999: Awards Given	519	14.21	14.62	17.19	13.61
Cash Awards $1000 - $1999: Total Amount	557316	154701.26	156701.86	18496.88	148577.28
Cash Awards: $1000 - $1999: Average Amount	1073.83	286.49	34.98	1681.53	3.95
Cash Awards $2000 - $2999: Awards Given	1	0.00	0.03	0.00	0.00
Cash Awards $2000 - $2999: Total Amount	2012	0.00	65.67	0.00	0.00
Cash Awards: $2000 - $2999: Average Amount	2012	0.00	65.67	0.00	0.00
Cash Awards: $3000 - $3999: Awards Given	0	0.00	0.00	0.00	0.00
Cash Awards: $3000 - $3999: Total Amount	0	0.00	0.00	0.00	0.00

Ca h Award	Total (#) s	Reportable Di ability %	Without Reportable Di ability %	Targeted Di ability %	Without Targeted Di ability %
Ca h Award : $3000 - $3999: s Average Amount	0	0.00	0.00	0.00	0.00
Cas h Award s$4000 - $4999: s Award Given	0 s	0.00 s	0.00 s	0.00 s	0.00
Cas h Award s$4000 - $4999: Total s Amount s	0	0.00	0.00	0.00	0.00
Ca h Award : $4000 - $4999: Average Amount	0	0.00	0.00	0.00	0.00
Cas h Award s$5000 or more: Award Given s	0 s	0.00 s	0.00 s	0.00	0.00
Cas h Award s$5000 or more: Total s Amount	0	0.00	0.00	0.00	0.00
Cas h Award s$5000 or more: Average Amount s	0	0.00	0.00	0.00	0.00

2. U ing the inclu ion rate a the benchmark, doe your agency have a trigger involving PWD and/or PWTD for quality tep increa e or performance- ba ed pay increa e ? If "ye ", plea e de cribe the trigger( )in the text box. s

     a. Pay Increa e (PWD)   An wer   No

     b. Pay Increa e (PWTD)   An wer   No s

See re pon e above in #1. s

Other Award	Total (#)	Reportable s Di ability %	Without Reportable Di ability %	Targeted Di ability %	Without Targeted Di ability %
Total Performance Ba ed Pay Increa e Awarded	0	0.00	0.00	0.00	0.00

3. If the agency ha other type of employee recognition program , are PWD and/or PWTD recognized di proportionately s le than employee without di abilitie ? (The appropriate benchmark i the inclu ion rate.) If "ye ", de cribe the employee recognition program and relevant data in the text box.

     a. Other Type of Recognition (PWD)   An wer   N/A

     b. Other Type of Recognition (PWTD) s   An wer   N/A

See re pon e above in #1.

D. PROMOTIONS

1. Doe your agency have a trigger involving PWD among the qualified internal applicant and/or electee for promotion to the enior grade level ? (The appropriate benchmark are the relevant applicant pool for qualified internal applicant and the qualified applicant pool for electee .) For non-GS pay plan , plea e u e the approximate enior grade level . If "ye ", de cribe the trigger( ) in the text box. Select "n/a" if the applicant data i not available for your agency, and de cribe your plan to provide the data in the text box.

     a. SES

        i. Qualified Internal Applicant (PWD) s   An wer   N/A

        ii. Internal Selection (PWD)   An wer   N/A

     b. Grade GS-15

        i. Qualified Internal Applicant (PWD) s   An wer   N/A s

. Internal Select ons (PWD)   Answer   N/A   i

   c. Grade GS-14

     . Qual f ed Internal Appl cants (PWD)   i   Answer   N/A

     . Internal Select ons (PWD)   Answer   N/A

   d. Grade GS-13

     . Qual f ed Internal Appl cants (PWD)   ii   Answer   N/A

     . Internal Select ons (PWD)   Answer   N/A

The OCC, as a second-level component of Treasury, does not have a complete analys s of appl cant flow data requ red to subm t a response to th s quest on. G ven Treasury's comm tment to prov d ng accurate and rel able data, based on the challenges dent f ed n the Execut ve Summary, Treasury dec ded to exclude appl cant flow data from the FY 2023 MD-715 subm ss on. Treasury's OCRE efforts and n t at ves n FY 2024 w ll prov de Treasury the opportun ty to subm t complete appl cant flow data and Part J responses for the FY 2024 MD-715 report.

