



**Homeland
Security**

December 30, 2009

Nancy H. Kichak
Associate Director for Strategic Resources Policy
U.S. Office of Personnel Management
1900 E Street, NW, Room 6500
Washington, DC 20415-9800

Dear Ms. Kichak:

Enclosed are the Department of Homeland Security's (DHS) FY 2009 Disabled Veterans Affirmative Action Accomplishment Report, and the DHS FY 2010 DVAAP Plan Certification. This report reflects DHS's efforts to recruit, hire, and train disabled veterans. These efforts show improving representation of disabled veterans at DHS is embraced by the departmental Leadership and is a continuing priority at each individual DHS component.

Should you have any questions, please feel free to contact Tanya Cantrell, EEO Manager at (202) 254-8214.

Sincerely,

A handwritten signature in black ink that reads "Mary J. McGoldrick".

Mary J. McGoldrick
Acting Deputy Officer, and Director
Equal Employment Opportunity and
Diversity Programs
Office for Civil Rights and Civil Liberties
U.S. Department of Homeland Security

Enclosure

**DEPARTMENT OF HOMELAND SECURITY
 DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP)
 ANNUAL ACCOMPLISHMENT REPORT
 FY 2009**

Introduction and Summary of Notable Accomplishments

Disabled Veterans Affirmative Action Programs (DVAAPs) are designed to promote Federal employment and advancement opportunities for qualified disabled veterans. This report is being submitted by the Department of Homeland Security (DHS) pursuant to Title 38 United States Code, Section 4214, as amended, and Title 5, Code of Federal Regulations, Part 720, Subpart C, which requires federal agencies to submit an annual report on the implementation of these sections.

During Fiscal Year (FY) 2009, the Department's DVAAP made significant progress due to a number of notable accomplishments such as the following:

1. Hiring of 878 disabled veterans (an increase of 18 from FY 2008), of whom 484 were 30 percent or more disabled veterans (an increase of 42 from FY 2008) in the permanent workforce
2. Five DHS components (Federal Law Enforcement Training Center (FLETC), Federal Emergency Management Agency (FEMA), Customs and Border Protection (CBP), Citizenship and Immigrations Service (CIS), and U.S. Coast Guard (USCG)) increased their hiring from FY 2008 levels
3. Four DHS components (FLETC, FEMA, CIS, and USCG) met or exceeded the Federal average for new hires of disabled veterans of 8.6%
4. Promotion of 1,580 disabled veterans, of whom 740 were 30 percent or more disabled
5. Participation in 276 outreach and recruitment events, an impressive increase compared to only 81 events last year
6. Commitment by Secretary Napolitano to employ 50,000 veterans by 2012
7. First DHS Veterans Coordination Policy was signed and implemented
8. National expansion of Operation War Fighter (OWF)
9. Establishment of the Wounded Warrior Program (WWP) by CIS
10. Participation in the American Heroes at Work Program (AHAWP)
11. First DHS Veterans Job Fair with 750 participants
12. Appointment of first Departmental Veterans Outreach Program Manager (VOPM)
13. Re-establishment of Veterans Outreach Advisory Forum (VOAF), and formation of Veterans Outreach and Awareness Cadre (VOAC) and Veterans Outreach Coordinators Team (VOCT)
14. Issuance of a Human Capital Strategic Plan FY 2009-2013 to include creation of a new Veterans Outreach Program (VOP)
15. Strong partnership between the Office for Civil Rights and Civil Liberties (CRCL), and the Office of the Chief Human Capital Officer (CHCO)

These accomplishments and other activities relating to the employment of disabled veterans are highlighted in further detail in the following sections of the DVAAP Report: 1) Methods Used to Recruit and Employ Disabled Veterans; 2) Methods Used to Provide or Improve Internal Advancement Opportunities for Disabled Veterans; 3) Description of How Major Operating Components and Field Installations were Monitored, Reviewed and Evaluated; and 4) Explanation of Progress in Implementing the Affirmative Action Plan During the Fiscal Year.

The Department strongly believes that disabled veterans constitute a uniquely qualified recruiting source that must be tapped into for the agency to have an effective workforce. DHS aims to promote the maximum of employment and job advancement opportunities for disabled veterans. The Department also seeks to align its DVAAP with the President's vision to fill the ranks of the federal workforce with veterans per the Executive Order on the Employment of Veterans in the Federal Government signed on November 9, 2009. DHS's goal is to be a leader in employing disabled veterans.

I. Methods Used to Recruit and Employ Disabled Veterans

During FY 2009, DHS hired 878 disabled veterans, of whom 484 were 30 percent or more disabled veterans in the permanent workforce. During FY 2008, DHS hired 860 disabled veterans, of whom 442 were 30 percent or more disabled. Five of the nine DHS components (FLETC, FEMA, CBP, CIS, and USCG) increased their hiring from FY 2008 levels. Four of the nine DHS components (FLETC, FEMA, CIS, and USCG) met or exceeded the FY 2008 Federal Executive Branch average (latest available data) for new hires of disabled veterans (8.6%) in the permanent workforce. The following methods and strategies were used to recruit those hires and support employment opportunities for disabled veterans.

A. Secretary's Commitment to Veterans and Disabled Veterans Employment

DHS leadership has taken tremendous steps to reach out to veterans. On August 20, 2009, Secretary Janet Napolitano signed the Department's first Veterans Coordination Policy to ensure a *One DHS* focus on hiring and recruiting disabled and non-disabled veterans. The policy identified four pillars:

1. Increase Veterans Employment Opportunities: CRCL and CHCO are responsible for recruiting, outreach, OWF, training components in veterans hiring tools, and a standardized training program for components.
2. Increase Awareness of Contracting Opportunities for Veteran Owned Businesses: DHS will increase opportunities for veteran-owned and disabled veteran-owned small businesses to provide the department with important goods and services.
3. Enhance Veteran Engagement in Homeland Security Enterprise: This pillar seeks to build a stronger relationship with the veteran community, including Veterans Service Organizations (VSOs), Military Service Organizations (MSOs), the Department of Defense (DOD), and the Department of Veterans Affairs (VA). As highly respected at the community level, VSOs and MSOs can be effective advocates for increasing the understanding of DHS activities locally.

4. Improve External Communications and Intra-DHS Collaboration: The Office of the Under Secretary for Management (OUSM) convened a cross-component working group to coordinate veteran programs throughout the Department. This working group will transition into the departmental Veterans Outreach Steering Committee.

