DOD DNGB North Carolina National Guard

FY 2022

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

2. Using the goal of 2% as the benchmark, does your agency have a trigger involving PWTD by grade level cluster in the permanent workforce? If “yes”, describe the trigger(s) in the text box.
   a. Cluster GS-1 to GS-10 (PWTD) Answer Yes
   b. Cluster GS-11 to SES (PWTD) Answer Yes

The North Carolina National Guard (NCNG) is a military organization. The full time employees of the NCNG are predominately military as part of the title 32 Dual Status technician program with 1.4% of the force as Title 5 employees has allowed more opportunities to hire PWD/PWTD. The National Guard Bureau and the NCNG will continue to seek and develop programs and processes that will recruit applicants or potential applicants with disabilities or targeted disabilities.

*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.

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

The Agency communicated the 12% and 2% goals to new employees and new supervisors during new employee orientation.
supervisor basic course as well as the supervisor refresher course.

Section II: Model Disability Program

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

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

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

   Answer   Yes

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

<table>
<thead>
<tr>
<th>Disability Program Task</th>
<th># of FTE Staff By Employment Status</th>
<th>Responsible Official (Name, Title, Office Email)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Processing applications from PWD and PWTD</td>
<td></td>
<td>Michael J Gibson State Equal Employment Manager, EEO Office, <a href="mailto:michael.j.gibson54.mil@army.mil">michael.j.gibson54.mil@army.mil</a>, Angela L Howell, EEO Specialist, EEO Office, <a href="mailto:angela.l.howell14.mil@army.mil">angela.l.howell14.mil@army.mil</a></td>
</tr>
<tr>
<td>Architectural Barriers Act Compliance</td>
<td></td>
<td>Mr. Mike Gibson State Equal Employment Manager, EEO Office, <a href="mailto:michael.j.gibson54.mil@army.mil">michael.j.gibson54.mil@army.mil</a>, Angela L Howell, EEO Specialist, EEO Office, <a href="mailto:angela.l.howell14.mil@army.mil">angela.l.howell14.mil@army.mil</a></td>
</tr>
<tr>
<td>Answering questions from the public about hiring authorities that take disability into account</td>
<td></td>
<td>Mr. Mike Gibson State Equal Employment Manager, EEO Office, <a href="mailto:michael.j.gibson54.mil@army.mil">michael.j.gibson54.mil@army.mil</a>, Angela L Howell, EEO Specialist, EEO Office, <a href="mailto:angela.l.howell14.mil@army.mil">angela.l.howell14.mil@army.mil</a></td>
</tr>
<tr>
<td>Special Emphasis Program for PWD and PWTD</td>
<td></td>
<td>Mr. Mike Gibson State Equal Employment Manager, EEO Office, <a href="mailto:michael.j.gibson54.mil@army.mil">michael.j.gibson54.mil@army.mil</a>, Angela L Howell, EEO Specialist, EEO Office, <a href="mailto:angela.l.howell14.mil@army.mil">angela.l.howell14.mil@army.mil</a></td>
</tr>
</tbody>
</table>
### Disability Program Task

<table>
<thead>
<tr>
<th>Process/Program Task</th>
<th># of FTE Staff By Employment Status</th>
<th>Responsible Official (Name, Title, Office, Email)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Processing reasonable accommodation requests from applicants and employees</td>
<td>Full Time 0</td>
<td>Mr. Mike Gibson State Equal Employment Manager, EEO Office, <a href="mailto:michael.j.gibson54.mil@army.mil">michael.j.gibson54.mil@army.mil</a>. Angela L Howell, EEO Specialist, EEO Office, <a href="mailto:angela.l.howell14.mil@army.mil">angela.l.howell14.mil@army.mil</a></td>
</tr>
<tr>
<td>Section 508 Compliance</td>
<td>Full Time 0</td>
<td>Mr. Mike Gibson State Equal Employment Manager, EEO Office, <a href="mailto:michael.j.gibson54.mil@army.mil">michael.j.gibson54.mil@army.mil</a>. Angela L Howell, EEO Specialist, EEO Office, <a href="mailto:angela.l.howell14.mil@army.mil">angela.l.howell14.mil@army.mil</a></td>
</tr>
</tbody>
</table>

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

Answer: Yes

Mr. Mike Gibson State Equal Employment Manager, EEO Office, michael.j.gibson54.mil@army.mil. Angela L Howell, EEO Specialist, EEO Office, angela.l.howell14.mil@army.mil

