

ANNUAL REPORT TO THE CONGRESS

THE EMPLOYMENT OF VETERANS IN THE FEDERAL GOVERNMENT FY 2002

Working for America





A Message From the Director of the U.S. Office of Personnel Management

I am pleased to present to the Congress the U.S. Office of Personnel Management's (OPM's) annual report on veterans' employment in the Federal Government.

Our Fiscal Year (FY) 2002 report contains two significant results: the hiring of veterans in the Federal service increased in FY 2002; and the overall employment of veterans in the Federal service, particularly disabled veterans, increased in FY 2002. Since the President has made veterans' employment an underlying theme of his administration, this is good news indeed.



I commend all agencies whose efforts contributed to these positive results. In part, these results reflect the hiring practices of the newly created Transportation Security Administration (TSA). Also, the Homeland Security Act of 2002 introduced new flexibilities which OPM implemented in FY 2003. We will examine in detail the impact of these flexibilities on veterans' employment in next year's report.

OPM places a strong oversight focus on veterans' preference during all agency and delegated examining reviews we conduct. During these reviews we ensure that disabled veterans are given their due preference. OPM also monitors objections to disabled veterans processed under delegated examining authority to ensure that these veterans are treated properly.

I am proud of the strides Federal agencies have made towards the employment of veterans. With our military actively engaged in the fight against terrorism, we must not falter in our commitment to the employment of these dedicated Americans. Nor can we forget that disabled veterans are heroes who have paid a price so dear that it will stay with them for the rest of their lives. These veterans bring strength, commitment, an ethos of public service, and uncommon mettle to the workplace. Therefore, I challenge all of my colleagues in Federal service to improve upon the FY 2002 results in the coming fiscal year.

A handwritten signature in blue ink, appearing to read "Kay Coles James".

Kay Coles James
Director

“The men and women who have worn the nation’s uniform set an example of service and an example of sacrifice for future generations... The people who serve in the military are giving their best to this country, and we have the responsibility to give them our full support. Our full support not only here in Washington, D.C., but our support all across the country.”

President George W. Bush



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Executive Summary and Highlights

The report describes the Fiscal Year (FY) 2002 status of disabled veterans and other veterans in the Federal workforce. As a result, OPM acknowledges that the data contained in this report may not reflect accurately the current state of veterans' employment in the Federal Government; since this report is a snapshot of veterans' employment during the period October 1, 2001 through September 30, 2002. New veteran hires, promotions, and retirements from that time are presented in this report.

Here are some highlights from the FY 2002 report:

- The Federal Government remains the Nation's leader in veterans' employment. As of September 30, 2002, the Government employed 450,100 veterans. Compared to the civilian labor force (CLF), the Federal Government employs over two times the percentage of veterans, approximately three times the percentage of Vietnam-era veterans, over five times the percentage of disabled veterans, and over six times the percentage of 30 percent or more disabled veterans.
- Over the past year, new veteran hires increased by 7,636 or 19.2 percent. They represent 17 percent of all new hires in the Federal Government and 26 percent of all full-time permanent (FTP) new hires. Of the full-time permanent new hires, 4.3 percent were Vietnam-era veterans, 3.7 percent were disabled veterans, and 1.9 percent were 30 percent or more disabled.
- The number of disabled veterans increased in FY 2002 to 80,519, a net gain of 1,839 (or 2.3 percent) from last year. The percentage of disabled veterans in the Federal workforce dipped to 4.5 percent, down 0.1 percent from FY 2001. DOD and Department of Veterans Affairs (VA) account for 74.7 percent of all disabled veterans in the Federal civilian workforce.
- Disabled veterans constituted 2.9 percent of all new hires, with DOD hiring more than half of them. All 17 of the executive departments and 26 independent agencies exceed the CLF (0.3 percent) in the percent of new hires of disabled veterans.
- The representation of 30 percent or more disabled veterans in the Federal workforce in FY 2002 increased by 2,409 to 2.0 percent, up from 1.9 percent from FY 2001, for a total of 35,154. DOD and VA accounted for 78.9 percent of this group.
- For FY 2002, the hiring of 30 percent or more disabled veterans increased by 335 or 8.3 percent from FY 2001. Eleven of the 17 executive departments and fifteen of the 27 independent agencies showed an increase in their representation of disabled veterans among FY 2002 new hires compared to FY 2001.
- In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which created a new hiring authority. Since 1998, this new

authority has become one of the most frequently used methods of appointing veterans. In FY 2001, there were 8,516 VEOA appointments, which rose to 9,158 in FY 2002.

- Veterans received 22.0 percent of promotions awarded in the Federal Government, with DOD and VA representing 58.5 percent of that 22.0 percent. Promotions for disabled veterans increased to 12,081, or 4.3 percent of all promotions in FY 2002. Furthermore, the promotion rate for 30 percent or more disabled veterans in FY 2002 remained at 1.9 percent from FY 2001.
- Overall, hiring trends across agencies remained relatively constant for veterans. Veterans and disabled veterans were employed primarily in white-collar jobs at grades 9 through 12 and blue-collar jobs. The largest concentration of new hires was at DOD, which hired almost half (45.6 percent) of the new veteran hires. All 17 executive departments and 26 of 27 independent agencies (with 500 or more employees) exceed the CLF representation rate of 0.8 percent for disabled veterans.
- The Department of Defense (DOD) was the largest Federal employer of veterans in FY 2002. DOD employed 233,705 veterans, which equals 52 percent of all veterans in Federal service.
- DOD accounted for two thirds (66.8 percent) of all new Veterans Readjustment Appointments (VRA). Among non-DOD executive departments, VA accounted for more than 14 percent of all VRA appointments and the Department of Justice for another 12.1 percent.
- There are 161,285 fewer Federal employees now than there were in FY 1996. However, despite the combination of a shrinking Federal workforce, an aging population, and a decreased applicant pool of veterans, the percentage of veterans in the non-postal Federal civilian workforce remains steady at 25.4 percent.

Introduction

This is the U.S. Office of Personnel Management's (OPM's) FY 2002 report on veterans' employment in the Federal Government. OPM prepared and is submitting this report in accordance with section 4214 of title 38, United States Code and 5 CFR 720.306(c). In accordance with the law and the President's mandate, the Federal Government places a high priority on the recruitment, employment, and advancement of veterans, especially disabled veterans.

This annual report describes significant results in the Federal employment of veterans, including disabled veterans. It provides related statistics and describes the results of employment activities of OPM and other Federal agencies on behalf of all veterans. Hiring data are included for both total and full-time permanent (FTP) Federal workforce populations.

Information is provided on the Veterans Readjustment Appointment (VRA) Authority, the special noncompetitive hiring authority for 30 percent or more disabled veterans, the Veterans Employment Opportunity Act (VEOA), and the Disabled Veterans Affirmative Action Program (DVAAP).

Each department, agency, and instrumentality in the executive branch, as well as the Postal Rate Commission, U.S. Postal Service, and Tennessee Valley Authority, is required by law to have an affirmative

action program for the recruitment, employment, and advancement of disabled veterans.

OPM provides guidance and assistance to Federal agencies in developing DVAAP plans and annually requests agencies to submit accomplishment reports and plan certifications. OPM reviews each agency's submission to determine if it is consistent with applicable laws and regulations.

Notes:

- Throughout this report, we use FY 1996 as a base year for making trend and comparative analyses. In FY 1997, the preparers of the report changed the format and included comparisons to the previous year. That tradition continued with each subsequent report. Next year, we will move to a five year benchmark for trend and comparative analysis.
- Public Law 107-288, passed in FY 2003, changed the Veterans Readjustment Appointments (VRA) program name and eligibility criteria. The program name changed from Veterans Readjustment Appointment to Veterans Recruitment Appointment. This report, however, reflects FY 2002 data and thus uses the previous program name. We will examine the impact of the new VRA eligibility criteria in our FY 2003 report.

Data Sources

The main source of Federal employment data in this report was OPM's Central Personnel Data File (CPDF). The CPDF is an automated data file compiled from agencies' submissions of their workforce and personnel action data. The CPDF does not include employees of the Congress, Library of Congress, Judicial Branch, White House Office, Office of the Vice President, Central Intelligence Agency, National Imagery and Mapping Agency, National Security Agency, Defense Intelligence Agency, U.S. Postal Service, Postal Rate Commission, Board of Governors of the Federal Reserve, Tennessee Valley Authority, or Department of Agriculture Extension Service employees, employees paid out of non-appropriated funds (e.g., employees of post exchanges in the Department of Defense), and non-citizen employees of the Federal Government in foreign countries.

Although the U.S. Postal Service, Postal Rate Commission, and Tennessee Valley Authority were not in the CPDF, they provided data independently for this report. Their numbers are shown but are not included in the Governmentwide averages. Unless otherwise noted, all Federal statistics reported exclude the U.S. Postal Service.

There are two variables in the CPDF used to identify veterans: veterans' preference and veterans' status. Veterans' preference indicates an employee's entitlement to statutory types of preference under 5 U.S.C. 2108. This primarily includes disabled and combat veterans. Veterans' status indicates whether an employee is a veteran as defined by 38 U.S.C. 101 (i.e., a person who served in the active uniformed military service of the United States and who was discharged or released from service under conditions other than dishonorable). As of

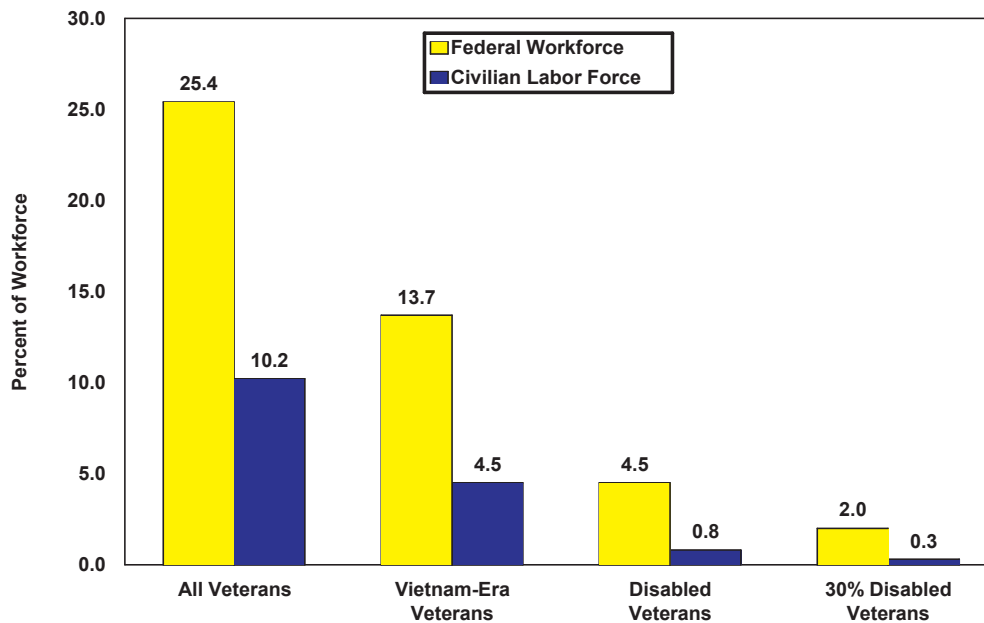
September 30, 2002, 92.5 percent of all Federal veteran status employees also had veterans' preference.

The terms "veteran employee," "veteran new hire," and "veteran promotion" are used throughout the report to denote employees with veterans' status.

Civilian Labor Force (CLF) information on veterans was taken from the 2002 Current Population Survey (CPS) conducted for the Department of Labor's Bureau of Labor Statistics (BLS) by the Bureau of the Census. The latest available survey cited in this report for all veterans and Vietnam-era veterans is from the 2002 CPS. For disabled and 30 percent disabled veterans, latest available data comes from the August 2001 Veterans Supplement to the CPS. The CLF proportions for veterans are: 10.2 percent for all veterans, 4.5 percent for Vietnam-era veterans, 0.8 percent for disabled veterans, and 0.3 percent for 30 percent disabled veterans (Figure 1). Compared to the CLF, the Federal Government employs over two times the percentage of veterans; approximately three times the percentage of Vietnam-era veterans; over five times the percentage of disabled veterans; and over six times the percentage of 30 percent or more disabled veterans.