Less than a week later, on August 26, 2009, the Secretary shared her vision of employing 50,000 veterans, including disabled veterans, by 2012, with the American Legion at their annual conference. Veterans currently comprise a quarter of the DHS civilian workforce, more than 46,000 employees (including high-level officials such as a Deputy Secretary and the Under Secretary of National Protection and Programs). The Secretary noted “a young department like ours benefits tremendously from the enormous experience and dedication veterans bring to our workforce.” The Secretary also discussed DHS’s aggressive outreach to veterans noting the agency’s first job fair and a partnership with DOD Operation Warfighter (OWF) to place and assist recovering wounded service members into temporary detail assignments. Further, she announced that last year, veteran-owned small businesses won more than \$931 million in prime contracts from the DHS. Lastly, the Secretary announced DHS granted citizenship to tens of thousands of men and women while serving in the U.S. Armed Forces, thereby allowing them future employment opportunities in federal positions.

B. Operation Warfighter (OWF) and Other Back-To-Work Programs

DHS actively participates in the bi-weekly events at Walter Reed Army Medical Center to place OWF participants in temporary detail assignments within the agency. This program provides temporary assignment in federal agencies to service members convalescing at military treatment facilities. Based on their skills, expertise, and interest, OWFs are placed in host offices and assigned a supervisor and mentor. Host offices are available throughout the Department including human resources, security, operations and administration.

DHS was honored to launch the National Expansion of DOD’s OWF beyond the initial locations of Walter Reed Army Medical Center and the National Naval Medical Center. As a first step in the national expansion, DHS identified employees located within 100 miles of veteran medical service centers across the nation as points of contact and listed them in a database for quick reference. These employees will establish relationships with the hospital, and be available to provide assistance and discuss DHS career opportunities to recovering wounded service members. To increase awareness and participation in the new OWF expansion efforts, an article was publicized on the Department’s electronic newsletter DHS Today. DOD will complete the national expansion of OWF in FY 2010 taking into account lessons learned from DHS’s initial efforts. Note that since 2005, when DHS participated in the pilot OWF, the agency has placed 59 OWFs in temporary assignments and permanently hired 14 of them.

This expansion also involved the Army’s Wounded Warrior Program (WWP), which places disabled service members who served in the Iraq and Afghanistan wars into temporary assignments. CIS established DHS’s only WWP targeting the hiring of severely wounded veterans nationwide; this program recruits veterans with 50% or more compensable disabilities. A CIS employee assigned to this program was detailed to DHS Headquarters (HQ) to develop a DHS WWP and support the OWF national expansion.

DHS also partnered with AHAWP, an initiative designed to assist veterans with Post Traumatic Stress Disorder/Traumatic Brain Injuries (PTSD/TBI) in obtaining employment and succeeding in the workplace. This employment pilot, under the Department of Labor (DOL), also studies individual experiences of veterans with PTSD/TBI. DHS is an active member on the AHAWP steering committee and promoted this pilot program throughout the workforce.

C. Outreach

During FY 2009, DHS appointed the first Departmental VOPM within OCHCO to position DHS as a model employer for veterans. The VOPM is responsible for promoting intra-agency partnering and information sharing, and the planning, oversight, marketing, and training on all veteran related issues Department-wide.

DHS formed the VOAC to provide impact presentations, including mentoring and sharing of personal experiences. Membership is comprised of DHS employees who are veterans. The cadre will be the main voice on veteran issues within our Department, educating all types of organizations, such as Military Transition Assistance Centers (MTACs) and VSOs on how DHS is dedicated to hiring and retaining top talent.

DHS re-established the VOAF comprised of representatives from VSOs, including Veterans of Foreign Wars, American Legion, Vietnam Veterans of America, Disabled Veterans of America, as well as the military branches. The Forum is an important vehicle to share information about DHS programs, gather input from VSOs, MSOs, and interagency partners, and engage them in the shared responsibility of homeland security and community preparedness.

CHCO created the VOCT to share best practices, plan and execute veterans outreach events, assist with training and Web content at the component-level. Comprised of one DHS veteran member from each component, this team planned the DHS Veterans Job Fair, and will be developing a one stop Veterans Resource Center on the DHS Intranet for current DHS veteran employees.

D. Job Fair and Training

On July 17, 2009, CHCO held the first DHS Veterans Job Fair. This highly successful event targeted Active Duty, Retired, Reserve & National Guard Veterans and their spouses. DHS contacted the MTACs, DOD, Pentagon, Employment Commissions, and VSOs. Advertisements were placed in two local newspapers, and as a public radio announcement. As a result, 750 attendees participated in this highly successful event. Resumes were collected and are under consideration by DHS components, offices and directorates for further action.

Further, CRCL, in partnership with CHCO, sponsored an All-Day Veterans Training Program, hosted by the American Legion, for Human Resources (HR) professionals, Equal Employment Opportunity (EEO) specialists, and managers from all DHS components. The program included: Veterans preference hiring authorities; Uniformed Services Employment and Reemployment Rights Act of 1994; Accommodating Veterans PTSD/TBI; Reasonable Accommodations;

DOD's Computer/Electronic Accommodation Program (CAP) program; and updates on the DVAAP and National Expansion of OWF. This training program will be repeated again in FY 2010.

E. Component Recruiting Activities

DHS components used different strategies to recruit and hire disabled veterans, notably those with 30 percent or more compensable disabilities. These methods included partnering with military MSOs and VSOs, using flexible hiring authorities, attending national military conferences, recruiting and outreach events nationwide, and advertising in various publications and on websites. Components also provided resume and KSA (Knowledge, Skills, and Ability) writing workshops to transitioning service members, including those with disabilities, at Transitional Assistant Programs (TAP), part of Walter Reed Army Medical Center and the National Naval Medical Center. DHS HQ plans to provide TAP programs to the service members once a month at a DHS HQ location.

DHS HQ participated in national, state and local conferences, exhibits, and job expos targeting disabled veterans. Managers and supervisors from HQ, including the Office of Inspector General, provided information on available careers, the hiring process, and authorities available to disabled veterans. The DHS HQ Selective Placement Program Coordinator (SPPC), representatives from OCHCO, and managers and supervisors from DHS HQ participated in 28 recruitment activities. DHS HQ also used re-employment priority lists required by the Presidential directive to give first consideration to eligible surplus or displaced federal employees, including veterans.

DHS HQ officials provided advice and information to veterans on appointing authorities for veterans and veterans with disabilities, and established and maintained the DHS web page for veterans to assist them with the application process or other veterans' issues. DHS HQ also maintained email correspondence with veterans and disabled veterans concerning employment opportunities.

During FY 2009, DHS components participated in 276 outreach and recruitment events, an impressive increase compared to 81 events last year. For a complete listing of the recruiting events and other outreach activities, please see the appendix on page 15.

