

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

To capture agencies' affirmative action plan for persons with disabilities (PWD) and persons with targeted disabilities (PWTD), EEOC regulations (29 C.F.R. § 1614.203(e)) and MD-715 require agencies to describe how their affirmative action plan will improve the recruitment, hiring, advancement, and retention of applicants and employees with disabilities.

### Section I: Efforts to Reach Regulatory Goals

*EEOC regulations (29 CFR §1614.203(d)(7)) require agencies to establish specific numerical goals for increasing the participation of persons with disabilities and persons with targeted disabilities in the federal government*

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

- |                                |            |
|--------------------------------|------------|
| a. Cluster GS-1 to GS-10 (PWD) | Answer No  |
| b. Cluster GS-11 to SES (PWD)  | Answer Yes |

The BLM's permanent workforce disability participation rates are: • Peoples with Disability (PWD) 11.52% (below the federal goal of 12%) • Peoples with Targeted Disability (PWTD) 3.04% (above the 2.0% federal goal) PWD representation in the GS-1 to GS-10 cluster is 13.32 % (406 employees) which is 1.32% above the 12% benchmark. No triggers involving PWD at the GS-1 to GS-10 grade level cluster exist. In the GS-11 to SES cluster, there are improvements worthy of note despite still having room to grow. In FY 2022, PWD represent 10.39% (579 employees) of the cluster, an increase from FY 2021 and FY 2020's PWD representation of 9.27% (508 employees) and 8.62% (465 employees) respectively. Trigger: A total of 10.39% (579 employees) are situated in the GS-11 to SES grade distribution falling 1.61% below the benchmark of 12%. The numerical disparity represents a trigger. Source: Table B4GSP

\*For GS employees, please use two clusters: GS-1 to GS-10 and GS-11 to SES, as set forth in 29 C.F.R. § 1614.203(d)(7). For all other pay plans, please use the approximate grade clusters that are above or below GS-11 Step 1 in the Washington, DC metropolitan region.

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If "yes", describe the trigger(s) in the text box.

- |                                 |           |
|---------------------------------|-----------|
| a. Cluster GS-1 to GS-10 (PWTD) | Answer No |
| b. Cluster GS-11 to SES (PWTD)  | Answer No |

No trigger exists. Currently representation for PWTD in the GS-1 to GS-10 cluster is 3.61% (110 employees). A total of 2.64% (147 employees) are situated in the GS-11 to SES grade distribution. Both grade level clusters exceed the 2% benchmark.

Grade Level Cluster(GS or Alternate Pay Planb)	Total	Reportable Disability		Targeted Disability	
	#	#	%	#	%
Numarical Goal	--	12%		2%	
Grades GS-1 to GS-10	3092	411	13.29	113	3.65
Grades GS-11 to SES	5595	580	10.37	147	2.63

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

State and Center EEO managers brief their leadership during the State of the Agency briefing on the 12% federal goal for PWD and the 2% federal goal for PWTD and advise where there are deficiencies within each state. The BLM Office of Civil Rights provides workforce demographic reports for all senior leaders which outline workforce representation by race/national origin, sex, and disability status. These snapshots include the numeric count and federal hiring goal percentages for individuals with reportable and targeted disabilities. Deputy Director, Operations, Office of Civil Rights Director, and Assistant Director of Business Management & Administration Directorate met with all State/Center Executive Leadership to review and provide feedback on their IDEA plans for their respective State/Center to include plans on addressing underrepresentation of PWD and PWTD. This was a continuation upon direction from the Office of the Director in FY21 requiring all BLM States/Centers to designate/hire specific staff to conduct strategic outreach and recruitment towards increasing the diversity of the BLM workforce. In FY22, the Inclusion, Diversity, Equity, and Accessibility (IDEA) Team, established by the BLM Business Management & Administration Directorate and the Office of Civil Rights partnership continues to meet regularly to address implementation of the strategic plan approved by the Deputy Director, Operations, in FY21. An Implementation plan was finalized during the reporting period and outlines actions by quarter for the BLM to complete in the areas of outreach and recruitment, training, career development opportunities, workplace inclusion, and leadership accountability in all aspects of IDEA.

## Section II: Model Disability Program

Pursuant to 29 C.F.R. § 1614.203(d)(1), agencies must ensure sufficient staff, training and resources to recruit and hire persons with disabilities and persons with targeted disabilities, administer the reasonable accommodation program and special emphasis program, and oversee any other disability hiring and advancement program the agency has in place.

### A. PLAN TO PROVIDE SUFFICIENT & COMPETENT STAFFING FOR THE DISABILITY PROGRAM

1. Has the agency designated sufficient qualified personnel to implement its disability program during the reporting period? If “no”, describe the agency’s plan to improve the staffing for the upcoming year.

Answer No

In FY 2022, the BLM onboarded a Special Placement Program Coordinator with the Business Management & Administration Directorate. The BLM has designated collateral-duty points of contacts (POCs), who are accountable for the disability program responsibilities. The agency will fill funded vacant positions including Employee Relations Specialists, Diversity Officer, Equity Program Manager and Equity Program Specialist. Additionally, the agency will further explore opportunity to allocate an FTE for a full-time Disability Employment Program Manager.

2. Identify all staff responsible for implementing the agency's disability employment program by the office, staff employment status, and responsible official.

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Special Emphasis Program for PWD and PWTD	0	0	1	Charles Lasley, Public Civil Rights Specialist
Architectural Barriers Act Compliance	1	0	0	Stephen Cole, Architect, NOC scole@blm.gov
Section 508 Compliance	1	0	25	Brianna Huerta, National 508 Program Manager/National Forms Manager And Collateral Duty Coordinators

Disability Program Task	# of FTE Staff By Employment Status			Responsible Official (Name, Title, Office Email)
	Full Time	Part Time	Collateral Duty	
Processing reasonable accommodation requests from applicants and employees	13	0	0	Kevin Graham, Lead Human Resources Specialist (ER/LR), kgraham@blm.gov And State ER/LR POCs
Answering questions from the public about hiring authorities that take disability into account	12	0	0	Karen Irons, National Program Coordinator for Veterans & Individuals And BLM State/Center HR Offices
Processing applications from PWD and PWTD	12	0	0	State/Center Staffing Specialists process applications for PWD/ PWTD under

- Has the agency provided disability program staff with sufficient training to carry out their responsibilities during the reporting period? If “yes”, describe the training that disability program staff have received. If “no”, describe the training planned for the upcoming year.

Answer Yes

During FY 2022 the National Selective Placement Program Coordinator completed the training and certification to be a Workforce Recruitment Program (WRP) recruiter. Human Resources Specialists within BLM are responsible for processing applications and for answering questions from the public. They receive training on various hiring authorities, eligibility requirements and proper documentation through basic staffing training and monthly community of practice meetings. Employee Relations Specialists receive training in basic employee relations, various webinar trainings through various groups on case law, employee rights, reasonable accommodations, monthly community of practice meeting and other informal training sessions. Civil Rights Staff receive training annually on the protections afforded to PWD, reasonable accommodations, targeted disabilities, and attend monthly community of practice meetings. During FY22, the BLM Office of Civil Rights continued its partnership with the BLM Employee Relations/ Labor Relations National Program Lead to develop and provide a Reasonable Accommodations Training (two individual sessions, one designed specifically for nonsupervisory employees and another for managers and supervisors) BLM-wide. Each session was offered once during the reporting period and is planned to reoccur on an annual basis. 395 employees attended the session for non-supervisory employees, and 347 employees attended the session for managers and supervisors. Employee/Labor Relations staff attended. Currently the Special Placement Coordinator is using Agency Talent Portal (ATP) to create campaigns to invite and drive Schedule A, Disabled Veteran applicants to apply for BLM jobs posted on USAJobs. In effort to expand the use of the ATP, during FY 2023 Human Resources Officers and HR professionals will receive training for ATP. This will expand the capacity and is expected to increase the number of campaigns created that will invite and drive Schedule A, Disabled Veteran applicants to apply for BLM jobs posted on USAJobs. During FY 2023, the Agency will provide Schedule A training.

**B. PLAN TO ENSURE SUFFICIENT FUNDING FOR THE DISABILITY PROGRAM**

Has the agency provided sufficient funding and other resources to successfully implement the disability program during the reporting period? If “no”, describe the agency’s plan to ensure all aspects of the disability program have sufficient funding and other resources.

Answer Yes

The BLM successfully funded and onboarded a Special Placement Program Coordinator with the Office of Human Capital during the FY 2022 reporting period. The BLM Office of Civil Rights, Public Civil Right Specialist served as the Disability Program Manager during FY 2022. Separate budgets for Diversity & Inclusion/EEO, Special Emphasis, and Diversity Change Agent, and/or reasonable accommodations programs continue to be funded throughout FY 2022. Further, there is sufficient funding available for providing reasonable accommodations. The Agency will consider expanding the use of Selective Placement Program Coordinators with servicing Human Resources Offices (SHRO) across BLM.

### Section III: Program Deficiencies In The Disability Program

<b>Brief Description of Program Deficiency</b>	C.2.a.6. Do the agency’s training materials on its anti-harassment policy include examples of disability-based harassment? [see 29 CFR §1614.203(d)(2)]
<b>Brief Description of Program Deficiency</b>	C.2.b. Has the agency established disability reasonable accommodation procedures that comply with EEOC’s regulations and guidance? [see 29 CFR §1614.203(d)(3)]
<b>Brief Description of Program Deficiency</b>	C.2.b.5. Does the agency process all initial accommodation requests, excluding ongoing interpretative services, within the time frame set forth in its reasonable accommodation procedures? [see MD-715, II(C)] If “no”, please provide the percentage of timely-processed requests, excluding ongoing interpretative services, in the comments column.