2. Does your agency have a tr gger nvolv ng PWTD among the qual f ed nternal appl cants and/or selectees for promot ons   i to the sen or grade levels? (The appropr ate benchmarks are the relevant appl cant pool for qual f ed nternal appl cants and the qual f ed appl cant pool for selectees.) For non-GS pay plans, please use the approx mate sen or grade levels. If "yes", descr be the tr gger(s) n the text box. Select "n/a" f the appl cant data s not ava lable for your agency, and descr be your plan to prov de the data n the text box.

   a. SES

     . Qual f ed Internal Appl cants (PWTD)   i   Answer   N/A

     . Internal Select ons (PWTD)   Answer   N/A

   b. Grade GS-15

     . Qual f ed Internal Appl cants (PWTD)   i   Answer   N/A

     . Internal Select ons (PWTD)   i   Answer   N/A

   c. Grade GS-14   i

     . Qual f ed Internal Appl cants (PWTD)   Answer   N/A

     . Internal Select ons (PWTD)   Answer   N/A   i

   d. Grade GS-13

     . Qual f ed Internal Appl cants (PWTD)   i   Answer   N/A

     . Internal Select ons (PWTD)   Answer   N/A

The OCC, as a second-level component of Treasury, does not have a complete analys s of appl cant flow data requ red to subm t a response to th s quest on. G ven Treasury's comm tment to prov d ng accurate and rel able data, based on the challenges dent f ed n the Execut ve Summary, Treasury dec ded to exclude appl cant flow data from the FY 2023 MD-715 subm ss on. Treasury's OCRE efforts and n t at ves n FY 2024 w ll prov de Treasury the opportun ty to subm t complete appl cant flow data and Part J responses for the FY 2024 MD-715 report.

3. Us ng the qual f ed appl cant pool as the benchmark, does your agency have a tr gger nvolv ng PWD among the new h res   i to the sen or grade levels? For non-GS pay plans, please use the approx mate sen or grade levels. If "yes", descr be the

t igge (s) in the text box. Select "n/a" if the applicant data is not available fo you agency, and desc ibe you plan to p ovide the data in the text box.

a. New Hi es to SES (PWD)   Answe   N/A

b. New Hi es to GS-15 (PWD)   Answe   N/A

c. New Hi es to GS-14 (PWD)   Answe   N/A

d. New Hi es to GS-13 (PWD)   r   Answe   N/A

The OCC, as a second-level component of T easu y, does not have a complete analysis of applicant flow data equi ed to submit a esponse to this question. Given T easu y's commitment to p oviding accu ate and eliable data, based on the challenges identified r in the Executive Summa y, T easu y decided to exclude applicant flow data f om the FY 2023 MD-715 submission. T easu y's OCRE effo ts and initiatives in FY 2024 will p ovide T easu y the oppo tunity to submit complete applicant flow data and Pa t J esponses fo the FY 2024 MD-715 epo t.

4. Using the qualified applicant pool as the benchma k, does you agency have a t igge involving PWTD among the new hi es to the senio g ade levels? Fo non-GS pay plans, please use the app oximate senio g ade levels. If "yes", desc ibe the t igge (s) in the text box. Select "n/a" if the applicant data is not available fo you agency, and desc ibe you plan to p ovide the data in the text box.

a. New Hi es to SES (PWTD)   Answe   N/A

b. New Hi es to GS-15 (PWTD)   r   Answe   N/A

c. New Hi es to GS-14 (PWTD)   Answe   N/A

d. New Hi es to GS-13 (PWTD)   Answe   N/A

The OCC, as a second-level component of T easu y, does not have a complete analysis of applicant flow data equi ed to submit a esponse to this question. Given T easu y's commitment to p oviding accu ate and eliable data, based on the challenges identified in the Executive Summa y, T easu y decided to exclude applicant flow data f om the FY 2023 MD-715 submission. T easu y's OCRE effo ts and initiatives in FY 2024 will p ovide T easu y the oppo tunity to submit complete applicant flow data and Pa t J esponses fo the FY 2024 MD-715 epo t.

