

FY 2022 Ratings Distribution Justification

During FY 2022, Senior Executives at the Department of Commerce warranted higher level performance ratings due to demonstrating an unprecedented response leading the Department's efforts, all while continuing to meet and exceed a high number of the goals in the Department's FY18-22 Strategic Plan and other performance goals.

Key Department of Commerce accomplishments during 2022 include but are not limited to:

- The Economic Development Administration awarded \$3 billion in American Rescue Plan funding. (EDA)
- The National Institute of Standards and Technology launched the Creating Helpful Incentives to Produce Semiconductors (CHIPS) Program and Research & Development Offices. (NIST)
- The National Telecommunications and Information Administration awarded billions of dollars in funding to states, territories, and Tribal communities to close the digital divide. (NTIA)
- The Bureau of Industry and Security took decisive action through export controls to hold Russia accountable for its unwarranted aggression. (BIS)
- The National Oceanic and Atmospheric Administration took action to build a climate-ready nation. (NOAA)
- The National Oceanic and Atmospheric Administration launched the Bipartisan Infrastructure Law (BIL) investments to award projects to support Climate-Ready Coasts through coastal resilience and habitat restoration; and climate data and services to protect the environment while creating economic development and good-paying jobs. NOAA also collaborated with partners to develop climate and equity services in underserved communities by building regional pilot projects across the country to co-develop effective and innovative new climate solutions. (NOAA)
- The International Trade Administration launched the Indo-Pacific Economic Framework for Prosperity. (ITA)
- The International Trade Administration (ITA) assisted over 51,000 clients worldwide and facilitated \$174 billion in U.S. exports and inward investment supporting over 625,000 American jobs. ITA also successfully resolved 38 trade agreement compliance cases to ensure that U.S. trading partners complied with their trade agreement obligations. (ITA)
- The Minority Business Development Agency launched its new Capital Readiness program with nearly \$100 million in funding from Treasury's State Small Business Credit Initiative to lift-up underserved business owners and entrepreneurs. (MBDA)
- The Bureau of Economic Analysis harmonized annual updates of national GDP, industry GDP, and state GDP, providing the American public with a timelier and more comprehensive picture of the U.S. economy. These annual GDP updates were released together at the end of September. (BEA)
- The Census Bureau released new products to measure business adoption of nascent technologies like machine learning, robotics, automation, and artificial intelligence as well as indirectly measure the impact on employment and productivity. (Census Bureau)
- The Census Bureau improved the capacity of the Demographic High Frequency Data Program by expanding the survey team and developing a plan for rolling out a newly redesigned Household Pulse Survey (HPS). (Census Bureau)
- The National Telecommunications and Information Administration awarded \$1.6 billion in funding to states, territories, and tribal communities to close the digital divide. (NTIA)

- The FirstNet Authority made significant progress for nationwide public safety broadband coverage and capacity with the FirstNet Network now serving over 21,000 public safety agencies and more than 3.6 million FirstNet devices. (NTIA)
- The Office of Human Resources Management facilitated the first annual DOC Human Capital (HC) Leadership Summit where HC leaders developed detailed action plans to drive progress on four strategic priorities: Strengthening Customer Experience, Building a Diverse Workforce, Elevating Employee Experience, and Leveraging Data as a Strategic Asset. (OS-OHRM)
- Enterprise Services awarded 62% of contracted dollars to Small Businesses and 41% to Small Disadvantaged Businesses in Fiscal Year 2022, exceeding DOC goals of 45% and 20% respectively. Enterprise services also exceeded small business goals for all other subcategories of small business including 8(a), Women Owned Small Business, HUBZone, Veteran Owned Small Business, and Service-Disabled Veteran Owned Small Business. Enterprise Services' strategic sourcing purchases resulted in cost avoidance of approximately \$100 million. (OS-ES)
- Commerce awarded 25.7% of contract dollars to Small Disadvantaged Businesses and 49.6% of contract dollars to Small Businesses in FY 2022. (OS-OAM)
- The Office of the Chief Information Officer (OCIO) won the "Most Improved" award for demonstrating Federal IT excellence on the latest "FITARA 15.0 Scorecard" for achievement in and an ongoing commitment to advancing modernization initiatives. FITARA activities and progress are assessed on a bi-annual basis by the House Oversight and Accountability Committee's Subcommittee on Cybersecurity, Information Technology, and Government Innovation. OCIO implemented a comprehensive and strategic DOC-wide FITARA program across the organization to include a strong partnership with bureaus, the Office of Acquisition Management (OAM), and the CFO. (OS-OCIO) \
- The Department of Commerce (DOC) developed and initiated the implementation of a Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan, in accordance with Executive Order 14035: Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce; re-structured the DOC DEIA Council to include representatives from all bureaus, with responsibility for implementing the 205 DEIA-related actions; and hired a Chief Diversity Officer, at the Senior Executive Service level, who is responsible for the execution and progress of the DEIA Strategic Plan, ensuring the associated activities are tracked, measured and reported. (OS-OCR)

The Department's Senior Executives ensured continuity of service delivery and maintained mission effectiveness during a uniquely demanding year while leading and executing several additional high priority initiatives. All selected accomplishments highlights provide additional context for the justification for a Model Rating 5. In FY 2022, the Department and Bureau missions, goals, and objectives were prioritized, and the achievements solidified the Department's commitment for both national security interests, and public health and safety initiatives. The adoption and coverage in both these areas achieved extraordinary results as demonstrated by the differentiation between rating level alignment with pay and bonus compensation.