### 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

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

<table>
<thead>
<tr>
<th>Brief Description of Program Deficiency</th>
<th>B.4.a.10. to effectively manage its reasonable accommodation program? [see 29 CFR §1614.203(d)(4)(ii)]</th>
</tr>
</thead>
<tbody>
<tr>
<td>B.4.a.8. to effectively administer its special emphasis programs (such as, Federal Women’s Program, Hispanic Employment Program, and People with Disabilities Program Manager)? [5 USC § 7201; 38 USC § 4214; 5 CFR §720.204; 5 CFR § 213.3102(t) and (u); 5 CFR § 315.709]</td>
<td></td>
</tr>
</tbody>
</table>
Brief Description of Program Deficiency
C.2.c. Has the agency established procedures for processing requests for personal assistance services that comply with EEOC’s regulations, enforcement guidance, and other applicable executive orders, guidance, and standards? [see 29 CFR §1614.203(d)(6)]

Brief Description of Program Deficiency
C.2.c.1. Does the agency post its procedures for processing requests for Personal Assistance Services on its public website? [see 29 CFR §1614.203(d)(5)(v)] If “yes”, please provide the internet address in the comments column.

Brief Description of Program Deficiency
D.4.a. Does the agency post its affirmative action plan on its public website? [see 29 CFR §1614.203(d)(4)] If yes, please provide the internet address in the comments.

Brief Description of Program Deficiency
D.4.d. Has the agency taken specific steps that are reasonably designed to increase the number of persons with disabilities or targeted disabilities employed at the agency until it meets the goals? [see 29 CFR §1614.203(d)(7)(ii)]

Section IV: Plan to Recruit and Hire Individuals with Disabilities

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

A. PLAN TO IDENTIFY JOB APPLICATIONS WITH DISABILITIES

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

The North Carolina National Guard (NCNG) is a military organization. The full time employees of the NCNG are predominately military and part of the title 32 Duel Status technician program with 1.4% of the force as Title 5 employees has allowed more opportunities to hire PWD/PWTD. The National Guard Bureau and the NCNG will continue to seek and develop programs and processes that will recruit applicants or potential applicants with disabilities or targeted disabilities.

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

FY22 was the eight year that NCNG has participated in the Federal Workforce recruitment program (WRP). The WRP allows funding to agencies to hire college students with disabilities for summer interns and full time employment. The NCNG anticipates participating in the WRP in FY23.

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.

Hiring through the WRP is routed through the EEO Office and HRO channels. The WRP Maintains a data base of eligible candidates’.

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
The NCNG promotes the WRP in all Supervisor and Supervisor refresher training.

**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 NCNG has a working relationship with the WRP and is currently structure a more efficient process to support and utilize the WRP.

**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 No
   b. New Hires for Permanent Workforce (PWTD) Answer No

<table>
<thead>
<tr>
<th>New Hires</th>
<th>Total (#)</th>
<th>Reportable Disability</th>
<th>Targeted Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Permanent Workforce (%)</td>
<td>Temporary Workforce (%)</td>
</tr>
<tr>
<td>% of Total Applicants</td>
<td>3</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>% of Qualified Applicants</td>
<td>0</td>
<td></td>
<td></td>
</tr>
<tr>
<td>% of New Hires</td>
<td>0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

The Agency is actively developing a more acceptable and policy driven PWD/PWTD SOP that will identify possible triggers.

<table>
<thead>
<tr>
<th>New Hires to Mission-Critical Occupations</th>
<th>Total (#)</th>
<th>Reportable Disability New Hires (%)</th>
<th>Targetable Disability New Hires (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Numerical Goal</td>
<td>--</td>
<td>12%</td>
<td>2%</td>
</tr>
<tr>
<td>0346 LOGISTICS MANAGEMENT SPECIALIST</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>1152 PRODUCTION MANAGER</td>
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<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>2181 AIRCRAFT PILOT</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>
New Hires to Mission-Critical Occupations

<table>
<thead>
<tr>
<th>Numerical Goal</th>
<th>Total</th>
<th>Reportable Disability</th>
<th>Targetable Disability</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>(#)</td>
<td>New Hires (%)</td>
<td>New Hires (%)</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>5801 MISCELLANEOUS TRANSPORTATION/MOBILE EQUIPMENT MAINTENANCE</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>8852 AIRCRAFT MECHANIC</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
</tr>
</tbody>
</table>

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

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

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

N/A

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

N/A

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.