This report examines OPM's CPDF statistics for 17 executive departments and 27 independent agencies with 500 or more employees. Throughout the report, changes of 0.1 percent or greater indicate increases or decreases from FY 2001 to FY 2002. For more information, see comparable statistics in the FY 2001 *Annual Report to Congress on Veterans' Employment in the Federal Government*.

Figure 1.
Veterans in the Non-Postal Federal Civilian Workforce and the Civilian Labor Force



Note: Civilian Labor Force is for men and women, ages 18 years and over

Source: CLF data for all veterans and Vietnam-Era veterans from the 2002 Current Population Survey (CPS) conducted by the Bureau of Labor Statistics, U.S. Department of Labor. CLF data for disabled veterans and 30% disabled veterans from the August 2001 Veterans Supplement to the CPS. Federal data are from the U.S. Office of Personnel Management's Central Personnel Data File (CPDF), September 2002.

Status of Veterans in the Federal Non-Postal Workforce

Veterans

This report focuses on results and activities from the non-postal Federal agencies. The Federal Government's overall workforce continues to decline. However, the representation of veteran employees in the Federal workforce has remained steady.

For instance, the percentage of veterans employed in the Federal workforce declined from 27.4 percent in 1996 to 25.4 percent in FY 2002. However, the percentage of disabled veterans in Federal civilian service in FY 2002 is the same as it was in FY 1996, 4.5 percent.

The application of veterans' preference in recruiting and retention has contributed to this consistent representation of disabled veterans in the Federal workforce.

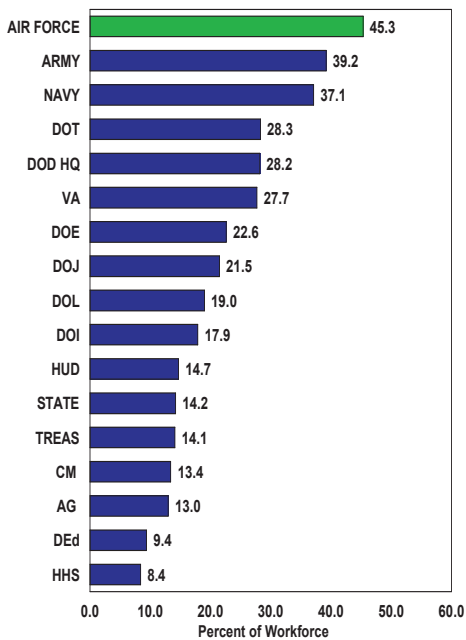
The Department of Defense (DOD) civilian workforce, which includes the Air Force, Army, Navy, DOD agencies and other activities, had a net gain of 3,012 veteran employees, up from 230,693 in FY 2001 to 233,705 in FY 2002. DOD continued to employ over 34 percent (613,764 employees) of the remaining non-postal Federal civilian workforce and 52 percent (233,705 employees) of the 450,100 veterans in Federal service during FY 2002.

Figure 2 presents the percentage of veterans in each of the 17 executive departments and Figure 3 gives the percentage of veterans in each of the 27 independent agencies. The list on pages 35 and 36 provides the key to abbreviations used throughout this report.

Executive departments with the highest percent of veterans in their workforce are DOD, the Department of Transportation (DOT), and the Department of Veterans Affairs (VA). The range for these agencies varies from 45.3 to 27.7 percent (Figure 2).

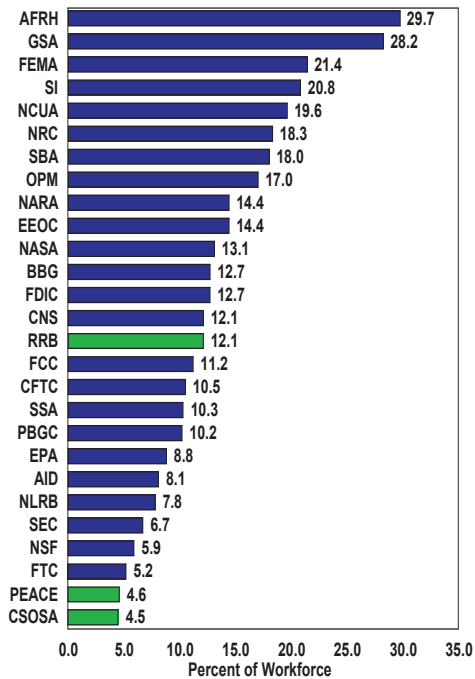
Independent agencies that have 500 or more employees are described separately from the larger executive departments. The two independent agencies with the highest percentage of veterans were Armed Forces Retirement Home (AFRH) and the General Services Administration (GSA), with 29.7 percent and 28.2 percent respectively (Figure 3).

Figure 2.
Representation of Veterans in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Management File.
■ - Green represents a higher percent than the previous year.

Figure 3.
Representation of Veterans in Federal Independent Agencies (500+ Employees)



Source: U.S. Office of Personnel Management's Central Personnel Data File.
■ - Green represents a higher percent than the previous year.

The percentage of veterans in non-postal Federal agencies equaled or exceeded the CLF rate (10.2 percent) in 15 out of 17 executive departments and in 19 out of 27 independent agencies for FY 2002 (Figures 2 and 3).

Despite a decrease in the number of veterans available for employment, one executive department, the Air Force, actually employed veterans at a higher percentage in FY 2002 than it did in FY 2001. The increase was 3.1 percent. Furthermore, three of the independent agencies showed a percent increase from 0.2 to 1.1. These results reflect an overall decline in the number of veterans for agencies to recruit coupled with a relatively high rate of retirement for Federally employed veterans.

Disabled Veterans

The employment of disabled veterans in the non-postal Federal civilian workforce increased from 78,680 in FY 2001 to 80,519 in FY 2002, a net increase of 1,839 or 2.3 percent. Plus, the proportion of disabled veterans in the Federal service has increased. The increase is a positive indicator of the impact of veterans' preference in recruiting and retention.

DOD and VA continue to lead the way in the employment of disabled veterans. Together, they employed nearly three-fourths (74.7 percent or 60,138) of all disabled veterans in the Federal civilian workforce. These agencies represent 47.2 percent (836,619 employees) of the total Federal civilian workforce.

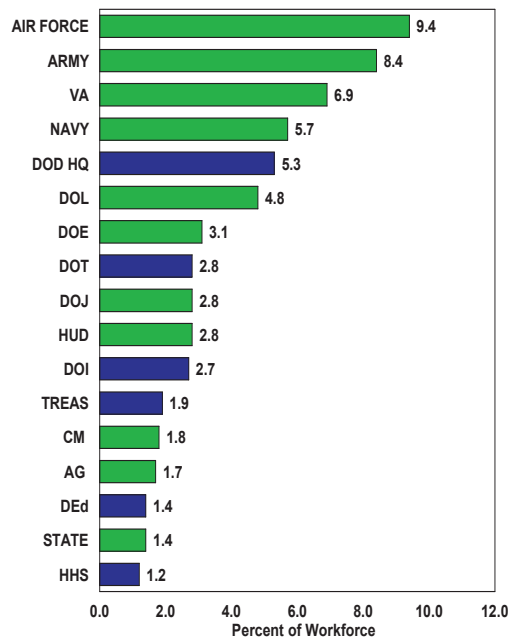
Figures 4 and 5 present the percentage of disabled veterans in each of the executive departments and independent agencies. Data for FY 2002 regarding the participation of disabled veterans in the Federal

workforce indicate that all 17 executive departments and 26 of 27 independent agencies (with 500 or more employees) exceeded the CLF representation rate of 0.8 percent for disabled veterans (Figures 4 and 5).

Non-DOD agencies with the highest percentage of disabled veterans are VA (6.9 percent) and DOL (4.8 percent) (Figure 4). The independent agencies with the highest percentage of disabled veterans are AFRH (6.0 percent) and GSA (4.6 percent) (Figure 5).

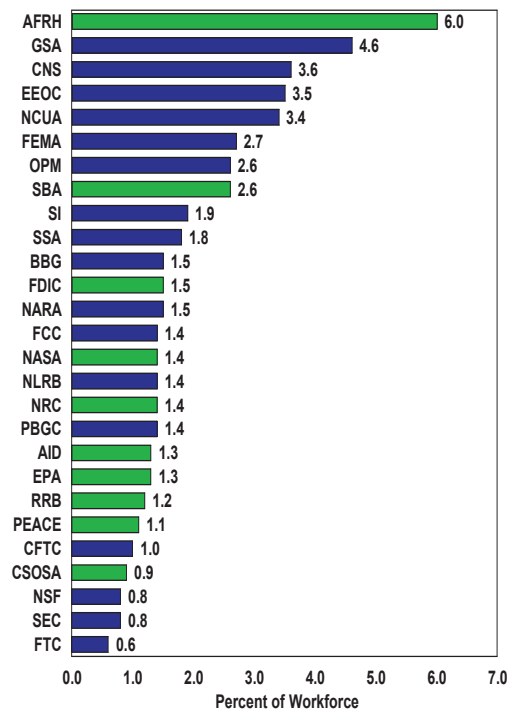
In FY 2002, eleven executive departments employed a higher percentage of disabled veterans than in FY 2001. The percent increase ranges from 0.5 to 0.1. Also, 10 independent agencies showed percent increases ranging from 0.7 to 0.1.

Figure 4.
Representation of Disabled Veterans in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

Figure 5.
Representation of Disabled Veterans in Federal Independent Agencies (500+ Employees)



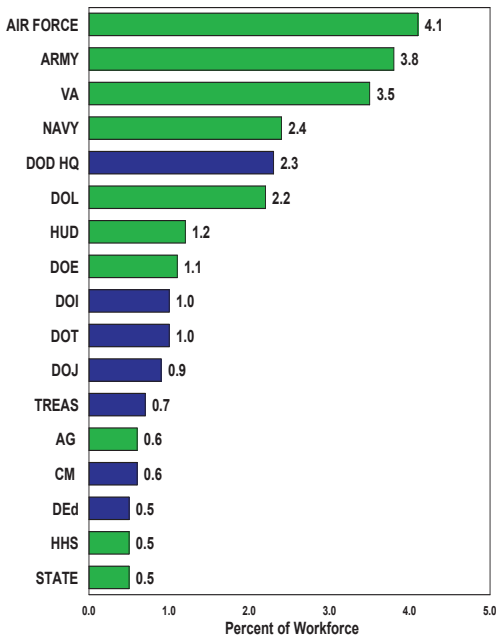
Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

30 Percent or More Disabled Veterans

Figures 6 and 7 present the percentage of 30 percent or more disabled veterans employed in executive departments and independent agencies. An examination of FY 2002 data reveals that all 17 executive departments and 23 of the 27 independent agencies (with 500 or more employees) equal or exceed the CLF representation rate (0.3 percent) for 30 percent or more disabled veterans (Figures 6 and 7).

