



United States  
Department of  
Agriculture

National Institute  
of Food  
and Agriculture

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NIFA

# Section H

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| <b>EEOC FORM<br/>715-01<br/>PART H-1</b>   | <b>U.S. Equal Employment Opportunity Commission<br/>FEDERAL AGENCY ANNUAL<br/>EEO PROGRAM STATUS REPORT</b>  |  |
| <b>Department of Agriculture/USDA National<br/>Institute of Food and Agriculture</b>   |  | <b>For period covering October 1, 2016 to September 30, 2017</b> |
| <b>STATEMENT of<br/>MODEL PROGRAM<br/>ESSENTIAL ELEMENT<br/>DEFICIENCY:</b>  | The Department has not implemented an adequate data collection and analysis system that permit tracking of recruitment and applicant flow data required by MD-715 for all USDA agencies. The Department's staff acquisition application eRecruit, currently provides reporting capability for MD-715 data tables for a user-selectable period of time. Fiscal Year reports are generated and stored on the system. However, the Department currently does not have the infrastructure necessary to provide recruitment and applicant flow data to all USDA agencies. |  |
| <b>OBJECTIVE:</b>  | To work with the Department to develop an adequate data collection and analysis system that tracks recruitment information and applicant flow data required for the MD-715 Report.   |  |
| <b>RESPONSIBLE OFFICIAL:</b>   | OASCR, OHRM, and NIFA EEO Manager  |  |
| <b>DATE OBJECTIVE INITIATED:</b>   | 12/22/2017   |  |
| <b>TARGET DATE FOR<br/>COMPLETION OF OBJECTIVE:</b>  | 9/30/2020  |  |
| <b>PLANNED ACTIVITIES TOWARD<br/>COMPLETION OF OBJECTIVE:</b>  |  |  |
| USDA is working with the application owner, The National Technical Information Service, and the software vendor, to be able to generate MD-715 files in the FedSEP data exchange format, which will facilitate the reporting process to all USDA Agencies. The Department is working to develop an adequate data collection and analysis system that tracks recruitment and applicant flow information required by MD-715 by 9/30/2020.<br><br><b>TARGET DATE: 9/30/2020</b> |  |  |
| <b>REPORT OF ACCOMPLISHMENTS and MODIFICATIONS TO OBJECTIVE</b>  |  |  |
| To be reported at the end of each quarterly reporting period.  |  |  |