<b>Brief Description of Program Deficiency</b>	D.1.c. Does the agency conduct exit interviews or surveys that include questions on how the agency could improve the recruitment, hiring, inclusion, retention and advancement of individuals with disabilities? [see 29 CFR §1614.203(d)(1)(iii)(C)]		
<b>Objective</b>	Provide feedback to DOI regarding incorporation of questions on recruitment, hiring, inclusion, retention and advancement of PWD into the Exit Interview.		
<b>Target Date</b>	Jun 30, 2022		
<b>Completion Date</b>	Sep 30, 2022		
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Apr 21, 2021		Ensure consistent use of Exit Interview by BLM managers, supervisors, and Human Resources during the off-boarding process
	Jun 30, 2022	September 30, 2022	Provide feedback to DOI regarding incorporation of questions on recruitment, hiring, inclusion, retention and advancement of PWD into the Exit Interview
	Sep 30, 2022		Establish communication plan to ensure Human Resources provide guidance and direction on use of the Exit Interview to managers and supervisors when off-boarding employees
	Oct 1, 2023		Business Management & Administration Directorate, Division of Human Resources Policies and Programs and Office of Civil Rights will collaborate to include MD-715 questions as part of the remedy ticket process for the current Offboarding Pilot.
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2022	Feedback has been provided to the Department regarding incorporation of questions on recruitment, hiring, inclusion, retention, and advancement of PWD into the DOI exit survey. Internally we are exploring the inclusion of MD-715 questions as part of the remedy ticket for the current Offboarding Pilot.	
<b>Objective</b>	Ensure consistent use of Exit Interview by BLM managers, supervisors, and Human Resources during the off-boarding process		
<b>Target Date</b>	Dec 31, 2022		
<b>Completion Date</b>			
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Sep 30, 2021	April 12, 2021	Incorporate Exit Interview into electronic off-boarding checklist pilot project
	Jun 30, 2022		Provide feedback to DOI regarding incorporation of questions on recruitment, hiring, inclusion, retention and advancement of PWD into the Exit Interview
	Sep 30, 2022		Establish communication plan to ensure Human Resources provide guidance and direction on use of the Exit Interview to managers and supervisors when off-boarding employees
	Sep 30, 2022		Ensure the Exit Interview is incorporated into all off-boarding checklists across BLM
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	

<b>Brief Description of Program Deficiency</b>	E.4.a.5. The processing of requests for reasonable accommodation? [29 CFR §1614.203(d)(4)]		
<b>Objective</b>	Establish an effective and accurate data collection system that allows collection and sharing of data on reasonable accommodation requests		
<b>Target Date</b>	Sep 30, 2022		
<b>Completion Date</b>	Oct 24, 2022		
<b>Planned Activities</b>	<u>Target Date</u>	<u>Completion Date</u>	<u>Planned Activity</u>
	Oct 30, 2022		Upon DOI's release of the updated RA Policy and Procedures PERSONNEL BULLETIN 21-03 (10/24/22) implement use of iMart tracking for RA.
	Sep 30, 2023		Monitor use of iMart to determine if the tracking system improves timeliness and/or addresses the untimely processing for requests submitted.
	Sep 30, 2023		Provide training to and implement use of the Reasonable Accommodation tracking system by all Human Resources and/or Employee Relations/ Labor Relations personnel.
	Dec 31, 2023		Ensure EEO personnel have access to reporting data to enable the EEO program to identify and establish plans to address any barriers or deficiencies.
<b>Accomplishments</b>	<u>Fiscal Year</u>	<u>Accomplishment</u>	
	2012	The BLM engaged with the Department to support the development of the new Reasonable Accommodation (RA) Policy that was issued October 24, 2022. The RA policy is in compliance with EEOC's regulations and guidance. During FY22, Executive Orders 14042 and 14043 were issued by the Administration and included a COVID-19 Vaccine Mandate for all federal employees and federal contractors to receive their COVID-19 vaccinations by November 21, 2021. This brought a unique circumstance to the processing of reasonable accommodations. During the reporting period, 348 reasonable accommodation requests were received agency-wide, 208 of which were medical or religious vaccine mandate exemption requests. Due to a court-ordered injunction on the enforcement of the Administration's COVID-19 Vaccine Mandate, the 208 requests received were not processed, granted, or denied. 140 reasonable accommodation requests were received during the reporting period that did not fall under the COVID-19 Vaccine Mandate. 7 requests, or 5%, were withdrawn by the employee who submitted the request. Of the remaining 133 requests, 53 (39.8%) of the requests received were processed timely (within 20 business days of receiving the request). 80 requests (60.2%) were processed untimely. iMart tracking for Reasonable Accommodations data was implemented on 10/24/2022 upon DOI's release of an updated RA Policy and Procedures. It is expected that the continued use of i-Mart and the new Reasonable Accommodations policy, PERSONNEL BULLETIN 21-03, issued on October 24, 2022, will help to address untimely processing and improve tracking of requests submitted.	

## Section IV: Plan to Recruit and Hire Individuals with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(i) and (ii), agencies must establish a plan to increase the recruitment and hiring of individuals with disabilities. The questions below are designed to identify outcomes of the agency's recruitment program plan for PWD and PWTDD

### A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

The BLM Division of HR Policy and Programs (HQ-710) office collaborates with Bureau hiring officials to discuss hiring options for individuals with disabilities; HQ-710 will also perform outreach efforts and work with organizations that have applicants ready to enter the workforce, for example information about the Workforce Recruitment Program (WRP) was shared across BLM. The agency Selective Placement Program Coordinator completed the training and certification to be a WRP recruiter. The WRP database was searched, and students and recent graduates (with disabilities) were invited to apply for positions that were open in USAJOBS. The DOD SkillBridge program was also introduced to the agency. This program provides an opportunity for active-duty service members (including disabled service members) to gain valuable civilian work experience with DOI during their last 180 days of service. SkillBridge connects service members with DOI components in real-world job experiences. SkillBridge is a great opportunity for transitioning service members to build their resumes, explore employment interests, develop job skills, and gain valuable federal government work experience that will help them prepare for their adjustment to the workplace. Vacancy announcements are posted on USAJOBS indicate individuals eligible for an appointment under the special appointment authority (Schedule A for Persons with Disabilities or Veterans who are 30% or more disabled) may apply. • Several BLM locations partner with State organizations that service individuals with disabilities to share job opportunities. • Some BLM state/centers have been attending in-person and virtual career fairs specifically catering to individuals with disabilities, developed partnerships with Veteran serving organizations, local Departments of Rehabilitations, and Tribal Affairs Vocational Rehabilitation Agencies, conduct information interviews with recent graduates with disabilities through the Workforce Recruitment Program, and solicit resumes for VRA and Schedule A eligible candidates for vacancies prior to posting announcements on USAJobs. • EEO and HR Offices have established and maintained a continuous partnership with veterans' groups and Department of Rehabilitation. These partnerships have resulted in referrals for non-competitive hiring.

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

During FY 2022 BLM hired 62 Schedule A hires and converted 27 employees on Schedule A appointments to permanent career conditional appointments. Recruitment actions in USA Staffing and vacancies in USAJobs are searched by the disability program coordinator to increase outreach efforts to individuals with disabilities prior to or at the time variances are advertised. Vacancy announcements also include information for applicants that can be considered under special hiring authorities (e.g., Schedule A, or 30% or more disabled veterans).

3. When individuals apply for a position under a hiring authority that takes disability into account (e.g., Schedule A), explain how the agency (1) determines if the individual is eligible for appointment under such authority; and, (2) forwards the individual's application to the relevant hiring officials with an explanation of how and when the individual may be appointed.

When applicants apply to BLM announcements open to individuals eligible under the Schedule A hiring authority, they are required to provide a letter from their physician and/or the Department of Vocational Rehabilitation or other approved authority validating the applicants' eligibility for Schedule A hire. Applicants with eligibility as a 30% or more disabled veteran must provide their DD-214 documenting their eligibility. Applicants meeting minimum qualifications for the position are referred to the selecting official for non-competitive consideration. The agency is currently working on setting up an applicant supply file for Schedule A applicants. The BLM continues to comply with the Department's DEIA requirement to include EEO and Reasonable Accommodation information and policies in all vacancy announcements posted both internally and externally.

4. Has the agency provided training to all hiring managers on the use of hiring authorities that take disability into account (e.g., Schedule A)? If "yes", describe the type(s) of training and frequency. If "no", describe the agency's plan to provide this training.

Answer Yes

Supervisors are required, annually, to take Veterans Employment training which discusses various veteran hiring authorities, including 30% or more disabled veterans. The bureau held virtual training sessions for hiring managers on reasonable accommodations throughout the fiscal year. Staffing Specialists discuss Schedule A and Veteran's hiring authorities during their prerecruitment consultation with hiring officials, and the use of said hiring authorities is encouraged by EEO when consulted for strategic outreach efforts. Additionally, the Department of Interior has prepared a Hiring 101 Handbook which provides information and resources on various hiring authorities including Schedule A for individuals with disabilities and 30% or more disabled

veterans. These hiring authorities are also discussed with hiring managers during the recruitment process. Many State/Center offices across BLM have included information about Schedule A and 30% or more disabled hiring authorities and outreach resources as part of their Outreach and Recruitment Diversity Strategic Plans. The agency recognizes the need for additional training specific to Schedule A hiring authority and will provide training in FY 2023.

**B. PLAN TO ESTABLISH CONTACTS WITH DISABILITY EMPLOYMENT ORGANIZATIONS**

Describe the agency’s efforts to establish and maintain contacts with organizations that assist PWD, including PWTD, in securing and maintaining employment.

The BLM continued recruitment and outreach efforts that included the use of special hiring authorities and engagement with disability groups that promote equitable employment for this target demographic. HQ-710 has a Program Coordinator responsible for assisting the organization to meet its recruitment and retention goals for individuals with disabilities. The Program Coordinator coordinates with the field to support recruitment and outreach efforts and serves as a resource to provide additional information on special hiring authorities for individuals with disabilities. SHROs also work with local organizations (State Departments that service individuals with disabilities, veteran/s organizations, etc.) to increase outreach efforts.

**C. PROGRESSION TOWARDS GOALS (RECRUITMENT AND HIRING)**

1. Using the goals of 12% for PWD and 2% for PWTD as the benchmarks, do triggers exist for PWD and/or PWTD among the new hires in the permanent workforce? If “yes”, please describe the triggers below.