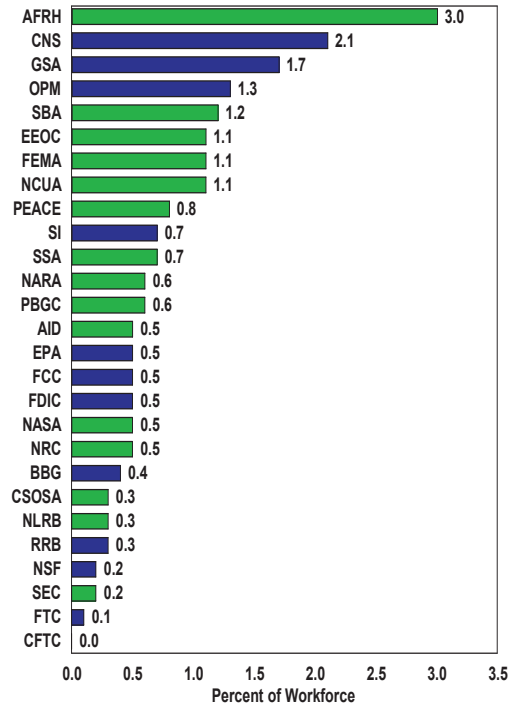
The total of 30 percent or more disabled veterans in the Federal workforce increased to 35,154 employees in FY 2002 from 32,745 in the previous year. Representation of 30 percent or more disabled veterans in the Federal civilian workforce stood at 2.0 percent in FY 2002. Hiring of 30 percent or more disabled veterans increased by 8.3 percent from the previous year.

Figure 6.
Representation of 30 Percent or More Disabled Veterans in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

Figure 7.
Representation of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500 + Employees)



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

For example, the total workforce of the VA decreased by 2,038 (1.0 percent) from 224,893 in FY 2001 to 222,855 in FY 2002. However, the number of 30 percent or more disabled veterans employed at VA rose from 7,657 to 7,899 during the same time period, a net increase of 242 (3.2 percent).

Two departments (DOD and VA) accounted for almost four-fifths (78.9 percent or 35,154 employees) of all 30 percent or more disabled veterans in the non-postal Federal workforce.

When the FY 2001 data are compared to FY 2002 data, ten of the executive departments showed increases in their employment representation of 30 percent or more disabled veterans, with the percent increase ranging from 0.1 to 0.4. Fifteen independent agencies showed increases ranging from 0.1 to 0.9 percent.

Grade and Occupational Distribution of Veterans

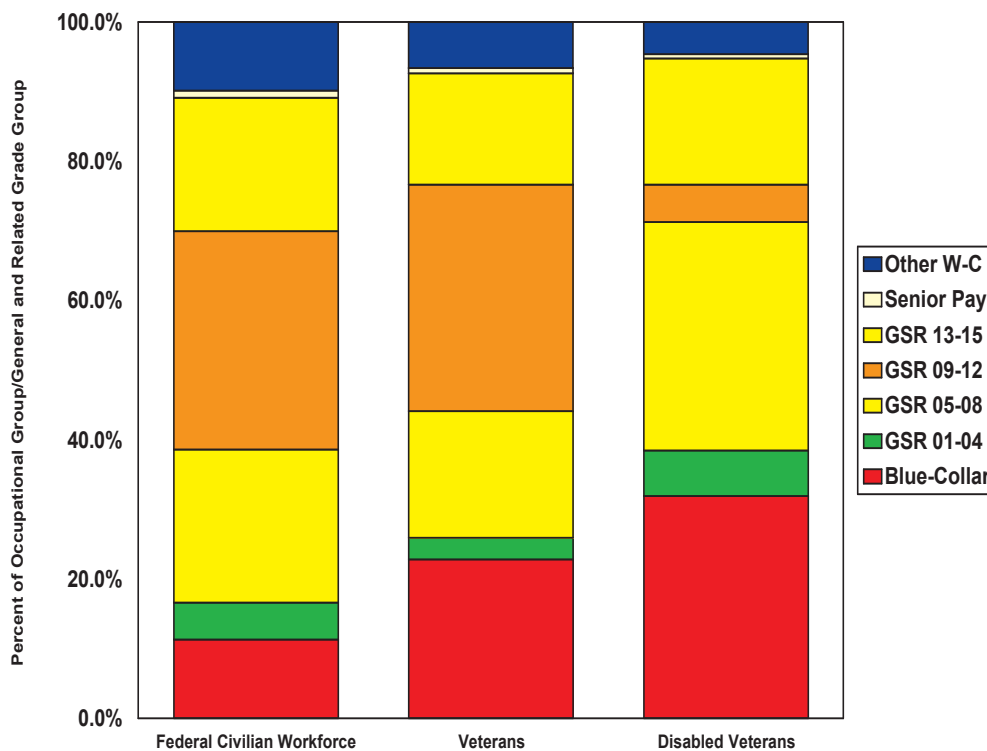
Figure 8 shows the distribution of veterans and disabled veterans and the Federal civilian workforce across blue-collar, white-collar General Schedule and Related Pay Plans (GSR 1 to GSR 15), senior pay level, and other groups not subject to title 5 pay systems, such as demonstration projects. Despite the retirement of many Federal veteran employees, veterans remain prominent both in blue-collar jobs and in white-collar jobs at grades 9–12 (Figure 8).

Figure 9 shows the percentage of disabled veteran employment for FY 1996

and FY 2002 by occupational group. Over this time period there have been shifts in the occupational distribution of disabled veterans employed in professional, administrative, technical, clerical, other, and blue-collar occupations.

- When FY 2002 data are compared to FY 1996, the percentage of disabled veterans decreased in blue-collar occupations, down to 21.6 percent from 28.2 percent.
- At the same time, the percentage of disabled veterans increased in administrative occupations, up to 37.5 percent from 31.3 percent.

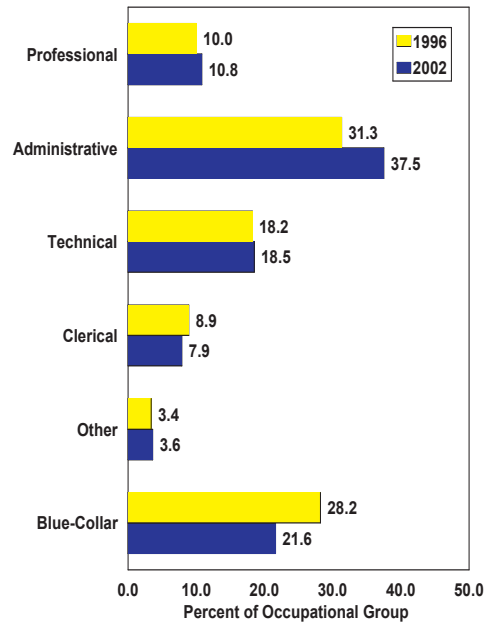
Figure 8.
Veterans and Disabled Veterans Compared to Total Federal Executive Workforce by Blue-Collar and White-Collar Pay Groups



Source: U.S. Office of Personnel Management's Central Personnel Data File

- The percentage of disabled veterans also increased in professional occupations, up to 10.8 percent from 10.0 percent (Figure 9).
- According to figures from the U.S. Bureau of Labor Statistics 2002 Current Population Survey, 24.8 percent of male veterans aged 20 or older had completed four or more years of college compared to 27.6 percent for comparable non-veterans. Despite this education gap, the representation of veterans increased in professional, administrative and technical occupations.

Figure 9.
Disabled Veteran Employment
Distribution by Occupational Category



Source: U.S. Office of Personnel Management's Central Personnel Data File

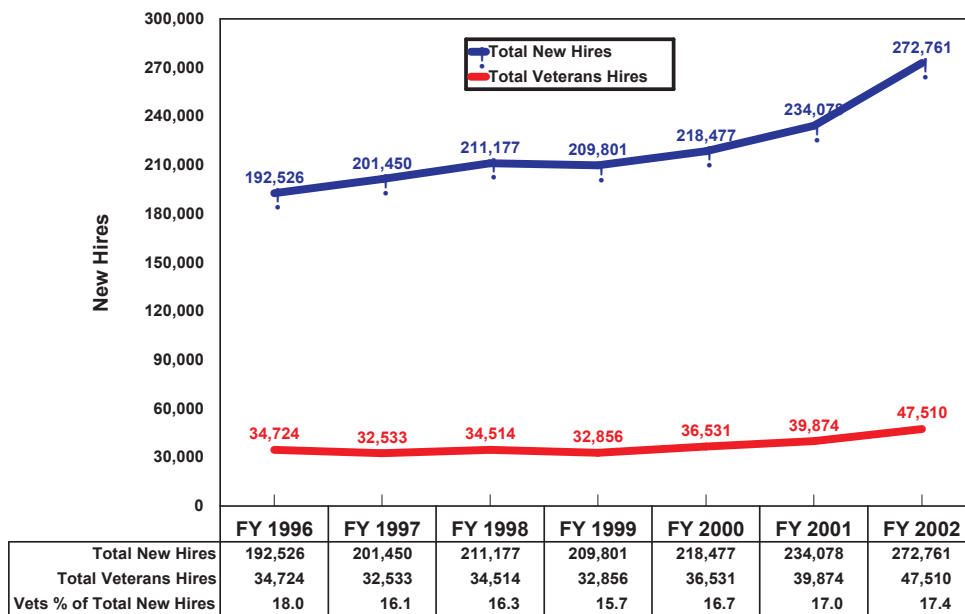
Hiring Of Veterans in the Federal Workforce in FY 2002

The results show that between FY 1996 and FY 2002, the total number of new hires in the Federal Government (including part-time and intermittent employees) rose from 192,526 to 272,761, respectively (a 29.4 percent increase). Figure 10 presents the percentage of veterans among all new hires from FY 1996 to FY 2002. Figure 11 presents the distribution of veteran and non-veteran new hires across occupational categories. An examination of Federal hiring during FY 2002 reveals that:

- Veterans hired during FY 2002 totaled 47,510 an increase of 7,636 (19.2 percent) from 39,874 during FY 2001. Their percentage of the total hires increased from 17.0 percent in FY 2001 to 17.4 percent in FY 2002 (Figure 10).

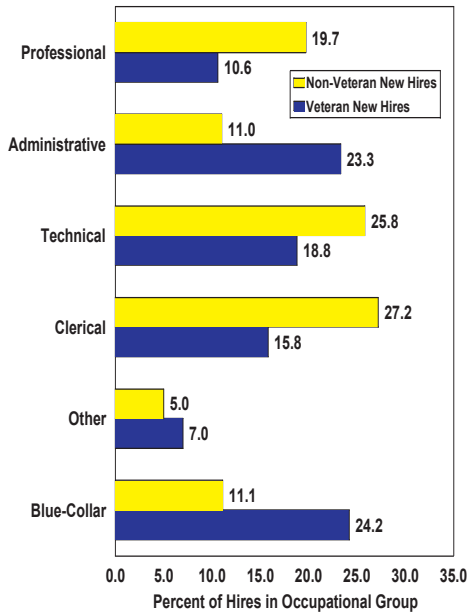
- The statistics on the new veteran hires in FY 2002 show that approximately one out of ten (10.8 percent) were in professional occupations. The predominant occupations for new veteran hires were administrative (25.8 percent) and blue-collar occupations (19.0 percent) (Figure 11).
- Among non-DOD executive departments, DOT, VA, DOJ and DOE showed the highest representation in new veteran hiring. The percent of new veteran hires in those departments ranged from 19.2 to 23.5 percent (Figure 12).

Figure 10.
Veterans Percent of Total New Hires in Federal Workforce FY1996-FY2002



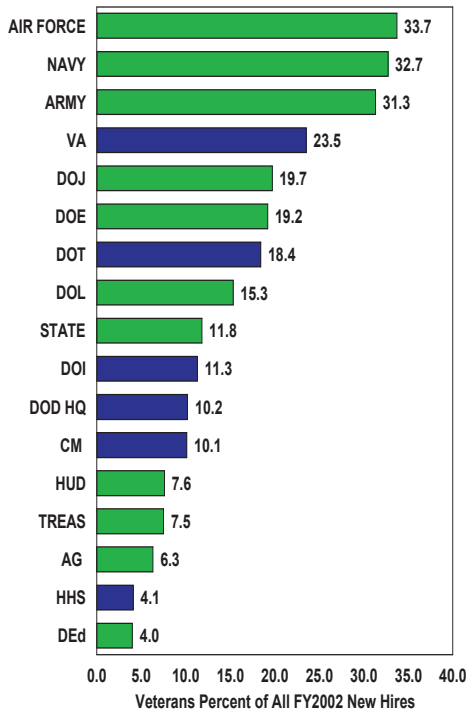
Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 11.
New Veteran and Non-Veteran Hires by Occupational Category



Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 12.
New Veteran Hires in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Data File

■ - Green represents a higher percent than the previous year.