Highlights of additional recruiting activities by DHS components follow:

1. U.S. Citizenship and Immigration Service (CIS)

On February 19, 2009, the CIS Acting Deputy Director signed a memorandum establishing the department's first formal CIS WWP program with goals and measurements. Developed to expedite hiring severely wounded or disabled veterans, WWP supports the federal government's initiative to increase employment of disabled veterans in the workforce. CIS WWP connects disabled veterans with the support and resources they need to build a career in the civilian workforce. Although CIS experienced a hiring and funding freeze, the CIS Chief Financial Officer granted a waiver to specifically support the WWP.

For the first time, CIS sponsored a Career Fair/Resume Review at U.S. Marines Corps Wounded Warrior Battalions, Camp Pendleton, California, and Balboa Naval Medical Center, San Diego, California. Approximately 80 wounded warriors attended these two events and about 25 were referred for employment consideration. CIS focused special attention on recruiting veterans who are 30 percent or more disabled. CIS conducted over 50 outreach and job fairs at DOD, Military Facilities, Military Bases, American Legions, transition workshops, and to a number of WWP organizations, including: VA Vocational Rehabilitation and Employment and the U.S. Army, Navy, Marine, and Air Force WWPs, respectively.

CIS established relationships with DOD and veterans organizations to enhance recruitment efforts of disabled veterans and with the Army's AW2 Wounded Warrior Program Advocates located in Virginia, North Carolina, Georgia, Colorado, New York, California, Kansas and New Jersey. The Army's AW2 Program is an official program that assists and advocates for severely wounded, injured and ill soldiers, veterans, and families. As a result of these relationships, CIS conducted outreach and recruitment at the Army's career fair, including workshops and informational briefings at the various locations mentioned above. CIS also disseminated the *Wounded Warrior Program Informational Fact Sheet*, which discusses the WWP and its requirements to potential wounded warriors, veterans, and officials of the DOD components, VA, Hiring Heroes DOD recruiting events, and Veterans Career Fairs.

CIS participated in recruitment activities sponsored by DOD OWF to recruit disabled veterans into intern positions, participated in the Federal Career Intern Program (FCIP) to provide hiring opportunities to veterans, and promoted the use of the Non-Paid Work Experience Program (NPWE). The NPWE program provides eligible veterans with opportunities to obtain training and practical job experience for possible permanent employment.

CIS promoted Schedule A Hiring Authority, Veterans Recruitment Appointment (VRA), and all intern programs as vehicles to advance disabled veterans in their First Time/First Line Supervisors training. As a result, 18 wounded warriors were hired using Schedule A appointing authority. In addition, approximately 67 disabled veterans were referred to managers nationwide for employment consideration. Currently, of the 10,292 permanent employees on board at CIS, 2,046 or 19.9% are veterans, with 853 being disabled veterans. In FY 2009, 176 veterans were hired compared to 432 in FY 2008, a significant decrease due in most part because of the CIS hiring freeze. Of the 176 veterans hired, 51 were 30 percent or more disabled. In spite of the decrease in hiring, CIS increased the onboard number of disabled veterans by 74.

2. Customs Border and Protection (CBP)

CBP national recruiters participated in approximately 50 events including Brooks Army Medical Center, Army, Navy, and Air Force Base Transition Centers, and Hiring Heroes career fairs. CBP also premiered its new Veterans Outreach page website. This site highlights current opportunities for veterans, and veteran hiring authorities, along with a resources link. CBP also created an email mailbox to receive inquires from veterans seeking employment opportunities with the component.

3. Immigration and Customs Enforcement (ICE)

ICE participated in 13 career events to recruit disabled veterans including an American Heroes event, Navy Region Southwest Fleet & Family Support Center Spring Job Fair, and an OWF Career Fair at Walter Reed Army Medical Center.

4. Federal Emergency Management Agency (FEMA)

FEMA also attended two recruitment events targeting veterans, including those with disabilities. FEMA participated in the Hiring Heroes Job Fair at Walter Reed Army Medical Center. As a result, FEMA collected over 100 resumes from disabled veterans seeking Contract Specialist positions and forwarded them to the appropriate Human Resources Advisor for review and action. Participants were also encouraged to apply for vacancies online. During the Army Continuum of Service Job Fair at Fort Hood, Texas, FEMA officials interacted with over 600 Army veterans and their spouses. Resumes received from veterans in the areas of Personnel Security, Information Technology, and Emergency Management were forwarded to the appropriate FEMA program officers for consideration.

5. Federal Law Enforcement Training Center (FLETC)

FLETC used an electronic recruitment (e-recruitment) system to disseminate job vacancy information to veteran organizations and other recruitment sources that work with the veteran communities. Job announcements were routinely shared with organizations such as the VA, local DOL Employment Services, and Vocational Rehabilitation and Employment Services.

FLETC also used the hiring-tool provisions in the VRA and the Veterans Employment Opportunity Act (VEOA) to recruit well-qualified disabled veterans. FLETC used a Voluntary Applicant File (VAF) to allow disabled veterans and other non-competitive job candidates to submit employment applications for positions for which they may qualify. FLETC's VAF provided an alternative recruitment option to managers in hiring well-qualified employees.

FLETC participated in veterans' recruitment events at local military-sponsored job fairs such as the Kings Bay Job Fair, Navy Tri-Base Job Fair, Walter Reed Veterans Outreach Job Fair, and the first DHS-sponsored Veterans' Outreach Job Fair. FLETC partnered with employment services and organizations such as the Georgia DOL, Vocational Rehabilitation Office, VA, and veterans outreach representatives. The FLETC Equal Employment Opportunity (EEO) Officer also served as a member of the Glynn County (Brunswick, Georgia) Mayor's Committee on Services for the Disabled.

6. U.S. Coast Guard (USCG)

USCG continued looking for ways to streamline the application process for disabled veterans. The USCG Civilian Recruiting Team designated a Veteran's Coordinator to assist disabled veterans with locating information on current USCG civilian job opportunities and, if needed, provide assistance on the application process. The Veteran's Coordinator also conducted

training at local TAP offices for veterans transitioning from their military career to a civilian career.

USCG provided information on the CAP program for managers and supervisors. HR Management courses were offered for managers and supervisors to provide information on people with disabilities, including disabled veterans. The Human Resources (HR) Operations Division presented training on special hiring authorities for veterans with 30 percent or more compensable disabilities and on reasonable accommodations to 66 managers. The USCG attended nine national outreach events, including Diversity Military World Heritage Expo, an OWF recruiting event, Walter Reed Army Medical Center, and Road to Recovery Career Fair.