- a. New Hires for Permanent Workforce (PWD) Answer Yes
- b. New Hires for Permanent Workforce (PWTD) Answer No

PWD Workforce Statistics New Hires FY20 (PWD): 16.35% (154 permanent employees) New Hires FY21 (PWD): 13.05% (134 permanent employees) New Hires FY22 (PWD): 11.40% (131 permanent employees) The percentage of new hires for PWD during FY 2022 falls slightly below the federal goal of 12%, the numerical disparity represents a trigger. Overall gains for the disability categories are below their permanent workforce inclusion rates. For FY22 employees who identify within the general disability category represent 11.52% (1037 employees) of the total permanent workforce and represent 11.40% (131 employees) of new hires. Part I objectives to improve outreach efforts are established to increase awareness around the use of Special Hiring Authorities to increase participation rates for PWD and PWTD. PWTD Workforce Statistics New Hires FY20 (PWTD): 16.48% (44 permanent employees) New Hires FY21 (PWTD): 2.82% (29 permanent employees) New Hires FY22 (PWTD): 3.22% (37 permanent employees) The percentage of new hires for PWTD during FY 2022 exceeds the federal goal of 2%. Overall gains for the Targeted Disability categories are above their benchmark workforce inclusion rates. In FY22 employees who identified within the Targeted Disability category represented 3.04% (274 employees) and represented 3.22% (37 employees) of the new hires in FY22. No trigger.

New Hires	Total (#)	Reportable Disability		Targeted Disability	
		Permanent Workforce (%)	Temporary Workforce (%)	Permanent Workforce (%)	Temporary Workforce (%)
% of Total Applicants	0				
% of Qualified Applicants	0				
% of New Hires	1897	3.53	2.06	0.95	0.42

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

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



b. New Hires for MCO (PWTD)

Answer N/A

Qualified applicant pool data was limited/not available during FY 2022. Using the federal goal as a benchmark below is a list of MCO's that fall below the federal goal benchmarks, as follows: Below the federal goal benchmark (12%) for PWD: Environmental Protection Specialist/0028 - 10% Program Management/0340 - 6.97% Gen Natural Resources Mgmt & Bio Sciences/0401 - 6.94% Range Technician/0455 - 10.74% Forestry/0460 - 6.54% Forestry Technician/0462 - 2.34% Fish Biology/0482 - 1.96% Wildlife Biology/0486 - 7.94% General Engineering/0801 - 0.00% Civil Engineering/0810 - 6.25% Petroleum Engineering/0881 - 8.64% Purchasing/1105 - 0.00% General Physical Science/1301 - 5.56% Hydrology/1315 - 3.17% Criminal Investigating/1811 - 5.26% Below the federal goal benchmark (2%) for PWTD: Program Management/0340 - 1.99% Forestry/0460 - 0.65% Forestry Technician/0462 - 0.75% Fish Biology/0482 - 0.00% Wildlife Biology/0486 - 1.40% General Engineering/0801 - 0.00% Civil Engineering/0810 - 0.89% Petroleum Engineering/0881 - 0.00% Purchasing/1105 - 0.00% Hydrology/1315 - 0.00% Criminal Investigating/1811 - 0.00% Source: B6P tables

New Hires to Mission-Critical Occupations	Total (#)	Reportable Disability	Targetable Disability
		New Hires (%)	New Hires (%)
Numerical Goal	--	12%	2%
0025 PARK RANGER	55	10.91	3.64
0028 ENVIRONMENTAL PROTECTION SPECIALIST	5	20.00	0.00
0201 HUMAN RESOURCES MANAGEMENT	39	25.64	2.56
0203 HUMAN RESOURCES ASSISTANT	41	24.39	7.32
0340 PROGRAM MANAGEMENT	5	0.00	0.00
0401 GENERAL NATURAL RESOURCES MGT & BIO SCIENCES	40	10.00	2.50
0455 PARK RANGER TECHNICIAN	8	12.50	0.00
0460 FORESTRY	10	20.00	0.00
0462 FORESTRY TECHNICIAN	250	2.80	0.80
0482 FISH BIOLOGY	1	0.00	0.00
0486 WILDLIFE BIOLOGY	19	10.53	0.00
0801 GENERAL ENGINEERING	2	0.00	0.00
0802 PETROLEUM ENGINEERING TECHNICIAN	18	11.11	0.00
0810 CIVIL ENGINEERING	13	0.00	0.00
0880 MINING ENGINEERING	1	0.00	0.00
0881 PETROLEUM ENGINEERING	7	14.29	0.00
0965 LAND LAW EXAMINING	23	21.74	13.04
1102 CONTRACTING	41	14.63	9.76
1105 PURCHASING	0	0.00	0.00
1170 REALTY	24	12.50	4.17
1301 GENERAL PHYSICAL SCIENCE	3	0.00	0.00
1315 HYDROLOGY	12	0.00	0.00
1350 GEOLOGY	11	9.09	0.00
1811 CRIMINAL INVESTIGATING	13	0.00	0.00
2210 INFORMATION TECHNOLOGY MANAGEMENT	16	37.50	6.25

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

- a. Qualified Applicants for MCO (PWD) Answer Yes
- b. Qualified Applicants for MCO (PWTD) Answer Yes

Below the relevant applicant pool (RAP) benchmark for PWD: Human Resources Assistance/203 – 20.69% compared to 22% RAP Program Management/0340 – 6.97% compared to 7.56% RAP Forestry Technician/0462 – 2.34% compared to 2.69% RAP Fish Biology/0482 – 1.96% compared to 3.51% RAP Petroleum Engineering Tech/0802 – 14.74% compared to 16.32% RAP Civil Engineering/0810 - 6.25% compared to 7.48% RAP Contracting/1102 – 17.04% compared to 18.18% RAP Hydrology/1315 – 3.17% compared to 3.33% RAP Geology/1350- 14.71% compared to 15.76% RAP Criminal Investigating/1811 – 5.26% compared to 8.22% RAP Below the relevant applicant pool benchmark for PWTD: Human Resources Management/0201 – 6.15% compared to 6.51% RAP Human Resources Assistance/203 – 5.17% compared to 6% RAP Wildlife Biology/0486 – 1.40% compared to 1.83% RAP Petroleum Engineering Tech/0802 – 5.79% compared to 6.32% RAP Civil Engineering/0810 – 0.89% compared to 1.87% RAP Realty/1170 – 3.21% compared to 3.55% RAP Information Technology Management/2210 – 3.07% compared to 3.36% RAP \*No data for 0801, 1105 Series Source: B6P

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

Qualified applicant pool data was limited/not available during FY 2022.

## Section V: Plan to Ensure Advancement Opportunities for Employees with Disabilities

Pursuant to 29 C.F.R. §1614.203(d)(1)(iii), agencies are required to provide sufficient advancement opportunities for employees with disabilities. Such activities might include specialized training and mentoring programs, career development opportunities, awards programs, promotions, and similar programs that address advancement. In this section, agencies should identify, and provide data on programs designed to ensure advancement opportunities for employees with disabilities.

### A. ADVANCEMENT PROGRAM PLAN

Describe the agency’s plan to ensure PWD, including PWTD, have sufficient opportunities for advancement.

Managers and supervisors are required to have Individual Development Plans (IDPs) and employees are highly encouraged to have one in place. IDPs include formal and informal training and mentoring programs, career development opportunities, details to promotions, and similar programs that address advancement. The BLM, Division of Training and Employee Development located at the National Training Center (NTC) Emerging Leaders and Leadership Academy training programs’ criteria, curriculum, and application process was revamped to increase opportunities for participation to a greater range of employees, including individuals with disabilities. Additionally, the Division of Training and Employee Development now employs a tracking system to monitor the demographics of participants in its career advancement/leadership training programs to include race, gender, disability status, veteran status, and age group to better inform barrier analysis in this area. The BLM Office of Civil Rights provided input and insight as these changes/improvements were underway. Leadership Academy Applicant Demographics: Individuals with disabilities (including those with targeted disabilities) application rates increased in FY 2021 and FY 2022 compared to FY 2019 application rates. Individuals with disabilities (including targeted disabilities) applied for the Leadership Academy at rates above their representation in the grade levels eligible for the program for at least two out of the three years. Demographics by Eligibility: No individuals with disabilities were determined ineligible for the program. Selectee Demographics: The net selection rate of individuals with disabilities increased significantly over the three-year period. Emerging Leaders Applicant Demographics: There

has been notable increase in application rates of individuals with targeted disabilities for the ELP, with application rates above their representation in the workforce for two out of the three years. Individuals who identified as having a disability applied at rates higher than their representation in the workforce for two out of the three years. Demographics by Eligibility: 37.5% of individuals with targeted disabilities were determined ineligible, significantly above their applicant rate of 7.2%. 35.7% of individuals with disabilities that applied for ELP were determined eligible but not selected for the program. This is at a rate significantly higher than their applicant rate of 12.6%. It is recommended that applicants who were determined ineligible be surveyed to possibly identify any barriers that may exist in the ELP application process. Selectee Demographics: Individuals who identified as having a disability applied for the ELP at rates higher than their representation in the workforce in FY 2019 and FY 2022; Additionally, they were selected at rates higher than their representation in the workforce in all three years. Individuals with targeted disabilities applied for and were selected for the ELP at rates higher than their representation in the workforce for two out of the three years. The Division of Training and Employee Development now requires managers/supervisors who do not approve/endorse individuals for participation in leadership training programs to provide an in-depth write up and feedback to the individual, so they have a clear understanding of what areas they need to meet/improve in in order to participate in the future. The BLM is in process of developing a communications plan that ensures all groups within the workforce, including individuals with disabilities, are aware of opportunities for career advancement and growth as well as encouraging all to apply. The BLM Office of Civil Rights and many state/center EEO offices are working collaboratively with HR to ensure tracking of Schedule A hiring and the number of employees converted to career employees after the two-year probationary period. BLM hired 62 Schedule A hires and converted 27 employees on Schedule A appointments to permanent career conditional appointments. If an employee hired under Schedule A authority was not converted to career status after the two-year probationary period, then HR and EEO will investigate the reasons why.

**B. CAREER DEVELOPMENT OPPORTUNITES**

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

DOI has a Senior Executive Service (SES) candidate development program. BLM offers detail opportunities and temporary promotions across the agency. Additionally, there are two Career Development Programs: “Leadership Academy” and “Emerging Leaders” and employees are encouraged to apply/participate. Some individual states, including Arizona/New Mexico and Oregon/Washington, offer a mentorship program. The Departments DOI Career Connections webpage also provides additional resources forupward mobility.