The Agency will maintain policy that ensure that opportunities for advancement are made available for PWD/PWTD.

B. CAREER DEVELOPMENT OPPORTUNITIES

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

The agency supports its employees through career development by utilizing the appraisal system to schedule career development discussion between supervisor and employee. These discussions provide accurate and timely evaluation of the employee’s performance. Funding is provided for required training that enables employees to become more knowledgeably and prepare for advancement.
2. In the table below, please provide the data for career development opportunities that require competition and/or supervisory recommendation/approval to participate.

<table>
<thead>
<tr>
<th>Career Development Opportunities</th>
<th>Total Participants</th>
<th>PWD</th>
<th>PWTD</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Applicants (#)</td>
<td>Selectees (#)</td>
<td>Applicants (%)</td>
</tr>
<tr>
<td>Internship Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Training Programs</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Fellowship Programs</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Detail Programs</td>
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<td></td>
<td></td>
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<tr>
<td>Mentoring Programs</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Other Career Development Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Coaching Programs</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

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

   a. Applicants (PWD) Answer N/A
   b. Selections (PWD) Answer N/A

N/A

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

   a. Applicants (PWTD) Answer N/A
   b. Selections (PWTD) Answer N/A

N/A

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 No
   b. Awards, Bonuses, & Incentives (PWTD) Answer No

<table>
<thead>
<tr>
<th>Time-Off Awards 1 - 10 hours: Awards Given</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Time-Off Awards 1 - 10 hours: Total Hours</td>
<td>0</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Time-Off Awards</td>
<td>Total (#)</td>
<td>Reportable Disability %</td>
<td>Without Reportable Disability %</td>
<td>Targeted Disability %</td>
<td>Without Targeted Disability %</td>
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</tr>
<tr>
<td>Time-Off Awards 1 - 10 Hours: Average Hours</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
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<tr>
<td>Time-Off Awards 11 - 20 hours: Awards Given</td>
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<td>0.00</td>
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<tr>
<td>Time-Off Awards 11 - 20 Hours: Total Hours</td>
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<td>0.00</td>
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<tr>
<td>Time-Off Awards 11 - 20 Hours: Average Hours</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
<td>Time-Off Awards 21 - 30 hours: Awards Given</td>
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<td>0.00</td>
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<tr>
<td>Time-Off Awards 21 - 30 Hours: Total Hours</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
<td>Time-Off Awards 21 - 30 Hours: Average Hours</td>
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<tr>
<td>Time-Off Awards 31 - 40 hours: Awards Given</td>
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<tr>
<td>Time-Off Awards 31 - 40 Hours: Total Hours</td>
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<td>Time-Off Awards 31 - 40 Hours: Average Hours</td>
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<tr>
<td>Time-Off Awards 41 or more Hours: Awards Given</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
<td>Time-Off Awards 41 or more Hours: Total Hours</td>
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<td>0.00</td>
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<td>Time-Off Awards 41 or more Hours: Average Hours</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash Awards</th>
<th>Total (#)</th>
<th>Reportable Disability %</th>
<th>Without Reportable Disability %</th>
<th>Targeted Disability %</th>
<th>Without Targeted Disability %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash Awards: $501 - $999: Awards Given</td>
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<tr>
<td>Cash Awards: $501 - $999: Total Amount</td>
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<td>0.00</td>
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<tr>
<td>Cash Awards: $501 - $999: Average Amount</td>
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<td>0.00</td>
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</tr>
<tr>
<td>Cash Awards: $1000 - $1999: Awards Given</td>
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<tr>
<td>Cash Awards: $1000 - $1999: Total Amount</td>
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<td>0.00</td>
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<tr>
<td>Cash Awards: $1000 - $1999: Average Amount</td>
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<td>0.00</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Cash Awards: $2000 - $2999: Awards Given</td>
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<tr>
<td>Cash Awards: $2000 - $2999: Total Amount</td>
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</tr>
<tr>
<td>Cash Awards: $2000 - $2999: Average Amount</td>
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<tr>
<td>Cash Awards: $3000 - $3999: Awards Given</td>
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</tr>
<tr>
<td>Cash Awards: $3000 - $3999: Total Amount</td>
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<td>0.00</td>
<td>0.00</td>
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<tr>
<td>Cash Awards: $3000 - $3999: Average Amount</td>
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### 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.