7. U.S. Secret Service (USSS)

USSS implemented an aggressive and proactive recruiting campaign to reach disabled veteran candidates, which more than doubled the USSS attendance at career fairs to 65 in FY 2009. The campaign included participating in: MacDill Air Force Base Career Fair, Camp Pendleton, CA; American Legion Job Fair; and the Oklahoma National Guard Yellow Ribbon Career Fair. USSS conducted employment opportunity briefings at military TAP and Army Career Alumni Programs (ACAP) throughout the country.

USSS recognized the U.S. Armed Forces as a source of highly qualified potential candidates for component positions in all occupational categories. The USSS Recruitment Team developed a coordinated system of advance planning and recruiting tools to establish a pipeline of high-quality, suitable candidates to fill vacancies and to enhance and maintain long-term relationships with the military community. A further summary of USSS progress is highlighted below:

- Attended the 21st Annual Navy Career Counselor Symposium in Schaumburg, IL. Over 900 Career Counselors, Command Master Chiefs, Commanding Officers, Executive Officers and more were in attendance. As the only government agency attending among 25 private company recruiters, USSS recruiters spoke with career counselors one-on-one regarding various employment opportunities. The USSS provided brochures, military posters, and contact information to pass along to all of their service members and civilians upon return to their duty stations. Navy counselors requested USSS to join the small group of federal agencies allowed to recruit service members at their overseas bases.
- Designated four employees to serve as part of the DHS VOAC to represent USSS and participate in veteran sponsored programs and events.
- Designated the Military Program Manager as a recruitment coordinator to ensure USSS remains competitive in attracting applicants from this applicant pool. Also, the Military Program Manager is a member of the DHS VOCT, which meets monthly to discuss outreach strategies.
- Participated in OWF. USSS issued an official message to managers and supervisors encouraging them to identify work opportunities within their divisions or program offices for these wounded service members. The USSS Recruitment Program increased its employment briefings from bi-monthly to monthly for severely injured service members at the Walter Reed Army Medical Center. As a result, the Secret Service placed three

OWFs, including one who became a full-time employee. In addition, USSS sent notification of the OWF expansion program to all Secret Service field recruiters in close proximity to military hospitals.

- Developed specific military recruitment posters. The posters reflect current USSS employees who have prior military experience and employment information. USSS also distributed recruitment letters, brochures, and display easels to nationwide ACAP and TAP centers and the military United Services Organization (USO).
- Implemented, in partnership with the Navy/Marine Transition Program, the White Hats to White House initiative. This recruitment tool targets transitioning Navy and Marine members to consider a career with the Uniformed Division.
- USSS provided another course on self-defense at the 23rd National Disabled Veterans Winter Sports Clinic in Snowmass Village, Colorado. The Clinic is an annual rehabilitation program open to U.S. military veterans with TBI, spinal cord injuries, orthopedic amputations, visual impairments, certain neurological problems and other disabilities who received care at a VA medical facility or military treatment facility.
- USSS achieved 100% compliance with public website accessibility. Additionally, their Procurement Division established a process which requires the maintenance of mandatory Section 508 documentation.

8. Transportation Security Administration (TSA)

The Transportation Security Administration (TSA) engaged in networking opportunities with 58 organizations to identify, recruit, and employ veterans, including disabled veterans, along with print media and on-line advertising. TSA used interagency and public networks nationwide to expand recruitment sources and to disseminate information on TSA career opportunities to veteran organizations. Veterans, persons with disabilities, active duty military, and transitioning military personnel can view TSA employment opportunities through the use of the websites and publications. Also, TSA expanded information on their website to include a Veterans Outreach and Employment Information section and a Veterans Employment Fact Sheet.

TSA's Disability Coalition consisted of disability groups including disabled veterans. The coalition meets twice a year to bring disabled veterans and persons with disability groups together with TSA to convey information as it pertains to travel, sensitive screening, and employment opportunities.

TSA utilized targeted on-line recruiting as a primary recruitment strategy used to reach a large group of prospective applicants; the strategy included job postings, banner advertisements, targeted email blasts, and newsletters sponsorships. TSA advertised employment opportunities on numerous websites, including Disaboom.com, Military.com, and Gijobs.com. TSA also posted advertisements and job postings on Monster.com, Yahoo.com and Careerbuilder.com, as well as a variety of veteran and disability focused cross-posted websites. TSA marketed the Transportation Security Officers, Federal Air Marshals, and other positions in four magazines, including the Army Times Magazine.

II. Methods Used to Provide or Improve Internal Advancement Opportunities for Disabled Veterans

DHS promoted 1,580 disabled veterans, or 4.0% of all permanent promotions. Veterans with 30% or more compensable disabilities comprised 740 or 1.9% of permanent promotions (and 46.8% of disabled veterans promoted). DHS components provided disabled veterans with the following advancement opportunities:

1. Citizenship and Immigration Service (CIS)

CIS proactively worked with managers and supervisors to assist and identify training needs and resources to improve internal advancement of disabled veterans. On a quarterly basis, the CIS Office of Equal Opportunity and Inclusion monitored, reviewed, and evaluated training opportunities to measure career advancement and reasonable accommodation matters to support disabled veterans.

2. Customs Border and Protection (CBP)

Nearly a quarter of all CBP supervisors are veterans; three percent are veterans with 30% or greater disability.

3. Immigration and Customs Enforcement (ICE)

ICE provides several career development programs, academic programs, and leadership training for employees. In FY 2009, employees participated in the following career development and training programs:

- Aspiring Leader Program (ALP). Disabled veterans represented 7% (2) of the participants, a numerical increase from 20% (1) in FY 2008.
- New Leader Program (NLP). Disabled veterans represented 9% (3) of the participants.
- Tuition Assistance Program (TUAP). Disabled veterans represented 4% (7) of the participants.
- Supervisory Leadership Program (SLP). Disabled veterans represented 3% (15) of the participants.

4. Federal Emergency Management Agency (FEMA)

FEMA provided Disability Awareness Training to managers and supervisors. These sessions, available in classroom settings and through video telecasts, focused on a wide-range of disability topics including the use of personnel regulations to select, promote, and retain disabled veterans.