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

Career Development Opportunities	Total Participants		PWD		PWTD	
	Applicants (#)	Selectees (#)	Applicants (%)	Selectees (%)	Applicants (%)	Selectees (%)
Mentoring Programs	0	55	0	3	0	0
Other Career Development Programs	154	69	20	10	10	4
Coaching Programs	0	0	0	0	0	0
Training Programs	0	0	0	0	0	0
Internship Programs	0	0	0	0	0	0
Fellowship Programs	0	0	0	0	0	0
Detail Programs	0	0	0	0	0	0

3. Do triggers exist for PWD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWD) Answer No
- b. Selections (PWD) Answer Yes

Leadership Academy Applicant Demographics: Individuals with disabilities (including those with targeted disabilities) application rates increased in FY 2021 and FY 2022 compared to FY 2019 application rates. Individuals with disabilities (including targeted disabilities) applied for the Leadership Academy at rates above their representation in the grade levels eligible for the program for at least two out of the three years. Demographics by Eligibility: No individuals with disabilities were determined ineligible for the program. Selectee Demographics: The net selection rate of individuals with disabilities increased significantly over the three-year period. Emerging Leaders Applicant Demographics: There has been notable increase in application rates of individuals with targeted disabilities for the ELP, with application rates above their representation in the workforce for two out of the three years. Individuals who identified as having a disability applied at rates higher than their representation in the workforce for two out of the three years. Demographics by Eligibility: 35.7% of individuals with disabilities that applied for ELP were determined eligible but not selected for the program. This is at a rate significantly higher than their applicant rate of 12.6%. It is recommended that applicants who were determined ineligible be surveyed to possibly identify any barriers that may exist in the ELP application process. Selectee Demographics: Individuals who identified as having a disability applied for the ELP at rates higher than their representation in the workforce in FY 2019 and FY 2022; Additionally, they were selected at rates higher than their representation in the workforce in all three years. Individuals with targeted disabilities applied for and were selected for the ELP at rates higher than their representation in the workforce for two out of the three years.

4. Do triggers exist for PWTD among the applicants and/or selectees for any of the career development programs? (The appropriate benchmarks are the relevant applicant pool for the applicants and the applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

- a. Applicants (PWTD) Answer Yes
- b. Selections (PWTD) Answer Yes

Leadership Academy Applicant Demographics: Overall, application rates increased in FY 2021 and FY 2022 compared to FY 2019. Individuals with disabilities (including targeted disabilities) applied for the Leadership Academy at rates above their representation in the grade levels eligible for the program for at least two out of the three years. Demographics by Eligibility: No individuals with disabilities were determined ineligible for the program. Selectee Demographics: The net selection rate of individuals with disabilities increased significantly over the three-year period. Emerging Leaders Applicant Demographics: There has been notable increase in application rates of individuals with targeted disabilities for the ELP, with application rates above their representation in the workforce for two out of the three years. Demographics by Eligibility: 37.5% of individuals with targeted disabilities were determined ineligible, significantly above their applicant rate of 7.2%. It is recommended that applicants who were determined ineligible be surveyed to possibly identify any barriers that may exist in the ELP application process. Selectee Demographics: Individuals who identified as having a disability applied for the ELP at rates higher than their representation in the workforce in FY 2019 and FY 2022; Additionally, they were selected at rates higher than their representation in the workforce in all three years. Individuals with targeted disabilities applied for and were selected for the ELP at rates higher than their representation in the workforce for two out of the three years.

**C. AWARDS**

1. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for any level of the time-off awards, bonuses, or other incentives? If “yes”, please describe the trigger(s) in the text box.

- a. Awards, Bonuses, & Incentives (PWD) Answer Yes
- b. Awards, Bonuses, & Incentives (PWTD) Answer Yes

Time-Off Awards 1-10 hours: PWD 1.24% and PWTD 1.06% compared to 1.68% inclusion rate benchmark results in trigger for both. Time-Off Awards 21-30 hours: PWTD 1.41% compared to 1.60% inclusion rate benchmark results in a trigger. Time-Off Awards 41 or more hours: PWTD 0% compared to 0.04% inclusion rate benchmark results in a trigger. Cash Awards \$2000 to \$2999: PWD 21.43% and PWTD 21.55% compared to 21.90% inclusion rate benchmark results in a trigger. Cash Awards \$3000 to \$3999: PWD 6.76% and PWTD 7.42% compared to 8.88% inclusion rate benchmark results in a trigger. Cash Awards \$4000 to \$4999: PWD 1.62% and PWTD 2.12% compared to 2.86% inclusion rate benchmark results in a trigger. Cash Awards \$5000 or more: PWD 9.81% and PWTD 8.48% compared to 23.72% inclusion rate benchmark results in a trigger. Source: Table B9-2

Time-Off Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Time-Off Awards 1 - 10 hours: Awards Given	146	1.25	1.69	1.09	1.31
Time-Off Awards 1 - 10 Hours: Total Hours	1173	9.45	13.70	8.76	9.70
Time-Off Awards 1 - 10 Hours: Average Hours	8.03	0.73	0.12	2.92	-0.06
Time-Off Awards 11 - 20 hours: Awards Given	126	1.45	1.35	2.19	1.18
Time-Off Awards 11 - 20 Hours: Total Hours	2009	23.24	21.53	35.04	19.00
Time-Off Awards 11 - 20 Hours: Average Hours	15.94	1.55	0.23	5.84	0.01
Time-Off Awards 21 - 30 hours: Awards Given	153	2.51	1.54	1.46	2.88
Time-Off Awards 21 - 30 Hours: Total Hours	3776	62.20	37.85	36.86	71.30
Time-Off Awards 21 - 30 Hours: Average Hours	24.68	2.39	0.35	9.22	-0.06
Time-Off Awards 31 - 40 hours: Awards Given	226	3.38	2.23	6.20	2.36
Time-Off Awards 31 - 40 Hours: Total Hours	8418	124.59	83.52	229.20	87.02
Time-Off Awards 31 - 40 Hours: Average Hours	37.25	3.56	0.53	13.48	0.00
Time-Off Awards 41 or more Hours: Awards Given	4	0.10	0.03	0.00	0.13
Time-Off Awards 41 or more Hours: Total Hours	216	4.63	1.59	0.00	6.29
Time-Off Awards 41 or more Hours: Average Hours	54	4.63	0.80	0.00	6.29

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$501 - \$999: Awards Given	1642	23.82	17.84	23.72	23.85
Cash Awards: \$501 - \$999: Total Amount	1296301	18532.30	14126.69	18503.28	18542.73
Cash Awards: \$501 - \$999: Average Amount	789.46	75.03	11.27	284.66	-0.25
Cash Awards: \$1000 - \$1999: Awards Given	4277	51.11	48.21	54.01	50.07
Cash Awards: \$1000 - \$1999: Total Amount	5893882	68284.28	66893.73	71013.50	67304.19
Cash Awards: \$1000 - \$1999: Average Amount	1378.04	128.84	19.74	479.82	2.80
Cash Awards: \$2000 - \$2999: Awards Given	1961	21.70	22.88	22.26	21.49
Cash Awards: \$2000 - \$2999: Total Amount	4590274	50947.44	53615.44	53348.18	50085.32
Cash Awards: \$2000 - \$2999: Average Amount	2340.78	226.43	33.34	874.56	-6.32
Cash Awards: \$3000 - \$3999: Awards Given	775	6.85	9.29	7.66	6.55
Cash Awards: \$3000 - \$3999: Total Amount	2562753	22597.49	30740.58	25057.30	21714.15
Cash Awards: \$3000 - \$3999: Average Amount	3306.78	318.27	47.08	1193.20	4.08

Cash Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Cash Awards: \$4000 - \$4999: Awards Given	244	1.64	2.87	2.19	1.44
Cash Awards: \$4000 - \$4999: Total Amount	1070714	6969.91	12626.20	9195.62	6170.64
Cash Awards: \$4000 - \$4999: Average Amount	4388.17	410.00	62.51	1532.60	6.86
Cash Awards: \$5000 or more: Awards Given	1984	9.93	24.93	8.76	10.35
Cash Awards: \$5000 or more: Total Amount	21868566	83074.25	282547.23	83273.72	83002.62
Cash Awards: \$5000 or more: Average Amount	11022.46	806.55	161.27	3469.74	-149.83

2. Using the inclusion rate as the benchmark, does your agency have a trigger involving PWD and/or PWTD for quality step increases or performance-based pay increases? If “yes”, please describe the trigger(s) in the text box.

a. Pay Increases (PWD) Answer Yes

b. Pay Increases (PWTD) Answer Yes

QSI: PWD 1.81% and PWTD 1.06% compared to 2.30% inclusion rate benchmark results in a trigger. Performance based has triggers for both PWD and PWTD at .10% for PWD and 0.00% for PWTD compared to 0.19% inclusion rate benchmark.

Other Awards	Total (#)	Reportable Disability %	Without Reportable Disability %	Targeted Disability %	Without Targeted Disability %
Total Performance Based Pay Increases Awarded	16	0.10	0.21	0.00	0.13

3. If the agency has other types of employee recognition programs, are PWD and/or PWTD recognized disproportionately less than employees without disabilities? (The appropriate benchmark is the inclusion rate.) If “yes”, describe the employee recognition program and relevant data in the text box.

a. Other Types of Recognition (PWD) Answer No

b. Other Types of Recognition (PWTD) Answer No

No other employee recognition programs evaluated.

## D. PROMOTIONS

1. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

b. Grade GS-15

i. Qualified Internal Applicants (PWD) Answer No

ii. Internal Selections (PWD) Answer No

c. Grade GS-14		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWD)	Answer	No
ii. Internal Selections (PWD)	Answer	No

Source: Table B7.

2. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to the senior grade levels? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. SES		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
b. Grade GS-15		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
c. Grade GS-14		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No
d. Grade GS-13		
i. Qualified Internal Applicants (PWTD)	Answer	No
ii. Internal Selections (PWTD)	Answer	No

Source: Table B7.

3. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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

Source: Table B7.

4. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- |                              |        |    |
|------------------------------|--------|----|
| a. New Hires to SES (PWTD)   | Answer | No |
| b. New Hires to GS-15 (PWTD) | Answer | No |
| c. New Hires to GS-14 (PWTD) | Answer | No |
| d. New Hires to GS-13 (PWTD) | Answer | No |

Source: Table B7.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- |  |        |    |
|--|--------|----|
| a. Executives                          |        |    |
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |
| b. Managers                            |        |    |
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |
| c. Supervisors                         |        |    |
| i. Qualified Internal Applicants (PWD) | Answer | No |
| ii. Internal Selections (PWD)          | Answer | No |

During FY 2022 BLM employed 21 SES employees, 19 with no disability, 2 PWD. There are 81 GS-15 employees, 66 with no disability, 7 elect not to identify, 8 PWD and 1 PWTD. No Qualified Internal Applicants data is available for FY 2022. Only internal selection data is available. Further data collection and analysis is required to identify potential triggers.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- |   |        |    |
|---|--------|----|
| a. Executives                           |        |    |
| i. Qualified Internal Applicants (PWTD) | Answer | No |
| ii. Internal Selections (PWTD)          | Answer | No |
| b. Managers                             |        |    |



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

During FY 2022 BLM employed 21 SES employees, 19 with no disability, 2 PWD. There are 81 GS-15 employees, 66 with no disability, 7 elect not to identify, 8 PWD and 1 PWTD. No Qualified Internal Applicants data is available for FY 2022. Only internal selection data is available. Further data collection and analysis is required to identify potential triggers.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires for Executives (PWD) Answer No
  - b. New Hires for Managers (PWD) Answer No
  - c. New Hires for Supervisors (PWD) Answer No

No Qualified Applicant Pool data is available for FY 2022. Source Table B8 Snapshot of PWD Workforce Statistics for Executives, Managers and Supervisors, as follows: Total Workforce includes 1,364 Management 94 Total Executives 21 Total ES-00 73 Total GS-15 Internal Competitive Selections: Total of 67 Internal Selections in FY 2022 from a relevant applicant pool of 1,722. Internal Selections: 8 (11.94%) PWD out of a relevant applicant pool of 176 (10.22%) New Hires: Total 22 New Hires External Selections in FY 2022, includes 1 PWD. Career Development Program for Supervisors: There were 641 Supervisors in Career Development Programs in FY 2022 • 47 (7.33%) were PWD Internal Competitive Promotions: There were 76 Internal Selections in FY 2022 • 4 (5.26%) were PWD New Hires (External Selections): There were 29 External Selections in FY 2022 • 2 (6.90%) were PWD

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.
- a. New Hires for Executives (PWTD) Answer No
  - b. New Hires for Managers (PWTD) Answer No
  - c. New Hires for Supervisors (PWTD) Answer No

No Qualified Applicant Pool data is available for FY 2022. Source Table B8 Snapshot of PWTD Workforce Statistics for Executives, Managers and Supervisors, as follows: Total Workforce includes 1,364 Management 94 Total Executives 21 Total ES-00 73 Total GS-15 Total Management PWTD: 37 (2.71%) Total Managers (PWTD) 1 (1.06%) Total Executives (PWTD) 0 (0.00%) Total ES-00 (PWTD) 1 (1.37%) Total GS-15 (PWTD) Managers in Career Development Program: Total of 629 Managers in Career Development Programs in FY 2022 212 at the GS-14 417 at the GS-13 Managers in Career Development Programs (PWTD): 18 (2.86%) Total PWTD A. 5 (2.36%) GS-14 B. 13 (3.12%) GS-13 Internal Selections: Total of 67 Internal Selections in FY 2022 from a relevant applicant pool of 1,722 Internal Selections (PWTD): 1 (1.49%) PWTD out of a relevant applicant pool of 53 (3.08%) New Hires: Total 22 New Hires External Selections in FY 2022 There were no New Hires of PWTD in FY22 Career Development Program for Supervisors: There were 641 Supervisors in Career Development Programs in FY 2022 • 18 (2.81%) were PWTD Internal Competitive Promotions: There were 76 Internal Selections in FY 2022 • 1 (1.72%) were PWTD New Hires (External Selections): There were 29 External Selections in FY 2022 2 (6.90%) were PWTD

## Section VI: Plan to Improve Retention of Persons with Disabilities

To be model employer for persons with disabilities, agencies must have policies and programs in place to retain employees with disabilities. In this section, agencies should: (1) analyze workforce separation data to identify barriers retaining employees with disabilities; (2) describe efforts to ensure accessibility of technology and facilities; and (3) provide information on the reasonable accommodation program and workplace assistance services.

**A. VOLUNTARY AND INVOLUNTARY SEPARATIONS**

1. In this reporting period, did the agency convert all eligible Schedule A employees with a disability into the competitive service after two years of satisfactory service (5 C.F.R. § 213.3102(u)(6)(i))? If “no”, please explain why the agency did not convert all eligible Schedule A employees.

Answer Yes

During FY 2022 the National Special Placement Program Manager reported that BLM hired 62 Schedule A hires and converted 27 employees on Schedule A appointments to permanent career conditional appointments. There were 1,149 permanent new hires, and of those, 62 were hired using the Schedule A hiring authority.

2. Using the inclusion rate as the benchmark, did the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWD) Answer Yes

b. Involuntary Separations (PWD) Answer Yes

Source B1-2 Permanent Workforce Removals (PWD): 7 (0.67%) exceeds the inclusion rate 0.19% benchmark. Resignations (PWD): 35 (3.33%) exceeds inclusion rate 3.29% benchmark. Retirements (PWD): 41 (3.90%) exceeds inclusion rate 4.0% benchmark. Other Separations (PWD): 48 (4.57%) exceeds inclusion rate 4.18% benchmark. Due to the overall separation rates being above their respective inclusion rates in these categories, the data identifies a potential barrier to equal employment and is crucial to continual assessment of both strategic outreach and internal inclusion practices that impact diversity inclusion and disability employment. Without the consistent use of Exit Interviews, there is no mechanism in place to determine why PWD are leaving the organization. Highly recommend the use of an Exit Interview, followed by analysis conducted by the Disability Program Manager, to determine why PWD are leaving. Further analysis into the removals of PWD to determine if there may be a need to provide additional assistance, possibly reasonable accommodations, to assist PWD in performing their duties. No definitive barrier identified; however, triggers indicate that barriers may exist. Need to conduct analysis on “Other Separations”, which may be transfers to other agencies or removals. Recommend further discussion with HR, as well as Exit Interview data, in order to determine whether a trigger exists.

Seperations	Total #	Reportable Disabilities %	Without Reportable Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	22	0.63	0.16
Permanent Workforce: Resignation	296	3.15	2.84
Permanent Workforce: Retirement	358	3.69	3.45
Permanent Workforce: Other Separations	379	4.32	3.60
Permanent Workforce: Total Separations	1055	11.78	10.05

3. Using the inclusion rate as the benchmark, did the percentage of PWTD among voluntary and involuntary separations exceed that of persons without targeted disabilities? If “yes”, describe the trigger below.

a. Voluntary Separations (PWTD) Answer Yes

b. Involuntary Separations (PWTD) Answer Yes

Source B1-2 Permanent Workforce Removals (PWTD): 4 (1.41%) exceeds the inclusion rate 0.19% benchmark. Resignations (PWTD): 10 (3.53%) exceeds inclusion rate 3.29% benchmark. Retirements (PWTD): 14 (4.95%) exceeds inclusion rate 4.0% benchmark. Other Separations (PWTD): 16 (5.65%) exceeds inclusion rate 4.18% benchmark. Due to the overall separation rates

being above their respective inclusion rates in these categories, the data identifies a potential barrier to equal employment and is crucial to continual assessment of both strategic outreach and internal inclusion practices that impact diversity inclusion and disability employment. Without the consistent use of Exit Interviews, there is no mechanism in place to determine why PWTDD are leaving the organization. Highly recommend the use of an Exit Interview, followed by analysis conducted by the Disability Program Manager, to determine why PWTDD are leaving. Further analysis into the removals of PWTDD to determine if there may be a need to provide additional assistance, possibly reasonable accommodations, to assist PWTDD in performing their duties. No definitive barrier identified; however, triggers indicate that barriers may exist. Need to conduct analysis on "Other Separations", which may be transfers to other agencies or removals. Recommend further discussion with HR, as well as Exit Interview data, in order to determine whether a trigger exists.

Separations	Total #	Targeted Disabilities %	Without Targeted Disabilities %
Permanent Workforce: Reduction in Force	0	0.00	0.00
Permanent Workforce: Removal	22	1.37	0.18
Permanent Workforce: Resignation	296	3.41	2.86
Permanent Workforce: Retirement	358	4.78	3.44
Permanent Workforce: Other Separations	379	5.46	3.62
Permanent Workforce: Total Separations	1055	15.02	10.10

4. If a trigger exists involving the separation rate of PWD and/or PWTDD, please explain why they left the agency using exit interview results and other data sources.

Of the 155 exit interviews for FY 2022, 26 people had a disability and of those, 6 people had a targeted disability. Exit interview data does not breakout the reasons for leaving by disability; therefore, the specific reasons for the 26 PWD that left the agency is not clear and requires further analysis.

**B. ACCESSIBILITY OF TECHNOLOGY AND FACILITIES**

Pursuant to 29 CFR §1614.203(d)(4), federal agencies are required to inform applicants and employees of their rights under Section 508 of the Rehabilitation Act of 1973 (29 U.S.C. § 794(b), concerning the accessibility of agency technology, and the Architectural Barriers Act of 1968 (42 U.S.C. § 4151-4157), concerning the accessibility of agency facilities. In addition, agencies are required to inform individuals where to file complaints if other agencies are responsible for a violation.

1. Please provide the internet address on the agency’s public website for its notice explaining employees’ and applicants’ rights under Section 508 of the Rehabilitation Act, including a description of how to file a complaint.

<http://www.blm.gov/info/office-of-civil-rights/public-civil-rights>

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.

<http://www.blm.gov/info/office-of-civil-rights/public-civil-rights>

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.

During FY 2022 National Section 508 Coordinator and two additional employees worked with a GIS private company, ESRI to develop software requirements that would export a more accessible PDF document. ESRI gathered our requirements and feedback to incorporate into a new version of ArcGIS Pro. These enhancements will save the BLM countless hours in making our maps 508 compliant. As maps are often the most popular BLM documents, this will I significant improvement to the accessibility of our publicly posted documents. National Section 508 Coordinator facilitated the issuance of DOI Digital Week that focused on

accessibility. In particular, facilitated the ESRI training on producing 508 compliant maps using the ESRI software mentioned above.