Tables 1 and 2 summarize Federal hiring trends for selected veteran populations in both the total and full-time permanent (FTP) Federal civilian workforce.

Veterans represent 17.4 percent of all new hires in the Federal Government and 26.1 percent of all full-time permanent new hires (Tables 1 and 2). Of the full-time permanent new hires, 4.3 percent were Vietnam-era veterans; 3.7 percent were disabled veterans; and 1.9 percent were 30 percent or more disabled (Table 2). However, the relatively high percentage of full-time permanent new hires that were veterans has averaged 30.8 percent since FY 1996. Overall, hiring trends for veterans remain similar across agencies.

New Hires by Departments and Agencies

► Veterans

Figure 12 gives the percentage of new veteran hires in executive departments and Figure 13 provides the percentage of new hires of veterans in independent agencies.

- DOD hired almost half (21,657 or 45.6 percent) of all new veteran hires in FY 2002. In contrast, DOD was responsible for only 28.6 percent of total Federal hires overall.
- The non-DOD departments with the highest percentage of newly hired veterans were VA (5,879 or 23.5 percent) and DOJ (2,434 or 19.7 percent) (Figure 12).
- Among the independent agencies, those with the highest percentage of new veteran hires include AFRH (32 or 34.0 percent) and RRB (7 or 33.7 percent) (Figure 13).

Table 1.**New Veteran Hires: 1996–2002**

Total Hire Data	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002
All Federal Hires	192,526	201,450	211,177	209,801	218,477	234,078	272,761
Veteran Hires	34,724	32,533	34,514	32,856	36,531	39,874	47,510
Pct of All Feds Hired	18.0%	16.1%	16.3%	15.7%	16.7%	17.0%	17.4%
Vietnam-Era Veteran Hires	15,041	13,094	11,975	10,694	10,741	11,217	9,411
Pct of All Employees Hired	7.8%	6.5%	5.7%	5.1%	4.9%	4.8%	3.5%
Pct of All Veterans Hired	43.3%	40.2%	34.7%	32.5%	29.4%	28.1%	19.8%
Disabled Veteran Hires	6,664	6,609	5,559	6,226	6,784	7,495	7,878
Pct of All Employees Hired	3.5%	3.3%	2.6%	3.0%	3.1%	3.2%	2.9%
Pct of All Veterans Hired	19.2%	20.3%	16.1%	18.9%	18.6%	9.0%	16.6%
30%+ Disabled Veteran Hires	2,820	2,956	2,471	3,067	3,476	4,035	4,370
Pct of All Employees Hired	1.5%	1.5%	1.2%	1.5%	1.6%	1.7%	1.6%
Pct of All Veterans Hired	8.1%	9.1%	7.2%	9.3%	9.5%	10.1%	9.2%
Pct of All Disabled Vets Hired	42.3%	44.7%	44.5%	49.3%	51.2%	54.3%	55.5%

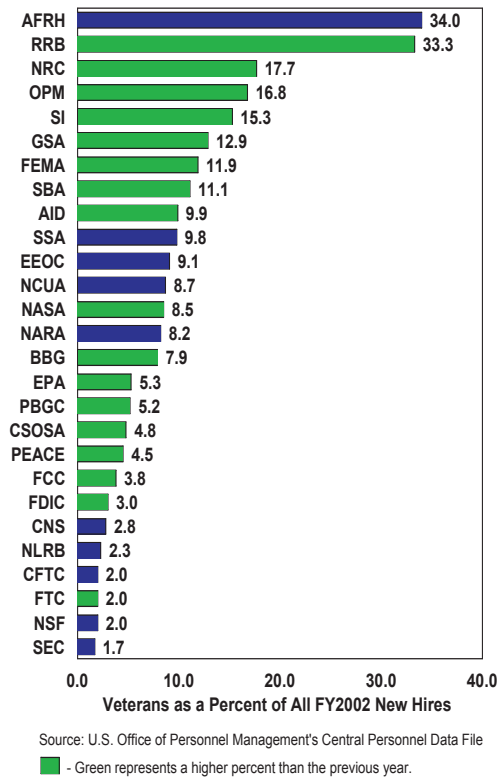
Source: U.S. Office of Personnel Management's Central Personnel Data File

Table 2.**New FTP Veteran Hires: 1996–2002**

Full Time Permanent (FTP) New Hire Data	FY 1996	FY 1997	FY 1998	FY 1999	FY 2000	FY 2001	FY 2002
All Federal Hires	39,390	43,014	50,518	52,545	64,276	78,315	119,871
Veteran Hires	13,628	13,487	16,125	15,614	19,997	24,301	31,325
Pct of FTP Employees Hired	34.6%	31.4%	31.9%	29.7%	31.1%	31.0%	26.1%
Vietnam-Era Veteran Hires	5,028	4,590	4,483	3,989	4,810	5,697	5,157
Pct of FTP Employees Hired	12.8%	10.7%	8.9%	7.6%	7.5%	7.3%	4.3%
Pct of FTP Veterans Hired	36.9%	34.0%	27.8%	25.5%	24.1%	23.4%	16.5%
Disabled Veteran Hires	2,321	2,525	2,478	2,878	3,493	1,220	4,491
Pct of FTP Employees Hired	5.9%	5.9%	4.9%	5.5%	5.4%	1.6%	3.7%
Pct of FTP Veterans Hired	17.0%	18.7%	15.4%	18.4%	17.5%	5.0%	14.3%
30% + Disabled Veteran Hires	835	957	1,021	1,326	1,656	592	2,314
Pct of FTP Employees Hired	2.1%	2.2%	2.0%	2.5%	2.6%	0.8%	1.9%
Pct of FTP Veterans Hired	6.1%	7.1%	6.3%	8.5%	8.3%	2.4%	7.4%
Pct of FTP Disabled Vets Hired	36.0%	37.9%	41.2%	46.1%	47.4%	48.5%	51.5%

Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 13.
New Veteran Hires in Federal Independent Agencies
(500 + Employees)



- Eleven executive departments showed an increase in the new veteran hires, with the increases ranging from 0.2 to 3.4 percent. Seventeen independent agencies showed an increase in new veteran hires, with the increases ranging from 0.4 to 29.1 percent.

► **Disabled Veterans:**

Despite a net decline in the overall Federal civilian workforce, there were 7,878 new hires of disabled veterans during FY 2002. These disabled veterans constituted 2.9 percent of all new hires during FY 2002 compared to 3.2 percent during FY 2001. A closer examination of FY 2002 hiring patterns for disabled veterans in the Federal Government reveals certain highlights that merit further attention. Figure 14 provides the percentage

of disabled new veteran hires in executive departments, and Figure 15 provides these statistics for independent agencies.

- The DOD accounted for over half (54.3 percent) of all disabled veterans hired during FY 2002.
- Nine of the executive departments and 16 of the independent agencies showed an increase in their representation of disabled veterans among FY 2002 new hires compared to the previous year. The percent increase for the executive departments ranged from 0.1 to 1.9, whereas the range for the independent agencies was from 0.1 to 6.4 percent.

Two independent agencies reported no new disabled veteran hires during FY 2002.

Figure 14.
New Hires of Disabled Veterans in Federal Executive Departments

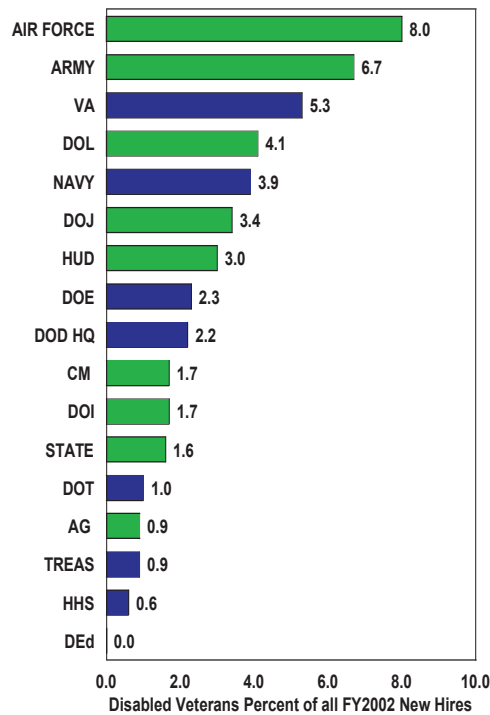
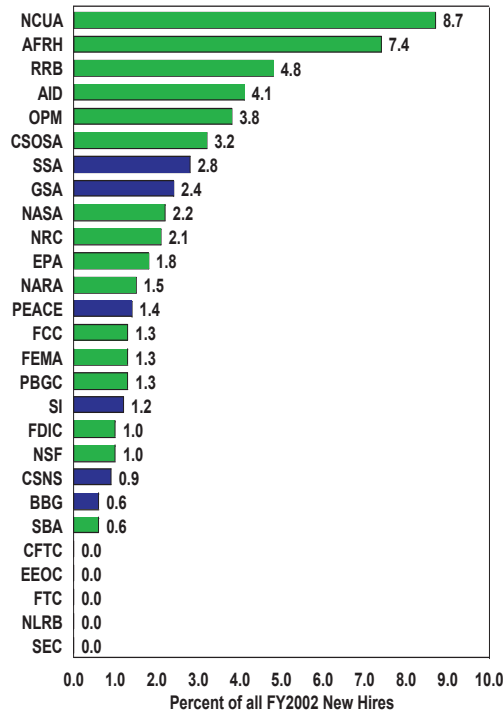


Figure 15.
New Hires of Disabled Veterans in Federal Independent Agencies (500+ Employees)



► **30 Percent or More Disabled Veterans**

Data related to the hiring of 30 percent or more disabled veterans during FY 2002 reveal the following:

- There were 4,370 hires of 30 percent or more disabled veterans in FY 2002, up by 335 (8.3 percent) from 4,035 in FY 2001. In terms of representation, the hiring of 30 percent or more disabled veterans decreased to 1.6 percent of total new hires during FY 2002 compared to 1.7 percent in the prior year (Table 1).
- Consistent with hiring for all disabled veterans, DOD accounted for 57.2 percent of these hires in FY 2002.

Figure 16 provides the percentage of 30 percent or more disabled veterans who were FY 2002 new hires in executive departments. Figure 17 provides similar statistics for independent agencies.

- Eleven executive departments and fifteen independent agencies reported an increase in the representation of 30 percent or more disabled veterans in their FY 2002 hiring data compared to FY 2001. The range of the increases for the executive departments was 0.1 to 0.8 percent, whereas the range of increases for the independent agencies was 0.1 to 4.8 percent. Three executive departments and four independent agencies reported no hiring activity for this particular veteran population.