5. Federal Law Enforcement Training Center (FLETC)

FLETC offered opportunities to all employees (including disabled veterans) for self-development and to improve job skills through job related training, higher education, temporary assignments, and other formal and informal career development programs. Specifically:

- The FLETC New Supervisor Training Program (FNSTP) provided initial in-service training to new supervisors and serves as a refresher for existing supervisors. Seven of the 37 supervisors who participated in this program during the FY 2009 were disabled veterans.
- The FLETC Future Leaders Program (FLP) was the first formal program designed to prepare non-supervisors at the GS-12 and GS-13 levels for managerial positions. Of the 14 employees who completed the program in FY 2009, three were disabled veterans. FLETC promoted one of the program participants (a 30 percent or more disabled veteran) during the FLP program to a GS-14 position.
- The FLETC's Law Enforcement Leadership Institute (LELI) offered Leadership Training courses quarterly to all managers and staff. One program, Leadership Through Understanding Human Behavior (LTUHB), included a three-day training course designed for managers, supervisors, instructors, and team leaders. In FY 2009, six employees, one of whom was a disabled veteran, participated in the LTUHB program.
- Career Development and Advancement Opportunities are available through the FLETC Employee Development Services. FLETC also offered a formal mentoring program within the FLETC FLP for its candidates and a TUAP or all employees. The TUAP reimburses employees for mission-related college courses, and helps to improve current job performance, or enhance the skills needed in the future. In FY 2009, eight disabled veterans took advantage of the benefits of the program.

6. U.S. Coast Guard (USCG)

USCG monitored, reviewed, and evaluated progress in the advancement of disabled veterans via their HR Report on promotions. In FY 2009, of the 564 promotions in the permanent workforce, 57 were disabled veterans, which represents 10.1% of promotions, and 34 were 30 percent disabled veterans, which represents 6.0%.

Twelve disabled veterans participated in formal DHS-wide Career Development Programs, an increase from six in FY 2008. Five disabled veterans participated in formal Government-Wide Career Development Programs, a slight decrease from seven in FY 2008.

7. U.S. Secret Service (USSS)

USSS promoted 13 disabled veterans, eight with a 30 percent or more compensable disabled veteran's preference. The highest-grade level of employees with 30 percent or more compensable disabled veteran's preference is GS-14. The two GS-14 employees are in the Administrative, Professional, Technical workforce. The highest-grade level of Special Agents with 30 percent or more compensable disabled veteran's preference is GS-13. USSS also promoted one disabled veteran Special Agent to the GS-15 level.

8. Transportation Security Administration (TSA)

The Training Division, Office of Human Capital, is planning to develop and implement mandatory awareness training for management on the special hiring authorities to increase recruitment, hiring, retention and development of disabled veterans and veterans.

III. Description of How Major Operating Components and Field Installations were Monitored, Reviewed and Evaluated

1. Citizenship and Immigration Service (CIS)

CIS Office of Equal Opportunity and Inclusion (OEOI) provided CIS senior leadership a bi-weekly New Hires Report that denotes the hiring of veterans, disabled veterans, and disabled employees. CIS also maintained an activity report via the Edvantage System that tracks recruitment and outreach events, disabled veterans applications, actual hires, and training. Also, CIS collateral duty Special Emphasis Program Managers (SEPMs) provided quarterly reports to OEIO on the hiring, recruitment, training, and retention of disabled veterans nationwide.

2. Customs Border and Protection (CBP)

CBP developed a tracking system to monitor the progress of employment of individuals with disabilities. Field offices throughout CBP are required to submit a weekly report from their areas and Border Patrol sectors detailing their progress in recruiting, outreach programs, providing reasonable accommodations, and hiring individuals with disabilities, including disabled veterans.

3. Federal Emergency Management Agency (FEMA)

FEMA's Office of Equal Rights maintained reports on the status of employment, job advancement, and training opportunities for disabled veterans. Internal audits were conducted periodically to ensure regulatory compliance and consistency. Additionally, FEMA reported veteran specific employment data to OPM, DHS, and other relevant organizations on a regular basis in FY 2009.

4. U.S. Coast Guard (USCG)

Hiring of disabled veterans is monitored across the Coast Guard. Monthly recruiting reports were prepared and reviewed by the HR Operations Division to capture any trends, issues, and problems as well as accomplishments. Offices within HR met quarterly to discuss recruitment, hiring, and retention issues and to assess program effectiveness. USCG senior management (HR and EEO officials) reviewed monthly recruiting reports to monitor and evaluate progress in filling the civilian workforce, including the hiring of disabled veterans.

5. U.S. Secret Service (USSS)

To monitor, review and evaluate field installations, the USSS Recruitment Program designated regional representatives to submit monthly reports concerning recruitment activities. Also, the Persons with Disabilities/Disabled Veterans (PWD/DV) SEPM assessed and evaluated the hiring and advancement of disabled veterans throughout USSS. During FY 2009, PWD/DV SEPM monitored the overall workforce to assess and evaluate the hiring and advancement of disabled veterans throughout the Service.

<p>IV. Explanation of Progress in Implementing the Affirmative Action Plan During the Fiscal Year (where progress has not been shown, cite the reasons for the lack of progress, along with specific plans for overcoming cited obstacles to progress)</p>

In 11/2008, DHS CHCO issued a Human Capital Strategic Plan outlining specific plans and actions to implement the diversity strategy across a five-year period, from FY 2009-2013. Initial efforts under this plan have included the creation of a new Veterans Outreach Program. In addition, a Department Diversity Management & Inclusion Strategic Plan for FY 2010-2013 was drafted that has specific targeted recruitment, retention, and advancement activities for veterans and disabled veterans to reach the Secretary's goal of 50,000 veterans by 2012.

DHS is also in the process of developing a Department-wide Wounded Warrior Management Directive adopted from CIS as a best practice. This directive will provide a unified plan to recruit, hire and support severely wounded service members at DHS.

As noted above, five of nine components (DHS HQ, CBP, FEMA, FLETC, and USCG) increased their hiring of disabled veterans, while four declined from their FY 2008 hiring levels. Seven of nine components increased the number of disabled veterans in their permanent workforce. The numbers and trends are noted in the table below. All trends are based upon the FY 2008 baseline.

Component	Disabled Veterans		30% or More Disabled Veterans	
	Hired	Promoted	Hired	Promoted
CIS	78 (-76)	275	51	157 (+70)
CBP	385 (+94)	639	186	263 (+83)
FEMA	63 (+19)	51	34	19
FLETC	15 (+12)	15	10	8
USCG	96 (+11)	57	60	34
HQ	89 (+58)	25	56	17
ICE	103 (-9)	300	62	120
TSA	49 (-100)	202	25	112 (-34)
USSS	0 (-9)	16 (+11)	0	10 (+8)
DHS	878 (+18)	1580	484 (+42)	740

The following two components cited specific reasons for a lack of progress in their DVAAP activities.

1. Federal Emergency Management Agency (FEMA)

FEMA hoped to expand its capacity to reach out to disabled veterans in FY 2009 with the addition of a Diversity Recruiter to its staff. Unfortunately, budget constraints and a hiring surge of mission-critical positions made it necessary for the recruiter to act as an HR Advisor for much of FY 2009. However, a new advisor has been hired, and the Diversity Recruiter will be available in FY 2010 to develop and implement a strong, targeted outreach and recruitment program. This program will include greater participation in job fairs and the development of partnerships with organizations advocating on behalf of disabled veterans.