5. Does you agency have a t igge involving PWD among the qualified inte nal applicants and/o selectees fo p omotions to supe viso y
positions? (The app op iate benchma ks a e the elevant applicant pool fo qualified inte nal applicants and the qualified applicant pool fo selectees.) If "yes", desc ibe the t igge (s) in the text box. Select "n/a" if the applicant data is not available fo you agency, and desc ibe you plan to p ovide the data in the text box.

a. Executives

i. Qualified Inte nal Applicants (PWD)   r   Answe   N/A

ii. Inte nal Selections (PWD)   Answe   N/A

b. Manage s

i. Qualified Inte nal Applicants (PWD)   r   Answe   N/A

ii. Inte nal Selections (PWD)   Answe   N/A

c. Supe viso s

i. Qualified Inte nal Applicants (PWD)   r   Answe   N/A

ii. Inte nal Selections (PWD)   r   Answe   N/A   r

he OCC, as a second-level component of reasury, does not have a complete analysis of applicant flow data required to submit a response to this question. Given reasury's commitment to providing accurate and reliable data, based on the challenges identified in the Executive Summary, reasury decided to exclude applicant flow data from the FY 2023 MD-715 submission. reasury's OCRE efforts and initiatives in FY 2024 will provide reasury the opportunity to submit complete applicant flow data and Part J responses for the FY 2024 MD-715 report.

6. Does your agency have a trigger involving PW D among the qualified internal applicants and/or selectees for promotions to supervisory positions? (he 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)   T   Answer   N/A

    b. Managers

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

        ii. Internal Selections (PW D)   Answer   N/A   T

    c. Supervisors

        i. Qualified Internal Applicants (PWTD)   T   AnTwer   N/A

        ii. Internal Selections (PW D)   Answer   N/A

he OCC, as a second-level component of reasury, does not have a complete analysis of applicant flow data required to submit a response to this question. Given reasury's commitment to providing accurate and reliable data, based on the challenges identified in the Executive Summary, reasury decided to exclude applicant flow data from the FY 2023 MD-715 submission. reasury's OCRE efforts and initiatives in FY 2024 will provide reasury the opportunity to submit complete applicant flow data and Part J responses for the FY 2024 MD-715 report.

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

he OCC, as a second-level component of reasury, does not have a complete analysis of applicant flow data required to submit a response to this question. Given reasury's commitment to providing accurate and reliable data, based on the challenges identified in the Executive Summary, reasury decided to exclude applicant flow data from the FY 2023 MD-715 submission. reasury's OCRE efforts and initiatives in FY 2024 will provide reasury the opportunity to submit complete applicant flow data and Part J T responses for the FY 2024 MD-715 report.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PW D 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 (PW D)   Answer   N/A

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

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

The OCC, as a second-level component of Treasury, does not have a complete analysis of applicant flow data required to su mit a response to this question. Given Treasury's commitment to providing accurate and relia le data, ased on the challenges identified in the Executive Summary, Treasury decided to exclude applicant flow data from the FY 2023 MD-715 su mission. Treasury's OCRE efforts and initiatives in FY 2024 will provide Treasury the opportunity to su mit complete applicant flow data and Part J b responses for the FY 2024 MD-715 report.

Section VI: Plan to Improve Retention of Persons with Disa ilities

To e model employer for persons with disa ilities, agencies must have policies and programs in place to retain employees with disa ilities. In this section, agencies should: (1) analyze workforce separation data to identify arriers retaining employees with disa ilities; (2) descri e efforts to ensure accessi ility of technology and facilities; and (3) provide information on the reasona le accommodation program and workplace assistance services.

A. VOLUNTARY AND INVOLUNTARY SEPARATIONS

1. In this reporting period, did the agency convert all eligi le Schedule A employees with a disa ility 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 b not convert all eligi le Schedule A employees.

                                                              Answer   Yes

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There were two Schedule A employees hired in FY 2021 and oth were converted to career status in FY 2023.

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2. Using the inclusion rate as the enchmark, did the percentage of PWD among voluntary and involuntary separations b exceed that of persons without disa ilities? If "yes", descri e the trigger elow.

      a.Voluntary Separations (PWD)   Answer   Yes

      .Involuntary Separations (PWD)   Answer   Yes

V1 B14 in DI: The inclusion rates for PWD were a ove the rates of persons with no disa ilities for voluntary and involuntary b separations—6.32 percent vs. 6.20 percent and 0.53 percent vs. 0.03 percent, respectively.

Seperations	Total #	Reporta le Disa ilities %	Without Reporta le Disa ilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removab b	1	b 0.26 b	0.00
Permanent Workforce: Resign b b b b	89 bb	2.1 1 b	2.49
Permanent Workforce: Retirement bb	92 b	3.1 6 b	2.46 b
Permanent Workforce: Other Separations bb	50 bbb	1.32 b	1.39 b
Permanent Workforce Total Separations b	23B bbb	6.84 b	6.3 b

3. b Using the inclusion rate as the enchmark, did the percentage of PWTD among voluntary and involuntary separations b exceed that of persons without targeted disa ilities? If "yes", descri e the trigger elow.

      a.Voluntary Separations (PWTD)   Answer   Yes

      .Involuntary Separations (PWTD)   Answer   No

V1 B14 in DI: The inclusion rate of PWTD (7.81 percent) exceeded the rate of persons with no disa ilities for voluntary separations   b

6.20 percent).