Figure 16.
New Hires of 30 Percent or More Disabled Veterans in Federal Executive Departments

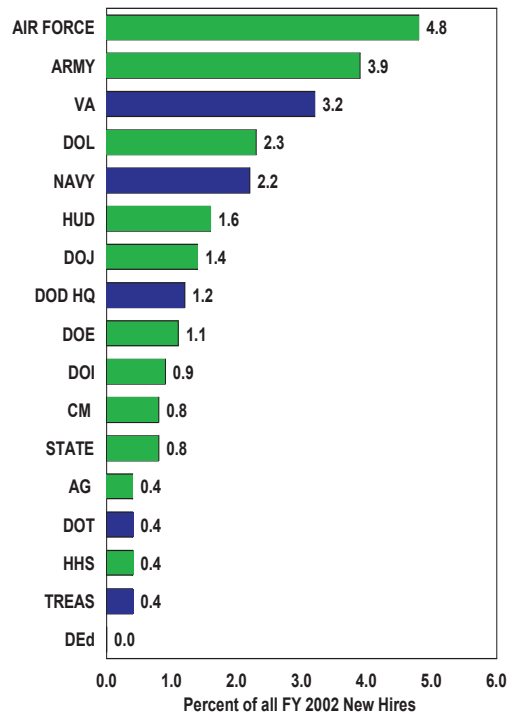
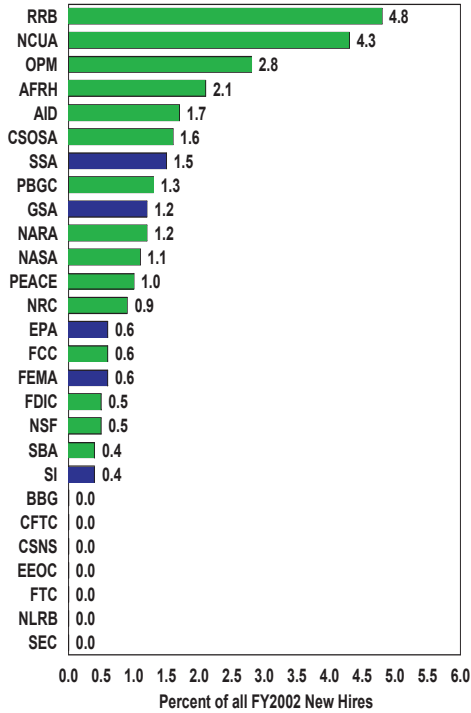


Figure 17.
New Hires of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500 + Employees)



Source: U.S. Office of Personnel Management's Central Personnel Data File

■ - Green represents a higher percent than the previous year.

Use of Special Hiring Authorities for Disabled Veterans

In addition to regulations governing veterans' preference in hiring and reductions-in-force, agencies can also support our Nation's eligible veterans with direct appointments under the Veterans Readjustment Appointment (VRA) and 30 percent or more disabled veterans appointing authorities. Disabled veterans can also be appointed under special hiring authorities for persons with disabilities. While these appointing authorities are a convenient method of appointment for the agency and the veteran, their use is entirely discretionary. Figure 18 provides the percentage of veterans hired using special hiring authorities. Figure 19 provides the distribution of total VRA appointments across executive departments and other agencies.

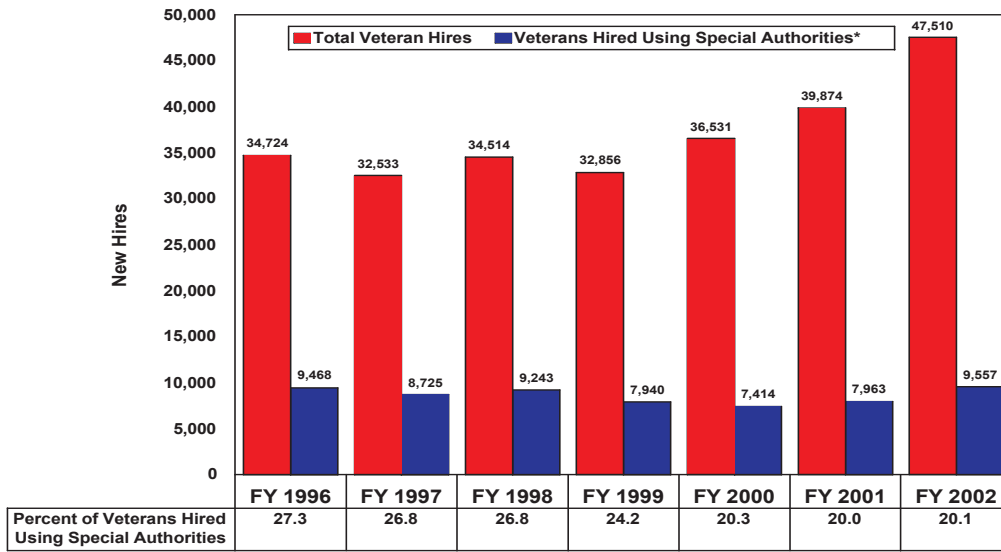
In 1998, Congress enacted the Veterans Employment Opportunities Act (VEOA), which

created a new hiring authority. A veteran selected under VEOA is given a career or career-conditional appointment. Since FY 1999 this new authority has become one of the most frequently used methods of appointing veterans. For example, in FY 1999, there were 729 VEOA appointments. These appointments rose from 8,516 in FY 2001 to 9,158 employees in FY 2002. Of the 9,158 appointments in FY 2002, 7,848 were new hires and the remainders were converted from temporary appointments or other Federal appointment.

A review of FY 2002 data on the use of special appointing authorities for veterans reveals the following:

- The use of VRA and 30 percent or more disabled veteran appointing authorities accounted for 12.6 percent of all veteran new hires or approximately one out of eight veteran hires (Figure 18). The actual number of veterans hired under these appointing authorities increased to 9,557 during FY 2002 compared to 7,963 in the previous year (Figure 18).
- There were 6,836 VRA appointments made during FY 2002 (767 to GSR 01-04; 3,095 to GSR 05-08; 1,647 to GSR 09-12; 1,327 to other grades and pay plans), a decrease of 444 from 7,280 in FY 2001 (Table 3). This may correspond to a decrease in VRA eligibles. These appointments included 5,187 new hires, which represents 1.9 percent of all FY 2002 Federal new hires.
- Of the 6,836 VRA appointments made during FY 2002, 1,394 were entitled to disability compensation. Of that total, 174 were Vietnam and Vietnam-era veterans and 1,220 were other veterans entitled to disability compensation (Tables 4 and 5).

Figure 18.
Veterans Hired Using Special Appointing Authorities FY 1996 - FY 2002



Source: U.S. Office of Personnel Management's Central Personnel Data File

Of employees serving under VRA appointments, 4,555 were converted to career or career-conditional appointments during FY 2002. Of these conversions, 1,050 were entitled to disability compensation (183 Vietnam and Vietnam-era veterans and 867 non-Vietnam-era veterans) (Table 6).

- There were 1,343 separations of VRA appointees from Federal service during FY 2002 (1,040 quits; 209 disciplinary actions; 0 reduction-in-force; 31 other terminations; 45 retirements; 18 deaths). Of these, 240 were agency initiated (Table 7). Moreover, 380 of those individuals separated were entitled to disability compensation (34 Vietnam and Vietnam-era veterans and 346 non-Vietnam-era veterans) (Tables 8 and 9).

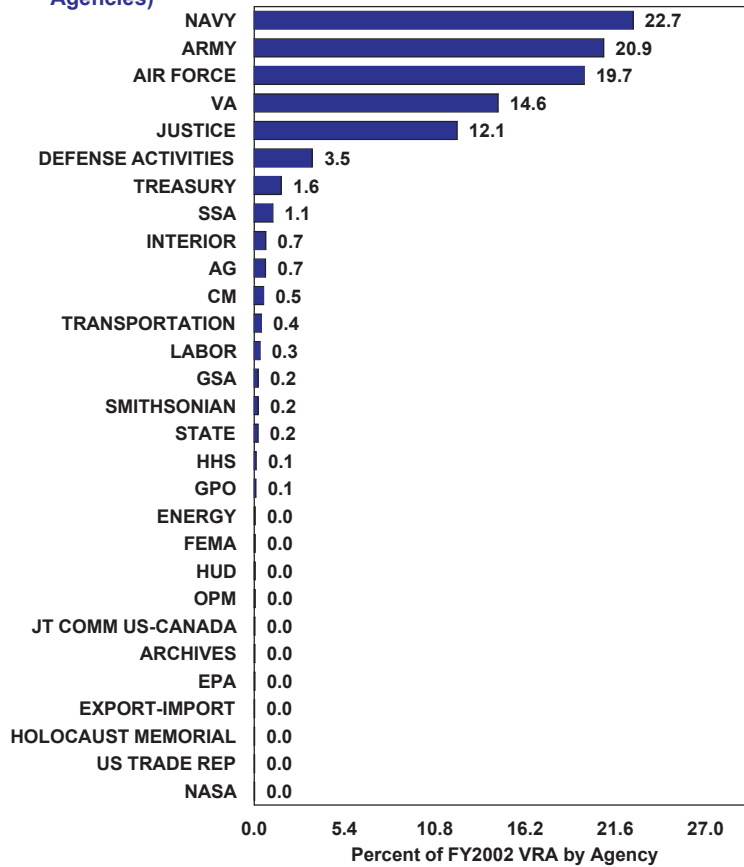
- The use of VRA appointments declined by 444 or 6.1 percent in FY 2002. Use of the VRA appointing authority during FY 2002 was concentrated in three departments: DOD, VA and DOJ. In DOD, 66.8 percent of new hires made in FY 2002 were made using the VRA appointing authority (Figure 18). At VA, 14.6 percent of their

new hires were made under VRA, while 12.1 percent of DOJ's new hires were made under this authority (Figure 20).

- Among independent agencies, SSA (1.1 percent) reported the greatest use of the VRA appointing authority during FY 2002 (Figure 20).
- DOD departments had the highest percentage of VEOA appointments. The Army had 2,196 (24.0 percent), and the Air Force, 1,772 (19.3 percent). Among non-DOD departments, VA had 2,065 (22.4 percent) appointees, DOI had 140 (1.5 percent) and DOT had another 115 (1.3 percent). Among independent agencies, GSA had the highest number of VEOA appointments, 99 (1.1 percent) (Figure 20).

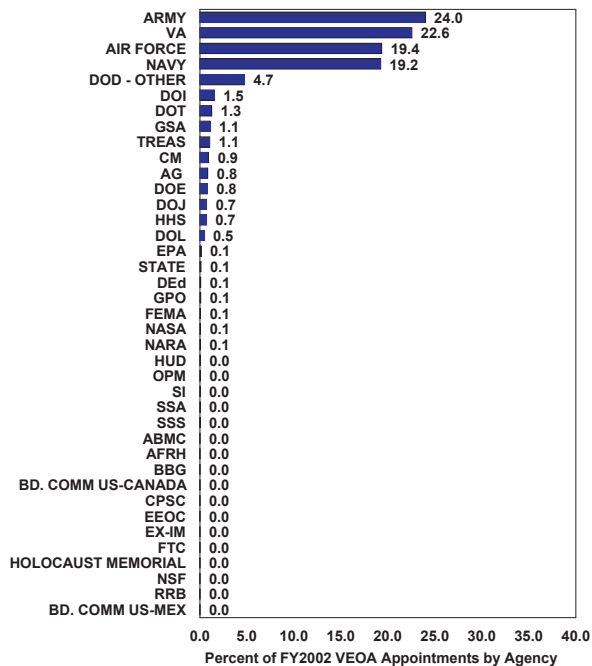
All Federal agencies (Postal and non-Postal) should make greater use of the special appointing authorities for hiring veterans, as well as retention incentives, to counter-act the continuing decline in the overall number of veterans available for Federal employment.

Figure 19.
VRA Appointments by Agency (Executive Departments and Other Agencies)



Source: U.S. Office of Personnel Management's Central Personnel Data File

Figure 20.
VEOA Appointments Executive Departments and other agencies)



Source: U.S. Office of Personnel Management's Central Personnel Data File

Table 3.**VRA Appointments (new hires and conversions) by Grade Group by agency**

Agency	Other Grades,				Total
	GSR 01-04	GSR 05-08	GSR 09-12	Pay Plans	
AIR FORCE	65	442	447	395	1,349
AFRH	0	0	0	0	0
AG	5	25	15	1	46
ARMY	235	609	348	236	1,428
CM	2	11	24	0	37
Ded	0	0	0	0	0
DOD	5	95	105	32	237
DOE	0	1	2	0	3
DOI	12	18	4	13	47
DOJ	7	762	34	26	829
DOL	0	7	16	0	23
DOT	0	13	14	1	28
EEOC	0	0	0	0	0
EPA	0	1	1	0	2
FCC	0	0	0	0	0
FEMA	0	0	3	0	3
FMC	0	0	0	0	0
GSA	0	11	2	3	16
HHS	0	3	4	0	7
HUD	0	2	1	0	3
NARA	2	0	0	0	2
NASA	0	1	0	0	1
NAVY	126	477	518	429	1,550
NLRB	0	0	0	0	0
OPM	0	1	2	0	3
RRB	0	0	0	0	0
SEC	0	0	0	0	0
SI	10	5	1	0	16
SSA	3	65	6	1	75
STATE	0	7	7	1	15
TREAS	41	49	16	2	108
VA	254	487	73	183	997
Total	767	3,092	1,643	1,323	6,825

Table 4.