2. U.S. Secret Service (USSS)

USSS continued participating in external meetings designed to improve recruitment strategies that address the low participation rate of disabled veterans in the federal government. This affords USSS an opportunity to learn best practices in order to provide practical solutions in the areas of career development, recruitment and hiring.

APPENDIX
Department of Homeland Security
Disabled Veterans Affirmative Action Program
Outreach and Recruitment Events
FY 2009

Events

- 1st Department of Homeland Security (DHS) sponsored Veterans' Outreach Job Fair in FY 2009
- 2nd Annual "Honor A Hero, Hire A Vet" Career Expo and Job Resources Fair, CA
- 2nd Annual Federal Hispanic Career Advancement Summit with DHS, Washington, DC
- 5th Annual Road to Recovery Conference/Career Fair, Orlando, FL
- 8th Asian Diversity Career Expo, NYC, NY
- American Heroes Events, McLean, VA and National Counter Terrorism Center, Rosslyn, VA
- American Indian Higher Education Consortium Annual Conference, Missoula, MT
- American Legion Convention, Louisville, KY
- American Legion Job Fair at Walter Reed Army Medical Center, Washington, DC
- American Society of Naval Engineers (ASNE) Career Fair, National Harbor, MD
- Andrews Air Force Base Job Fair, Camp Springs, MD
- Annapolis Fleet and Family Support Center Transition Assistance Program, Annapolis, MD
- Army Community Services Job Fair, Fort Carson, CO, Fort Hood, TX
- Army Continuum of Service Job Fair, Fort Hood, TX
- Army Solider & Family Assistance, Fort Leavenworth, KS
- Army Warrior Transition Battalion, Fort Benning, GA and Fort Gordon, GA
- Association of Naval Services Officers (ANSO) Hispanic Training Conference, San Diego, CA
- AUSA/ACAP Job Fair, El Paso, TX
- Baltimore VA Medical Center, Baltimore, MD
- Baltimore VA Rehabilitation and Extended Care Center, Baltimore, MD
- Black Engineer of the Year Awards Conference, Baltimore, MD
- Boston Military/Veteran Career Fair, Boston, MA
- Buffalo VA Medical Center, Buffalo, NY
- California Maritime Academy Spring Career Fair, Vallejo, CA
- California Professional Business Women Conference, San Francisco, CA
- California Workforce Centers for Veterans: throughout CA
- Camp Lejeune Job Fair, Camp Lejeune, NC
- Camp Lejeune Police Officer Selection Test (POST), Camp Lejeune, NC
- Camp Lejeune's Spring National Job Fair, Camp Lejeune, NC
- Camp Pendleton Fall Career Fair, Camp Pendleton, CA
- Camp Pendleton Military Job Fair, Camp Pendleton, CA
- Camp Pendleton Wounded Warrior Center, Camp Pendleton, CA
- Camp Pendleton, CA, Information Sessions, Camp Pendleton, CA

- Central Maryland Career Fair, Bowie, MD
- Chicago Military/Veteran Career Fair, Chicago, IL
- Civilian Jobs.com Job Fair, Ft. Bliss, TX, Fort Campbell, KY, Fort Dix, NJ, Fort Drum, NY, Fort Hood, TX, Fort Stewart, GA
- Coast Guard Academy, New London, CT
- Community College of Baltimore Career Fair, Catonsville, MD
- Conexiones-Serving Hispanic Students in Howard County, Ellicott City, MD
- Congressional Black Caucus Annual Legislative Exhibition, Washington, DC
- Congressional Hispanic Caucus Institute Policy Conference, Washington, DC
- Congressman Frank Wolf Career Fair (with DHS), Loudoun, VA
- Congresswoman's Grace Napolitano Health & Employment Expo, Pico Rivera, CA
- Connecticut Maritime Association Conference, Stamford, CT
- Continuum of Service Job Fair, Fort Hood, TX, Arlington, VA; Greenbelt, MD; and Virginia Beach, VA
- Corporate Gray Career Fair, Greenbelt, MD, San Diego, CA, Springfield, VA, Virginia Beach, VA, Washington, DC
- Daily Press Career Fair, Hampton Roads, VA
- DC Department of Employment Recruitment Fair, Washington, DC
- Delaware State Spring Career Fair, Dover, DE
- Department of Defense, Hiring Heroes Career Fairs and Resume Writing: San Antonio, TX; Washington, DC
- Department of Defense, OWF recruiting events, Walter Reed Medical Center, Washington, DC
- Department of Veterans Affairs Job Fair, Tampa, FL
- Department of Veterans Affairs Medical Center, Los Angeles, CA
- Department of Veterans Affairs Vocational Rehabilitations Centers, Los Angeles, CA, Baltimore, MD, Albuquerque, NM and Kansas City, MO
- Department of Veterans Affairs, Vocational Rehabilitation and Employment, DeWitt Army Community Hospital, Fort Belvoir, VA
- DHS 1st Veterans Job Fair, Washington, DC
- DHS Open House – Connecting with your Future, Washington, DC
- Disabled American Veterans, Philadelphia, PA
- Diversity Military World Heritage Expo, Washington, DC
- Elizabeth City State University Career Fair, Elizabeth City, NC
- Employment Guide and Fox News “Putting America back to Work” Campaign with Governor Charlie Crist Career Fair, Orlando, FL
- Fall Career and Education Expo, San Diego, CA
- Federal Hispanic Career Summit, Arlington, VA
- Flag Sponsorship Lincoln University, Jefferson, MO
- Fleet & Family Support Services, National Naval Medical Center, Bethesda, MD
- Florida Conference for Women, Orlando, FL
- Fort Bliss AUSA/ACAP Job Fair, Ft. Bliss, TX
- Fort Bragg Army Career & Alumni Program (ACAP) Job Fair, Fort Bragg, NC
- Fort Bragg Soldier and Family Assistance Center, Fort Bragg, NC