Seperations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	1	0.00	0.03
Permanent Workforce: Resignation	89	3.13	2.44
Permanent Workforce: Retirement	92	3.13	2.53
Permanent Workforce: Other Separations	50	1.56	1.38
Permanent Workforce: Total Separations	232	7.81	6.37

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. (

In FY 2023, there were seven exit survey respondents with disabilities: three retired and four accepted other positions. A large majority 85.7 percent) indicated they would return to work for the OCC/Treasury Department, and there was nothing that could have been done to prevent them from leaving the agency 71.4 percent). Also, 100.0 percent indicated they would recommend the OCC/Treasury as a good place to work, and 85.7 percent stated they generally had a positive work experience. Eight issues were cited by PWD as the primary reasons for leaving keeping in mind there were seven respondents): two issues were equally cited— office morale and recognition of efforts, contributions, and achievements relationship with supervisor); two issues were equally cited—job stress and cooperativeness and teamwork relationship with supervisor); expectation of job performance relationship with supervisor); and three issues were equally cited— workload, empowerment to improve performance relationship with supervisor), and demonstration of skills and capabilities work experience). In the agency-wide survey results, job stress, office morale, pay, career growth, and demonstrated skills and capabilities work experience) were cited most often.

B. A ESSIBILITY OF TE HNOLOGY AND FA ILITIES

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.

The OCC's public websites on Section 508 rights: https://www.occ.gov/about/policies/accessibility.html https://www.helpwithmybank.gov/policies/policies-web-site.html Instructions on how to file a complaint: https://www.helpwithmybank.gov/policies/accessibility.html

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://occ.gov/about/policies/accessibility.html To file a complaint, go to this webpage and click on the link regarding how to "File (a Complaint" of discrimination. For concerns about the OCC's buildings and facilities, contact: Facilities Management Office: 202) 649-7288 TTY: 800) 877-8339 via a relay service)

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.

The OCC continued to work toward ensuring 508 users had necessary information and communication technology to effectively perform their jobs.

REASONABLE A OMMODATION 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.)

20 business days or less

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

In FY 2023, 94 percent of reasonable accommodation requests were processed within the time frame set forth in the agency procedures. In addition, the agency approved all requests for reasonable accommodation. The OCC also has an interagency agreement with the Federal Occupational Health Agency to conduct ergonomic consultation and assessments (e.g., fitness for duty) in FY 2023, and will continue to do so in FY 2024.

D PERSONAL ASSISTAN E SERVI ES ALLOWING EMPLOYEES TO PARTI IPATE IN THE WORKPLA E

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

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

During FY 2018, the OCC adopted the U.S. Department of the Treasury's PAS policy and procedures, which follow the requirements established by the Office of Personnel Management. In addition, the Treasury Department has procured a Treasury-wide PAS contract. This contract will allow the OCC to establish a blanket purchase agreement (BPA) against the Treasury-wide base contract. The OCC has set up its BPA with the procurement office to use these services when necessary. To date, the OCC has not used these services.

Section VII: EEO Complaint and Findings Data

A EEO OMPLAINT 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   Yes

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   Yes

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.

Not applicable

. EEO OMPLAINT DATA INVOLVING REASONA LE A OMMODATION

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?

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

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?

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

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

Not applicable

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 **B** *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?