**C. REASONABLE ACCOMMODATION PROGRAM**

Pursuant to 29 C.F.R. § 1614.203(d)(3), agencies must adopt, post on their public website, and make available to all job applicants and employees, reasonable accommodation procedures.

1. Please provide the average time frame for processing initial requests for reasonable accommodations during the reporting period. (Please do not include previously approved requests with repetitive accommodations, such as interpreting services.)

Excluding COVID-19 Vaccine Mandate RAs and requests withdrawn by the employee, BLM processed 39.8% of RA requests timely during FY 2022.

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.

Managers/Supervisors work closely with employees during the reasonable accommodation process to ensure the interactive process achieves the best results for the employee as well as the work unit. All supervisors and managers were required to complete training on the reasonable accommodation process in FY 2022 through DOI Talent. Additionally, the BLM Office of Civil Rights continued its partnership with the BLM Employee Relations/Labor Relations National Program Lead to develop and provide a Reasonable Accommodations Training (two individual sessions, one designed specifically for non-supervisory employees and another for managers and supervisors) BLM-wide. Each session was offered once during the reporting period and is planned to reoccur on an annual basis. 395 employees attended the session for non-supervisory employees, and 347 employees attended the session for managers and supervisors. Employee/Labor Relations staff attended.

**D. PERSONAL ASSISTANCE SERVICES ALLOWING EMPLOYEES TO PARTICIPATE IN THE WORKPLACE**

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

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

All Supervisors and managers were required to complete training on the reasonable accommodation process in FY 2022 through DOI Talent. This training included information on Personal Assistance Services.

**Section VII: EEO Complaint and Findings Data**

**A. EEO COMPLAINT DATA INVOLVING HARASSMENT**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?

Answer 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 No

3. If the agency had one or more findings of discrimination alleging harassment based on disability status during the last fiscal year, please describe the corrective measures taken by the agency.

N/A – There were no findings of discrimination alleging harassment based on disability status during the last fiscal year.

**B. EEO COMPLAINT DATA INVOLVING REASONABLE ACCOMMODATION**

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging failure to provide a reasonable accommodation, as compared to the government-wide average?

Answer Yes

2. During the last fiscal year, did any complaints alleging failure to provide reasonable accommodation result in a finding of discrimination or a settlement agreement?

Answer Yes

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

Monetary: Compensatory Damages and Attorney's fees and costs. Non-Monetary: Training, Notice Posting, Leave Restored, Disciplinary Action for RMO, and Supplemental Investigation.

**Section VIII: Identification and Removal of Barriers**

*Element D of MD-715 requires agencies to conduct a barrier analysis when a trigger suggests that a policy, procedure, or practice may be impeding the employment opportunities of a protected EEO group.*

1. Has the agency identified any barriers (policies, procedures, and/or practices) that affect employment opportunities for PWD and/or PWTD?

Answer Yes

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

Answer Yes

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

<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)				
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>		Targeted outreach to disability employment organizations and affinity groups remains a critical component to our Agency’s overall strategic outreach goals and initiatives. In addition, the Bureau must continue to promote the importance of self-identification for purposes of maintaining accurate demographic data, developing outreach strategies, and identifying potential barrier to equal employment opportunity. An instructional bulletin was issued to all BLM employees, on October 25, 2021, advising employees of the opportunity to update their Race, Ethnicity and Disability codes within the personnel system and shared periodically throughout the fiscal year. Targeted Disability category is above the federal goal of 2%. Trigger: Although the PWTD current representation is above the federal goal, there has been a slight decrease in participation from FY21 (3.15%). This is also true for the PWD category, since FY21 (11.70%) there has been a slight decrease in participation. Involuntary removals are also above participation rates for both categories, 13.71% for PWD (55 of 401 involuntary employee losses) and 4.99% for PWTD (20 of 401 involuntary employee losses).				
Provide a brief narrative describing the condition at issue.						
How was the condition recognized as a potential barrier?						
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i>				
		People with Disabilities				
		People with Targeted Disabilities				
<b>Barrier Analysis Process Completed?:</b>		N				
<b>Barrier(s) Identified?:</b>		N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>		<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		Barrier Not Identified		There are some very slight increases for PWD but the feeder pool is decreasing for PWD. With the numbers being so small to begin with, any trend downward will impact the feeder pool for grades GS-11 to SES.  Opportunities for advancement for PWD and PWTD may not include advancement to higher grades. This barrier may be leading to PWD and PWTD leaving the organization for advancement opportunities in other federal agencies. It appears PWD and PWTD are stagnating in the lower grades.		
<b>Objective(s) and Dates for EEO Plan</b>						
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>	
09/30/2021	09/30/2023	Yes	09/30/2023		See objectives list for Trigger 1.	
<b>Responsible Official(s)</b>						
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>		
See Responsible Officials list for Trigger 1.		See Responsible Officials list for Trigger 1.		Yes		
<b>Planned Activities Toward Completion of Objective</b>						
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
09/30/2023	See Planned Activities list for Trigger 1.			Yes		
<b>Report of Accomplishments</b>						
<b>Fiscal Year</b>	<b>Accomplishment</b>					
2022	See Accomplishments list for Trigger 1.					



<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)				
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	BLM’s permanent workforce disability participation rates are: • Peoples with Disability (PWD) 11.52% (below the federal goal of 12%) • Peoples with Targeted Disability (PWTD) 3.04% (above the 2.0% federal goal) Trigger: Representation within the general disability category remains slightly below the 12% federal goal.				
<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities				
<b>Barrier Analysis Process Completed?:</b>	N				
<b>Barrier(s) Identified?:</b>	N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>		
	Barrier Not Identified		No definitive barrier identified; however, triggers indicate that barriers may exist.		
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
09/30/2021	09/30/2022	Yes	09/30/2023		Provide Schedule A Training for all Managers and Supervisors (mandatory completion).
09/30/2022	09/30/2023	Yes			Survey PWD and PWTD applicants for Emerging Leaders and Leadership Academy that were determined ineligible to identify any barriers that may exist in the ELP application process.
09/30/2022	09/30/2023	Yes			Develop and submit proposal to fill the National Disability Employment Program Manager position.
09/30/2022	09/30/2023	Yes			Coordinate with OPM and NTC to provide Agency Talent Portal training to HRO’s and HR professionals to equip personnel to develop ATP campaigns to invite and drive applicants to apply for BLM jobs on USAJobs.
09/30/2022	09/30/2023	Yes			Discuss the possibility of expanding the use of SPPC within the BLM Servicing Human Resources Offices.
09/30/2021	09/30/2022	Yes	09/30/2023		Set up applicant supply file for Schedule A Applicants.



Objective(s) and Dates for EEO Plan						
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description	
09/30/2022	09/30/2023	Yes			Engage Barrier Analysis Team to review awards, separation, MCO's where low participation is identified, feeder pool for grades GS-11 to SES.	
Responsible Official(s)						
Title		Name		Standards Address The Plan?		
HR Employee Relations Specialists		HR Employee Relations Specialists		Yes		
EEO/Civil Rights Managers and Specialists		EEO/Civil Rights Managers and Specialists		Yes		
All Managers and Supervisors		All Managers and Supervisors		Yes		
Selective Placement Program Coordinator (SPPC)		Karen Irons		Yes		
Planned Activities Toward Completion of Objective						
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Ensure consistent use of Exit Interviews, for utilization of data to help determine why PWTD are leaving the organization.			Yes		
09/30/2022	Ensure proposing officials document the reasons that they are involuntarily separating specific PWTD, and share those reasons with EEO for analysis. Additionally, data on all disciplinary action for comparative purposes to analyze whether employees without disabilities are being disciplined differently for the same offenses than PWTD			Yes		
09/30/2023	Implement education campaigns on Reasonable Accommodations, Addressing Myths around PWTD, and a special campaign around PWTD with mental illness.			Yes		
09/30/2022	Work with HR to get the data, like exit interview and any other narrative data to have a more complete picture of why there are so many involuntary separations.			Yes		
09/30/2022	Investigate whether it is feasible to implement a BLM specific exit interview with questions tailored to our needs. Begin implementation of BLM specific exit interviews.			Yes		

<b>Report of Accomplishments</b>	
<b>Fiscal Year</b>	<b>Accomplishment</b>
2022	<ul style="list-style-type: none"> <li>• During FY 2022, the BLM Office of Civil Rights partnered with the BLM Employee Relations/Labor Relations National Program Lead to develop and provide a Reasonable Accommodations Training (with two individual sessions designed specifically for nonsupervisory employees or managers, and supervisors) BLM-wide on a quarterly basis. 334 non-supervisory employees and 408 managers and supervisors participated in these training sessions.</li>   <li>• An instructional bulletin was issued to all BLM employees, on October 25, 2021, advising employees of the opportunity to update their Race, Ethnicity and Disability codes within the personnel system and shared periodically throughout the fiscal year.</li> <li>• Overall gains for the Targeted Disability categories are above their benchmark workforce inclusion rates. In FY22 employees who identified within the Targeted Disability category represented 3.04% (274 employees) and represented 3.22% (37 employees) of the new hires in FY22.</li>   <li>• During FY22 BLM hired 62 Schedule A hires compared to 12 in FY21 and a total of 27 Schedule A employees were converted to permanent career conditional appointments.</li>   <li>• In FY 2022, the BLM onboarded a Special Placement Program Coordinator with the Office of Human Capital. BLM has designated collateral-duty points of contacts (POCs), who are accountable for the disability program responsibilities.</li>   <li>• Special Placement Coordinator completed the training and certification to be a Workforce Recruitment Program recruiter.</li>   <li>• The BLM Division of Training and Employee Development located at the NTC, Emerging Leaders and Leadership Academy training programs' criteria, curriculum, and application process was revamped to increase opportunities for participation to a greater range of employees, including individuals with disabilities. Additionally, the Division of Training and Employee Development now employs a tracking system to monitor the demographics of participants in its career advancement/leadership training programs to include race, gender, disability status, veteran status, and age group to better inform barrier analysis in this area.</li> </ul>

<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)					
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1					
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	In the GS-11 to SES cluster, there are improvements worthy of note despite still having room to grow. In FY 2022, PWD represent 10.39% (579 employees) of the cluster, an increase from FY 2021 and FY 2020's PWD representation of 9.27% (508 employees) and 8.62% (465 employees) respectively. Trigger: A total of 10.39% (579 employees) are situated in the GS-11 to SES grade distribution falling 1.61% below the benchmark of 12%. The numerical disparity represents a trigger.					
<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i> People with Disabilities					
<b>Barrier Analysis Process Completed?:</b>	N					
<b>Barrier(s) Identified?:</b>	N					
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>			
<b>Objective(s) and Dates for EEO Plan</b>						
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>	
09/30/2021	09/30/2023	Yes	09/30/2023		See objectives list for Trigger 1.	
<b>Responsible Official(s)</b>						
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>		
See Responsible Officials listed for Trigger 1.		See Responsible Officials listed for Trigger 1.		Yes		
<b>Planned Activities Toward Completion of Objective</b>						
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
09/30/2023	See Planned Activities list for Trigger 1.			Yes		
<b>Report of Accomplishments</b>						
<b>Fiscal Year</b>	<b>Accomplishment</b>					
2022	See Accomplishments list for Trigger 1.					