- Fort Carson ACAP, Fort Carson, CO
- Fort Carson Army Soldier & Family Assistance Center, Fort Carson, CO
- Fort Dietrich, Frederick, MD
- Fort Dix, Fort Dix, NJ
- Fort Drum Soldier and Family Assistance Center, Fort Drum, NY
- Fort Hood ACS/ACAP Job Fair, Fort Hood, TX
- Fort Howard VA Medical Center, Fort Howard, MD
- Fort Irwin ACS/ACAP Job Fair, Fort Irwin, CA
- Fort Leavenworth Soldier and Family Assistance Center, Fort Leavenworth, KS
- Fort Leonard Wood ACAP Mini Job Fair, Ft. Leonard Wood, MO
- Fort Leonard Wood Semi-Annual Job Fair, Ft. Leonard Wood, MO
- Fort Lewis ACAP Job Fair, Fort Lewis, Tacoma, WA
- Ft. Meade Job Fair, Fort George Meade, MD
- Fort Meade ACAP Employer Day, Fort George Meade, MD
- Fort Meade Community Job Fair, Fort George Meade, MD
- Fort Meade Technical Job Fair, Fort George Meade, MD
- Fort Meade Veterans' Job Fair, Fort George Meade, MD
- Fort Richardson, Fort Richardson, AK
- Fort Riley Soldier and Family Assistance Center, Fort Riley, KS
- Fort Rucker Job Fair, Fort Rucker, AL
- Fort Sam Houston, Fort Sam Houston, TX
- Great Lakes Maritime Academy Career Fair at Northwestern Michigan College Career and Employment Fair, Traverse City, MI
- HACU Capitol Forum Reception, Washington, DC
- Hampton VA Medical Center, Hampton, VA
- Heroes and Heritage Event, San Antonio, TX
- Heroes to Hometowns Transition and Benefits Fair, Louisville, KY
- Hire Vets First, Baltimore, MD
- Hiring Heroes Disability Training and Career Fair, Walter Reed Army Medical Center, Washington, DC, and Fort Riley, KS.
- Hispanic Alliance for Career Enhancement (HACE), Florida International University, Miami, FL, Houston, TX
- Hispanic Association of Colleges and Universities (HACU) Annual Conference, Denver, CO
- Hispanic Business Magazine Women of the Year Symposium, Houston, TX
- Hispanic Engineers National Awards Annual Conference (HENAAC), Houston, TX
- Historic Black Colleges and Universities (HBCU) Career Fair and Interview Day (Southern, Dillard, Xavier, Loyola, Tulane & Univ. of New Orleans), New Orleans, LA
- Honoring Our Veterans Career Fair, Baltimore, MD
- Howard County Job Fair & Career Expo, Ellicott City, MD
- Illinois Department Employment Security, Metro South Region Veterans' Job Fair, Orland Park, IL
- Image Conference, San Antonio TX

- Intrepid National Armed Forces Rehabilitation Center at Brook Army Medical Center, San Antonio, TX
- James A. Haley VA Medical Center, Tampa, FL
- James J. Peters, VA Medical Center, Bronx, NY
- Job Zone, Andrews TOP Association, Andrews Air Force Base, MD; Patuxent River, MD, Washington, DC, and Norfolk, VA
- Jobs for Tampa, Tampa, FL
- Johns Hopkins University OPM Career Day, Baltimore, MD
- Johns Hopkins University Spring Career Fair, Baltimore, MD
- Joint Navy and Air Force Job Fair, Charleston, SC
- Keller Army Community Hospital, West Point, NY
- Kings Bay Job Fair, Navy Tri-Base Job Fair, Jacksonville, FL
- Kirtland Air Force Base, Albuquerque, NM
- LATINA Style 50 Awards & Diversity Leaders Conference, Washington, DC
- LATINA Style Symposium, Washington, DC
- Law Enforcement Information & Recruitment Day, Camp Lejeune, NC
- League of United Latin American Citizens (LULAC), San Juan, PR
- MacDill Air Force Base Career Fair, Tampa, FL
- Marine Corps Air Ground Combat Center, San Diego, CA (29 Palms)
- Marine Corps Community Service, Yuma, AZ; Quantico, VA
- Marine Corps Recruitment Depot- Career & Education Fair, San Diego, CA
- Marine Job Fair, Henderson Hall, Ft Meyer, VA
- Massachusetts Maritime Academy Career Fair, Buzzard Bay, MA
- Massachusetts Women's Conference, Boston, MA
- MCCS Career Fair/MCAS Miramar, San Diego, CA
- Mexican American Engineering Society, Las Vegas, NV
- Miami VA Medical Center, Miami, FL
- Midwest Asian American Student Union (MAASU) Conference, Ann Arbor, MI
- Military Career Fair, King George, VA, Arlington, VA, Patuxent River, MD
- Military.com Fair, National Career Fair, Columbia, MD, Horsham, PA, Philadelphia, PA, Arlington, VA, and San Francisco, CA
- Military Edge Job Fair, Atlanta, GA, Boston, MA; Camp Lejeune, NC; Dallas, TX; Fort Hood, TX; Newport News, VA; Washington, DC; and Fort George Meade, MD
- Military Overseas Recruiting Events (MORE) Job Fair, Fort Carson, CO, Fort Drum, NY, West Point, NY, Fort Sill, OK
- Military Officers Association of America (MOAA) Career Fair, Washington, DC
- Military Stars Career Expo, Mid-Atlantic Regional Event, Arlington, VA, Southeast Regional Career Event, Atlanta, GA, Raleigh, NC, Southwest Regional Event, San Antonio, TX, Western Region Event, San Francisco, CA
- Monster Career Fair, Dallas, Houston, and San Antonio, TX
- Morgan State University Spring Career Fair, Baltimore, MD
- National Association for Equal Opportunity in Higher Education, Atlanta, GA
- National Council of La Raza, Chicago, IL
- National Counterterrorism Center, Falls Church, VA

