

<b>EEOC FORM 715-01 PART J</b>	<b>U.S. Equal Employment Opportunity Commission FEDERAL AGENCY ANNUAL EEO PROGRAM STATUS REPORT Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities</b>
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<b>PART I Department or Agency Information</b>	1. Agency	1. National Credit Union Administration
	1.a. 2 <sup>nd</sup> Level Component	1.a.
	1.b. 3 <sup>rd</sup> Level or lower	1.b.

<b>PART II Employment Trend and Special Recruitment for Individuals With Targeted Disabilities</b>	Enter Actual Number at the ...	... beginning of FY.		... end of FY.		Net Change	
		Number	%	Number	%	Number	Rate of Change
	Total Work Force	1,234	100.00%	1,212	100.00%	-22	-1.78%
	Reportable Disability	119	9.64%	114	9.41%	-5	-4.20%
	Targeted Disability*	12	0.97%	11	0.91%	-1	-8.33%
	* If the rate of change for persons with targeted disabilities is not equal to or greater than the rate of change for the total workforce, a barrier analysis should be conducted (see below).						
1. Total Number of Applications Received From Persons With Targeted Disabilities during the reporting period.						345	
2. Total Number of Selections of Individuals with Targeted Disabilities during the reporting period.						0	

<b>PART III Participation Rates In Agency Employment Programs</b>									
Other Employment/Personnel Programs	TOTAL	Reportable Disability		Targeted Disability		Not Identified		No Disability	
		#	%	#	%	#	%	#	%
3. Competitive Promotions	37	2	5.41%	0	0%	0	0%	35	94.59%
4. Non-Competitive Promotions	106	14	13.21%	0	0%	5	4.72%	87	82.08%
5. Employee Career Development Programs									
5.a. Grades 5 - 12	4	0	0	0	0	0	0	4	100%
5.b. Grades 13 - 14	14	0	0	0	0	0	0	14	100%
5.c. Grade 15/SES	7	0	0	0	0	1	14.29%	6	85.71%
6. Employee Recognition and Awards									

6.a. Time-Off Awards (Total hrs awarded)	72	24	33.33%	0	0%	0	0	48	66.67%
6.b. Cash Awards (total \$\$\$ awarded)	812,925	56,800	6.99%	4,000	0.49%	15,100	1.86%	741,025	91.16%
6.c. Quality-Step Increase	0	0	0%	0	0%	0	0%	0	0%

<b>EEOC FORM 715-01</b> Part J	Special Program Plan for the Recruitment, Hiring, and Advancement of Individuals With Targeted Disabilities
<b>Part IV</b> Identification and Elimination of Barriers	A barrier analysis study was conducted in 2015. The analysis confirmed what the agency know about separations, separations were outpacing hires. However, the lack of Applicant Flow Data prevents the identification of the actual barrier.
<b>Part V</b> Goals for Targeted Disabilities	<p>At the time of MD-715 report preparation, the agency's 2017 recruitment and outreach plan for the disabled and veteran populations was not complete. Notably, in 2016, NCUA participated in a number of activities to enhance outreach to individuals with disabilities and veterans. These efforts included:</p> <ul style="list-style-type: none"> <li>- Attending outreach events targeting veterans and people with disabilities. The job fairs were sponsored by Equal Opportunity Publications and consisted of career expos for minorities, women, people with disabilities, and wounded warriors.</li> <li>- Maintaining a "talent bank" of Schedule A applicants who apply for agency positions.</li> <li>- Utilizing LinkedIn Recruiter and the USAJOBS Resume Mining tool to significantly expand the outreach footprint to diverse applicants. These tools allow NCUA to: <ul style="list-style-type: none"> <li>✓ Reach out, and connect (follow), and send vacancies to people with disabilities groups.</li> <li>✓ Reach out to people with disabilities with high skills and/or degrees.</li> <li>✓ Post vacancies on LinkedIn with auto-search capability (searches and automatically contacts potential matches with information about our vacancies).</li> <li>✓ Market the Agency and expand the outreach footprint to a variety of potential candidates who may not be familiar with USAJOBS or Federal government opportunities.</li> </ul> </li> <li>- Utilizing the Bender Consulting Services as an avenue for managers to use, in addition to the competitive recruitment process, to fill positions.</li> </ul> <p>Additionally, NCUA Partnered with Cameron's Coffee &amp; Chocolates during Disability Employment Awareness Month. The Office of Minority and Inclusion and the Combined Federal Campaign invited Cameron's owner, Ellen Graham, and staff to visit the agency to sample their products and learn about the family business, which employs young adults with varied disabilities. The business named after Ellen's daughter, Cameron and other employees were present to tell their stories. The company motto is <i>Even I Can Work</i>. Located in Fairfax, VA., the sandwiches, cookies and chocolates they made brought from Cameron's were delicious. This demonstrated to agency leadership, and specifically hiring managers, the possibilities of this underrepresented group.</p> <p>In addition to the above accomplishments, the agency posted one-page advertisements in two diverse circulars to expand its recruitment and outreach efforts to the disabled and veteran communities. The circulars were the DIVERSEability magazine and the U.S. Veterans magazine.</p>