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

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

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

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

S urc f Trigg r:	Workforce Data (if so identify the table) d
Sp cific Workf rc Da a Tabl : d	Workforce Data Table - B6
STATEMENT OF COND TION THAT WAS A TRIGGER FOR A POTENT Al BARRIER: d Prov d ddi d h rd t d d descri g d d d d d d d d d issd d d d H d d al d d d n d d d d re d d d d d p d d d d d d barrie d d d	Lower-than-expected participation rate (percentage) of PWD in the following occupational series: d h t d d b k d h in r d (GFO) d d d d y d (GFO) d d d d st (GFO) d d d d tio d d d d h d d gd d speci list (2210) d d d d par d d d h d ERDO d g d d o d d d d d d d d
STATEMENT OF BARRIER GROUPS d d	*B r d d Gr d p d d* Pe p d d d h d D s b d d d d d
Barri r Adhyd K d d c d s d mpl d ?: d d	Y
B d ri d d Id n ifi d l : d d d	Y d d
STATEMENT OF IDENTIFIED BARRIER: d d Provi d d d d h in d s d d t d d of th g d c y d d d d y d d pr c d d d d or p c d d d h t d d d d h d d det d d d d d d d d h t d d h d of d d d d und d d d d o d d d d d d d	B rri d Nam h e d / D scrip d l n d d P d li y d P l l d d r d , d d R h d d d d
	O d r ch d d d d d d d d nt d d str d gd d d d d / Un d d d d d d d d p d d d d d h d d d d d d i d d nt d d d g d d d d d PWD. d d

Obj ci d (s) d d D l s f d d EEO Pl d d

D d d In i d d d	Targ d d D d d	Suffici h d Fu d ing / d S f f ing d d	D d d d Mo ifi d d	D d d mpl d	Obj civ D scr p d d n d d
10 d d R 5 d d d	09 d R d d d d	Yes d d d	d	d	In d d d d d d d d d d d d i d nt d d PWD.

R sp ns d d Offici l (s) d d

Ti d d d d	Nam h e d	S nd r d Add r s T d Pl n d d
Se d d Deput d C mptr ll r d d	All E d d d d C mmitt Members d d d	Yes
Ex c d ve d Di ct r d Offic d M no d d d d and d Women I d d d d d d d	Sh d d Sh d d d d d	Yes d d

Pl nn Ac ivi i s T w r d d mpl d n d O j c d d

Targ d D d d d	Pl n d d A d i i d s d d	Suffici h S f f ng & d Fu d ing d d	Mo ifi d d D d d d	mpl d n d d D d d
09 d R d d d d d	Tal d d A d i d d d (TA) d d n R d d d d (HR d) d d spec d d d add d d A r d d d t d pr d d d d iv d d sc d d d with h d ng d man g rs d g d d d d av d d d d d d e A hir d d d d t y (e.g. R d ks with D s b d d d d d d ve d d d p oi t g d d d l wh n d d d d h d ng d d d cons d d d d d d l d d l d c s d d	Yes d d	d	09 d R d d d d

lann d Ac ivi i s T ward mpl i n f Obj c iv P				
Targ Da	P lann d Ac ivi i s P	Suffici n S affing & Funding?	Modifi d Da P	mpl i n P Da
09/ / P	Esta lish and maintai relationship ith rga za ions that st PWD in Recruiting and obtaining employment an ro e rtici ants for the . These organizations PP, colleges, universities, and pro es ro pp	Ye P P	P	09/ / 3 PPP
09/ /2 P	Pro id an ual tain r P pc ls and re unte a PP WPD in Pla P Re on mod a ro ram	Ye P P	P	09/ /2 PPPP
09/30/201 P	Pro ote thease of theWorkf rc it ment Pr gram as r ruit to fill PWD in to or or permanently or po en ti ns. P	Yes		09/30/202 P
09/ / 3 P	The will on in e to l ok for way so e po iti ns for PWD in other roles res i en ified in the gge , e g ce anage ent, airs and Co munity airs	Ye PPP	P	09/ / 3 PPP
09/3 /20 P	Con n olI en ify our te P an de elopment or r (e.g. r r fair s in rn, er ro, re or) disc PPP	Ye P P	P	09/3 /20 PPPP
09/30/201 PP	Exp e rtici r ta fo ore e anal s nd di log P rt hip on ro di er c ion n WPD. P P	Yes		09/30/202 P
09/ / 0 PP	8. T w rtere i mail t de pe and a a rm gra ath nd Bu re ruiting WPD r se of Work d Re ruit ent for r it isa i	Ye PP	P	09/ / 3 PPP

R p P PPA mplis men s P	
Fis PP ar PP	Ac mplis men P P
20 PPPP	Be w en and 20 PWD in the foll w g ission or i ajor up MCO ain exa ers sts re pa to FY p or e CRP up PP percent. In 20 PWD ase rtici MCO osi FY 20 ba r iners per cent) r ts re v per cen P PWD in MCO e e er rc FY 20 r PP E go per cent. FY 20 per cen r CRP with t MCO, r sen by 20 ark ers d st. r d ppo r ne y rt, pe cia up r dit r CRP rs r elop ent cur r ep r PWD in MCO l per cent e en FY 20 l 20 age we ar t pat (. per cent FY 20 r PWD P deci r FY 20 r MCO, e pp PP