- National Image Regional Conference, Arlington, VA
- National Military Career Fair, Bellevue, WA
- National Naval Medical Center, Bethesda, MD
- National Reconnaissance Office, Chantilly, VA
- National Security Education Program Information Session, Washington, DC
- National Society for Hispanic Professionals, Atlanta, GA
- National Society of Black Engineers (NSBE) Annual Conference, Las Vegas, NV
- National Society of Hispanic Professionals, Washington DC
- National Urban League Annual Conference, Chicago, IL
- Natl. Assoc. of African Americans in the Dept. Of Homeland Security (NAADHS) Conference New Orleans, LA
- Naval Anacostia Annex TAP, Washington, DC
- Marine Hiring Event, Honolulu, HI
- Naval Medical Clinic Quantico, Quantico, VA
- Naval Support Activity New Orleans, New Orleans, LA
- Navy Region Southwest Fleet & Family Support Center Spring Job Fair, San Diego, CA
- New York military/Veteran Career Fair, New York, NY
- Norfolk State College Fair, Norfolk, VA
- Northwest Job Expo, Bremerton, WA
- ODU Employer Symposium, Norfolk, VA
- Oklahoma National Guard Yellow Ribbon, Oklahoma City, OK
- Old Dominion University Midsummer Career Fair, Norfolk, VA
- OPM/DHS Detroit Career Fair, Detroit, MI
- Orlando VA Medical Center Career Expo, Orlando, FL
- Philadelphia Governors Conf. for Women, Philadelphia, PA
- Recruit Military Career Fair, San Diego, CA; Atlanta, GA; Boston, MA; Norfolk, VA, St. Petersburg, FL; Tampa, FL; and Dallas, TX
- Resources Fair hosted by the California Employment Development Department, CA
- SACC Career Fair, Washington, DC
- San Antonio Military Community Job Fair, San Antonio, TX
- San Francisco Career Fair, San Francisco, CA
- Security Clearance Expo, Mclean, VA
- Service Academy Career Conference, Washington, DC
- Southeast Regional Career Event, Jacksonville, FL
- Southwestern Indian Polytechnic Institute Career Day, Albuquerque, NM
- Spring Southern region Military & civilian Job Fair, Biloxi, MS
- State University of New York (SUNY) Maritime Academy Career Fair, NYC, NY
- STEM Diversity Career Expo, Washington, DC
- Tampa VA Physical Medicine and Rehabilitation, Tampa, FL
- Texas Maritime Academy Career Fair, Galveston, TX
- Thurgood Marshall College Fund Member Universities Professional Institute & Exhibition, New Orleans, LA
- Iisagvik Tribal College, Barrow, AK

- U.S. Marine Corps, Wounded Warrior Battalions, Camp Lejeune, NC, Camp Pendleton, CA
- U.S. Marine Corps, Wounded Warrior Regiments, Quantico, VA
- University of Central Florida State Wide Career Fair, Orlando, FL
- US Business Leadership Network, Washington, DC
- CIS Career Fair, Balboa Naval Medical Center, San Diego, CA and Camp Pendleton, Oceanside, CA
- USDA/HACU Federal Career Fair, Washington, DC
- USO of Metropolitan DC, Washington, DC
- Veterans Administration Career Fair, Norfolk, VA
- Veterans Outreach Program of Illinois, Inc Job Fair, Cicero, IL
- Virginia Peninsula Chamber of Commerce Military Career Fair, Hampton, VA
- Virginia Tech National Capital Region Alumni Career Fair, Falls Church, VA
- Walter Reed Army Medical Center, Hiring Heroes, Washington, DC
- Walter Reed Operation War-fighter Job Fairs, Washington, DC
- Walter Reed Veterans' Outreach Job Fair, Washington, DC
- Washington DC Military/Veteran Career Fair, Arlington, VA
- West Point Society of DC, Washington, DC
- White House Sponsored HBCU Fair, Washington, DC
- Whiting Field Job Fair, Milton, FL
- Wilford Hall U.S. Air Force Medical Center, San Antonio, TX
- Willow Grove Naval air Station, Willow Grove, PA
- Winn Army Community Hospital, Warrior Transition Battalion, Fort Stewart, GA
- Womack Army Medical Center, Fort Bragg, NC
- Women in Technology 20th Anniversary Summit, Santa Clara, CA
- Women of Color Conference, Dallas, TX
- Work Force Veterans Job Fair, Martinsburg, WV, Fort Sam Houston, TX, Fort Bliss, TX, Fort Hood, TX, Fort Lewis, and Tacoma, WA
- Wright Patterson Air Force Base Job Fair, Dayton, OH

Publications

- Ability Magazine
- Blinded Veterans of America's BVA Bulletin
- Careers and the Disabled Magazine
- Corporate Gray Career Fair
- DoD Booklet in Monthly and Quarterly Recruitment Events
- Fort Hood Sentinel
- GI Jobs
- Hiring Heroes
- Hiring Heroes, DoD Booklet in Monthly and Quarterly Recruitment Events
- Installation and Post Newspapers
- Jobs For Vets
- Military G.I. Jobs
- Military Newspapers
- Military Overseas Times
- Military Press Newspaper
- Military Times Newspapers
- Military Transition Times
- Navy Compass Newspaper (San Diego, CA)
- Navy Dispatch Newspaper (San Diego, CA)
- R/R Magazine (Overseas military)
- Schriever Sentinel (Colorado Springs Military Newspaper), and Camp Pendleton Scout
- Stars and Stripes
- United States Air Force (USAF) Academy Spirit Newspaper (CO)
- Veterans and Transitioning Military – Print Media
- Wounded Warrior Program Informational Fact Sheet

Web Sites

- AAPD.com
- [Career Builder.com](http://CareerBuilder.com)
- Corporategray.com
- Disabledperson.com
- Disaboom.com
- Hirevetsfirst.gov
- HiringVeterans.com
- Jobbing.com
- Military.com
- MilitaryExits.com
- MilitaryResumes.com
- Monster.com
- RecruitmentMilitary.com
- Stripes.com
- Taonline.com
- VetJobs.com

**Annual Disabled Veterans Affirmative Action Program (DVAAP)
Plan Certification--Fiscal Year 2010**

Please type or print clearly and return this sheet with an original signature to:

Nancy H. Kichak
Associate Director for Strategic Resources Policy
Office of Personnel Management
1900 E Street, NW, Room 6500
Washington, DC 20415-9800

IDENTIFYING INFORMATION

A. Name and Address of Agency

U.S. Department of Homeland Security
Office for Civil Rights and Civil Liberties
Equal Employment Opportunity Programs
245 Murray Lane, SW, Bldg. 410, MS-0191
Washington, DC 20528

**B. Name and Title of Designated DVAAP Official (Include address, if different from above)
Telephone and FAX Numbers:**

Mary J. McGoldrick
Acting Deputy Officer, and Director
EEO and Diversity Programs
Office for Civil Rights and Civil Liberties
Department of Homeland Security

Tel: (202) 254-8224
Fax: (202) 254-8240

**C. Name and Title of Contact Person (Include address, if different from above) Telephone and
FAX Numbers:**

Tanya Cantrell
EEO Manager

Tel: (202) 254-8214
Fax: (202) 254-8240

CERTIFICATION: I certify that the above named agency: (1) has a current DISABLED VETERANS AFFIRMATIVE ACTION PROGRAM (DVAAP) plan and the program is being implemented as required by 38 U.S.C. § 4214, as amended, and appropriate regulations and guidance issued by the U.S. Office of Personnel Management; (2) that all field offices or installations having less than 500 employees are covered by a DVAAP plan; (3) that all field offices or installations having 500 or more employees are covered either by this plan or by a local plan; and (4) that such plans are available upon request from field offices or installations.

SIGNATURE Mary J. McGoldrick DATE December 30, 2009