<b>Source of the Trigger:</b>	Workforce Data (if so identify the table)					
<b>Specific Workforce Data Table:</b>	Workforce Data Table - B1					
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?	PWD Workforce Statistics New Hires FY20 (PWD): 16.35% (154 permanent employees) New Hires FY21 (PWD): 13.05% (134 permanent employees) New Hires FY22 (PWD): 11.40% (131 permanent employees) Trigger: The percentage of new hires for PWD during FY 2022 falls slightly below the federal goal of 12%, the numerical disparity represents a trigger. Overall gains for the disability categories are below their permanent workforce inclusion rates. For FY22 employees who identify within the general disability category represent 11.52% (1037 employees) of the total permanent workforce and represent 11.40% (131 employees) of new hires. Part I objectives to improve outreach efforts are established to increase awareness around the use of Special Hiring Authorities to increase participation rates for PWD and PWTD.					
<b>STATEMENT OF BARRIER GROUPS:</b>	<i>Barrier Group</i> People with Disabilities					
<b>Barrier Analysis Process Completed?:</b>	N					
<b>Barrier(s) Identified?:</b>	N					
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.	<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>			
<b>Objective(s) and Dates for EEO Plan</b>						
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>	
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.	
<b>Responsible Official(s)</b>						
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>		
See Responsible Officials list for Trigger 1.		See Responsible Officials list for Trigger 1.		Yes		
<b>Planned Activities Toward Completion of Objective</b>						
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
09/30/2023	See Planned Activities list for Trigger 1.			Yes		
<b>Report of Accomplishments</b>						
<b>Fiscal Year</b>	<b>Accomplishment</b>					
2022	See Accomplishments for Trigger 1.					

<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)				
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?		Trigger: Using the relevant applicant pool as the benchmark, triggers do exist for PWD and/or PWTD among the qualified internal applicants for the following mission-critical occupations (MCO) at the BLM, as follows: Below the relevant applicant pool (RAP) benchmark for PWD: Human Resources Assistance/203 – 20.69% compared to 22% RAP Program Management/0340 – 6.97% compared to 7.56% RAP Forestry Technician/0462 – 2.34% compared to 2.69% RAP Fish Biology/0482 – 1.96% compared to 3.51% RAP Petroleum Engineering Tech/0802 – 14.74% compared to 16.32% RAP Civil Engineering/0810 - 6.25% compared to 7.48% RAP Contracting/1102 – 17.04% compared to 18.18% RAP Hydrology/1315 – 3.17% compared to 3.33% RAP Geology/1350- 14.71% compared to 15.76% RAP Criminal Investigating/1811 – 5.26% compared to 8.22% RAP Below the relevant applicant pool benchmark for PWTD: Human Resources Management/0201 – 6.15% compared to 6.51% RAP Human Resources Assistance/203 – 5.17% compared to 6% RAP Wildlife Biology/0486 – 1.40% compared to 1.83% RAP Petroleum Engineering Tech/0802 – 5.79% compared to 6.32% RAP Civil Engineering/0810 – 0.89% compared to 1.87% RAP Realty/1170 – 3.21% compared to 3.55% RAP Information Technology Management/2210 – 3.07% compared to 3.36% RAP *No data for 0801, 1105 Series				
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities				
<b>Barrier Analysis Process Completed?:</b>		N				
<b>Barrier(s) Identified?:</b>		N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>		
<b>Objective(s) and Dates for EEO Plan</b>						
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>	
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.	
<b>Responsible Official(s)</b>						
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>		
See Responsible Officials list for Trigger 1.		See Responsible Officials list for Trigger 1.		Yes		
<b>Planned Activities Toward Completion of Objective</b>						
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
09/30/2023	See Planned Activities for Trigger 1.			Yes		

<b>Report of Accomplishments</b>	
<b>Fiscal Year</b>	<b>Accomplishment</b>
2022	See Accomplishments list for Trigger 1.

<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)							
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1							
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?		When reviewing the applicants and/or selectees for the Emerging Leaders program a trigger was identified. Trigger: Demographics by Eligibility: 35.7% of individuals with disabilities that applied for ELP were determined eligible but not selected for the program. This is at a rate significantly higher than their applicant rate of 12.6%. It is recommended that applicants who were determined ineligible be surveyed to possibly identify any barriers that may exist in the ELP application process. Trigger: Demographics by Eligibility: 37.5% of individuals with targeted disabilities were determined ineligible, significantly above their applicant rate of 7.2%. It is recommended that applicants who were determined ineligible be surveyed to possibly identify any barriers that may exist in the ELP application process.							
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities							
<b>Barrier Analysis Process Completed?:</b>		N							
<b>Barrier(s) Identified?:</b>		N							
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:50%; text-align: center;">Barrier Name</th> <th style="width:50%; text-align: center;">Description of Policy, Procedure, or Practice</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> </tr> </tbody> </table>				Barrier Name	Description of Policy, Procedure, or Practice		
Barrier Name	Description of Policy, Procedure, or Practice								
<b>Objective(s) and Dates for EEO Plan</b>									
Date Initiated	Target Date	Sufficient Funding / Staffing?	Date Modified	Date Completed	Objective Description				
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.				
<b>Responsible Official(s)</b>									
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>					
See Responsible Officials list for Trigger 1.		See Responsible Officials list for Trigger 1.		Yes					
<b>Planned Activities Toward Completion of Objective</b>									
Target Date	Planned Activities			Sufficient Staffing & Funding?	Modified Date	Completion Date			
09/30/2023	See Planned Activities list for Trigger 1.			Yes					
<b>Report of Accomplishments</b>									
Fiscal Year	Accomplishment								
2022	See Accomplishments for Trigger 1.								

<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)			
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1			
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>		Trigger: Using the inclusion rate as the benchmark, does your agency, the BLM has a trigger involving PWD and/or PWTD for time-off awards, bonuses, or other incentives, as follows: Time-Off Awards 1-10 hours: PWD 1.24% and PWTD 1.06% compared to 1.68% inclusion rate benchmark results in trigger for both. Time-Off Awards 21-30 hours: PWTD 1.41% compared to 1.60% inclusion rate benchmark results in a trigger. Time-Off Awards 41 or more hours: PWTD 0% compared to 0.04% inclusion rate benchmark results in a trigger. Cash Awards \$2000 to \$2999: PWD 21.43% and PWTD 21.55% compared to 21.90% inclusion rate benchmark results in a trigger. Cash Awards \$3000 to \$3999: PWD 6.76% and PWTD 7.42% compared to 8.88% inclusion rate benchmark results in a trigger. Cash Awards \$4000 to \$4999: PWD 1.62% and PWTD 2.12% compared to 2.86% inclusion rate benchmark results in a trigger. Cash Awards \$5000 or more: PWD 9.81% and PWTD 8.48% compared to 23.72% inclusion rate benchmark results in a trigger.			
Provide a brief narrative describing the condition at issue.					
How was the condition recognized as a potential barrier?					
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i>			
		People with Disabilities			
		People with Targeted Disabilities			
<b>Barrier Analysis Process Completed?:</b>		N			
<b>Barrier(s) Identified?:</b>		N			
<b>STATEMENT OF IDENTIFIED BARRIER:</b>		<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				There are some very slight increases for PWD, but the feeder pool is decreasing for PWD. With the numbers being so small to begin with, any trend downward will impact the feeder pool for grades GS-11 to SES. Opportunities for advancement for PWD and PWTD may not include advancement to higher grades. This barrier may be leading to PWD and PWTD leaving the organization for advancement opportunities in other federal agencies. It appears PWD and PWTD are stagnating in the lower grades.	
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
See Responsible Officials list for Trigger 1		See Responsible Officials list for Trigger 1		Yes	
<b>Planned Activities Toward Completion of Objective</b>					
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>
09/30/2023	See Planned Activities list for Trigger 1.			Yes	
<b>Report of Accomplishments</b>					
<b>Fiscal Year</b>	<b>Accomplishment</b>				
2022	See Accomplishments list for Trigger 1.				



<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)			
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1			
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>		Trigger: Using the inclusion rate as the benchmark, triggers exist involving PWD and/or PWTD for quality step increases or performance based pay increases, as follows: QSI: PWD 1.81% and PWTD 1.06% compared to 2.30% inclusion rate benchmark results in a trigger. Performance based has triggers for both PWD and PWTD at .10% for PWD and 0.00% for PWTD compared to 0.19% inclusion rate benchmark.			
Provide a brief narrative describing the condition at issue.					
How was the condition recognized as a potential barrier?					
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i>			
		People with Disabilities			
		People with Targeted Disabilities			
<b>Barrier Analysis Process Completed?:</b>		N			
<b>Barrier(s) Identified?:</b>		N			
<b>STATEMENT OF IDENTIFIED BARRIER:</b>		<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>	
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				There are some very slight increases for PWD, but the feeder pool is decreasing for PWD. With the numbers being so small to begin with, any trend downward will impact the feeder pool for grades GS-11 to SES.	
				Opportunities for advancement for PWD and PWTD may not include advancement to higher grades. This barrier may be leading to PWD and PWTD leaving the organization for advancement opportunities in other federal agencies. It appears PWD and PWTD are stagnating in the lower grades.	
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
See Responsible Officials list for Trigger 1.		See Responsible Officials list for Trigger 1.		Yes	
<b>Planned Activities Toward Completion of Objective</b>					
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>
09/30/2023	See Planned Activities list for Trigger 1.			Yes	
<b>Report of Accomplishments</b>					
<b>Fiscal Year</b>	<b>Accomplishment</b>				
2022	See Accomplishments list for Trigger 1.				