VRA Appointments (new hires and conversions) by Grade Group of Vietnam and Vietnam-era veterans entitled to disability compensation by agency

Agency	GSR 01-04	GSR 05-08	GSR 09-12	Other Grades, Pay Plans	Total
AIR FORCE	6	26	23	8	63
AG	0	0	1	0	1
ARMY	5	10	14	3	32
CM	0	0	1	0	1
DOD	1	0	1	2	4
DOI	1	1	0	3	5
DOJ	0	12	4	1	17
DOL	0	0	1	0	1
FEMA	0	0	1	0	1
HHS	0	1	0	0	1
NAVY	4	16	13	7	40
SSA	0	2	0	0	2
STATE	0	0	0	1	1
TREAS	0	1	0	0	1
VA	0	1	0	1	2
TOTAL	17	70	59	26	172

Table 5.

VRA Appointments (new hires and conversions) of all other veterans entitled to disability compensation by Grade Group by agency

Agency	GSR 01-04	GSR 05-08	GSR 09-12	Other Grades, Pay Plans	Total
AIR FORCE	21	83	107	52	263
AG	3	7	2	0	12
ARMY	40	89	58	22	209
CM	1	1	3	0	5
DOD	1	14	17	3	35
DOI	0	2	2	1	5
DOJ	3	95	8	4	110
DOL	0	1	1	0	2
DOT	0	1	1	0	2
HHS	0	0	1	0	1
NASA	0	1	0	0	1
NAVY	9	65	36	37	147
OPM	0	1	1	0	2
SSA	2	13	0	0	15
STATE	0	0	2	0	2
TREAS	8	4	2	0	14
VA	112	187	26	68	393
TOTAL	200	564	267	187	1,218

Table 6.

Conversion of VRA Appointments to career/career conditional appointment: total conversions, Vietnam and Vietnam-era veterans entitled to disability compensation and all other veterans disability compensation by agency

	Total Conversions	Vietnam- Era Veterans	All Other Veterans
AIR FORCE	859	129	730
AFRH	3	0	3
AG	13	3	10
ARMY	1,237	141	1,096
CM	14	4	10
DOD	195	55	140
DOE	2	0	2
DOI	52	12	40
DOJ	319	25	294
DOL	13	1	12
DOT	1	1	0
EEOC	6	1	5
EPA	3	0	3
FEMA	1	0	1
GSA	6	1	5
HHS	5	0	5
HUD	1	0	1
NARA	2	1	2
NASA	4	0	4
NAVY	724	131	593
OPM	1	0	1
SBA	1	0	1
SI	7	0	7
SSA	89	12	77
SSS	1	0	1
STATE	10	3	7
TREAS	56	10	4
VA	929	0	929
TOTAL	4,554	530	3,983

Table 7.**Separations of VRA Appointees by Agency**

Agency	Removal/Termination Quits(Performance/Disciplinary)	Reduction in Force	Other Termination	Retirement	Death	Total	
AIR FORCE	110	11	0	1	2	4	128
AG	3	1	0	0	2	0	6
ARMY	292	29	0	4	2	2	329
CM	3	0	0	0	0	0	3
DOD	33	5	0	2	2	1	43
DOJ	57	19	0	0	3	1	80
DOL	4	1	0	0	0	0	5
DOE	0	0	0	0	0	0	0
Ded	0	0	0	0	0	0	0
EPA	0	0	0	0	0	0	0
GSA	1	1	0	0	0	0	2
HHS	1	0	0	0	0	0	1
HUD	0	0	0	0	0	1	1
DOI	6	2	0	9	1	0	18
NASA	1	0	0	0	0	0	1
NAVY	145	2	0	2	2	1	152
OPM	0	0	0	0	0	0	0
STATE	2	1	0	0	0	0	3
SSA	21	4	0	0	0	0	25
DOT	2	1	0	0	0	0	3
TREAS	38	3	0	0	1	0	42
VA	307	110	0	13	27	8	465
MSPB	0	0	0	0	0	0	0
NARA	1	0	0	0	0	0	1
AFRH	0	0	0	0	0	0	0
SI	10	2	0	0	2	0	14
Total	1,037	192	0	31	44	18	1,322

Table 8.**Separations of VRA Appointees Vietnam and Vietnam era veterans entitled to disability compensation by agency**

Agency	Removal/Termination Quits(Performance/Disciplinary)	Reduction in Force	Other Termination	Retirement	Death	Total
AIR FORCE	3	1	0	0	0	4
AG	0	1	0	0	0	1
ARMY	8	1	0	1	0	10
DOD	1	0	0	0	0	1
DOJ	1	1	0	0	0	2
DOL	0	0	0	0	0	0
DOI	1	0	0	1	0	2
NAVY	6	0	0	0	0	6
SSA	1	1	0	0	0	2
DOT	0	0	0	0	0	0
TREAS	0	1	0	0	0	1
VA	1	2	0	0	0	3
SI	0	0	0	0	1	1
TOTAL	22	8	0	2	1	33

Table 9.**Separations of VRA Appointees of Veterans other than Vietnam-era entitled to disability compensation by agency**

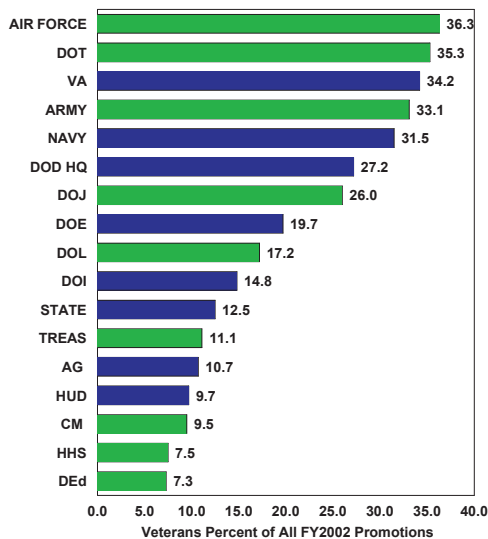
Agency	Removal/Termination Quits(Performance/Disciplinary)	Reduction in Force	Other Termination	Retirement	Death	Total
AIR FORCE	21	3	0	1	0	25
AG	0	1	0	0	0	1
ARMY	52	2	0	1	1	57
CM	0	0	0	0	0	0
DOD	4	1	0	0	1	6
DOJ	4	5	0	0	0	9
DOI	0	1	0	1	0	2
NAVY	25	2	0	1	0	28
SSA	4	0	0	0	0	4
DOT	1	0	0	0	0	1
TREAS	6	0	0	0	0	6
VA	111	53	0	3	16	186
SI	1	0	0	0	0	1
TOTAL	229	68	0	7	18	326

PROMOTIONS OF VETERANS IN THE FEDERAL WORKFORCE

The number of promotions in the Federal workforce increased by 3.0 percent from 271,183 in FY 2001 to 279,398 in FY 2002.¹ Figure 21 provides the percentage of promotions for veterans in executive agencies, and Figure 22 gives similar statistics for independent agencies. Further review of promotion data for FY 2002 reveals the following trends:

- Federal executive departments accounted for 89.5 percent of all promotion activity (i.e., veterans and non-veterans). In particular, DOD (84,780), Treasury (53,940), and VA (27,490) accounted for 59.5 percent of all FY 2002 promotions.
- Veterans represented 22.0 percent (61,465) of all Federal promotions. DOD and VA recorded 58.5 percent (35,974) of these veteran promotions.

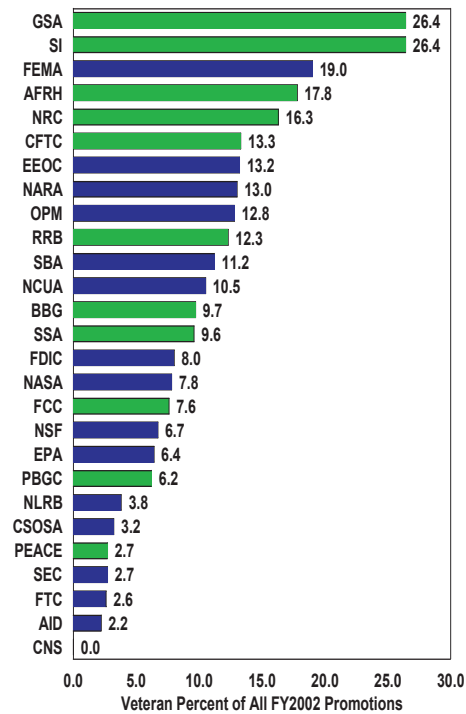
Figure 21.
Promotions for Veterans in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

¹Promotions include changes of an employee to a position at a higher-grade level within the same pay system or to a position with a higher rate of pay in a different pay system. The data excludes movement between agencies which results in a higher grade.

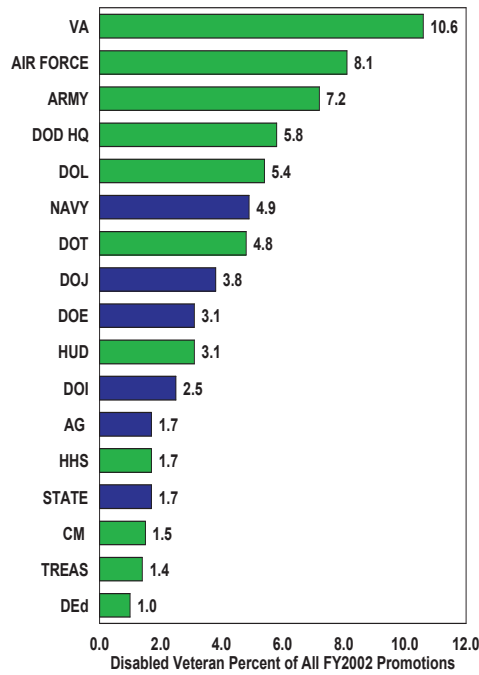
Figure 22.
Promotions for Veterans in Federal Independent Agencies (500+ Employees)



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

- For DOD components, DOT, and VA, the percentages of promotions for veterans ranged from 27.2 to 36.3 (Figure 21). Among independent agencies, the two agencies that have the highest promotion rate were the General Services Administration (GSA) and the Smithsonian Institution (SI), both at 26.4 percent (Figure 22).
- In FY 2002 compared to FY 2001, nine executive departments showed an increase in promotions of veterans, with percent increases ranging from 0.1 to 2.1. Ten independent agencies showed increases ranging from 0.1 percent to 9.3 percent.

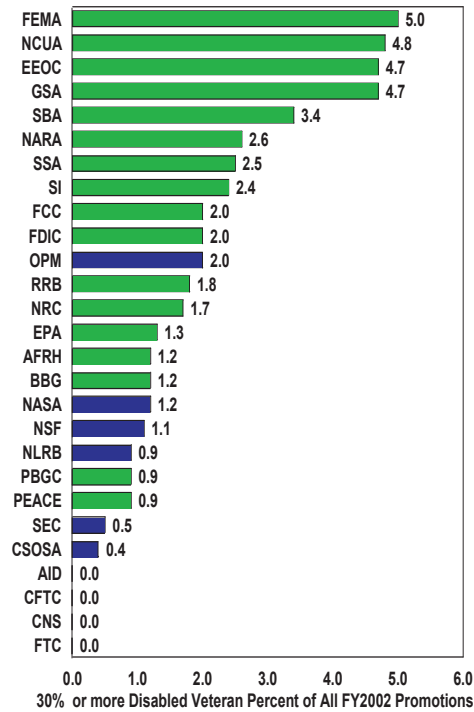
Figure 23.
Promotions for Disabled Veterans in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Data File

■ - Green represents a higher percent than the previous year.