   a. SES
      i. Qualified Internal Applicants (PWD)  
      Answer  N/A
      ii. Internal Selections (PWD)  
      Answer  N/A

   b. Grade GS-15
      i. Qualified Internal Applicants (PWD)  
      Answer  N/A
      ii. Internal Selections (PWD)  
      Answer  N/A

   c. Grade GS-14
      i. Qualified Internal Applicants (PWD)  
      Answer  N/A
ii. Internal Selections (PWD)  Answer  N/A

d. Grade GS-13

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

ii. Internal Selections (PWD)  Answer  N/A

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

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

a. SES

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

ii. Internal Selections (PWTD)  Answer  N/A

b. Grade GS-15

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

ii. Internal Selections (PWTD)  Answer  N/A

c. Grade GS-14

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

ii. Internal Selections (PWTD)  Answer  N/A

d. Grade GS-13

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

ii. Internal Selections (PWTD)  Answer  N/A

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

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

a. New Hires to SES (PWD)  Answer  N/A

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

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

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

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

4. 
Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the new hires to the senior grade levels? For non-GS pay plans, please use the approximate senior grade levels. If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

a. New Hires to SES (PWTD)  
Answer: N/A

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

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

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

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

5. Does your agency have a trigger involving PWD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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

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

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

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

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

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

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

6. Does your agency have a trigger involving PWTD among the qualified internal applicants and/or selectees for promotions to supervisory positions? (The appropriate benchmarks are the relevant applicant pool for qualified internal applicants and the qualified applicant pool for selectees.) If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

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

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

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

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

c. Supervisors
i. Qualified Internal Applicants (PWTD)  Answer N/A
ii. Internal Selections (PWTD)  Answer N/A

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

7. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

   a. New Hires for Executives (PWD)  Answer N/A
   b. New Hires for Managers (PWD)  Answer N/A
   c. New Hires for Supervisors (PWD)  Answer N/A

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

8. Using the qualified applicant pool as the benchmark, does your agency have a trigger involving PWTD among the selectees for new hires to supervisory positions? If “yes”, describe the trigger(s) in the text box. Select “n/a” if the applicant data is not available for your agency, and describe your plan to provide the data in the text box.

   a. New Hires for Executives (PWTD)  Answer N/A
   b. New Hires for Managers (PWTD)  Answer N/A
   c. New Hires for Supervisors (PWTD)  Answer N/A

Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

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 N/A

Not tracked in the FY

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 No
   b. Involuntary Separations (PWD)  Answer No
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 No
   b. Involuntary Separations (PWTD)  Answer No

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

Not tracked in the FY

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.


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.


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.
Not measured in the FY, the Agency will develop a course of action to track and analyze the data.

C. REASONABLE ACCOMMODATION PROGRAM

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

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

The North Carolina National Guard (NCNG) is a military organization. The full time employees of the NCNG are predominately military as part of the title 32 Duel Status technician program with 1.4% of the force as Title 5 employees has allowed more opportunities to hire PWD/PWTD. The National Guard Bureau and the NCNG will continue to seek and develop programs and processes that will recruit applicants or potential applicants with disabilities or targeted disabilities.

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.

Request were processed within 30 working days upon receiving the request.

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

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

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

The North Carolina National Guard (NCNG) is a military organization. The full time employees of the NCNG are predominately military as part of the title 32 Duel Status technician program with 1.4% of the force as Title 5 employees has allowed more opportunities to hire PWD/PWTD. The National Guard Bureau and the NCNG will continue to seek and develop programs and processes that will recruit applicants or potential applicants with disabilities or targeted disabilities.

Section VII: EEO Complaint and Findings Data

A. EEO COMPLAINT DATA INVOLVING HARASSMENT

1. During the last fiscal year, did a higher percentage of PWD file a formal EEO complaint alleging harassment, as compared to the governmentwide average?
   Answer No

2. During the last fiscal year, did any complaints alleging harassment based on disability status result in a finding of discrimination or a settlement agreement?
   Answer No

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

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

   Answer  No

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

   Answer  No

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

   N/A

Section VIII: Identification and Removal of Barriers

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

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

   Answer  No

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

   Answer  N/A

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

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

   The Agency is actively developing a more acceptable and policy driven PWD/PWTD SOP that will identify possible triggers.

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

   N/A

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.

   N/A