<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)				
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1				
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>		<p>Trigger: Using the inclusion rate as the benchmark, the percentage of PWD among voluntary and involuntary separations exceed that of persons without disabilities, as follows: Source B1-2 Permanent Workforce Removals (PWD): 7 (0.67%) exceeds the inclusion rate 0.19% benchmark. Resignations (PWD): 35 (3.33%) exceeds inclusion rate 3.29% benchmark. Retirements (PWD): 41 (3.90%) exceeds inclusion rate 4.0% benchmark. Other Separations (PWD): 48 (4.57%) exceeds inclusion rate 4.18% benchmark. Due to the overall separation rates being above their respective inclusion rates in these categories, the data identifies a potential barrier to equal employment and is crucial to continual assessment of both strategic outreach and internal inclusion practices that impact diversity inclusion and disability employment. Without the consistent use of Exit Interviews, there is no mechanism in place to determine why PWD are leaving the organization. Highly recommend the use of an Exit Interview, followed by analysis conducted by the Disability Program Manager, to determine why PWD are leaving. Further analysis into the removals of PWD to determine if there may be a need to provide additional assistance, possibly reasonable accommodations, to assist PWD in performing their duties. No definitive barrier identified; however, triggers indicate that barriers may exist. Need to conduct analysis on "Other Separations", which may be transfers to other agencies or removals. Recommend further discussion with HR, as well as Exit Interview data, in order to determine whether a trigger exists.</p>				
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i>				
		People with Disabilities				
<b>Barrier Analysis Process Completed?:</b>		N				
<b>Barrier(s) Identified?:</b>		N				
<b>STATEMENT OF IDENTIFIED BARRIER:</b>		<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>		
Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.				<p>There are some very slight increases for PWD, but the feeder pool is decreasing for PWD. With the numbers being so small to begin with, any trend downward will impact the feeder pool for grades GS-11 to SES.</p> <p>Opportunities for advancement for PWD and PWTD may not include advancement to higher grades. This barrier may be leading to PWD and PWTD leaving the organization for advancement opportunities in other federal agencies. It appears PWD and PWTD are stagnating in the lower grades.</p>		
<b>Objective(s) and Dates for EEO Plan</b>						
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>	
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.	
<b>Responsible Official(s)</b>						
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>		
See Responsible Official list for Trigger 1.		See Responsible Official list for Trigger 1.		Yes		
<b>Planned Activities Toward Completion of Objective</b>						
<b>Target Date</b>	<b>Planned Activities</b>			<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
09/30/2023	See Planned Activities list for Trigger 1.			Yes		

<b>Report of Accomplishments</b>	
<b>Fiscal Year</b>	<b>Accomplishment</b>
2022	See Accomplishments list for Trigger 1.

<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)			
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1			
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?		Trigger: Using the inclusion rate as the benchmark, the percentage of PWTD among voluntary separations exceed that of persons without targeted disabilities, as follows: Source B1-2 Permanent Workforce Removals (PWTD): 4 (1.41%) exceeds the inclusion rate 0.19% benchmark. Resignations (PWTD): 10 (3.53%) exceeds inclusion rate 3.29% benchmark. Retirements (PWTD): 14 (4.95%) exceeds inclusion rate 4.0% benchmark. Other Separations (PWTD): 16 (5.65%) exceeds inclusion rate 4.18% benchmark. Due to the overall separation rates being above their respective inclusion rates in these categories, the data identifies a potential barrier to equal employment and is crucial to continual assessment of both strategic outreach and internal inclusion practices that impact diversity inclusion and disability employment. Without the consistent use of Exit Interviews, there is no mechanism in place to determine why PWTD are leaving the organization. Highly recommend the use of an Exit Interview, followed by analysis conducted by the Disability Program Manager, to determine why PWTD are leaving. Further analysis into the removals of PWTD to determine if there may be a need to provide additional assistance, possibly reasonable accommodations, to assist PWTD in performing their duties. No definitive barrier identified; however, triggers indicate that barriers may exist. Need to conduct analysis on "Other Separations", which may be transfers to other agencies or removals. Recommend further discussion with HR, as well as Exit Interview data, in order to determine whether a trigger exists. The largest number of PWTD are at the GS-11 with 70 (2.75%), followed by GS-12 with 38 (2.29%). The GS-14 level has 9 (2.64%) PWTD employees and there is one (1.23%) PWTD at the GS-15 and zero SES employees with a targeted disability.			
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i> People with Targeted Disabilities			
<b>Barrier Analysis Process Completed?:</b>		N			
<b>Barrier(s) Identified?:</b>		N			
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		<b>Barrier Name</b>	<b>Description of Policy, Procedure, or Practice</b>		
			There are some very slight increases for PWD, but the feeder pool is decreasing for PWD. With the numbers being so small to begin with, any trend downward will impact the feeder pool for grades GS-11 to SES.  Opportunities for advancement for PWD and PWTD may not include advancement to higher grades. This barrier may be leading to PWD and PWTD leaving the organization for advancement opportunities in other federal agencies. It appears PWD and PWTD are stagnating in the lower grades.		
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
09/30/2021	09/30/2023	Yes	09/30/2023		See Objectives list for Trigger 1.
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
See Responsible Officials list for Trigger 1.		See Responsible Officials list for Trigger 1.		Yes	

<b>Planned Activities Toward Completion of Objective</b>				
<b>Target Date</b>	<b>Planned Activities</b>	<b>Sufficient Staffing &amp; Funding?</b>	<b>Modified Date</b>	<b>Completion Date</b>
09/30/2023	See Planned Activities for Trigger 1.	Yes		
<b>Report of Accomplishments</b>				
<b>Fiscal Year</b>	<b>Accomplishment</b>			
2022	See Accomplishments list for Trigger 1.			

<b>Source of the Trigger:</b>		Workforce Data (if so identify the table)			
<b>Specific Workforce Data Table:</b>		Workforce Data Table - B1			
<b>STATEMENT OF CONDITION THAT WAS A TRIGGER FOR A POTENTIAL BARRIER:</b>  Provide a brief narrative describing the condition at issue.  How was the condition recognized as a potential barrier?		Due to the overall separation rates being above their respective inclusion rates for PWD and PWTD, the data identifies a potential barrier to equal employment and is crucial to continual assessment of both strategic outreach and internal inclusion practices that impact diversity inclusion and disability employment. Source B1-2 Permanent Workforce Removals (PWTD): 4 (1.41%) exceeds the inclusion rate 0.19% benchmark. Resignations (PWTD): 10 (3.53%) exceeds inclusion rate 3.29% benchmark. Retirements (PWTD): 14 (4.95%) exceeds inclusion rate 4.0% benchmark. Other Separations (PWTD): 16 (5.65%) exceeds inclusion rate 4.18% benchmark. Source B1-2 Permanent Workforce Removals (PWD): 7 (0.67%) exceeds the inclusion rate 0.19% benchmark. Resignations (PWD): 35 (3.33%) exceeds inclusion rate 3.29% benchmark. Retirements (PWD): 41 (3.90%) exceeds inclusion rate 4.0% benchmark. Other Separations (PWD): 48 (4.57%) exceeds inclusion rate 4.18% benchmark.			
<b>STATEMENT OF BARRIER GROUPS:</b>		<i>Barrier Group</i> People with Disabilities People with Targeted Disabilities			
<b>Barrier Analysis Process Completed?:</b>		N			
<b>Barrier(s) Identified?:</b>		N			
<b>STATEMENT OF IDENTIFIED BARRIER:</b>  Provide a succinct statement of the agency policy, procedure or practice that has been determined to be the barrier of the undesired condition.		<b>Barrier Name</b>		<b>Description of Policy, Procedure, or Practice</b>	
				No definitive barrier identified; however, triggers indicate that barriers may exist.	
<b>Objective(s) and Dates for EEO Plan</b>					
<b>Date Initiated</b>	<b>Target Date</b>	<b>Sufficient Funding / Staffing?</b>	<b>Date Modified</b>	<b>Date Completed</b>	<b>Objective Description</b>
09/30/2021	09/30/2022	Yes	09/30/2023		Implement education campaigns on Reasonable Accommodations, Addressing Myths around PWTD, and a special campaign around PWTD with mental illness.
09/30/2021	09/30/2022	Yes	09/30/2023		Work with HR to obtain data to capture reasons for overall separations for PWD and PWTD. Analyze exit interview data, disciplinary actions, and any other narrative data to have a more complete picture of why there are so many involuntary separations.
<b>Responsible Official(s)</b>					
<b>Title</b>		<b>Name</b>		<b>Standards Address The Plan?</b>	
All HR Employee Relations Specialists		All HR Employee Relations Specialists		No	
All Managers and Supervisors		All Managers and Supervisors		No	
All EEO/Civil Rights Managers and Specialists		All EEO/Civil Rights Managers and Specialists		No	

Responsible Official(s)				
Title	Name	Standards Address The Plan?		
Selective Placement Program Coordinator (SPPC)	Karen Irons	No		
Barrier Analysis Team	Barrier Analysis Team	No		
Planned Activities Toward Completion of Objective				
Target Date	Planned Activities	Sufficient Staffing & Funding?	Modified Date	Completion Date
09/30/2022	Implement education campaigns on Reasonable Accommodations, Addressing Myths around PWTB, and a special campaign around PWTB with mental illness.	Yes	09/30/2023	
09/30/2022	Work with HR to obtain data to capture reasons for overall separations for PWD and PWTB. Analyze exit interview data, disciplinary actions, and any other narrative data to have a more complete picture of why there are so many involuntary separations.	Yes	09/30/2023	
Report of Accomplishments				
Fiscal Year	Accomplishment			
2022	No accomplishments to report.			

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

Listed above, 4 are newly planned activities to address the trigger as identified. DOI issues exit surveys to those leaving our workforce, however, the data is not yet released in a format that allows for further analysis due to the way it is collected and disseminated.

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

Listed above, 4 are newly planned activities to address the trigger as identified. No planned activities have been completed.

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.

Listed above, 4 are newly planned activities to address the trigger as identified. HR is working both internally and with the Department to ensure future dissemination of this data is useful to State/Centers to identify challenges at their respective locations.