P

Source of 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 description identifying the condition at issue How was the condition recognized as a potential barrier	Lower-than-expected participation rate (percentage) in career development programs (retention focus) for PWD compared with that of the individuals with targeted disabilities.
STATEMENT OF BARRIER GROUPS	*Barrier Group* People with Disabilities
Barrier Analysis Completed?:	Y
Barrier Identified?:	Y

| STATEMENT OF IDENTIFIED BARRIER:

 Provide a concise statement of the agency policy, procedure or practice that has been determined to be the cause of the under representation | **Barrier Name**
 Retention and Career Development Programs | **Description of Policy, Procedure or Practice**
 Insufficient attention to the needs of building a climate of development and retention to provide employment programs, and the full participation of PWD in these career development programs. |

Objective(s) and Dates for EEO Plan					
Date Initiated	Target Date	Sufficient Funding / Staffing	Date Modified	Date Completed	Objective Description
10/2015	09/2023	Yes			Increase the retention and the participation of PWD in the career development programs.

Responsible Official(s)		
Title	Name	Standards Address This Plan?
Senior Deputy Comptroller	All EEO Committee Members	Yes
Executive Director, Office of Minority and Women Inclusion	Shield Shield	Yes

Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2018	Encourage PWD to apply for management, leadership, and career development programs through employee networks (ENG) and advocacy of the communities and issues.	Yes		09/30/2023

lann d Ac ivi i s T ward mpl i n f Obj c iv P					
Targ Da	P	lann d Ac ivi i s P	Suffici n S affing & Funding?P	Modifi d Da	mpl i n P Da
09/30/2021		Share developmental opportunities available throughout the agency with the PWD through the NRC.	Yes		09/30/2022
09/30/2018		Management and managers and PWD to participate in developmental opportunities that support the career goals of PWD.	Yes		09/30/2023
09/30/2020		TA will send managers and supervisors an email reminder regarding their employees' eligibility to compete for competitive service. Managers are to ensure that managers manage their employees eligibility to participate in the competition service and work with them to be aware of the position plans and the conversion employees who were hired under Schedule A to permanent appointment also strongly encourage managers to engage in a full and fair discussion with their supervisors regarding permanent status under competitive service and the full and fair discussion service development plan (IDP) and their performance.	Yes		09/30/2020
09/30/2020		Partner with leadership and development Continuing Program a) Ensure Compliance conducted with PWD in accordance course development. b) Ensure OPM to partner with language equality to more effective of PWD.	Yes		09/30/2020
09/30/2020		Publish annually on the annual, possible, through various methods (e.g. that's new at the peek new Care plus Support Month information and related to PWD, to educate participating, separately rates	Yes		09/30/2023
09/30/2020		Educate the workforce including one year prior to being in reasonable accommodation process by radio education methods, • having annual, including the RC, and participant discussions, • featuring and participating in the Town participant video in the program.	Yes		09/30/2020
09/30/2020		Share with all employees annual helpful best practices, and technology based information support employees, particularly with the access to media and the program report.	Yes	09/30/2024	

R p P PPAR Complishm en s P	
Fiscal Year P	Ac complishm en P
2022	Historically, participation of PWD in career development programs were generally absent of their managers for over the past five years. However, between FY 2021 and FY 2022, in their career development programs the participation of PWD improved. PWD were generally participating above the agency level participation rate. In FY 2022, PWD were participating in career development programs, except the PPAR LI and executive coaching programs.

P

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

ue to resource constraints, the OCC was unable to publish technology-based information about section 508 accessibility needs but plans to do so in FY 2024.	D

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

Participation rates for PW   have gradually increased over the last five years, from 9.1 percent in FY 2019 to 10.5 percent in FY 2023. In FY 2023 (as of August 7, 2023), the applicant flow rate for PW   was 6.1 percent and the selection rate was 3.3 percent. The applicant flow rate and the selection rate fell below the EEOC goal of 12.0 percent. The OCC retained 100 percent of its non-competitive Schedule A hires from FY 2021 and converted 100 percent of its eligible Schedule A hires.

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

The OCC changed the focus of its barrier plan to concentrate on its MCO and added activities that support these occupations. Planned activities are being executed, monitored, and evaluated. The OCC expanded the focus of its barrier plan to concentrate on the retention and development of its PW . Planned activities are being executed, monitored, and evaluated.