Figure 24.
Promotions for Disabled Veterans in Federal Independent Agencies (500+ Employees)



Source: U.S. Office of Personnel Management's Central Personnel Data File

■ - Green represents a higher percent than the previous year.

Promotions of Disabled Veterans

Figure 23 provides the percentage of promotions for disabled veterans in executive departments. Figure 24 provides similar statistics for disabled veterans in independent agencies.

The number of Federal promotions for disabled veterans rose to 12,081 in FY 2002, up from 11,686 in FY 2001, though the percentage of all promotions remained steady at 4.3 percent.

- DOD and VA showed 66.8 percent (8,074) of all disabled veteran promotions.
- In FY 2002, executive departments with the highest percentage of disabled veteran promotions are DOD components, DOL, DOT, and VA, with percents ranging from 10.6 to 4.8 (Figure 23). Independent agencies with the highest

percentage of disabled veteran promotions are FEMA, NCUA, EEOC and GSA, with percents ranging from 4.7 to 5.0 (Figure 24).

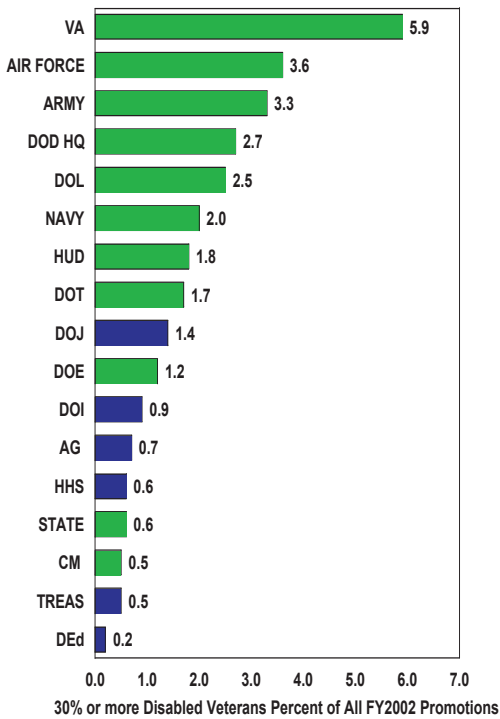
Promotions of 30 Percent or More Disabled Veterans

Figure 25 shows the percentage of each agency's promotions of 30 percent or more disabled veterans. Figure 26 provides similar information for independent agencies.

The promotions of 30 percent or more disabled veterans in FY 2002 increased to 5,445, or 1.9 percent of all Federal promotions, compared to 5,055 during FY 2001.

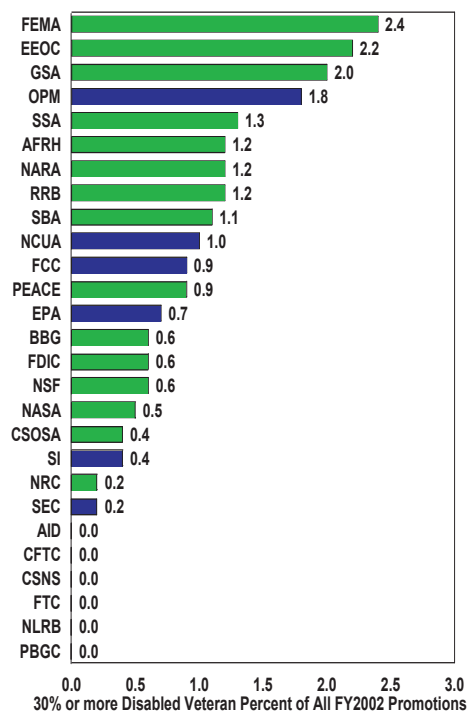
DOD and VA recorded 71.2 percent (3,876) of all promotions for 30 percent or

Figure 25.
Promotions of 30 Percent or More Disabled Veterans in Federal Executive Departments



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

Figure 26.
Promotions of 30 Percent or More Disabled Veterans in Federal Independent Agencies (500+ Employees)



Source: U.S. Office of Personnel Management's Central Personnel Data File
 ■ - Green represents a higher percent than the previous year.

more disabled veterans. The agencies with the highest percentage of promotions for 30 percent or more disabled veterans are VA, Air Force, and Army, with percents ranging from 3.3 to 5.9 (Figure 25). The independent agencies with the highest percentage of promotions for 30 percent or more disabled veterans are FEMA (2.4 percent) and EEOC (2.2 percent).

There were 434,000 American veteran deaths in FY 2002. Veterans 65 years and older accounted for 38.0 percent of the overall veteran population. For FY 2002, half of all living veterans were older than 58.0 years of age. As a result of the aging veteran population the percentage of veterans in the CLF, as well as in the Federal workforce, continues to decline².

RETIREMENTS OF VETERANS IN THE FEDERAL WORKFORCE

The total number of veterans in the general population continues to decline.

²U.S. Department of Veterans Affairs, FY 2002 Performance and Accountability Report.

In the permanent full-time Federal workforce (as of September 2002), veterans averaged 50.3 years of age compared to 46.6 years for all Federal employees. Many veterans who are Federal employees are now eligible for retirement and are retiring at a higher rate than the general Federal workforce.

In FY 2002, 41.3 percent of all retirees from Federal service were veterans. Of that percentage, 10.4 percent were disabled veterans and 7.3 percent were 30 percent or more disabled veterans.

U.S. POSTAL SERVICE

Data from the Postal Service indicate that preference eligible veterans make up 29.8 percent of its workforce (Table 10). The representation of disabled veterans in the Postal Service has declined by 3,662 or 4.6 percent from FY 2001 to FY 2002.

Disabled veterans received 10.5 percent (2,779) of all Postal Service promotions for FY 2002 compared to 11.0 percent (3,644) during

FY 2001. Veterans who are 30 percent or more disabled received 743 or 2.8 percent of FY 2002 promotions, which equals their percentage representation (2.8 percent) in the FY 2001 Postal Service workforce.

The non-postal Federal civilian workforce employs more veterans, in all categories, than the Postal Service. The results are particularly noteworthy when comparing the employment of disabled veterans within the two entities.

- The non-postal Federal civilian workforce employs almost twice as many 30 percent or more disabled veterans than the Postal Service (35,154 vs. 18,529, an 89.7 percent differential).
- The non-postal Federal civilian workforce employs almost 10 percent more disabled veterans than the Postal Service (80,519 compared to 73,899, a 9 percent differential).

Table 10.

Employment of Veterans in the U.S. Postal Service: FY 2001–FY 2002

	Postal Service			Change Percent
	Employment of Veterans		Number	
	FY 2001	FY 2002		
Total Workforce	774,675	751,980	–22,695	–2.9%
Veterans	235,985	223,796	–12,189	–5.2%
Percent of Total	30.5%	29.8%		
Disabled Veterans	77,521	73,899	–3,622	–4.6%
Percent of Total	10.0%	9.8%		
Percent of Veterans	32.8%	33.0%		
30 Pct+ Disabled Vets	19,183	18,529	–654	–3.4%
Percent of Total	2.5%	2.5%		
Percent of Veterans	8.1%	8.2%		
Percent of Disabled Vets	24.7%	25.1%		

Source: USPS

AGENCY HIGHLIGHTS

In FY 2002, agencies engaged in various activities in support of recruiting, hiring, and advancing disabled and other veterans. The following notable activities, described in agency submissions, may be used by agencies to further develop their DVAAP programs. These initiatives are divided into five categories: Recruitment, Training, Hiring, Reasonable Accommodation, and Career Development.

Training

Agencies are required to develop education and training programs that strike a balance between the needs of the agency and the aspirations of veterans.

To meet this requirement, agencies are using a variety of developmental training and education initiatives. These programs consisted of: planned on-the-job training, temporary promotions, cross-divisional training and job reassignments, off-site classroom training, topic-specific counseling (e.g., resume writing), and training for managers and supervisors pertaining to job restructuring to help qualified disabled veterans meet job requirements. Agencies may use any combination of these development programs and initiatives in order to help veterans advance.

The **Department of Commerce's (CM's)** International Trade Administration provided counseling to disabled veterans on how to address specialized experience for internal job vacancies.

The **Environmental Protection Agency (EPA)** offered three programs to disabled veterans, including supervisory training provided by the USDA Graduate school. These veterans are encouraged to complete an Individual Development Plan and discuss career advancement with their supervisors.

The **National Aeronautics and Space Administration (NASA)** provides disabled veterans with on-and off-the-job training to further their skills development and enhance their advancement opportunities.

The **Tennessee Valley Authority (TVA)** encourages disabled veterans to complete an individual development plan which is used to identify training needs. TVA assists veterans in preparing Individual Development Plans to ensure they have appropriate skills and training needed for further career opportunities in TVA.

The **Defense Logistics Agency (DLA)** provides disabled veterans with formal classroom and on-the-job training, upon request, to assist them in skills development.

The **Smithsonian Institution (SI)** provides managers and supervisors training sessions which taught them how to structure positions and announcements to help qualified disabled veterans meet job requirements.

The **Nuclear Regulatory Commission (NRC)** encourages disabled veterans to participate in three career enhancing programs: Leadership Potential Program, Executive Leadership Program, and the Administrative Skills Enhancement Program.

The **Department of Veterans Affairs (VA)** provides training on interviewing skills and resume writing to veterans who are new to the Federal system to enhance their opportunities for advancement. In addition, cross training, temporary promotions, and reassignments were utilized to further increase opportunities for internal advancement.

Recruitment

The **Department of Veterans Affairs (VA)** military service coordinators conducted weekly briefings at military bases. They provided benefits and employment information to outprocessing service members. These weekly briefings were offered to service members in the Continental United States and overseas.

The U.S. **Department of Agriculture (AG)**, participates in disability related seminars and job fairs designed to recruit disabled veterans. In addition, several AG agencies maintain an applicant supply file of disabled veterans and regularly mail job announcements to qualified candidates encouraging them to apply. Also, AG initiated contacts with Veterans Employment Centers to explore hiring of military persons preparing for discharge under the Veterans Readjustment (VRA) Appointments. The Forest Service and Agricultural Research Service continue recruiting of outside hires through a

demonstration project authority which has since been made permanent and Governmentwide by statute. The authority provides for categorical rating of applicants instead of using the “rule of three.” Outside studies of both agencies have shown that use of categorical rating has resulted in more hiring of veterans than using standard hiring authorities.

To ensure that veterans and disabled veterans have the opportunity to be considered for hiring in the competitive staffing process, the **Office of Personnel Management (OPM)** announces vacancies for employment opportunities from all sources of candidates, rather than limit recruitment to its internal workforce.

The **National Aeronautics and Space Administration (NASA)** maintains a current listing of recruitment sources in order to refer disabled veterans for job opportunities.

To emphasize special appointment authorities, the **Department of Labor (DOL)** sends vacancy announcements to local and national veterans’ organizations, state rehabilitation agencies, disabled veterans outreach programs, and State and county Veterans Service Officers.

In the **Department of Transportation (DOT)**, the Federal Aviation Administration (FAA) maintains close liaison with the Department of Veterans Affairs (VA) and the Vocational Rehabilitation Centers. This effort is to obtain veteran job referrals for employment opportunities with FAA. Job postings are provided directly to VA representatives in order to expedite referrals for disabled and 30 percent or more disabled veterans.

The **Department of State (ST)** recruits disabled veterans by advertising in “The Army/Navy Times Group Worldwide” newspapers for Foreign Service, including the Foreign Service Written Examination and Foreign Service Specialist positions. ST also provides recruitment information to military installations and organizations nationwide using the latest technology in a new focused effort to attract departing military personnel to the ranks of the Department.

To increase the recruitment of disabled veterans, the **Defense Intelligence Agency (DIA)** reviews qualified applicants through its Corporate Selection Board (CSB), which is used to select qualified individuals for employment placement throughout the agency.

Two employees from the **Environmental Protection Agency’s (EPA’s)** Human Resources Office in Kansas City attended the “Veteran and Military Personnel Career Fair” presented by the Missouri Division of Workforce Development Marine Corps Community Service Center. This fair was designed to increase employment opportunities available to veterans and current military personnel.

The **Bureau of Alcohol, Tobacco, and Firearms** works with veteran rehabilitation counselors and centers to assist in the referral and placement of disabled veterans. The bureau’s Diversity and Career Impact Program (DCIP) recruiters attend job fairs/career days, and informational sessions at educational institutions targeted specifically for veterans and disabled veterans.

The **Department of the Interior’s (DOI)** bureaus successfully recruit veterans from various national and community-based organizations by providing job announcements and requesting their participation in DOI sponsored activities. DOI bureaus and offices also network with local veteran community centers and Veterans Administration Hospitals, veterans’ coordinators at State Employment Commissions, and Referral Services staffs of the Department of Veterans Affairs as avenues for recruiting veterans.

The **Railroad Retirement Board (RRB)** established a new recruitment and hiring procedure designed to increase the hiring of disabled veterans. Under this procedure, RRB sets aside one or more positions to be filled under the special hiring authority for 30 percent or more disabled veterans, with recruitment targeted to veterans employment offices and organizations.

The **Smithsonian Institution (SI)** waived merit promotion requirements pertaining to the acceptance of late applications. This practice allowed disabled veterans to submit applications for consideration at any time before a selection was made.

Hiring

The **Export Import Bank** hired four veterans. Three were hired in positions at grade levels 13-15, the other was hired at the grade 12 level.

The **Federal Deposit Insurance Corporation (FDIC)** hired veterans at a rate of approximately half of their total workforce representation.

The **Office of Personnel Management (OPM)** hired 41 disabled veterans during FY 2002.

The **Defense Logistics Agency (DLA)** employed disabled veterans in 129 occupational series. Total disabled veterans employment and veterans appointments were distributed across the full range of General Schedule (GS) and Wage Grade (WG) pay schedules.

Reasonable Accommodation

The **Department of the Navy (NAVY)** activities implemented policies that adopt flexible leave procedures to accommodate veterans. These extended policies support the continued employment of veterans with conditions that adversely affect their health, such as veterans with neurological disorders and respiratory ailments.

The **Pension Benefit Guaranty Corporation's (PBGC's)** accessible website ensures communication with disabled veterans and veterans advocacy groups.

The **Smithsonian Institution (SI)** has restructured jobs and offers formal on-the-job training to encourage and assist disabled veterans. Accommodations are made when necessary.

The **Federal Deposit Insurance Corporation (FDIC)** provides a variety of reasonable accommodations to veterans with disabilities. These include: job restructuring, modified work schedules, acquisition or modification of equipment or devices, and adjustment or modification of examinations.

Career Development

The **Food and Nutrition Service (FNS)** provides employee development opportunities to disabled veteran employees. These opportunities include monthly seminars on management, leadership, and skill development.

The **Department of the Navy (NAVY)** restructures jobs to integrate disabled veterans, especially 30 percent disabled veterans, into the work force and to provide internal advancement opportunities.

To increase employment opportunities for disabled veterans, the **Federal Transit Administration** provided opportunities at lower grades by restructuring higher-graded jobs.

The **Office of Personnel Management (OPM)** provided one 10-point disabled veteran continued technical education

and training and use of self-directed work team concepts to create opportunities for advancement. The technical training included specialized training in secure and emergency voice telecommunications systems, techniques and protocols.

The **Department of Labor (DOL)** promoted 20 percent of their disabled veteran employees in FY 2002.

In the **Environmental Protection Agency (EPA)**, one disabled veteran and two 30 percent or more disabled veterans participated in career development programs. One 30 percent or more disabled veteran participated in a Government-wide career development program.

In the **Bureau of Census**, qualified disabled veterans had the opportunity to be automatically considered for most vacancies after requesting that their names be placed on the Human Resources Division's Career Ladder List for grades GS-5 through 12 in the major occupations. Census managers are required to consider these applicants prior to posting a vacancy outside the Census Bureau.

In the **Social Security Administration's (SSA's)** Senior Executive Service candidate program, 4 percent of those selected were veterans. Ten percent of SSA's

Presidential Management Interns were veterans.

The **Agency for International Development (AID)** provides opportunities to Civil Service employees to cross over to Foreign Service positions so that disabled veterans may gain diverse work experience.

The **National Aeronautics and Space Administration (NASA)** utilizes career ladder progression and promotions to increase the representation of disabled veterans, including 30 percent or more disabled veterans, at upper grade levels.

The **Department of Transportation's (DOT's)** Federal Highway Administration provides career counseling upon request to veterans who desire to compete for positions with greater promotion.

The **Federal Election Commission (FEC)** approved an upward mobility program that targets disabled veterans within the agency for training and development opportunities leading to advancement at the GS-12 grade level.

Ten percent of the participants in the **National Credit Union Administration's (NCUA's)** career development program were veterans with 5-point preference.

These participants were candidates in the NCUA Executive Development Program and the Management Development Program.

Within the **Department of the Treasury (TREAS)** 8 percent of the participants in the US Mint's career development program were disabled veterans.

LIST OF AGENCIES REQUIRED TO SUBMIT DVAAP ACCOMPLISHMENTS AND PLAN CERTIFICATES TO OPM

AGENCY	ABBREVIATION
Agency for International Development	AID
Agriculture, Department of	AG
Air Force, Department of the	AIR FORCE
American Battle Monuments Commission	ABMC
Appalachian Regional Commission	ARC
Armed Forces Retirement Home (includes U.S. Soldier's and Airmen's Home)	AFRH
Army, Department of the	ARMY
Broadcasting Board of Governors (parts of USIA not absorbed by State Dept.)	BBG
Central Intelligence Agency (asserts exemption for security reasons)	CIA
Commerce, Department of	CM
Commission on Civil Rights, U.S.	CCR
Commodity Futures Trading Commission	CFTC
Consumer Product Safety Commission	CPSC
Corporation for National Service	CNS
Court Services and Offender Supervision Agency	CSOSA
Defense, Department of (Office of the Secretary)	DOD HQ
Defense Contract Audit Agency	DCAA
Defense Contract Management Agency	DCMA
Defense Finance and Accounting Service	DFAS
Defense Information Systems Agency	DISA
Defense Inspector General	DIG
Defense Intelligence Agency	DIA
Defense Logistics Agency	DLA
Defense Security Service	DSS
Defense Threat Reduction Agency	DTRA
DOD, Defense Education Activity	DoDEA
DOD, Uniformed Services University of the Health Sciences	USUHS
Education, Department of	Ded
Energy, Department of	DOE
Environmental Protection Agency	EPA
Equal Employment Opportunity Commission	EEOC
Executive Office of the President	EXEC
Export-Import Bank of the U.S.	EX-IM
Farm Credit Administration	FCA
Federal Communications Commission	FCC
Federal Deposit Insurance Corporation	FDIC
Federal Election Commission	FEC
Federal Emergency Management Agency	FEMA
Federal Labor Relations Authority	FLRA
Federal Maritime Commission	FMC
Federal Mediation and Conciliation Service	FMCS

Federal Mine Safety and Health Review Commission (HR ops contracted to the TREAS)	FMSHRC
Federal Trade Commission	FTC
General Services Administration	GSA
Health and Human Services, Department of	HHS
Housing and Urban Development, Department of	HUD
Inter-American Foundation	IAF
Interior, Department of the	DOI
International Trade Commission	ITC
Justice, Department of	DOJ
Labor, Department of	DOL
Merit Systems Protection Board	MSPB
National Aeronautics and Space Administration	NASA
National Archives and Records Administration	NARA
National Capital Planning Commission	NCPC
National Credit Union Administration	NCUA
National Endowment for the Arts	NEA
National Endowment for the Humanities	NEH
National Gallery of Art	NGA
National Imagery and Mapping Agency	NIMA
National Labor Relations Board	NLRB
National Mediation Board	NMB
National Science Foundation	NSF
National Transportation Safety Board	NTSB
Navy, Department of the	NAVY
Nuclear Regulatory Commission	NRC
Occupational Safety and Health Review Commission	OSHRC
Office of Personnel Management	OPM
Office of Special Counsel	OSC
Overseas Private Investment Corporation	OPIC
Peace Corps	PEACE
Pension Benefit Guaranty Corporation	PBGC
Postal Rate Commission	PRC
Postal Service, U.S.	USPS
Railroad Retirement Board	RRB
Securities and Exchange Commission	SEC
Selective Service System	SSS
Small Business Administration	SBA
Smithsonian Institution	SI
Social Security Administration	SSA
State, Department of	STATE
Tennessee Valley Authority	TVA
Transportation, Department of	DOT
Treasury, Department of the	TREAS
Veterans Affairs, Department of	VA

GLOSSARY OF TERMS

Competitive Service. For the purpose of this report, the competitive service consists of all civil service positions in the executive branch except, (a) positions that are specifically excepted by statute; (b) positions to which appointments are made by nomination from the President for confirmation by the Senate, unless the Senate otherwise directs; and (c) positions in the Senior Executive Service.

Conversions. Changes from one appointment to another appointment in the same agency without a break in service.

CPDF. The Central Personnel Data File (CPDF) is the automated Federal civilian database maintained by the U.S. Office of Personnel Management.

Disabled Veterans (30 percent or more) Hiring Authority. Pursuant to 5 U.S.C. 3112, a hiring authority used to hire veterans with a compensable service-connected 30 percent or more disability.

DVAAP. The Disabled Veterans Affirmative Action Program (DVAAP).

Executive Branch. For the purpose of this report, the executive branch includes all executive branch agencies with the exception of the USPS, Postal Rate Commission, Central Intelligence Agency, National Security Agency, Tennessee Valley Authority, White House Office, Office of the Vice President, Board of Governors of the Federal Reserve Board, and Defense Intelligence Agency.

Excepted Service. Those civil service positions which are not in the competitive service or the Senior Executive Service (5 U.S.C. 2103).

Federal Civilian Workforce (FCW). The FCW covers permanent, part-time and full-time employment in the General Schedule and related pay plans, prevailing rate wage systems, and the Senior Executive Service.

Full-Time. Employees who are regularly scheduled to work the number of hours and days required by the administrative work week for their employment group or class, usually a five-day work week at eight hours per day.

Full-Time Permanent (FTP). Full-time employees serving under permanent appointments.

General Schedule (GS). The basic compensation schedule for most Federal civilian white-collar employees.

GS and Related (GSR). The GS and any other related pay systems that follow the grade structure of the GS or whose grade structure can be equated to GS grades by level of work responsibility.

Grade. An indicator of hierarchical relationships among positions covered by the same pay plan. For example, GS grades range from 1 to 15.

Part-time Employees. Employees who are regularly scheduled to work 32 or fewer hours per week.

Permanent Employees. Employees who are serving under appointments without time limits.

Senior-Pay Level. Senior pay level employment includes employees in the Senior Executive Service, Executive

Schedule, Senior Foreign Service, and other employees earning salaries above that of grade 15 of the General Schedule.

Temporary. Employees who serve in short-term positions that are not expected to exceed one year.

Veterans' Preference. An employee's entitlement to statutory types of prefer-

ence in the Federal service based on certain active military service.

Vietnam-Era Veterans. Veterans who served during the Vietnam era—August 5, 1964, to May 7, 1975.